

Creating Career-Ready Professionals

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Knowledge Vs Gainful Employment

- Only 41.3 % of American Families believe a post-secondary degree is worth the cost.
- #1 Reason for bankruptcy ... family student loan debt; #2 Medical; #3 Divorce

Paradigm Shift

- No longer does a college degree guarantee financial well-being.
- University Infrastructures collapsing –institutional credit ratings; accreditation violations for loan practices; State monies delayed & reducing
- Not enough revenue from tuition & grants— Hidden Higher cost in grant demographic---TANF clients; now infrastructure costs up
- Faculty brain bank departing





Getting THEM There? Requirements of Target Job—See O*NET

- Amount of Work Experience Required
- Minimum Viable
 Education
- Licenses/Certifications

Cost of Education

- By Semester
- By Credit Hour
- Plus books & Supplies
- Housing/ Transportation





Are you a professional without a degree???

• Yes It's about **Soft Skills** not CLICKABLE SKILLS!

BIG EIGHT SOFTSKILLS in order of importance to Google:

- 1. Be a good coach
- 2. Empower your team and don't micromanage
- 3. Express interest in team members' success & well-being
- 4. Don't be a sissy: be productive & results oriented
- 5. Be a good communicator & listen to your team
- 6. Help your employees with career development

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Google dropped it 4 year degree requirement for here in 2017



...Ongoing **Students need their personal Career GAP** Analysis:

- Quantitative feedback on how much **EXPERIENCE** they need for their target job
- Minimum viable EDUCATION to target job
- REQUIREMENTS for training/ certifications/ licenses for target job
- Calculate the cost of gainful employment when seeking training and education

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Story

Career Portfolios

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Target Jobs & Starting

Major	Target Job by Job Title	Degree-Min Viable Educ	Experience	License/Cert/Training
Family				
Consumer				
Studies	Child & Family Social Worker	bs	several years	lisc in state
	Alcohol and Drug Addiction Adult Client Services Coordinator	ms	5 years	lisc in state
	Child and Family Safety and Crisis Case Manager/Educator	bs	several years	lisc in state
	Child Behavior Aide	bs	several years	some states/California, LPN

Upon Graduation College reports...

ROI For Students

a			Total				
Starting			Tution 4	On Campus			Total
Salary 8	8%/yr	7 years	years	Housing	Books	Other	School x4
\$42,350.00	\$3,388.00	\$23,716.00	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
\$39,980.00	\$3,198.40	\$22,388.80	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
339,980.00	\$5,198.40	322,300.00	\$45,248.00	\$ 56,164.00	Ş 000.00	\$8,308.00	Ş92,400.00
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\$42,350.00	\$3,388.00	\$23,716.00	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00
\$28,320.00	\$2,265.60	\$15,859.20	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	\$92,400.00



It is about the Work Experience & Skills

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- Update work experience
- Updates coursework
- Update activities and service work
- Get feedback on personal well-being areas of support for workplace engagement

Soft Skills Technical Skills Transferable Skills



TAKE ACTION!!!

CLOSE THE GAP to TARGET JOB!

- Gig Work—way of life or stepping stone
- Community Service—skill contract
- Target Education or Training

USE your time to:

- Document Transferable
 Skills
- Stack & Grow Skills verses repeating the same skills





Teach your students how to Calculate ROI

• What experience do they have...more than you think

- Calculate Experience
- Look at ... Requirements of Target Job
- OOPS...career steps & plan to get there

Teach them to be a consumer of post secondary

- Finding Costs
- Reading Course Catalogues or plans of study
- Reality Check for a day in the life of a student
- Reality Check of part-time employment





It's Process for Content!

- Student Driven Discussion
- Students offering Up the RIGHT Questions
- Students Redirecting conversations
- Students Correcting Misunderstandings
- Teacher Silent, except for written observations—no emotional reactions
- STOP ASKING INSTRUCTORS TO DATADUMP!!!! Ask for the grading Rubrics
- Who is asking the right question at the right time or redirecting others



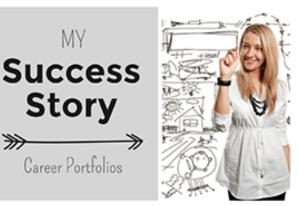


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Contract Skills w/Community Service

Volunteer Target project Skill Contract Use work weeks (40 hours x 4)—1 month Work Experience





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Rinse & Repeat‼

Teach the mechanics of thinking for self curios investigation

Teach a way of **thinkingthrough clarity** of soft skill goals

Teach how to **evaluate evidence**—standards?? Rubrics or measures of:

Time Money Resources Teach how to DISAGREE with you or others.



Curiosity and <u>Ambition,</u> when focused into a goal ...create SUCCESS! -Dr. Anna www.CareersWithPromise.com

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 Career & Life Skill Techniques for improving personal & professional Well-Being

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We're Glad You're Here!

