

4 Things Parents Should Know to Help Children Navigate the Job Market

Hosted by Career Cruising

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groups (intergenerational
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4 Things to Know

- The career world is very different today than it was when you were growing up
- Employment/volunteer experiences are no less important than marks
- A resume and story-telling are an opportunity for your child to show off his or her personal “brand”
- Your role as a parent is very different from the role your child plays in this process



Why should parents encourage kids to look for employment/volunteer opportunities in their time off? Why is it more important for this generation?

- The world is completely different today
- Globalization and automation have created a whole new world of opportunities like Solar Technology Specialist
- The transition from post-secondary to work is much more difficult today
- Where we had a linear career path, our children will likely have multiple careers and projects
- “Kids are lacking real-world experiences”
 - Employers today are looking for individuals with strong life skills

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The world is so competitive today.

*What is really going to give our kids a
competitive edge over peers?*

- World sourcing: you're up against the entire world, not just your local area
- What's going to make the big difference is your soft-skills
 - One of the greatest life skills that kids today need to grasp is effective **communication skills**
- They need to leverage their **adaptability**
 - It's OK to take on short-term projects or contract work
- Start early



Often people think summer jobs are a good way to earn extra pocket money, but there's a lot more to it. What kinds of lessons can kids gain from these experiences?

4 Major Lessons

- Making mistakes
 - This is what “entry-level” is all about
- Investigating and experiencing different corporate cultures
- Developing life skills
- Creating your network



Let's get down to action. When it comes to looking for employment opportunities, what's the first step we should take with our kids?

Action Items

- Create your brand
 - Resume
 - Story-telling
- Helping your children decide what they like or don't like
- Identifying connections
 - Relatives, coaches, teachers, etc.
 - Request informational interviews

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*How exactly do we go about
creating the action steps?*

How to do this

- Everything is value, don't diminish the value of life experiences
- Ask a lot of questions so they can learn about themselves
- Think about this one question when building a resume and stories: "So What?"
- Practice practice practice!



What exactly is the role of a parent in this process? Sometimes it's easy to get caught up doing all of the work for our kids. What's the boundary between our role and our kids'?

- Once the action steps are done, you as the parent need to take a step back
- This is where the child has to step out into the world by themselves

Helpful Handout

HANDOUT 1: STEPS FOR RESUME BUILDING SO WHAT? WHAT IMPACT DID THIS HAVE? (Exercise 1)

Resume:

- Piece of paper that communicates/highlights what you have done but more importantly the impact you have made in your previous jobs, experiences that helped shape who you are, education and the life skills that you will bring forward into this new job.
- Your resume needs to be results-oriented.
- The question to ask yourself throughout its creation is – SO WHAT? OR WHAT IMPACT DID THIS HAVE?
- Process is about connecting the dots backwards, looking at everything and seeing how your life choices have brought you to where you are today.
- When creating your resume you write down all of your experiences, education, achievements and interest:

Experiences:

Activities: Have led or coached a team? Mentoring? Have you been part of creating the activities? What leadership role did you play? *36006002*

School: Were you/are you part of a team: debate team, sports team, student council, committee, etc.? How did you contribute to the team?

Part-time work: Did/do you work one day a week as a stock person, in a restaurant or clothing store, do you babysit and have 'regular' clients? What did you do for them? Did you create a stocking system or process that helped with efficiencies (time or money)?

Volunteer: Did/do you give back in some way to a person, group or organization? How many years has have you been involved? What roles did you play? Did you travel abroad and be part of something bigger or perhaps part of We Day? Did you canvass or help raise money for a cause? Were you instrumental in fundraising? Did you do something special as part of your community hours?

Summer Camp Counselor: How many years have you been or were you a counselor? What roles did you take on: leadership, teamwork, mentoring? How did his role add value?

Political involvement: Do you belong to a party and have you been involved in their campaigning? Did you canvass door to door? Have you worked the polling stations and what role did you play.

Clubs/Extra-curricular: What role did you play in these clubs and groups?

Previous co-op, intern or part-time work: In what way did you help create value to the larger picture for what you did? These are just a few examples. Once you have listed all of his involvements it is time to put together a one-page (two maximum) resume.

HANDOUT 2: STEPS FOR CREATING YOUR STORY (Exercise 2)

Two structures for storytelling:

- 1) Chronological structure
- 2) Inverted pyramid.

1. **Chronological structure** is just as it sounds it follows your life story through a sequence of timelines. Academia loves this approach and its probably one you know well.

- 5 years- this experience happened
- 10 years- this experience happened
- 15 years- this experience happened
- 18 years- this experience happened

It is also used to describe how to do something – first you do this and then that and finally this. You often don't know the point of the story or impact until the end when you reveal the important point.

Ex. If someone asked me to do

"When I was 14 years old I left France. I flew down and was me stayed for two months. It was a from my family. I knew I would fulfilled my obligation. I was just that I met some really nice peo

2. **inverted pyramid structure**

This is the way it as the story prog the end and then

Using this struct

"I love adventure and so decide children, even though I only ha months in a foreign country but

Once you chose your structum value and place. In an initial int

This skill can also be used for o

HANDOUT 3: WHAT DO I LIKE – JOB, INDUSTRY, & CORPORATE CULTURE (Exercise 3)

Here are some questions you'll want to consider when making your list:

1. Do you have a car available to you so you can work anywhere, or do you need your employer to be on the transit line to get to work?
2. How much travel time are you willing to take on for this job?
3. Do you need to make a certain minimum amount of money to be able to pay for your expenses or save for post-secondary education?
4. Are you someone who like to stay put and work from a cubicle or would that make you feel confined and fidgety? Do you prefer a job that allows you more freedom and flexibility?
5. Do you like to work with your hands?
6. Do you like children and working with children?
7. Do you have an accreditation for lifeguarding, swimming, and/or teaching?
8. Is having a job with flexibility important? For example can work from home sometimes. Data entry might be an option. Do you need to be available for your parent to pick up a sibling?
9. Do you prefer to work for a small, medium-sized or large company? Can you work in an office of five people or do you prefer a busy office with different departments?
10. Do you prefer to work with more men than women or vice versa or is it irrelevant?
11. Do you prefer government, non-profit, or a profit company?
12. Do you want to work for a company that gives back and makes a difference? One that is socially conscious?
13. Do you need to align with the mission, vision and corporate culture of the company?

BE HONEST IN THIS PROCESS

Sample: HANDOUT 3

What I want & like WHAT'S IMPORTANT	What I don't want & like WHAT'S NOT IMPORTANT
<ul style="list-style-type: none"> • I want to work with children • I like to work outdoors • It has to be accessible by city transportation (train, bus, etc.) • Must align with their mission and vision – 'they walk the walk' • A laid-back environment with little structure and guidelines • For-profit 	<ul style="list-style-type: none"> • I am working alone • Not on the subway line or easily accessible by transit • No flexibility

What I want & like WHAT'S IMPORTANT	What I don't want & like WHAT'S NOT IMPORTANT



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