

# Session Planner

## *Career Planning 101*

**Area:** Career Readiness and Exploration

**Time:** 45-60 Minutes

**Standards:** Seek Inspiration, 1a. Self-assess skills, interests, strengths, and areas for growth to develop academic and career goals

**Purpose/Goal:** This hands-on, visual learner centered activity will engage students in thinking about a career path, including identifying interim steps between where they now are and where they see themselves in the future.

### Materials Needed:

- Icebreaker: “*Celebrity Early Jobs*” handout (pg. 3)
- “*Know the Lingo: Multiple Roads to a Career*” handout (pgs. 4-5) and accompanying PowerPoint (optional)
- Sticky notes
- Three sheets of chart paper hanging up. One labeled “Personal Qualities/Characteristics”, one labeled “Events” and one labeled “Challenges Overcome”
- Construction paper
- Magazines
- Glue, tape, markers, scissors
- Link to lists of apprenticeships:  
<http://www.labor.state.ny.us/pressreleases/apprenticeshiparchive.shtm>

### Agenda:

Opening	5-10 minutes
Activity/Content	30-40
Closing Connection	5-10

### Opening:

- *Celebrity Early Jobs Icebreaker:* Distribute the “*Celebrity Early Jobs*” handout and in two teams ask participants to match the 18 celebrities with 18 jobs that they actually worked before becoming famous.

### Answers:

1-P	2-N	3-H	4-C	5-A	6-I
7-K	8-M	9-F	10-Q	11-R	12-L
13-O	14-E	15-J	16-D	17-G	18B

- Ask students why you started a session about career planning and raise the following key points:
  - Where you start is not where you are going to end up; starting at the bottom of the ladder is normal for everyone.

- Working a range of different entry-level positions exposes you to many experiences. Even “bad jobs” are not a waste of time, since they confirm work you don’t want to do and establish work ethic.

### **Activities:**

#### Exploring Career Pathways

- Ask students to think about one person they know in a career whose pathway to that career is also known (it can be a family or friend, or a celebrity with a famous career path, i.e. Lady Gaga or Jay Z).
- In pairs, have students share what they know about this person’s pathway with a partner. Ask them to look for the following as they talk:
  - Are there any similarities in their persons’ pathways?
  - Did the person overcome obstacles? Start at the bottom of the ladder? Fall into the career by way of luck or hard work?
  - What personal qualities or characteristics led to the person’s success?
  - What events along the person’s pathway were significant to their current success?
- As they talk, have them record on sticky notes some of the key steps in the pathway that they think were important to the person’s current success within the following areas” Personal Qualities/Characteristics”, “Events” and “Challenges Overcome.” They should put one key step per sticky note. (For example: “Tough attitude and never quit” or “Had to balance work/family but still finished college” or “Landed an entry-level job in a famous company”)
- Reconvene the group and ask each person to post their sticky notes in the appropriate category on the chart paper hanging around the room. Then give them time to do a “gallery walk” to observe the different key steps. What are the similarities they notice? Differences?

#### Understanding Common Steps on the Pathway

- Distribute and review the *Know the Lingo: Multiple Roads to a Career* handout. The purpose of this handout and review is to familiarize them with some of the more common steps that lead people to a various career.

#### What’s your Next Move? Creating a Visual Career Plan

- Students will create a visual career plan using magazine clippings that will outline their “road to a career”. Ask students to use objects, words, advertisements etc. to paint the picture of what their life and pathway to a career might look like.
- If time permits, have volunteers share their plans with the larger group or with a partner.

### **Closing:**

- Introduce online resources to students so they understand where or how they can access information on upcoming apprenticeships recruitment events for New York City.

## CELEBRITY EARLY JOBS

Everyone has to start somewhere. Often, that somewhere is not glamour. Below are 18 celebrities. Can you guess what each did before becoming famous? Draw a line between each celebrity and what you think was his or her early job.

<b>Celebrity</b>	<b>Early Job</b>
1. Beyoncé Knowles	a. Bricklayer/applied makeup to corpses
2. Bill Cosby	b. Bussed tables at Red Lobster in Queens
3. Brad Pitt	c. Delivered newspapers
4. Chris Rock	d. Flipped burgers at Burger King
5. Colin Powell	e. Folded sweaters at The Gap
6. Edgerrin James	f. Grocery bagger
7. Gwen Stefani	g. Handed out flyers in a chicken costume
8. James Brown	h. Loaded watermelons onto a truck
9. Kanye West	i. Made drinks at orange Julius
10. Lady Gaga	j. Mopped floors at Dairy Queen
11. Megan Fox	k. Parking lot attendant
12. Michael Bloomberg	l. Racked balls at a pool hall
13. Ozzy Osbourne	m. Shoe shiner
14. Queen Latifah	n. Slaughterhouse worker
15. Russell Simmons	o. Swept up hair at a salon
16. Sean Diddy Combs	p. Waited tables at an Upper West Side diner
17. Snoop Dogg	q. Wore banana costume at a smoothie shop
18. Whoopi Goldberg	

participant handout

# Know the Lingo: Multiple Roads to a Career

Many roads lead to the perfect career. You may need to take several to reach your final career destination. Which road is right for you?

## The Road: Entry-Level Employment

### How Does It Work?

Start at the bottom of the ladder (such as a janitor or mailroom clerk) and climb your way up through promotion to eventually earn the position you really want.

### Why Is This a Good Option?

High-turnover industries like retail, food service, and manufacturing promote heavily from within and often value experience over formal education. McDonald's CEO Jim Skinner started as an entry-level crew member at an Iowa McDonald's and worked his way up to CEO despite never finishing college.

### Downside?

Few companies today spend years nurturing entry-level workers for management or executive positions. In fact, many no longer hire traditional entry-level workers at all. Technology has eliminated whole categories of jobs and outsourcing service providers often manage a company's lower priority operations like mailrooms, cafeterias, custodial services, security, and human resources. Those workers are actually employed by the service provider and get moved around from company to company (or laid off) as needed.

## The Road: College

### How Does It Work?

Attend a community college, four-year college, or university to earn one or more certificates or degrees in a specific subject area.

Non-degree (may require HS diploma / GED)	Technical certificate = 6 months to 1 year
Undergraduate (requires HS diploma / GED)	Associate's degree (AA) = 2 years
	Bachelor's degree (BA / BS) = 4 years
Graduate (requires bachelor's degree)	Master's degree (MA) = 1-3 years
	Professional degree (law, medicine, etc.) = 3-7 years
	Ph.D. (aka doctorate) = 3-10 years

### Why Is This a Good Option?

A college education opens many doors for your own development and in the labor market. By 2018, nearly two-thirds of job openings will require at least some college experience. College graduates enjoy lower unemployment and higher salaries than high school graduates, and a \$1+ million difference in earnings over a lifetime. From a financial and personal perspective, the long-term return on investment in a college degree is tremendous.

### Downside?

Earning a degree can be expensive. Tuition at some universities is as much as \$50,000 per year. Add in the money not earned from a full-time job while enrolled in school, and a four-year bachelor's degree can run to a quarter million dollars. NYC residents are lucky, though. With undergraduate tuition and fees less than \$6,000 per year in 2011, CUNY is considered a bargain. Grant and scholarships may defray part of the costs, but many graduates accrue tens of thousands of dollars in student loans that must be paid back month after month, year after year. Also, not all careers that require a college degree pay well. While few go into social work to get rich, the average starting salary for someone with a Masters in Social Work is just over \$33,000 and the average mid-career salary barely tops \$40,000. So, pursue your passions, but run the numbers before you enroll.

## The Road: Apprenticeship

### How Does It Work?

Apprenticeship means learning a skilled trade (like plumbing, construction, and electrical work) through paid on-the-job training under the guidance of experienced craftsmen, plus related classroom training.

### Why Is This a Good Option?

Apprenticeships are great opportunities for those who want to work with their hands. In New York State, people as young as 16 can join an apprentice program with parental approval. Minimum requirements typically are a high school diploma or equivalent and the ability to pass the application test. Apprentices become part of an employer's workforce and receive a regular paycheck. Employers generally cover the full cost of evening training classes. You earn a salary from the first day; and for example, licensed master plumbers in high-demand cities like New York often earn over \$100,000 a year. Successful completion of an apprenticeship earns a nationally recognized "Certificate of Completion" from the New York State Dept. of Labor. For more information, visit <http://www.labor.state.ny.us/apprenticeship/general/Registration.shtml>

### Downside?

The downside is competition for slots. Not surprisingly, apprenticeship programs are fiercely competitive. Keep your eye on the Dept. of Labor's website for announcements, and show up very early on the morning that applications are handed out.

## The Road: Internships / Volunteer

### How Does It Work?

An internship is on-the-job training for white-collar and professional careers, similar to apprenticeships for trade and vocational jobs. Interns agree to work for minimal or no pay for a set period of time (a few weeks or months) in order to gain experience, contacts in a particular field, and occasionally school credit. Some companies will hire exceptional interns directly upon completion of the internship, but this is not guaranteed.

### Why Is This a Good Option?

Internships offer an excellent way to learn about an occupation firsthand before committing to a career track. They are also widely used in highly competitive fields (like entertainment, sports, and publishing) that

are difficult to break into.

### Downside?

Unlike registered apprenticeships, internships typically receive little outside oversight. Some employers treat interns as cheap (or free) temporary labor, assigning monotonous tasks that provide few learning or networking opportunities. Investigate internship opportunities carefully beforehand.