

LASTING GIFTS WORKSHOP SERIES

Workshop 1 – Setting the Stage



Future to Discover



Future to Discover

***Positive Uncertainty is knowing the
future is uncertain
AND being positive about that
uncertainty***

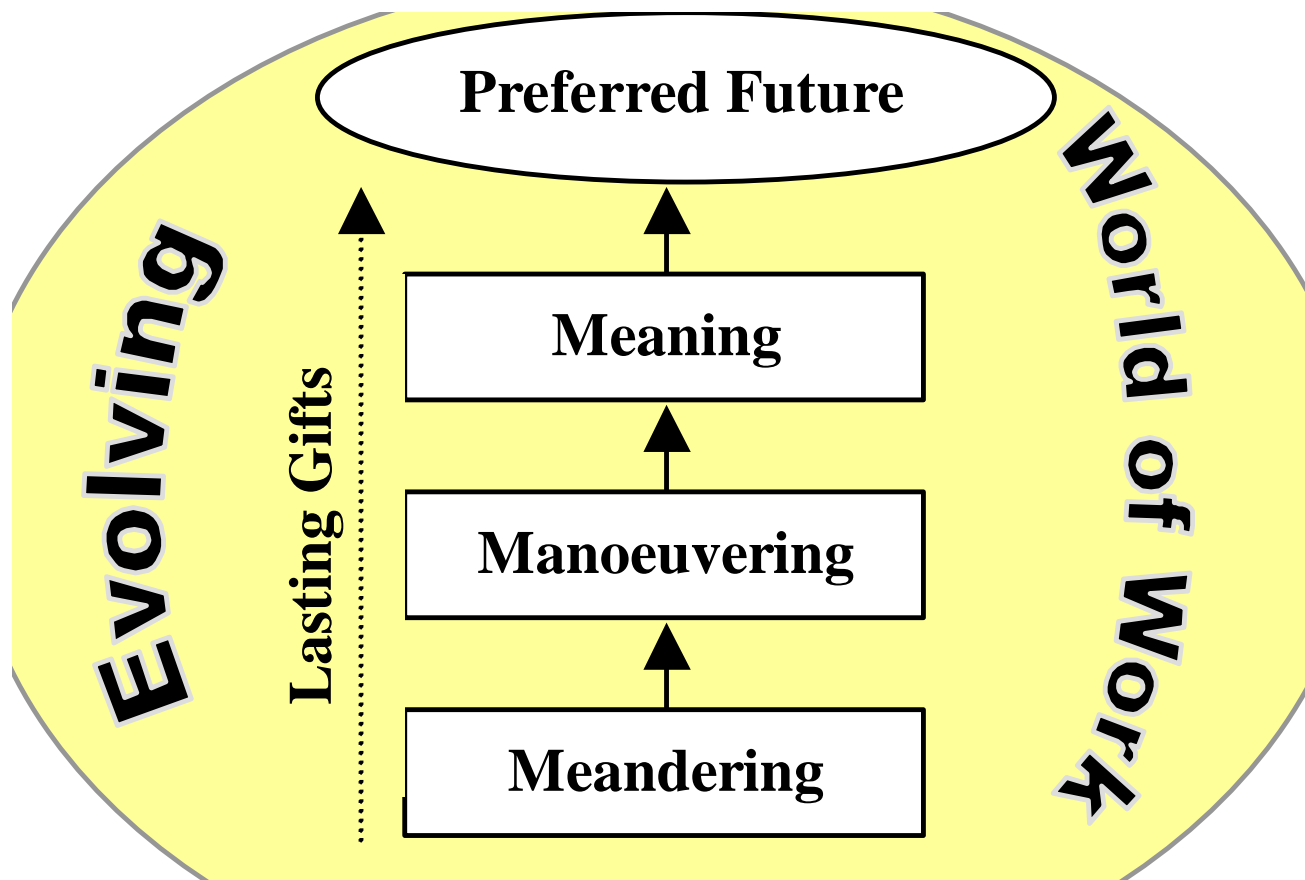
H.B. Gelatt



Objectives

- To understand the evolving world of work, its challenges and its opportunities
- To learn a number of strategies (meandering, manoeuvring and finding meaning) to help take charge and build a preferred future
- To experiment with a number of ways to work together as career development allies in moving towards a preferred future

Overview





Future to Discover

To Maximize Each Session

PARTICIPATION

(Let's ask questions, give opinions, express concerns)

COLLABORATION

(Let's share ideas, work together, offer suggestions)

RESPECT

(Let's listen to each other, respect differing opinions, walk in each other's shoes)

COMMITMENT

(Let's show up on time, participate actively, do in-between workshop assignments)

FUN

(Let's relax and enjoy the workshops)

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- To use trends in the labour market to anticipate career opportunities

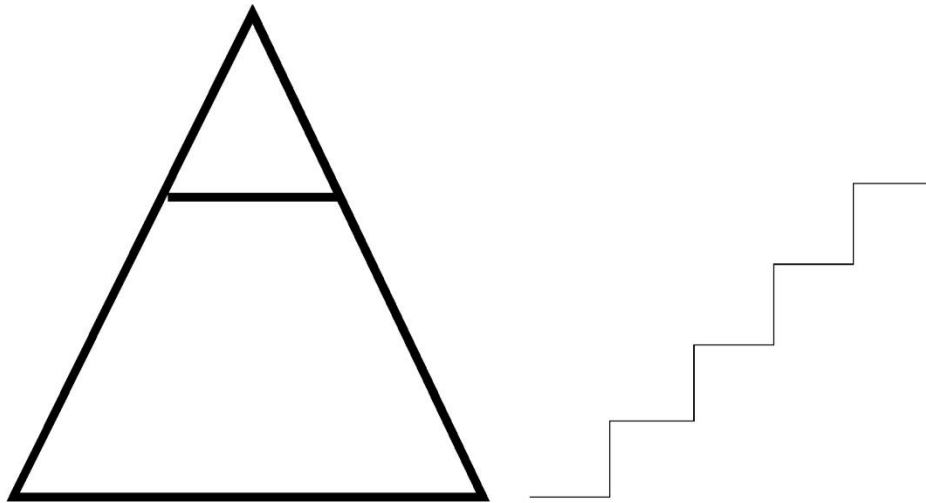


Future to Discover

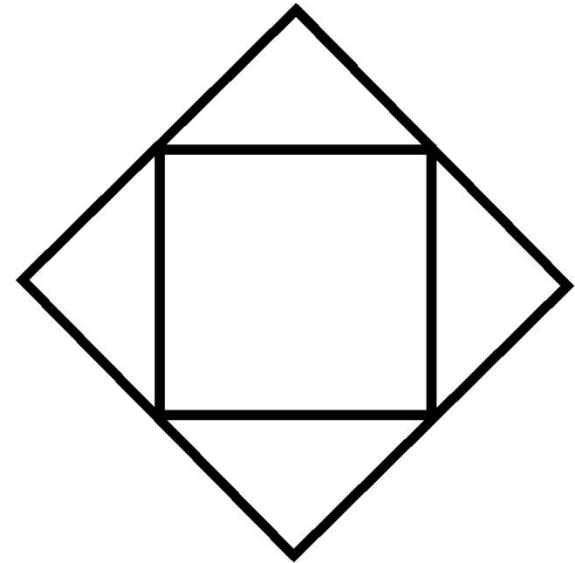
“If you’re under 30, chances are your job has not been invented yet.”

Jennifer James

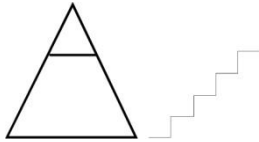
TRADITIONAL PYRAMID



EMERGING DIAMOND

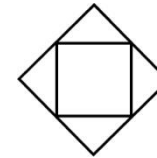


TRADITIONAL PYRAMID



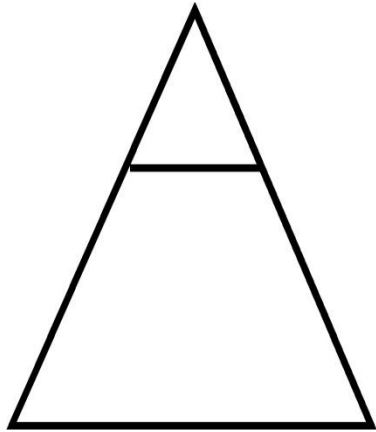
- **Thick at the bottom; narrow at the top: lots of chances to enter at the bottom; lots of chance to stay there too**
- **Work hard, be loyal and patient and you'll rise and be rewarded**
- **Skill requirements are clear**
- **Hierarchical – Specialists abound**
- **Decision-making at the top and in the hands of very few**
- **Considerable differentiation between 'blue collar' workers and 'white collar' workers**
- **Focus is on Occupations/Job Titles**

EMERGING DIAMOND



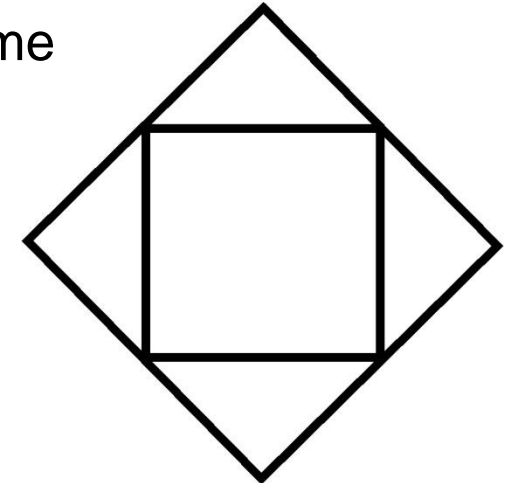
- **Thick in the middle; thin at the bottom and top; harder to enter and progress for low skill/inexperienced –basic skills assumed**
- **People move more sideways rather than upward; people move by becoming more skilled**
- **Big square is knowledge and service-based. Huge opportunity for self-starters and risk-takers**
- **Generalists who are transferable/mobile will succeed in the highly competitive square.**
- **Decision-making in teams**
- **Crumbling differentiation – 'aqua collar' workers are emerging as tasks expand and distinctions blur**
- **Focus is on Skills – Charland suggests that if we focus on learning and building skills, the occupations will take care of themselves**

TRADITIONAL PYRAMID



- Close to ___% will require some form of post-secondary or skilled trades training. Of these, ___% will require university.
- Close to ___% will require at least a grade 12.
- Only ___% of “*new jobs*” will require less than grade 12.

EMERGING DIAMOND





Question

In such an evolving and “positively uncertain” world of work, what will support smart career decisions?

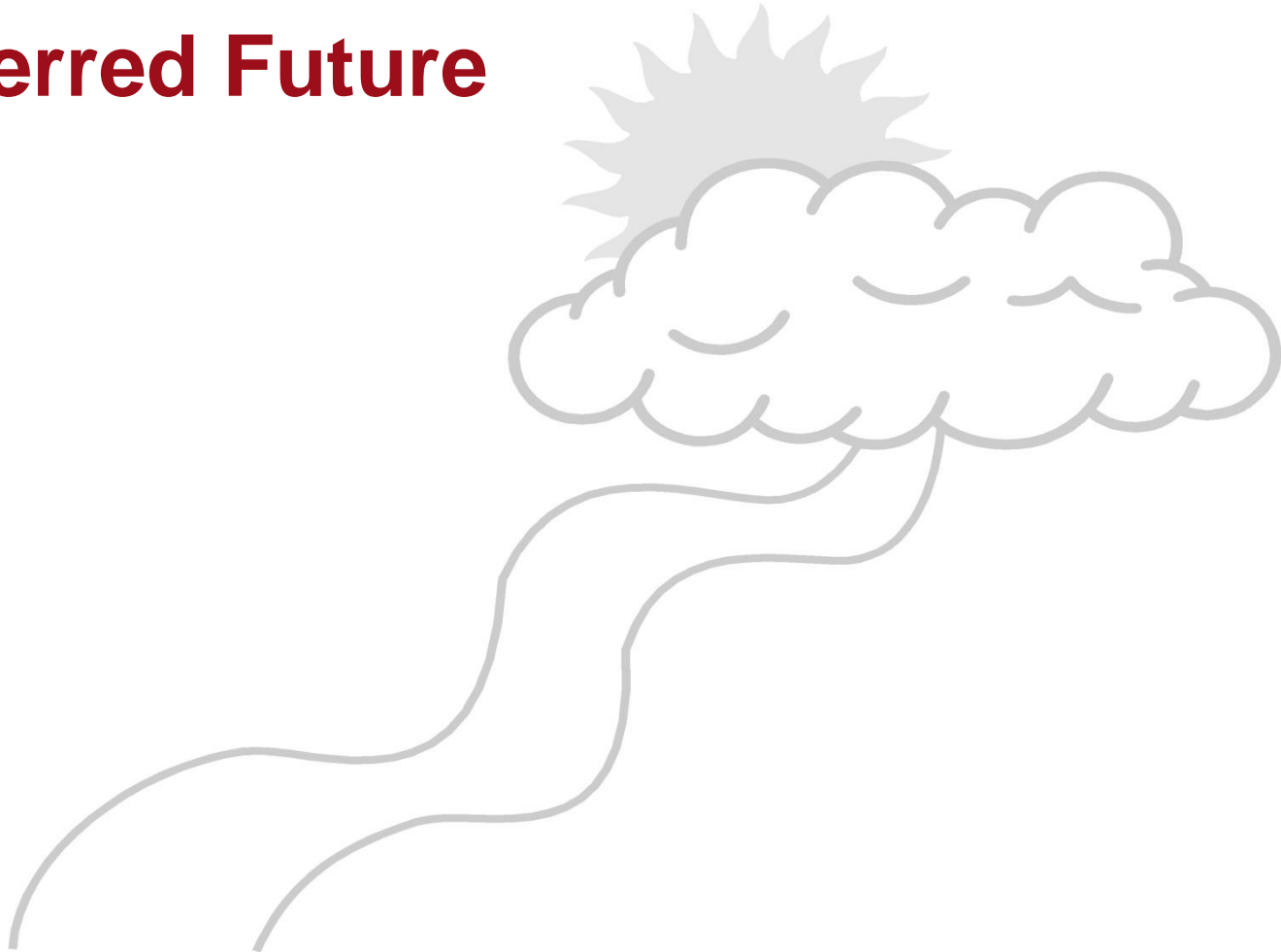


Future to Discover

“The best way to have the future you want is to start imagining it”

H. B. Gelatt

Preferred Future





Future to Discover

***“Treat your facts with imagination,
but don’t imagine your facts.”***

H. B. Gelatt



Messages

Traditional Messages

Freedom 55

Change is inevitable BUT secure jobs are still there. Go where there is a proven track record, stick with it. There will be a reward at the end of the day!

Follow the Hot Jobs

Find out where the growth sectors are and get in!

Messages (cont.)

Traditional Messages

Freedom 55

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Lasting Gift Messages

Change is Constant

Security will come from your ability to anticipate change, make changes and manage change.

Follow your Heart

The job is not hot if the spirit is not!



Messages (cont.)

Traditional Messages

Focus on the Destination

Know what you want and
know where you are going.

Make up your mind

Be Independent

The way to succeed is to
learn to write your own ticket.
You will be on your own and
you will have to make it on
your own

Messages (cont.)

Traditional Messages

Focus on the Destination

Know what you want and know where you are going.

Make up your mind

Be Independent

The way to succeed is to learn to write your own ticket. You will be on your own and you will have to make it on your own

Lasting Gift Messages

Focus on the Journey

Know what you want, but don't be too sure.

Be open to changing your mind.

Access your Allies and be an Ally

You will progress as much by who you know and who you are as on what you know.



Messages (cont.)

Traditional Messages

Learn while you're in school – then you can relax!

Get a degree and you are on your way.

Typical question is: *"What did you learn?"*

Messages (cont.)

Traditional Messages

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Lasting Gift Messages

Stay Learning

Learning is everywhere. We acquire at least as much from informal learning as from formal. Learning can be spelled L/Earning.

Typical question is: *"What are you learning?"*

Trends... and Forecasters of Opportunity

Social and Demographic Trends

| EXAMPLES | RESULTS-OPPORTUNITIES |
|---|--|
| <p>More single and “<i>blended</i>” families</p> | <ul style="list-style-type: none"> ■ More apartment buildings and condominiums ■ Etc. |
| <p>Aging populations</p> | <ul style="list-style-type: none"> ■ Increased elder care ■ 3rd age tourism ■ Etc. |
| <p>Two-income families</p> | <ul style="list-style-type: none"> ■ Growth in fast-food services ■ More daycare services ■ Etc. |

Trends... and Forecasters of Opportunity (cont.)

Technology Trends

| EXAMPLES | RESULTS-OPPORTUNITIES |
|---|--|
| <p>Explosion of information technology</p> | <ul style="list-style-type: none"> ▪ E-commerce boom ▪ Shoppers on-line ▪ Etc. |
| <p>Growth in e-commerce</p> | <ul style="list-style-type: none"> ▪ Increase in logistics, shipping and transportation ▪ Etc. |

Trends... and Forecasters of Opportunity (cont.)

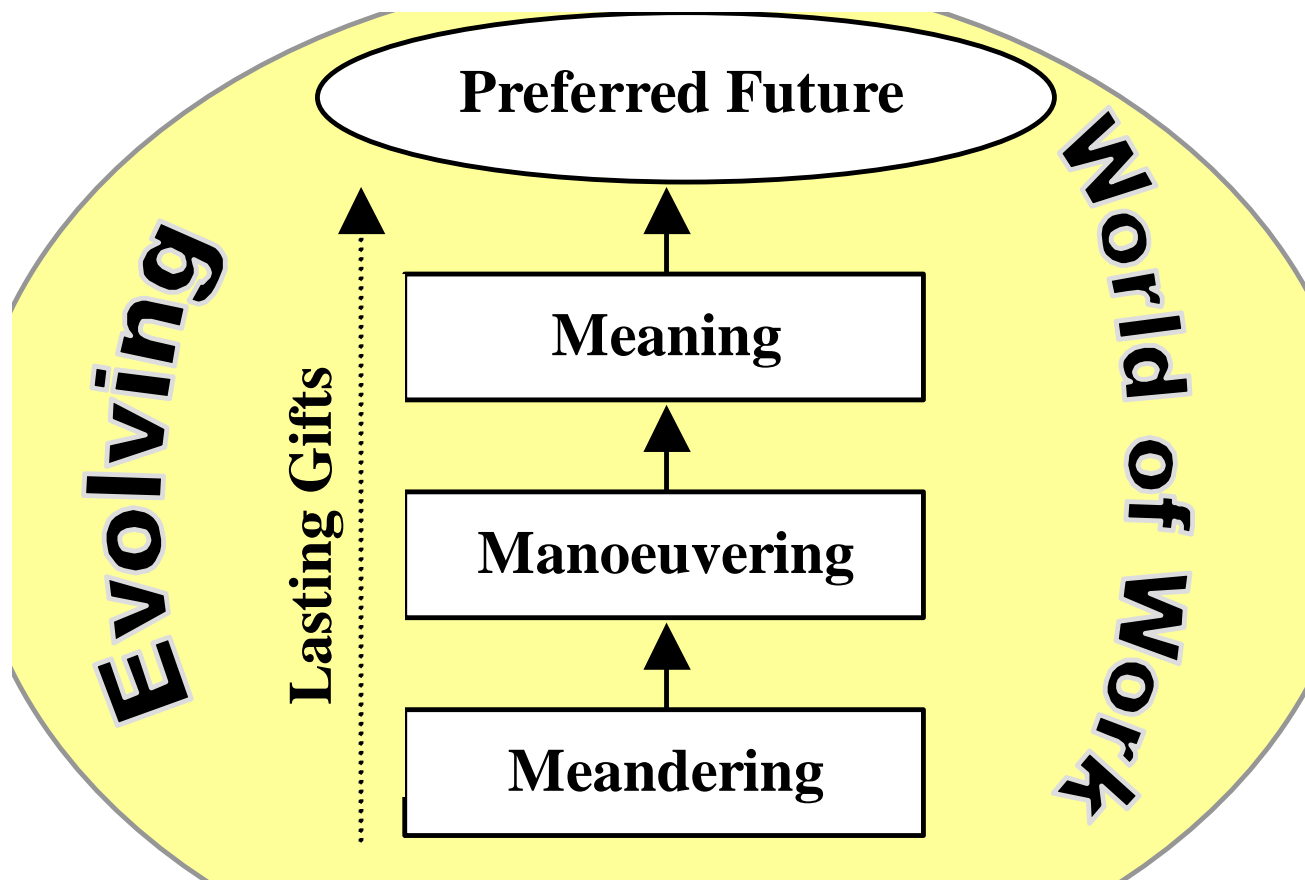
Environment Trends

| EXAMPLES | RESULTS-OPPORTUNITIES |
|---|---|
| <p>Growth in environmental consciousness</p> | <ul style="list-style-type: none"> ▪ New recycling technologies ▪ Growth in “ecological-type” programs/initiatives ▪ Etc. |
| <p>Drinking-water concerns</p> | <ul style="list-style-type: none"> ▪ New water treatment technologies ▪ Increase in bottled water sales ▪ Etc. |

Smart Career Decision Strategies

- Embrace the idea of a preferred future – visualize your own
- Be imaginative AND critical about information and media messages
- Watch for trends – think about them as opportunities waiting to be discovered

Overview



What Parents/Adults/Teens Can Do ...

| WHAT PARENTS/ADULTS CAN DO... | WHAT TEENS CAN DO... |
|---|------------------------------------|
| Put messages to the Lasting Gifts test | Use the Preferred Future test |
| “Check out” your messages – fact? or fiction? | Use trusted sources (at least two) |
| Spot trends | Be trendy |
| | |
| | |

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Assignments

- Monitor Messages; Put them to the Lasting Gifts Test
- Practice being a trend spotter
- Have a conversation(s) about one part of your preferred future. Make a note about it.
- Position your focus statement in your preferred future. Do you want to change/add anything? If yes, do so.



Workshop 1 – Assignment 1

Write down any message you hear or read (TV, radio, Internet, magazines, newspapers, conversations, classrooms) about the future, especially for teens, or about any specific career or field of work. Put it to “the test”:

| Message | Fact – Y/N | Lasting Gift – Y/N | Revised Message |
|---------|------------|--------------------|-----------------|
| | | | |



Workshop 1 – Assignment 2

Watch and listen for emerging trends on TV, radio, magazines, newspapers, conversations. Watch and listen especially locally. Write down any you see or hear. Start to think about whether each trend might result in a new opportunity, especially locally.

| Possible Trend | Where Heard Or Seen | Possible Opportunities |
|----------------|---------------------|------------------------|
| | | |

Workshop 1 – Assignment 3

Position your focus statement in your preferred future. Do you want to change/add anything? If yes, do so.

