Engaging Youth In Career Exploration and Motivating Change
1. About how many jobs will the average person have in their lifetime?
   a) 5 to 7   b) 9 to 11   c) 12 to 15   d) 20 to 25

2. How many career changes will the average American have in their lifetime?
   a) 6 - 10   b) 1 - 2   c) 3 - 7   d) 12 - 15

3. What percentage of Americans report being satisfied with their jobs?
   a) 30%   b) 51%   c) 13%   d) 65%
“Research shows that the ability to dream and imagine is an important factor to foster hopefulness...Daily survival and ongoing crisis management in young people’s lives make it difficult to see beyond the present. The greatest casualty of trauma is not only depression and emotional scars, but also the loss of the ability to dream and imagine another way of living.”

Source: https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c
National studies reveal that by age 24, the only former foster youth who are consistently employed and earning wages near the national average are those who **had a job while in the foster care system.**
Post-Secondary Education is the New Gateway into the Workforce

The labor market is increasingly demanding a more skilled workforce.

In the 1970’s
28% of jobs required more than a high school education.

In 1992
56% of jobs required more training.

By 2020
65% of job openings in the U.S. will require some postsecondary education.

Source: Georgetown Center on Education and the Workforce Analysis
Resources On Career Exploration and Planning

- Reflection and Exploration
- Reality Testing
- Planning
- Networking and Peer Connections
Reflection and Exploration

www.onetonline.org
explore specific careers & learn about the employment outlook, industry, wages, etc.

https://study.com/directory/category/index.html
explore educational options for specific careers

www.cacareerzone.org
explore specific careers & learn about the employment outlook, industry, wages, etc.

www.cccmypath.org
allows users to take a career assessment, explore careers, & find California Community College programs

www.mynextmove.org
is an interactive tool for job seekers & students to learn more about their career options, including growing jobs

www.myplan.org
the Values Test can help you learn more about your underlying work needs and motivations & can help you decide what is important to you in a job.
What's your plan?

- Discover Possibilities
- Explore Industry Sectors
- Your Career Hub
HERE TO CAREER HAS THREE FEATURES THAT MAKE IT UNIQUE:

**Career Quiz**
An easy-to-use quiz that gathers individualized information and provides students with accurate career interest matches.

**View Salaries**
Students can view salaries for various high-demand occupations in their region, as well as how those salaries change with a college education.

**Geolocation**
Helps students identify nearby community colleges and explore degree programs in their area that fit their interests and goals.
Film and Entertainment Careers: Lighting Designer; Sound Editor

The entertainment industry, more specifically the film industry, is primarily tasked with the production and distribution of motion pictures and TV shows. This includes cinematography, animation, sound editing, writing, post-production and many others.

Education Careers: Orientation & Mobility Instructor; STEM Teacher

The education field consists of public and private schools, ranging from pre-school to high school, college and vocational education.

Supplemental Information
Welcome to the Work Importance Profiler

Select an option below to begin:

- Start a new Work Importance Profiler: [Go]
- Resume Work Importance Profiler: [Go]
- View Results: [Go]

What's important to you in a job? Discover how much you value.
Reality Testing

When engaging in Career Exploration, youth must consider the following:

✓ Median earnings vs. cost of living and lifestyle needs
✓ Education requirements and costs
✓ Projected industry growth
✓ Interests, personality and work environment
✓ By 2020 67% of jobs in California will require some level of postsecondary education

Learn what the cost of living is in your community & what you need to earn using the **Living Wage Calculator**: livingwage.mit.edu

Customize your lifestyle to determine how much you will need to earn based on your preferences: https://www.cacareerzone.org/budget/

Explore the real earnings of California Community College graduates, by program type, using **Salary Surfer**: salarysurfer.cccco.edu
Make Money Choices

Forming a budget is one of the most important parts of financial success. As you first enter the workforce, or even if you switch jobs, knowing how much money you will have available to spend on different aspects of your life will help you avoid debt and possibly even save some money for a rainy day.

To get started, select an option below

**Choose Your Lifestyle**

When you select this option, you will be asked a series of questions to help you determine the lifestyle you want to lead and how much it will cost you. When you are finished you can look at occupations that might support that lifestyle.

**Pick Your Salary**

If you think you know how much money you are going to make, you can work backwards to see if that salary will support the lifestyle you want to lead. If it does not, you can search for alternative occupations that might.

**Budget how much money you'll need**

**Budget from a starting salary**
Navigating Reality
Testing Conversations

- Stick to the facts
  - Use storytelling or personal anecdotes
- Question vs. Advise
Planning for Careers

- Should include short and long term goals
- Goals should relate not only to education and employment but also...
- Barriers to obtaining and sustaining employment (transportation, childcare, drug issues, etc.)
- Discussion about what will motivate youth to keep going.
- Identifying supports at each stage
# My Action Plan

**Where do I want to go?**

**What's my motivation?**

<table>
<thead>
<tr>
<th></th>
<th>SCHOOL GOALS</th>
<th>WORK GOALS</th>
<th>BARRIERS TO BE ADDRESSED</th>
<th>PEOPLE WHO CAN HELP ME</th>
<th>TIMELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Step</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Next Step</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Next Step</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Next Step</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What Will Engage You?

THE WHY?

Use of Celebrities
Use of Self
Use of Peers
Networking skills must be taught explicitly:
• What does it look like?
• How is it done? Get an elevator speech!
• Practicing and role playing
• Linked In

Remember to:
• Normalize the fact that youth may not have a large network at this stage
• Remind youth to network with people outside their age group and recognize the adults they have in their network
Helping to lift someone to higher ground

Learning about a job opening

Receiving a college or work reference letter

Reviewing a resume
How to Create Purpose

“Nudges”

What Are They?

How Can You Nudge?
Questions?

Ena Volic, M.Ed.
Consultant | ena@tayatwork.org

Joshua Garza
Opportunity Youth Collaborative at The Alliance for Children’s Rights | J.Garza@kids-alliance.org