

Ikigai For All

Helping all students find their *Purpose*
Ensuring Students are Future Ready

bit.ly/SDCareer2018

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Ikigai
“Reason for
Being”
or Purpose

Find your Purpose • Be Future Ready

- Know your strengths, interests and values
- Explore the kinds of problems you want to one day solve
- Discover the many career options you have to choose from
- Self manage time, workload and activities to achieve your goal
- Build a growth mindset



- Learn about high wage, high growth jobs
- Develop the essential skills you will need to get hired and keep a job.
- Know the problems that need to be solved and the careers that work to solve them.

HEALTH CARE / LIFE SCIENCES / CLEAN ENERGY

• HIGH WAGE-HIGH GROWTH •

INDUSTRY SECTORS

IN SAN DIEGO COUNTY

INFORMATION AND COMMUNICATION TECHNOLOGIES / ADVANCED MANUFACTURING

- Value and connect learning to college and career
- Explore career pathway options and map out a plan that fits you
- Develop study skills and meet or exceed grade level expectations in each discipline
- Study models of success and articulate what success looks like
- Apply learning, gain experience, develop skills

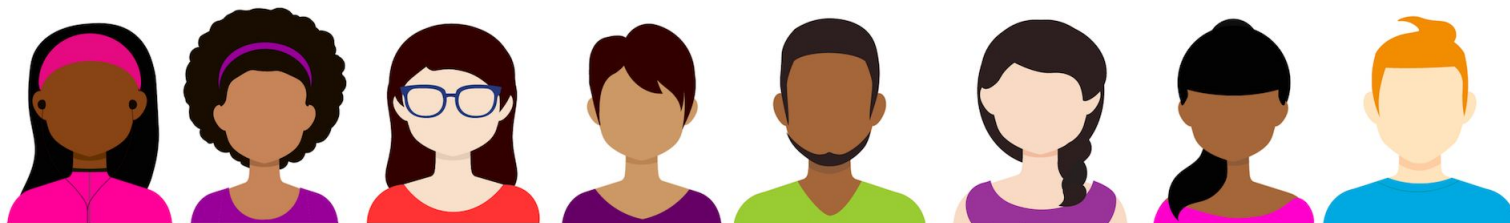
- Learn the salary you need to afford the lifestyle you want
- Understand return on investment for time and education
- Balance income and quality of life
- Explore career trajectories

CRITICAL THINKING COMMUNICATION CREATIVITY & INNOVATION

• WORK-BASED LEARNING •

ESSENTIAL SKILLS

COLLABORATION & TEAMWORK INITIATIVE & SELF-MANAGEMENT WORKPLACE CONTEXT & CULTURE



How do you determine

What you love

Know yourself:

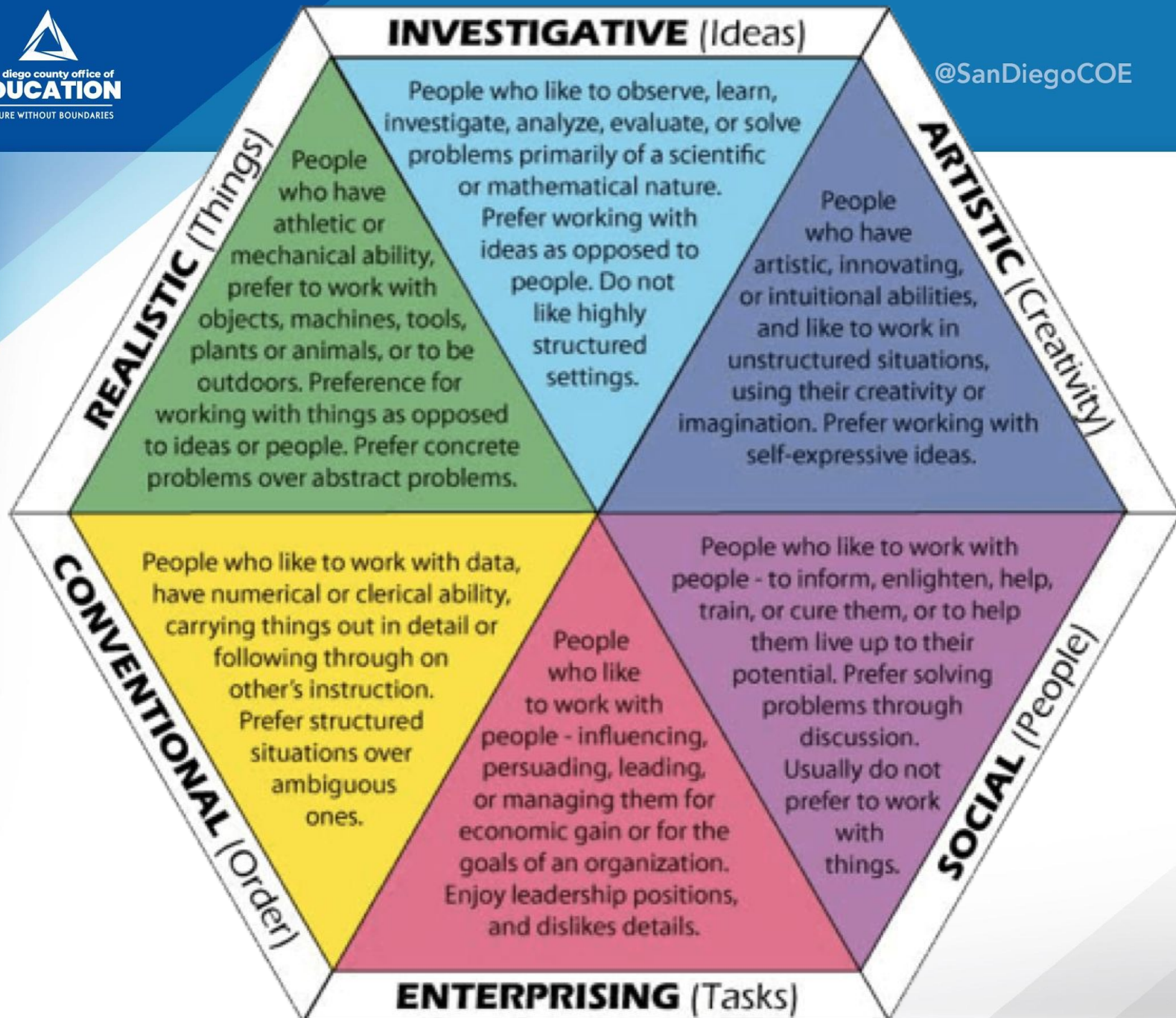
**Understand Strengths, Interests and
Values**

Know your options:

**What kinds of problems do you want
to solve one day?**

What careers are in that field?

Build a growth mindset



Connecting Academic Content to Careers

- In order to know if you LOVE something, you need to experience a lot - this means students need career exposure in every class

What you love

Instead of asking students what they want to “be” when they grow up, ask them what problem they want to solve.

Then help them find a career that helps to solve that problem.

- Contextualized Learning
- Integrated Curriculum
- Career Exploration
- Project Based Learning
- Career Pathways

Resources:

- [Career Integration Resources](#)
- [Counselor Resources](#)

Ask your students...

What kinds of things do you love -
what do you have an interest in?

What careers would allow you to do
what you love and get paid for it?

What problems do you want to solve?

Finding problems you want to solve in the world is a great start to finding your career path!

Consider a problem you would solve, and make a list of the careers in that field!

One day you might...

- Create a new technology
- Cure a disease
- Fight for social justice
- Protect the environment
- Change the way we work or live
- Increase access to services or products
- Empower others to change the world

Consider the term

Experiential Advantage

Pair and Share:

When you hear the term “Experiential Advantage” what comes to mind?

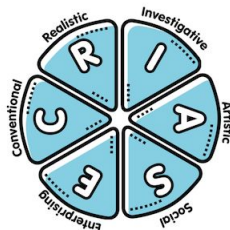
What you
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What you love

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- Explore the kinds of problems you want to one day solve
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Give students time to explore careers and know their Strengths, Interests and Values

Take the Interest Profiler at California Career zone and click "View Occupations" Find at least one career that matches your interests based on the RIASEC - what is that career? What is the average salary? What education might you need to have a job like this? What are similar occupations you might be interested in as well?



Watch [this video](#) highlighting ways to talk about Strengths, Interests and Values with your students.

Apply learning by addressing authentic problems in class and explore careers that work to solve those problems.

Explore Industry Sectors

Discovering Possibilities: Interest Profiler
Quick Assessment



Provide Authentic Learning Experiences

Choose at least one of the following resources to explore

[CalCRN Career and College Ready Lesson Plans: Grades 5-12](#)

ACTE Article: [Career Exploration in Middle School](#)

Go to www.HASPI.org and register for free science activities aligned to Next Generation Science Standards- NGSS for both Middle and High School.

When you register you will receive the site password.

Search the Smithsonian TweenTribune for articles that connect with STEM and other career focused content to your students.

Each article is available at a variety of Lexile levels.

<https://www.tweentribune.com/> (k-12 resources)

Science News for Students offers reading on many subjects searchable by readability score.

<https://www.sciencenewsforstudents.org>

Go to ucci.ucop.edu and select any course. Click on the "complete course framework" to see the units developed that connect the core academic and career courses. Although these are High School courses, it may give you some great ideas on how to integrate careers into your curriculum!

Handout: Authentic Learning Resources

Slides on Authentic Learning



Know the High Wage High
Growth **Jobs** in San Diego
and the skills they are
looking for

Develop the essential skills
you need to get hired and
keep a job

Know the problems that
need to be solved and the
careers that work to solve
them.

Know
what
the
world
needs

Know the Labor Market

Labor market information is based on regional data and helps to identify **priority sectors**, with high demand, high growth and higher than living wage. LMI is provided by the regional workforce development board, [San Diego Workforce Partnership](#).

Understand
and explore
the labor
market

What
the world
needs

SAN DIEGO REGION PRIORITY SECTORS

ADVANCED MANUFACTURING

CLEAN ENERGY

HEALTH CARE

INFORMATION AND COMMUNICATION TECHNOLOGIES

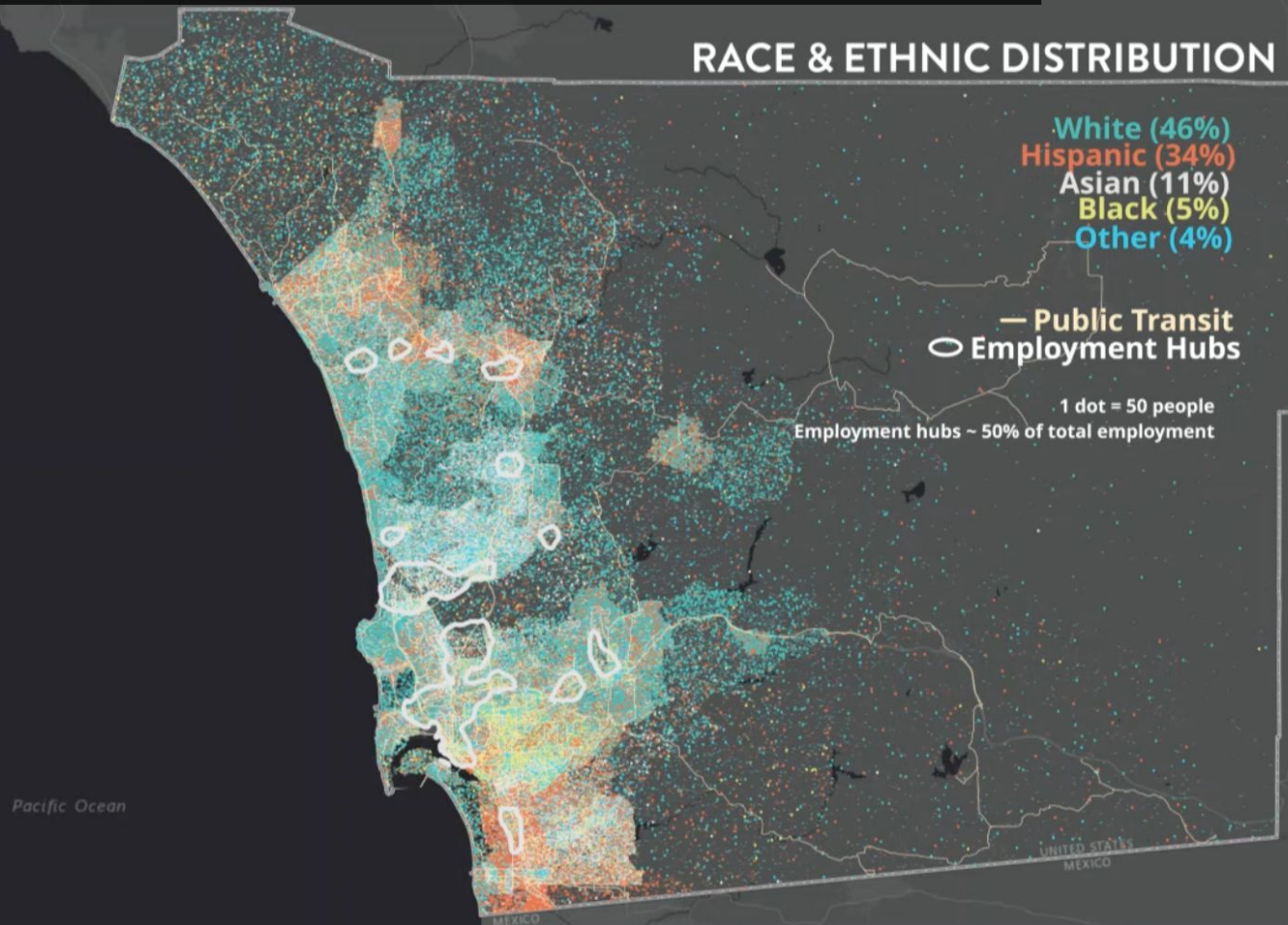
LIFE SCIENCES

Know your priority sectors

- Go to the [Doing What Matters regional map](#)
- Click on your region, and you will find your “Priority” Sectors and your “Emergent” Sectors

- Other resources for LMI
 - [Center of Excellence](#)
 - [State of California Employment Development Dept](#)
 - [Local Workforce Investment Boards \(WIB\)](#)

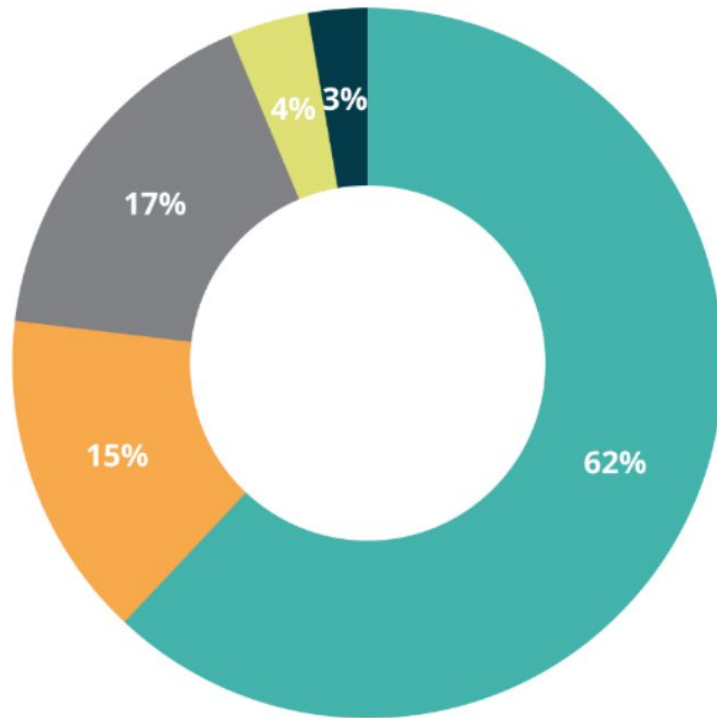
Access to Jobs Varies by Race & Ethnicity



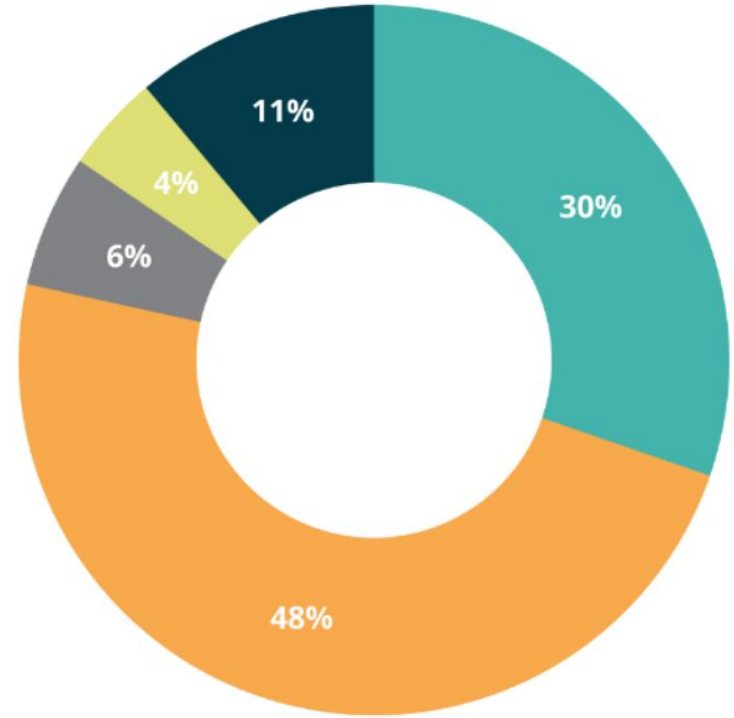
[Building San Diego's Talent Pipeline](#)

Current & Future Talent Pool

DEGREE HOLDERS, 2017



SEVENTH GRADERS, 2017



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Building San Diego's Talent Pipeline

• WORK-BASED LEARNING •

ESSENTIAL SKILLS



COMMUNICATION

Exchange verbal or written information through sharing your contributions and listening to others.



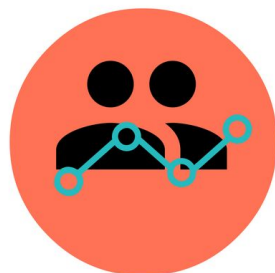
CRITICAL THINKING

Evaluate problems or situations carefully and use knowledge, facts & data to approach them in a variety of ways.



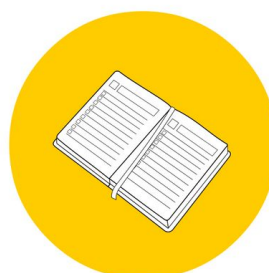
CREATIVITY & INNOVATION

Create something new that improves on or solves a problem.



COLLABORATION & TEAMWORK

Build effective working relationships with others. This brings a variety of experience to the table and minimizes conflict.



INITIATIVE & SELF-MANAGEMENT

Get things done well and on time through organization, time management & taking initiative.



WORKPLACE CONTEXT & CULTURE

Present yourself as a trustworthy professional through your image, behavior, ethics and respect for others.

What the world needs

- Learn about high wage, high growth jobs
- Develop the essential skills you will need to get hired and keep a job.
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Learn about high wage, high growth jobs

Get to know the priority sectors in your region through your workforce investment board or the community college [Doing What Matters](#) website.

Discover [how to get a job in the priority sectors](#) through the San Diego Workforce Partnership



Explore the interactive graphics from the San Diego EDC:
[Building San Diego's Talent Pipeline](#)

Get a better understanding of trends in our local labor market by exploring [Imi.workforce.org](#)

Develop Essential Skills Get hired, keep a job, get promoted


Read this Washington Times Article:
Top 10 Skills middle school students need to thrive.

How do the skills students need to navigate middle school align to the skills they will need to be career ready?


Employers in the San Diego region [identified 24 Essential Skills](#) they would like to see in future workers - they fall into the categories on the right.

• WORK-BASED LEARNING •

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Find Essential Skills resources at
www.sdcoe.net/lls/cte/Pages/EssentialSkills

Look over the [Standards for Career Ready Practice](#) adopted by California - which practices do you already integrate well? Where would you like to see your students grow?

[Soft Skills to Pay The Bills: Dept of Labor Curriculum](#)

[Find Essential Skills Resources from SDCOE](#)



Know what it means
to earn a livable wage

Study the return on investment for
educational options

Understanding the balance between
income and quality of life

Look at careers in each field at a variety
of income levels.

**Know what
you can be paid
for**

What makes a job a “good job”?

How do we help students make informed decisions about the jobs they will one day apply for?

What does it mean to earn a livable wage?

Go to www.cacareerzone.org

Go to “Discover Possibilities”

Complete the “make money choices” activity.

Select “Choose your Lifestyle”

[California Living Wage Calculator](#)

Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$15.01	\$30.53	\$35.80	\$47.90	\$22.69	\$27.72	\$30.94	\$37.16	\$21.20	\$11.35	\$16.29	\$19.60	\$24.38
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$5.00	\$6.00
Minimum Wage	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00		\$11.00	\$11.00	\$11.00	\$11.00
Required annual income before taxes	\$31,220	\$63,510	\$74,463	\$99,636	\$47,201	\$57,648	\$64,355	\$77,295	\$66,154	\$47,201	\$67,773	\$81,525	\$101,441

“28% of of studied four-year schools offered a negative ROI, which means students would have been better off if they had not gone to school at all”

“Student loan debt has now exceeds credit card debt as the number one debt problem in the US.”

“Nearly 30% of Americans with two-year degrees are now earning more than graduates with bachelor’s degrees”

Studying Return on Investment

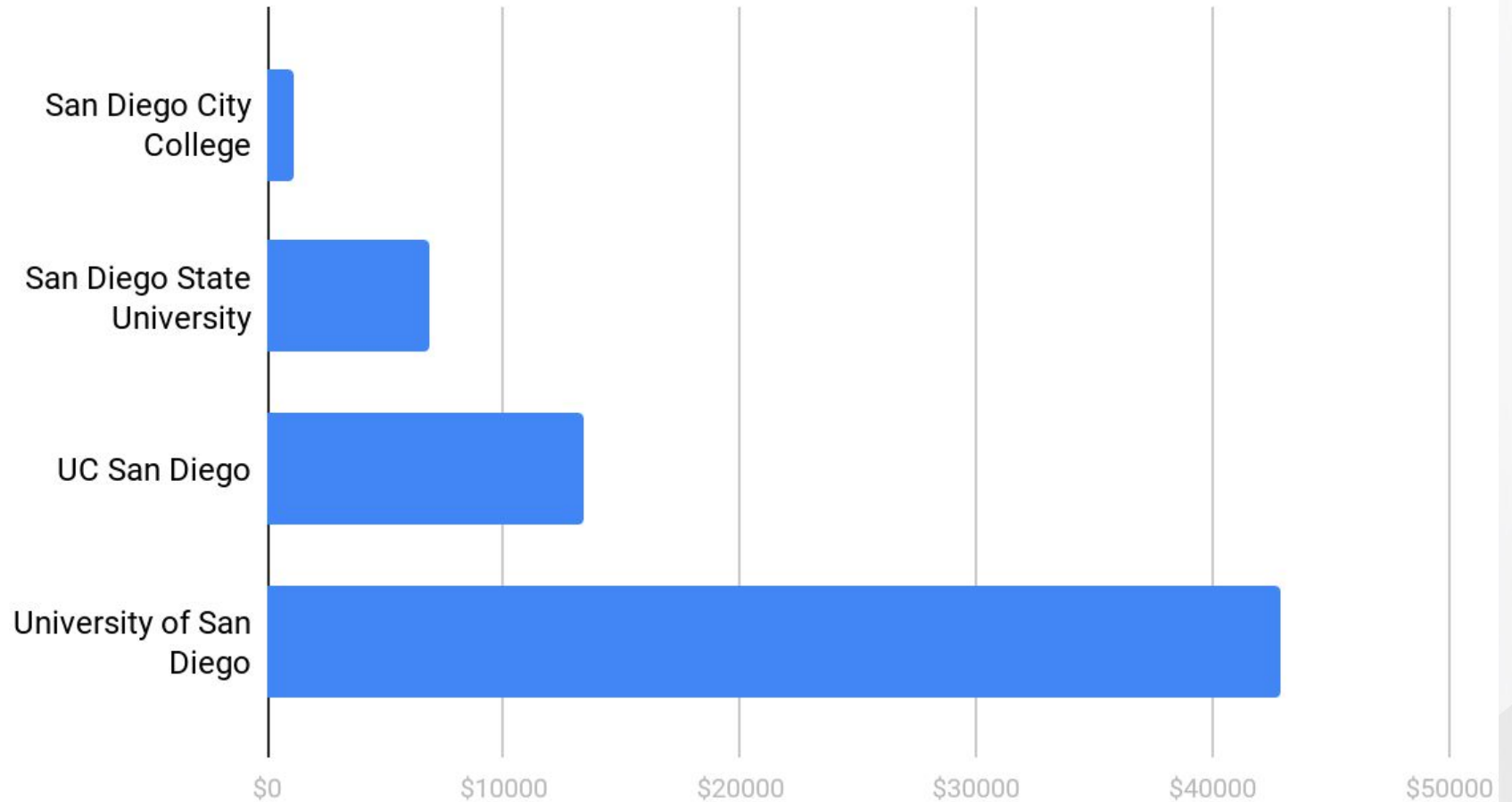
- Get to understand the concept of [Return on Investment](#) and the many options that go into building an educational pathway towards a career.

Resources:

- [Article on ROI](#)
- [CaCareer Zone the Cost of College](#)
- [Junior Achievement “Build Your Future” App](#)



In-State Tuition



For Every 100 9th Graders in California

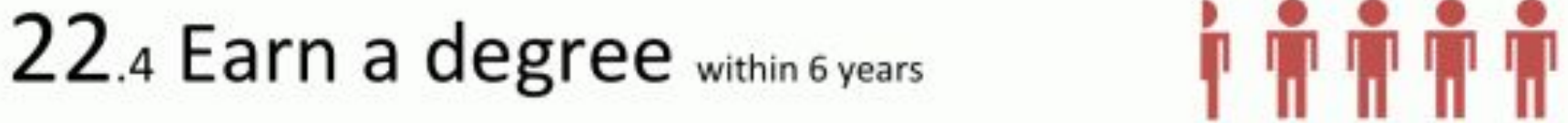
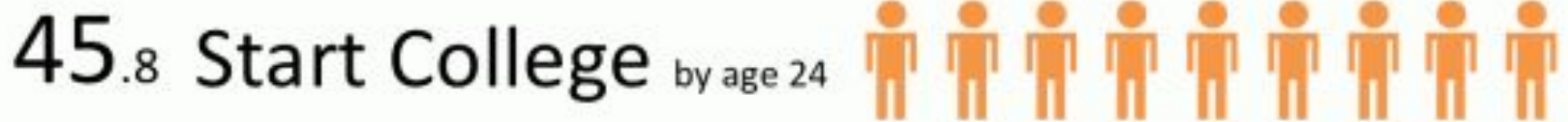
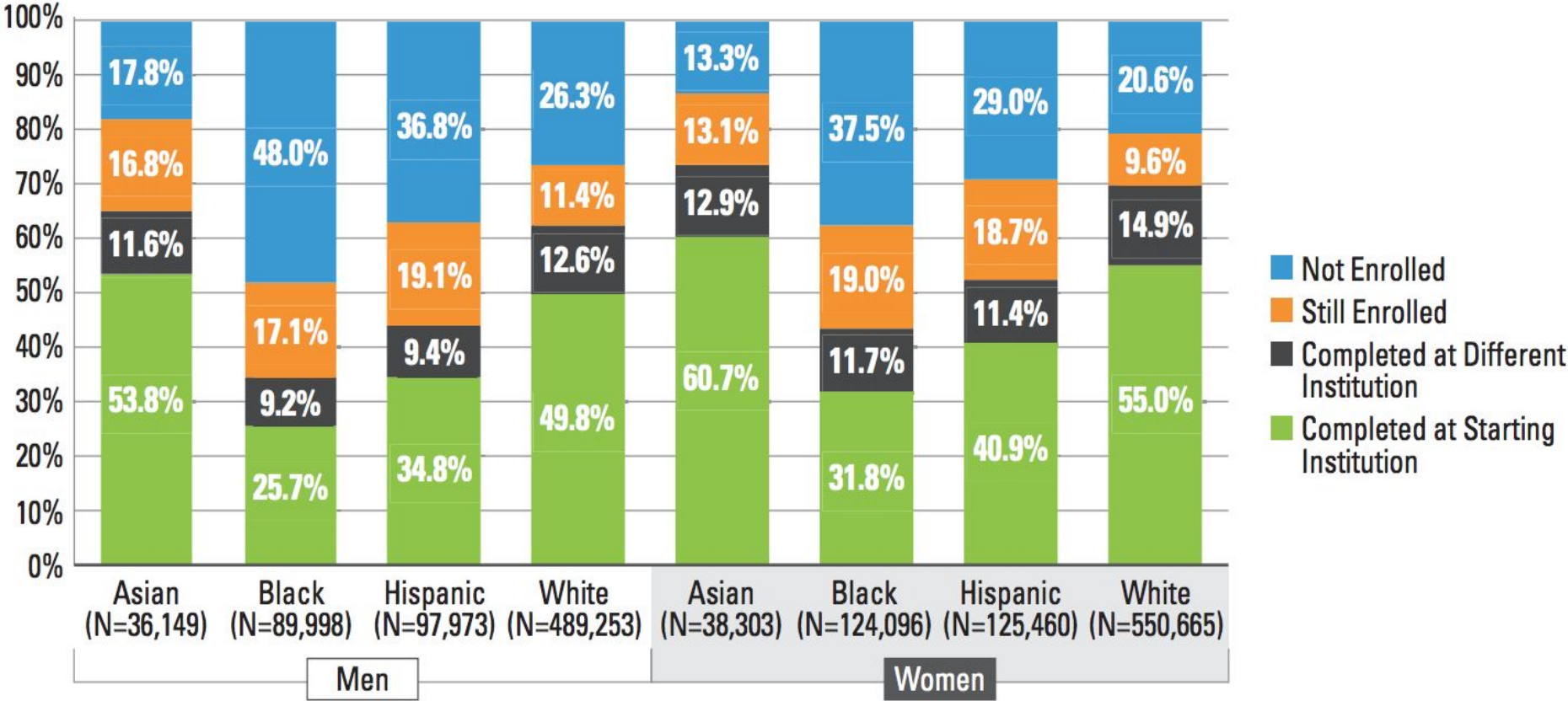


Figure 16. Six-Year Outcomes by Race and Ethnicity and Gender (N=1,551,897)*



This study followed a specific cohort of students who entered college in Fall 2011, and showed their status 6 years later.

Notice that the “n” for each group varies significantly.

Source: https://nscresearchcenter.org/wp-content/uploads/SignatureReport14_Final.pdf

Understand the balance between income and quality of life

There are many more variables to consider when choosing a career.

Not every job is worth the money.

What
you can be
paid for

- Work Environment
 - Expected hours or schedule
 - Take home work
 - Skill
 - Interest
 - Vacation & Benefits
 - Commute and travel
 - Repetitive nature
 - Autonomy
 - Colleagues
- and so much more...

What you can be paid for

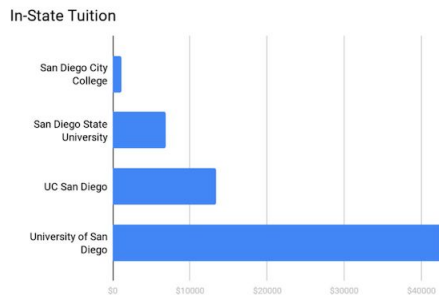
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Understand Return on Investment

Help students understand the cost of college using the [California Career zone Cost of College tool](#).

Money isn't the only variable to account for when picking a career. [California Career Zone: Choosing an Industry](#)
Article: [The 5 most successful work environments \(and the 5 worst\)](#)

Use the [Junior Achievement Apps](#) to *Build your Future and more!*



Article: [Studies show community college may offer superior ROI to some Four-Year schools](#)

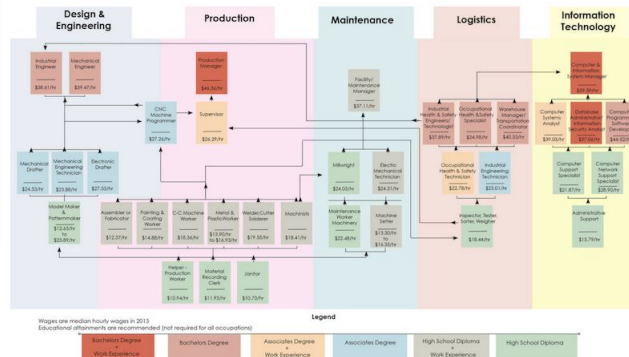
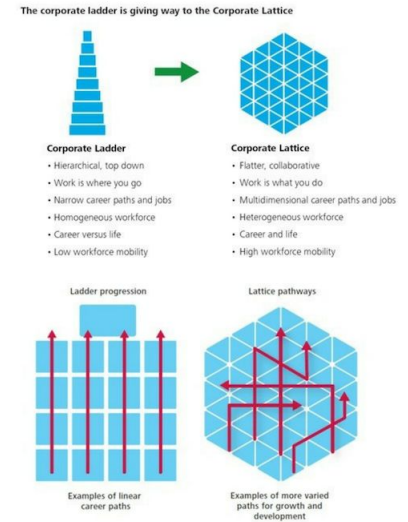
Learn the salary you need to afford the lifestyle you want, and how salaries change over time.

Complete the [Make Money Choices - Choose Your Lifestyle](#) activity at the California Career zone

What annual salary do you need to make to afford the lifestyle you want? What percent of your budget would go towards housing? Utilities? Taxes? Select "View Occupations" What are some careers you can choose from to make that salary? What is the salary for this career - low end? average? high end?

Look up San Diego in the [MIT Living Wage calculator](#). How might this help students see the change in wage they might need throughout their life?

Read this [Deloitte article](#) to better understand the corporate lattice, which has replaced the corporate ladder previous generations have enjoyed.



Study our local career lattice in advanced manufacturing. Note the legend of educational attainment.



How do you
become
good at
something?

Study Models of success

Experience, Practice and
Skill development

Find the career pathway
that is right for you and
your goals!

Models of Success

Study Industry Role Models through
Work-Based Learning

Model real world skills

- Essential Skills
- Technology Use
- Technical Skills
- Professional Environments

Watch [day in the life videos](#) to get a feel for what it takes to be successful in a career!

What
you are
good
at

WBL

• WORK-BASED LEARNING •

GUEST SPEAKERS 

 **JOB SHADOW**

COMPANY TOUR 

 **INTERNSHIPS**

PROJECTS 

 **INDUSTRY PANELS**

CAREER FAIRS 

 **MENTORSHIPS**

APPRENTICESHIPS 

 **TEACHER EXTERNSHIPS**

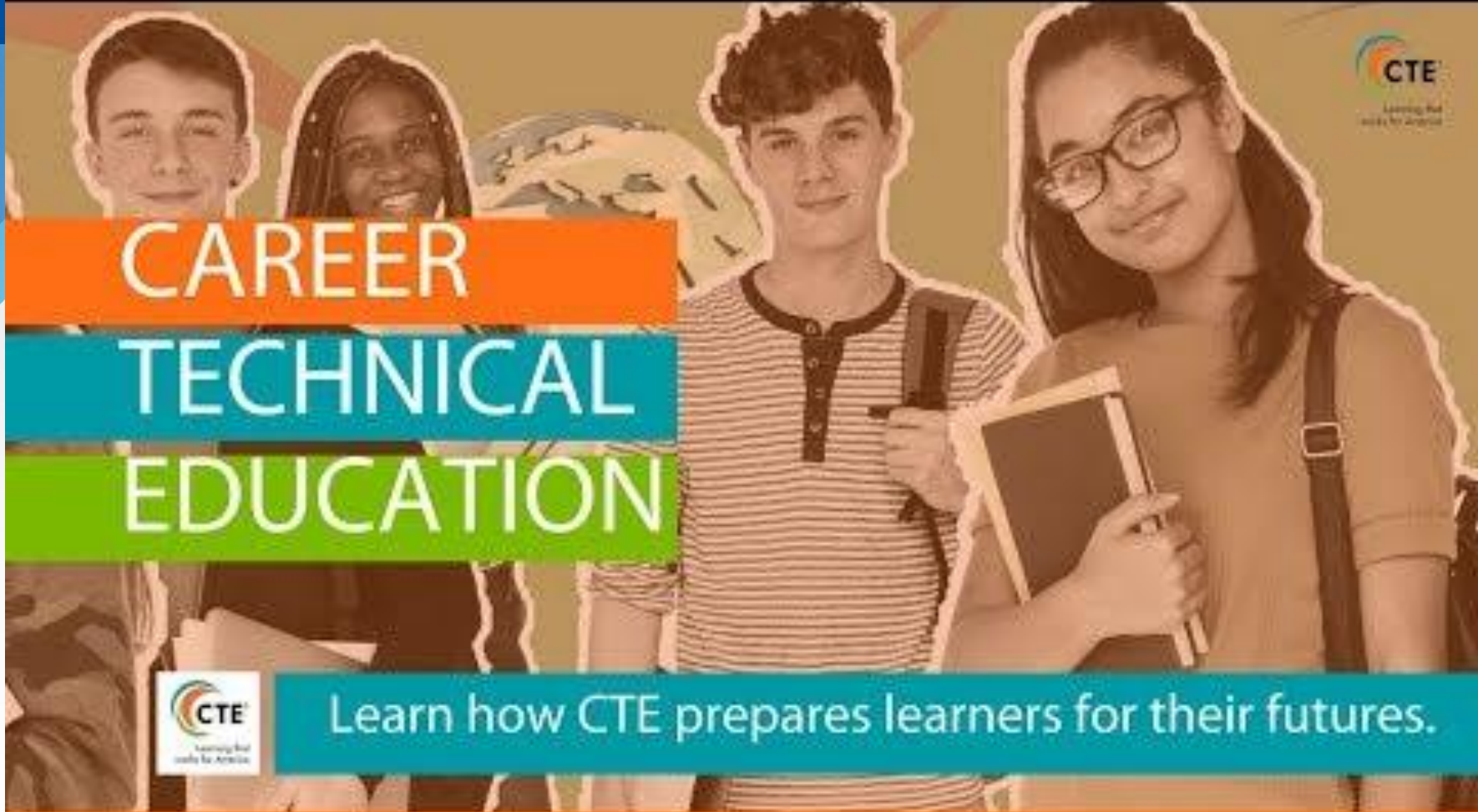
How do you Develop Expertise?

Experience, Practice & Skill Development

Find opportunities to develop expertise both in school and outside of school.

What do you find a connection between these programs and your future career?

- Career Pathway Coursework
- Clubs or Meetups
- Voice and Choice in assignments
- Elective Courses
- Project Based Learning
- Sports
- Extracurriculars
- Non-Profits
- Summer Programs



CAREER
TECHNICAL
EDUCATION



Learn how CTE prepares learners for their futures.

Explore pathway options and map out a plan

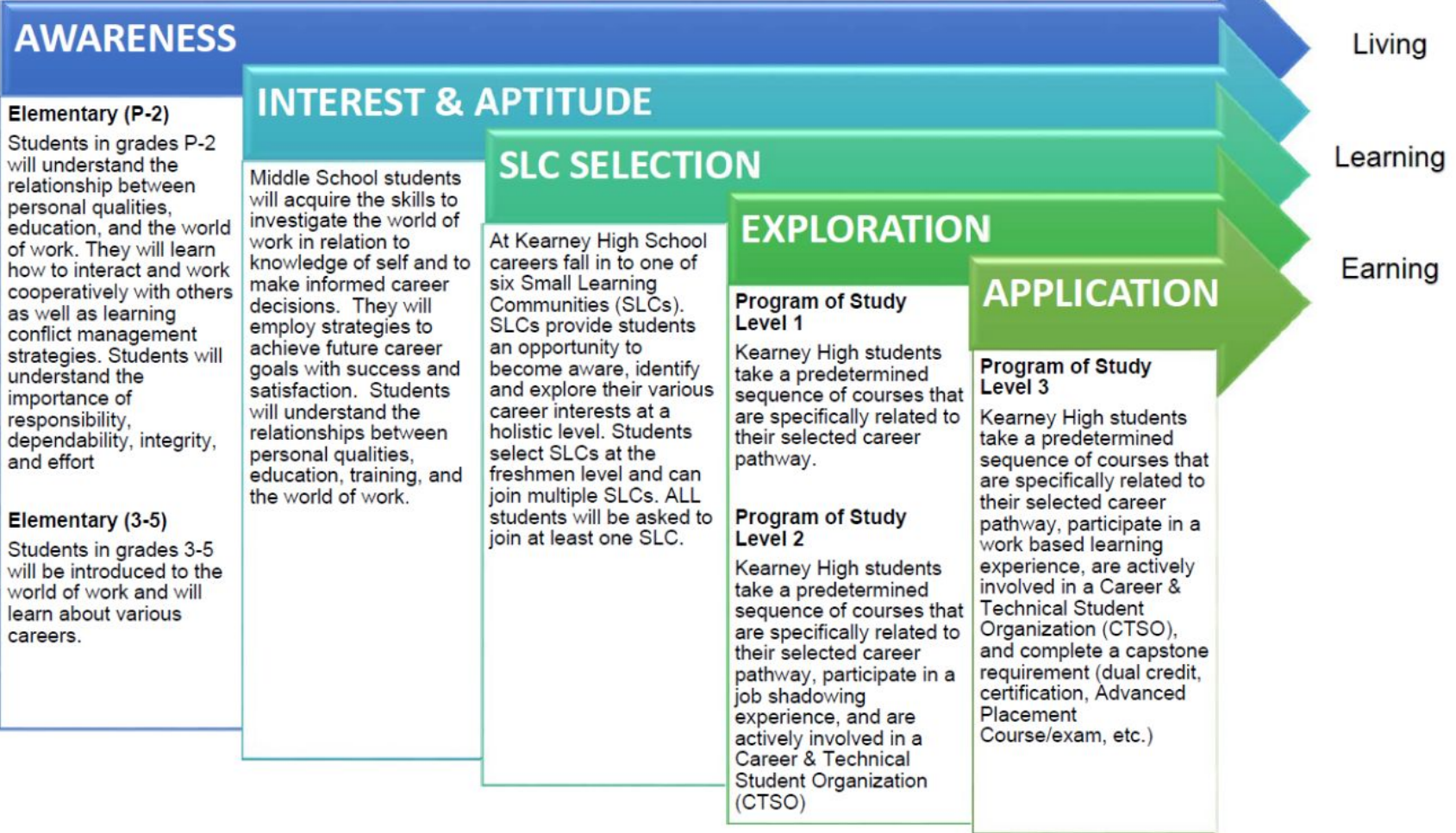
Long term planning order
Consider your **Career First**,
Pick a **Major Second**,
Find the right **College Third**

- Look at requirements for careers of interest
 - Academic (Majors/Degrees, Courses)
 - Certifications/Skills
 - Experience
- Study resumes/LinkedIn profiles in the industry to understand career trajectory and example career paths

Find Regional Community College Programs myworkforceconnection.org

Your Role: Ensure students are prepared to make informed decisions

- Map out decision points for students
 - High School Coursework and Career Pathways
 - Out of school opportunities
 - College applications and choice
- What do you need to do to prepare students for those decisions?



What you are good at

- Value and connect learning to college and career
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- Apply learning, gain experience, develop skills

Apply learning, gain experience, develop skills, study models of success

Watch Kevin Fleming's videos, especially *4 Skills and 5 Steps to a Successful Career* with lessons plans for both middle and high school classes!

Success in the New Economy, The Insufficient Degree, and Your Career Starts
Here are also eye opening looks at how a changing economy requires a new look at education.

Day in the Life Videos make a great warm up.

Register at www.CareerAcademics.org to access the CareerReady! curriculum modules under the Work-Based Learning tab.

Provide **Work-Based Learning (WBL) Experiences** for students and engage in teacher programs to expand industry understanding.

Explore classroom strategies for Work-Based Learning

WBL

WORK-BASED LEARNING

- GUEST SPEAKERS
- JOB SHADOWS
- INDUSTRY TOURS
- INTERNSHIPS
- WORK EXPERIENCE
- INDUSTRY PANELS
- CAREER FAIRS
- MENTORSHIPS
- APPRENTICESHIPS
- TEACHER EXTERNSHIPS

Map out a pathway to expertise

Courses - Certifications - Degrees - Experience

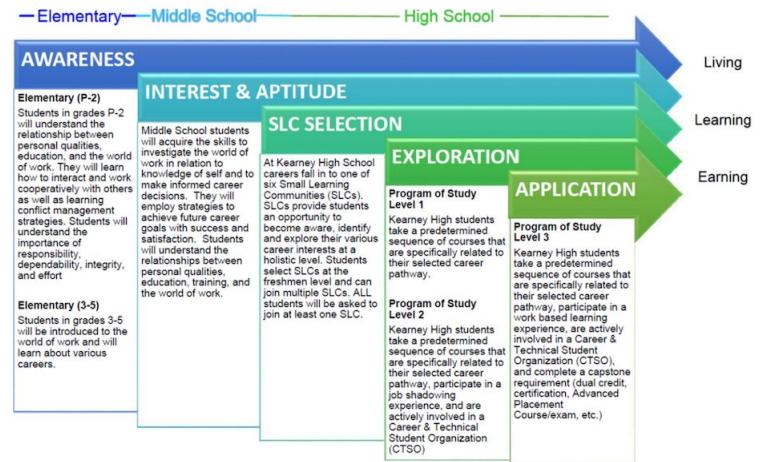
Know where your students are headed next - Take time to seek out information on what pathways are offered at the high schools most of your students attend.

Plan experiences that expose them to those programs and increase their ability to make informed decisions about their high school courses.

Explore **Community College Career Pathway Programs** by career sector to see which colleges specialize in different pathways and to understand the broad range of programs they offer.

Explore **Career Pathways Counselor Resources**

Play the **ABC's of CTE** and see if you can match each acronym to the term



Consider the Career Education Framework developed by Kearny Public Schools in Nebraska and consider how you might develop a similar vertically aligned system for your students.



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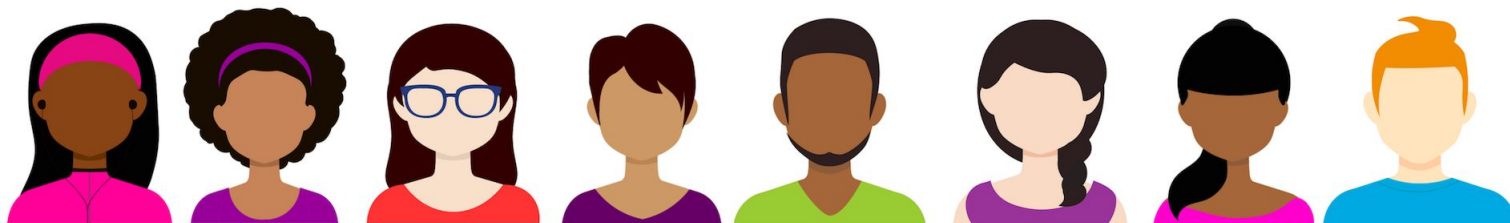
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