

LASTING GIFTS WORKSHOP SERIES

Workshop 3 - Manoeuvring



Future to Discover



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)

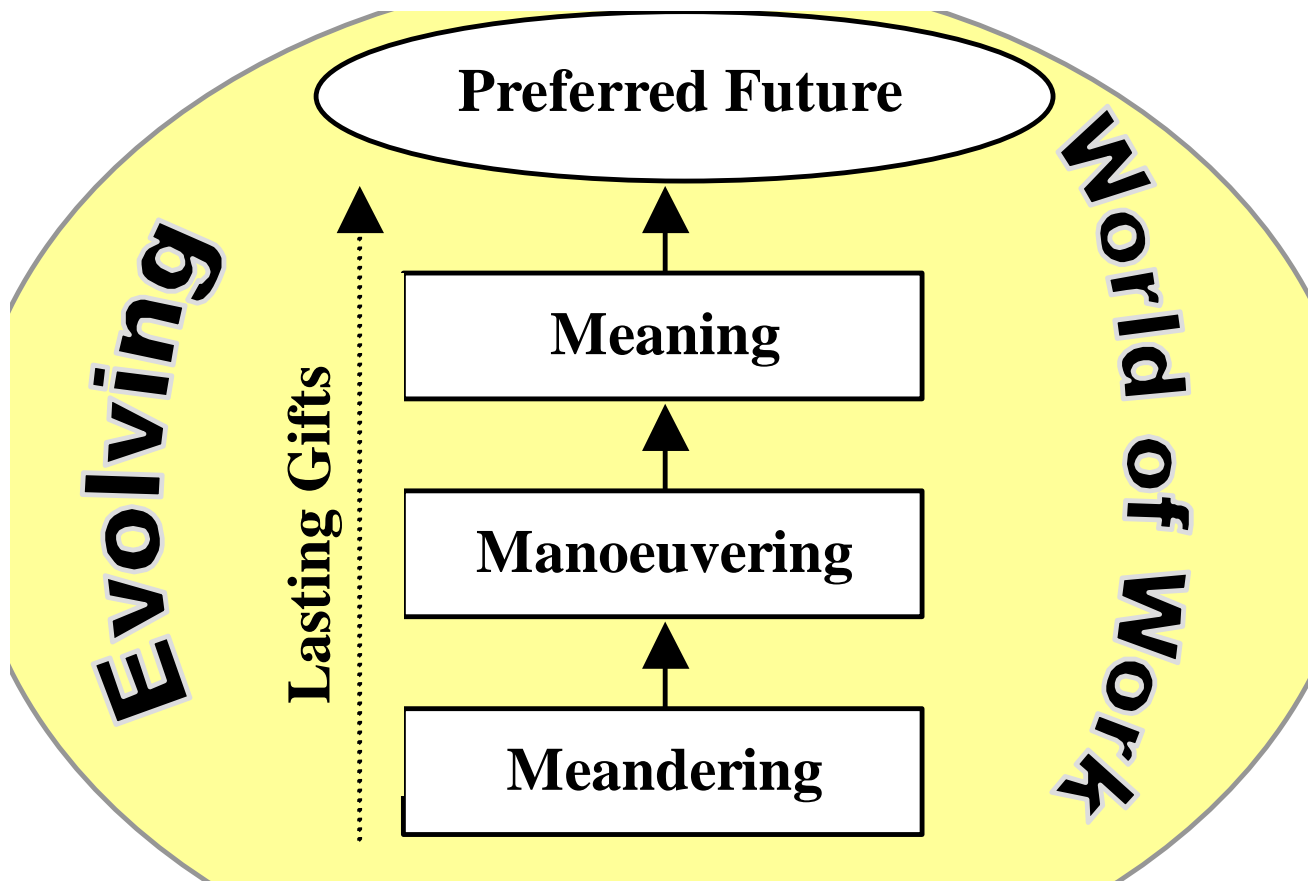
COMMITMENT

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

FUN

(Let's relax and enjoy the workshops)

Overview



Workshop 3 - Manoeuvring

Objectives

- To understand the importance of *Manoeuvring*.
- To become more aware of skills and the importance of proof.
- To acquire creative and practical research and “what-if” tools.
- To learn more about *Manoeuvring Resources*.

Manoeuvring

*Manoeuvring moves way beyond
meandering.*

*It's about "moving cleverly" and
"strategically" in order to move toward
your preferred future.*

Shopping for an Apartment

MEANDERING

- Think about moving
- Look through papers
- Talk to friends
- Drive around neighbourhoods

Exploring/

Contemplating/

Broad Research

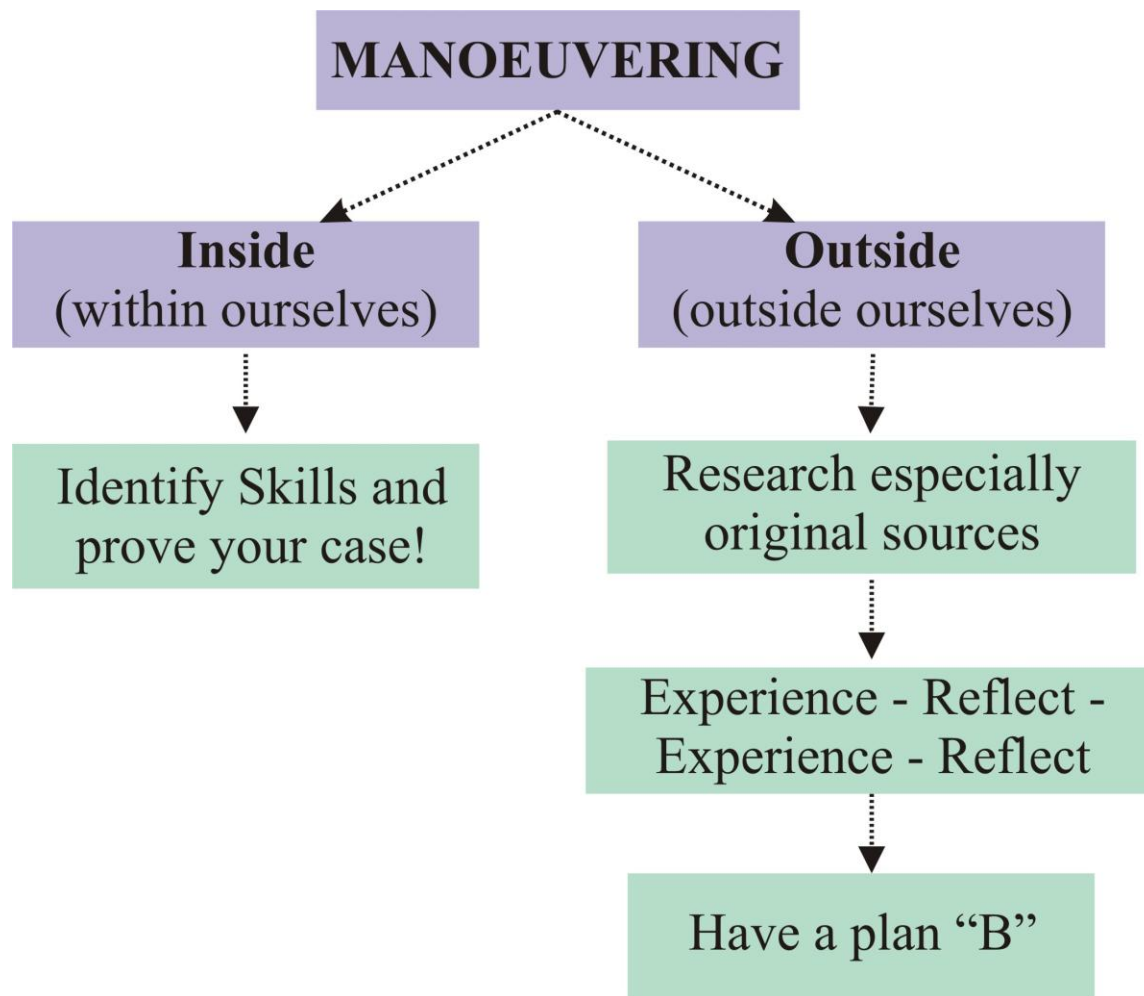
MANOEUVERING

- Contact landlords
- Contact former tenants
- Visit apartments
- Use networks
- Post notices

Concrete/

Specific Research/

Informed Decision





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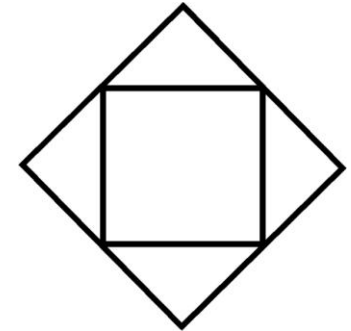
***Think skills, not occupations...
The occupations will look after
themselves***

Bill Charland

Manoeuvring Inside

Skills Within the Diamond

- Understanding the skills and characteristics needed to be successful in the diamond.
- Learning to identify and acknowledge your skills.



Employability Skills

- **Demonstrate positive attitudes and behaviours**
 - Be confident;
 - Deal with people, problems and situations honestly and ethically;
 - Recognize good effort, own and other's;
 - Take care of personal health;
 - Show interest, initiative and effort.

Employability Skills (cont.)

■ Be responsible

- Balance work and personal life;
- Manage time, money and other resources;
- Assess and manage risk;
- Be accountable;
- Be socially responsible.

Employability Skills (cont.)

■ Be adaptable

- Work independently or on a team;
- Carry out multiple tasks;
- Be innovative and resourceful;
- Be open to change;
- Learn from mistakes and accept feedback;
- Cope with uncertainty.

Employability Skills (cont.)

- **Learn continuously**
 - Keep learning and growing;
 - Assess strengths and areas for development;
 - Set learning goals;
 - Identify and access learning resources and opportunities.



Employability Skills (cont.)

- **Work Safely**
 - Follow personal and group health and safety practices.



Manoeuvring Inside: Skills with Evidence

Example: _____ has _____.
He/she demonstrates this by _____.

WHAT?	HOW?



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***“Treat your facts with imagination but
do not imagine your facts!”***

H. B. Gelatt



Future to Discover

The 3 P's

PRINT	PEOPLE	PARTICIPATION

The 3 P's

PRINT	PEOPLE	PARTICIPATION
<ul style="list-style-type: none"> ■ Sector councils ■ Job Futures ■ Career Directions ■ Library 	<ul style="list-style-type: none"> ■ Local Trades People ■ Unions ■ Family ■ Friends ■ Employers 	<ul style="list-style-type: none"> ■ Volunteer work ■ Part time jobs ■ Coaching children's teams ■ Co-op ■ Internship

Information Interview - Benefits

- Gives you first hand information and a realistic insider view of the field
- Helps you build connections and networks which may be helpful in the future
- Is a great opportunity to practice interpersonal skills and build confidence without the stress associated with a job interview
- Is a chance for you to hear how others developed their career paths

Information Interview - Questions

- What do you like most about this occupation, job or field?
- What do you like least about it?
- What kinds of training or education does someone need?
- If you were going to do it all over again, what would you do differently?
- Can you think of anyone else it would be good for me to talk to?
- Would it be okay if I told them you suggested them as a contact?
- Thank you for taking the time to talk to me today!

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Future to Discover

Job Growth Areas - Obvious

- Health
- Natural and Applied Sciences
- Social Science
- Education
- Government Services

Job Growth Areas – Not So Obvious

- Retirements will account for an additional million jobs over next 5 years (02-07)
- Retirements will lead to job opportunities in all major occupational groups:
 - For example *Sales and Service* and *Business, Finance and Administration* will account for more than 45% of all retirements over the next five years;
 - *Health and Social Science* have fewer workers but will also be significantly affected.



New Brunswick Job Growth Areas - Obvious

- Carpenters
- Community & Social Service Workers
- Computer Programmers
- Computer System Analysts
- General Practitioners
- Business Services
- Plumbers
- Registered Nurses
- Specialist Physicians
- University Professors
- Not so obvious ????????



Manitoba Job Growth Areas - Obvious

- Accountants
- Aircraft Engine Mechanics
- Machinists & Machine Tool Operators
- Customer Service/Information Clerks
- Doctors/Physicians
- Industrial Engineering Technologists & Technicians
- Information Systems Project Managers
- Motor Vehicle Mechanics
- Pharmacists
- Registered Nurses
- Not so obvious??????????????



Experience Employers Look For

- Volunteer work / Job Shadowing experiences
- Part-time jobs
- Co-op program participation
- Community Service
- Research/previous work in the field/access to career development



Recall the Quiz

70% of students expect to go directly from school to post-secondary

10% of students expect to go directly from school into the workforce

30-50% of students actually go direct to post-secondary

65% of students go directly from school to work

IT'S IMPORTANT TO HAVE A PLAN B!

Amira

Amira's first full-time job after she finished high school was as a ski lift operator. Ten years later, Amira is a successful sports photographer.

- Create her “direct” (highway) route using 3 Manoeuvring strategies
- Create her “indirect” (byway) route using 3 Manoeuvring strategies



Pathways Strategies

- Tune into something you love
- Be alert to opportunities
- Take risks
- Take more education or training
- Make chance work for you; manage your good luck well

Scott

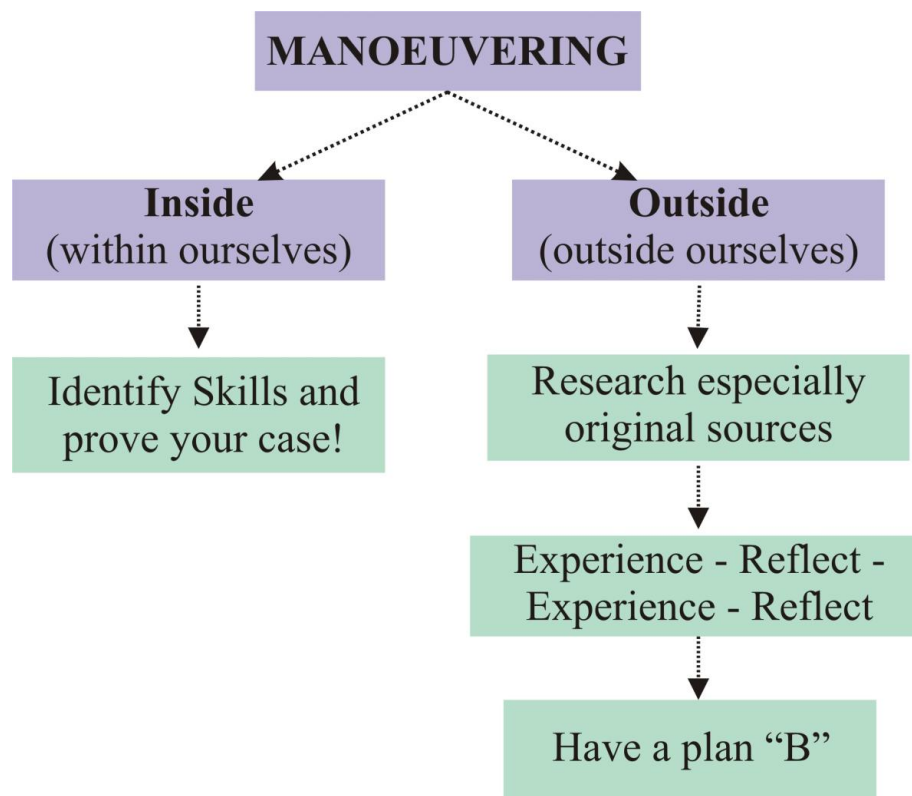
Scott is a manager in a large events planning company. Ten years ago he graduated with a Bachelor of Commerce and began to work in an auditing branch of a government department.

- Create his “direct” (highway) route using 3 Manoeuvring strategies
- Create his “indirect” (byway) route using 3 Manoeuvring strategies

Manoeuvring Strategies

- Identify and prove skills
- Do your own research
- Experience – Reflect – Learn : Keep on doing it
- Have a Plan B

Manoeuvring: Inside and Outside





What Parents/Adults/Teens Can Do to support internal & external manoeuvring?

WHAT PARENTS/ADULTS CAN DO...	WHAT TEENS CAN DO...
Be an asset coach (look for skills and positive attitudes)	Gather “proof” – build your skill portfolio
Co-research: Bring LMI home	Be snoopy: Research in unlikely places
Encourage diverse experience	Get involved in different ways to experience different work options
Encourage highways and byways	Hold to what you want. Know there are many highways and byways to get you there



Workshop 3 – Assignment 1

Manoeuvring Inside: Skills ... with Evidence

Identify two skills you show this week – the what – and the proof – the how. Record them here. Keep your list growing.

WHAT?	HOW?



Workshop 3 – Assignment 2

Good Online Resources

Visit at least one of these websites. Write down a few facts you discovered that you did not know before.

- Job Futures www.jobfutures.ca (national) www.jobfutures.org (click on your province)
- Career Directions www.careerccc.org
- Canada Millennium Scholarship Foundation www.millenniumscholarships.ca
- The Alliance of Sector Councils www.councils.org
- Manitoba specific: www.hrsdc.gc.ca (click on: Services where you live: Select Manitoba)
- New Brunswick specific: www.hrsdc.gc.ca (click on: Services where you live: Select New Brunswick)



Workshop 3 – Assignment 3

“Original Sources”

Be curious. Identify someone you want to interview and what you want to discover. The next step will be to set it up. The next step will be to do it.

I want to interview _____
about _____.