

# Gainful Employment...or Bust!

Anna Graf Williams, PhD

Spring 2018

[anna@Learnovation.com](mailto:anna@Learnovation.com)

# It's all changing!

**Learning a Living.**

*Welcome to the **NEW** Workplace!*



[www.Learnovation.com](http://www.Learnovation.com)

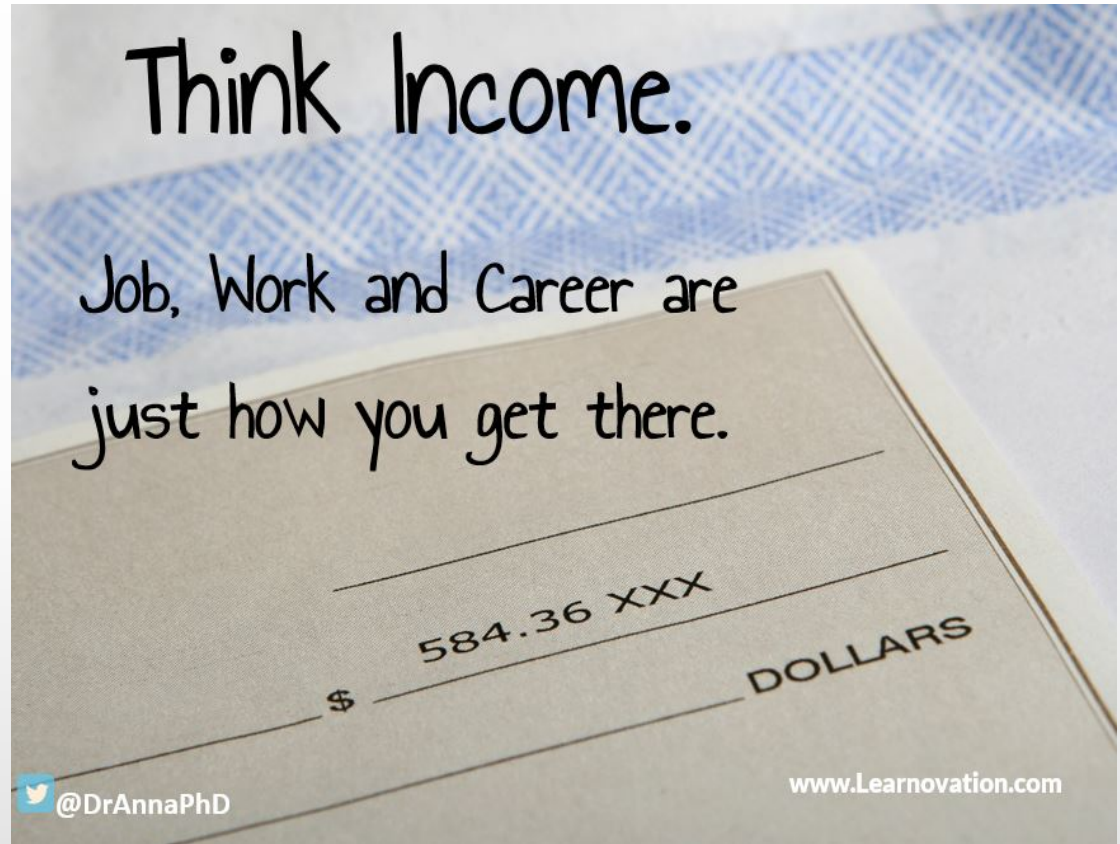
# Resiliency

- Over-come the adverse conditions
  - **Social Competence** to form positive & product relationships
  - **Problem Solving** to identify problems & apply appropriate resource
  - **Autonomy** to act independently & with control over his/her environment
  - **Sense of Purpose** -the disposition to set goals, persist in achieving & maintain a focus.



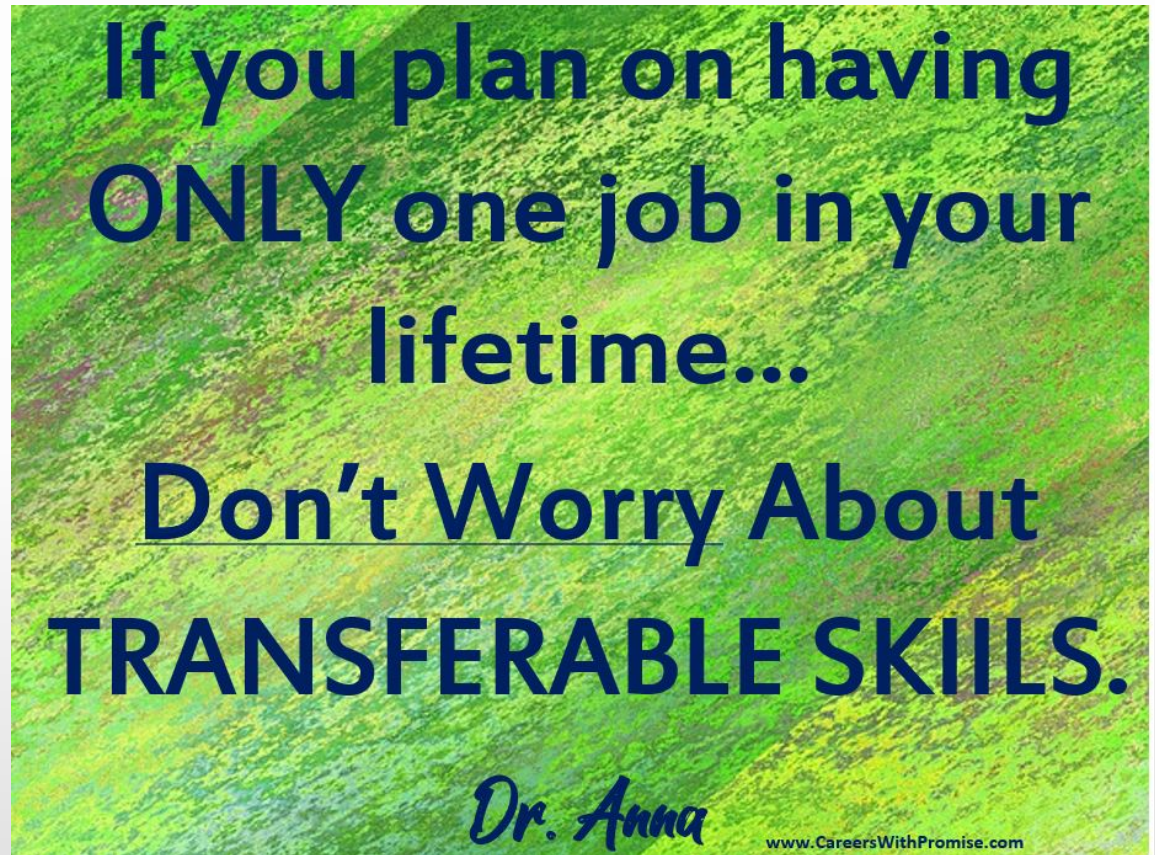
# It's about INCOME...

- Earning it.
- Looking at money as something you have control over.
- Connecting the money to work rather than it being given.
- Connecting taking action to earning something.
- Teaching the difference between cost and value. (whole dollars & % of)



# Summer Youth Employment-IT WORKS!

- Intensive Career-Readiness--
- Employment--\$\$
- Academic Ambition
- Internships
- Part-time employment--experience
- Soft Skills—rewiring the brain for people vs technology
- Interact with Multiple Generations
- Groundwork for self-managing job, work or career
- Reduces crime—keeps 'em busy

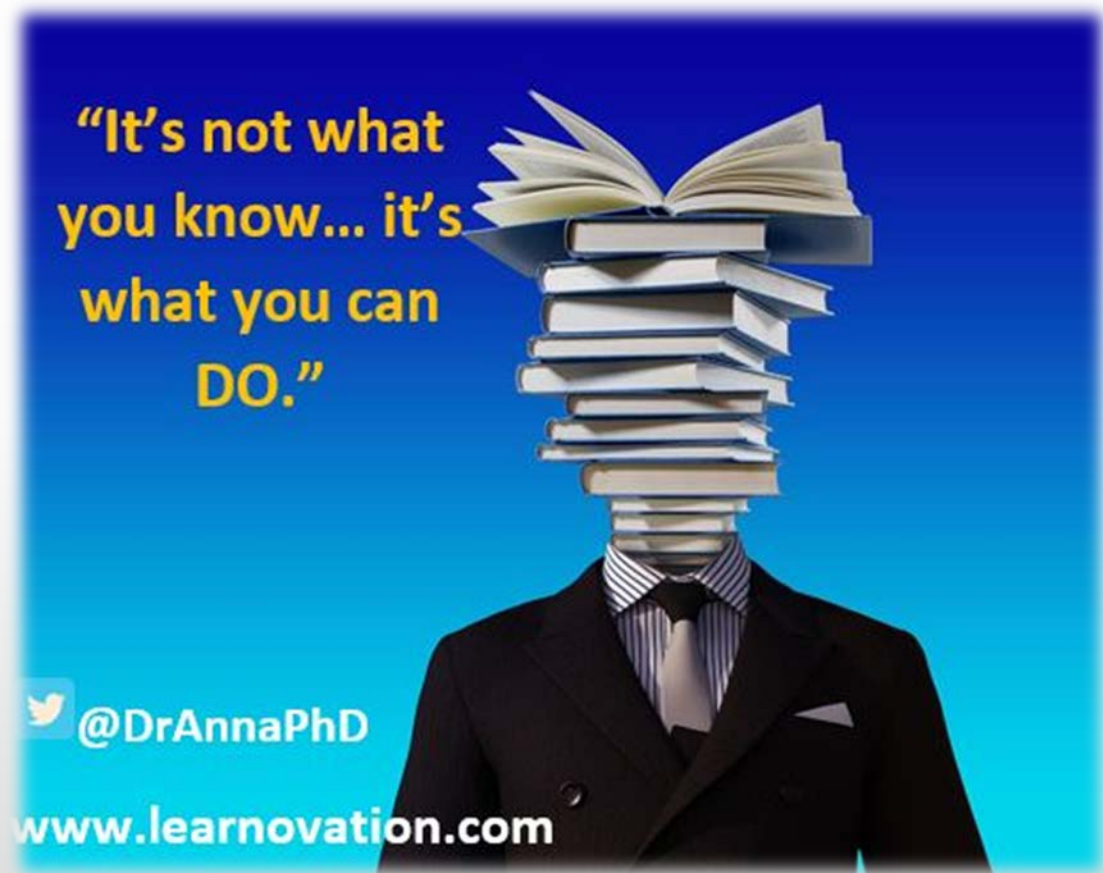


# Gainful Employment

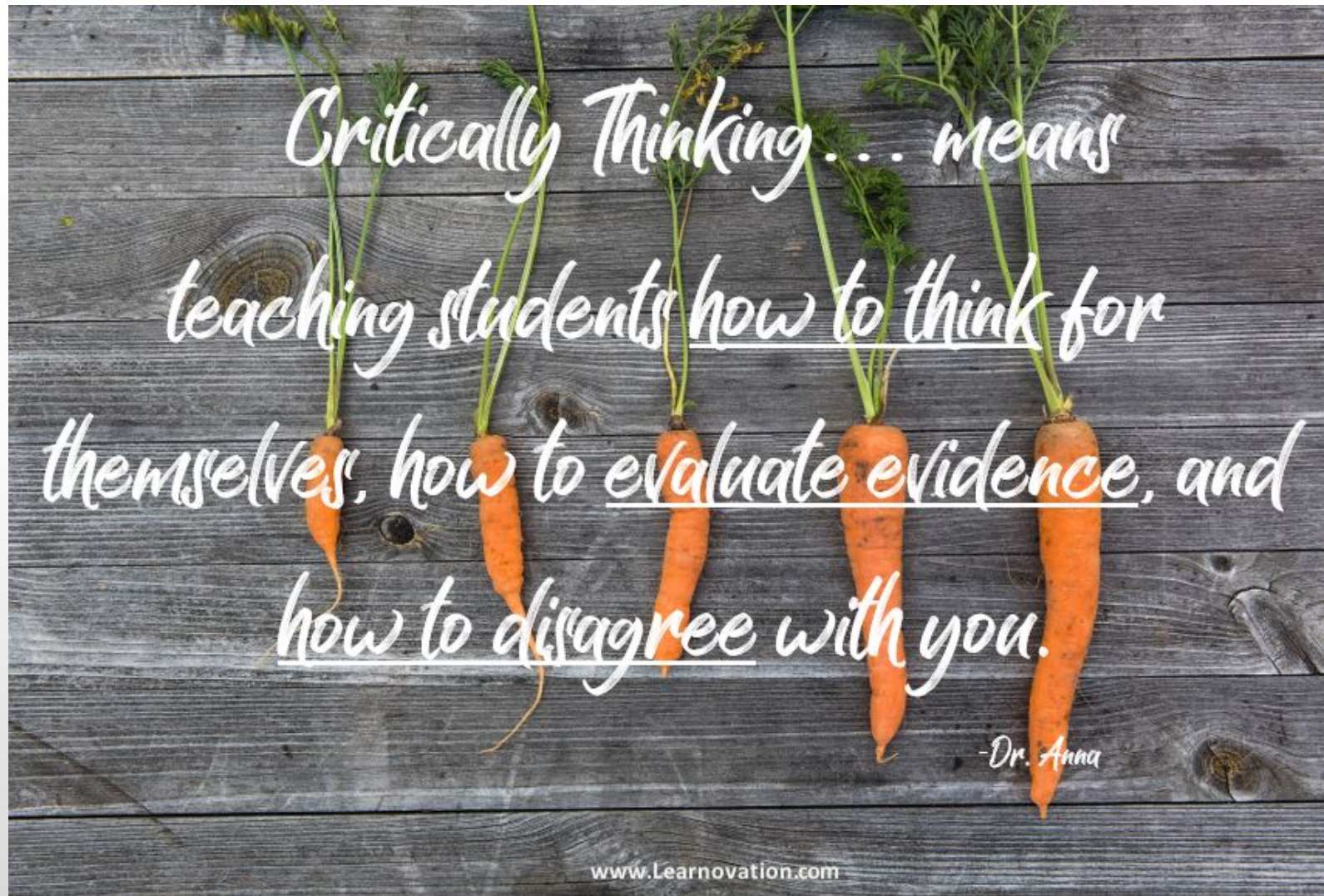
So... What is GAINFUL Employment?

"The **employee** receives consistent work and payment from the employer." -dictionary.com

"Gainful employment is most often associated with college graduates who become employed after they graduate as a way to measure or rank the college or university where they received their education and training."—US Department of Education



# Critical Thinking



# Millennial Mindset for Job Qualifications

**Knowledge** comes from  
Google...

**Skills** come from YouTube...

**Abilities** come from  
Gaming...

**Friends** come from Facebook  
and Instagram



# The Adolescent Brain

- There are four major chemicals in the brain that influence our happiness (DOSE):
- **Dopamine**--*anticipation* rather than the actual "happiness" feeling.
- **Oxytocin**--feel close and bonded to others--allows us to become social creatures
- **Serotonin** -regulator of mood—manifests in stomach too
- **Endorphins** masks pain & discomfort—help you power through.

Gamification isn't silly, it's science.



# Do The Students Know HOW to Get 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



# 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

Starting Salary	8%/yr	7 years	Total Tuition 4 years	On Campus Housing	Books	Other	Total School x4
<b>\$42,350.00</b>	\$3,388.00	<b>\$23,716.00</b>	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	<b>\$92,400.00</b>
<b>\$39,980.00</b>	\$3,198.40	<b>\$22,388.80</b>	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	<b>\$92,400.00</b>
<b>\$42,350.00</b>	\$3,388.00	<b>\$23,716.00</b>	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	<b>\$92,400.00</b>
<b>\$28,320.00</b>	\$2,265.60	<b>\$15,859.20</b>	\$45,248.00	\$ 38,184.00	\$ 600.00	\$8,368.00	<b>\$92,400.00</b>

# Calculate ROI—for Education

- What experience do they have...more than you think
  - Calculate Experience
  - Look at ...Requirements of Target Job
  - Self Managing Career...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

**Career Portfolios**

*Get your FREE eCopy!*  
Creating Your Career Portfolio At-A-Glance Guide

Somewhere between skills & competencies...  
We find our individualized path to Success!

*What's in your Career Portfolio?*

@DrAnnaPhD

[www.Learnovation.com](http://www.Learnovation.com)



*Dr. Anna*



# Thank you!

*We're Glad  
You're Here!*

- **Download your copy of this presentation**
  - [www.Learnovation.com/solutions/speaking](http://www.Learnovation.com/solutions/speaking)
- **Friend us on Facebook @ RealLearnovation**
  - Download our “Words of Wisdom” for Instructing & Inspiring
- **Follow us on Twitter @LearnovationLLC**
  - Get trending **instructional practices**
  - **Career Research Updates**
  - **Career & Life Skill Techniques** for improving personal & professional Well-Being

- **YouTube Channel @LearnovationLLC**  
<http://bit.ly/LVjoin-yt>

**Contact us with your questions!**

Anna Graf Williams, PhD

President, Learnovation<sup>®</sup>, LLC

Fishers, IN 46038 Phone: 317.577-1190

Email: [anna@Learnovation.com](mailto:anna@Learnovation.com) or Visit [www.Learnovation.com](http://www.Learnovation.com)