

Third Year Careers



How are careers developing in the twenty-first century and what skills are needed for these?

Lesson Aims:

1. Identify key terms needed to explore careers
2. Explore how careers are changing and the skills employers look for
3. Consider how you are developing relevant skills

Extension: Probe Test

Key terms – what are the differences between the following? Can you give examples?

- A job?
- An occupation?
- A career?



Some people say that only certain professionals, such as doctors, lawyers and accountants, have careers. Is this true or false?

Key terms – what are the differences between the following?

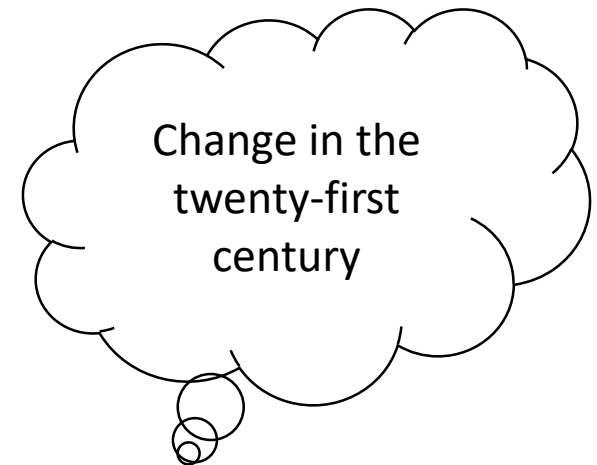
- A job is ... one particular position in a particular place with specific duties, e.g. Teacher of Physics – Hampton School
- An occupation is ... a group of jobs with common characteristics and requiring similar skills, e.g. Education
- A career is ... the combined total of all the roles in our lives, including education, training and voluntary work – a continual process of learning and development



Everyone has one career, often involving many different jobs

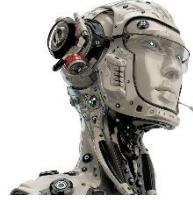
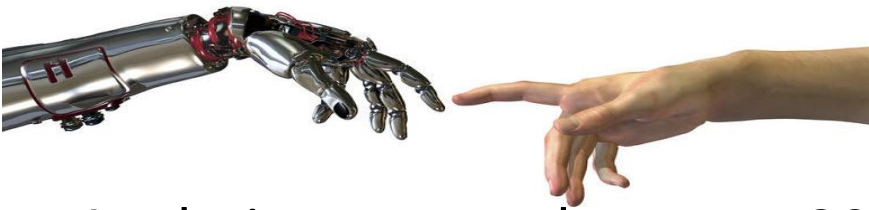
How and why are jobs and careers changing in the twenty-first century?

- How have developments in science & technology changed different industries, e.g. education, medicine, business, law?
- What can we do now which we could not do in the twentieth century? What are we still trying to develop?
- Which industries are growing? Why?
- Which industries are declining? Why? Might they be wiped out completely? Why or why not?
- What types of jobs might be available to you which were not on offer to your parents? Why?



Changes in the twenty-first century

Jobs are changing as a result of developments in digital technology and innovation, such as artificial intelligence



- Analysis suggests that up to 30% of UK jobs could potentially be at high risk of automation by the early 2030s, lower than the US (38%) or Germany (35%), but higher than Japan (21%).
- The risks appear highest in sectors such as transportation and storage (56%), manufacturing (46%) and wholesale and retail (44%), but lower in sectors like health and social work (17%).
- For individual workers, the key differentiating factor is education. For those with just GCSE-level education or lower, the estimated potential risk of automation is as high as 46% in the UK, but this falls to only around 12% for those with an undergraduate degree

Jobs of the future: https://www.youtube.com/watch?v=Bwt_Zh7Qtr4

Which jobs can be replaced by robots?: <http://www.bbc.co.uk/news/technology-34066941>



The High Five Principles

Career development specialists recommend that you do not focus your ambitions around one particular job, but instead recognise the following principles to help you in your career:

- **KNOW YOURSELF, BELIEVE IN YOURSELF, AND FOLLOW YOUR ASPIRATIONS**

Dreaming about your future can help you understand what you really want in life. Knowing what you want and keeping it in your mind can give you the motivation you need to deal with life's challenges. Never be afraid to dream.

- **CHANGE IS CONSTANT**

We change constantly and so does the world around us—including the working world. Because a single occupation will no longer take workers from the beginning to the end of their working lives, adaptability is an important skill to carry into the future.

- **LEARNING IS ONGOING**

Graduating from high school or college doesn't mean that your education is complete. Opportunities to learn are everywhere! Learn to recognize them and make your learning a lifelong experience.

- **FOCUS ON THE JOURNEY**

Traveling through life is like travelling down a road: having a destination gives direction, but most of the time is spent moving along. Pay attention to the journey with all its pitfalls, sidetracks, opportunities, and highways to new destinations.

- **ACCESS YOUR ALLIES**

The journey of life is not taken alone. Friends, family, teachers, neighbors--any of them can be willing and helpful allies when it comes to judging what steps to take in life's path.

Twenty-first century skills

Since many old jobs are being replaced by robots and new jobs are constantly being created, you should focus on developing the skills employers are looking for

- What does each skill involve?
- Why is it useful in any workplace? Can you think of examples?
- How can you develop and demonstrate it at school?



Problem
Solving



Communication



Proactivity



Creativity



Leadership



Resilience

Demonstrating your skills: Many employers now use competency based interviews when they hire people

Competency-based interview:

An interview which assesses your skills, looking for you to give **examples** and explain how they show that you possess the relevant skills.

Example Question:

Explain an example of when you were proactive

Example Answer:

Situation: *I had just joined Hampton Radio, which was relatively new, and we were hoping to get some people to come into school for interviews.*

What you did: *I drew up a list of local politicians, wrote a sample e-mail to send, which I got my teacher to check, and then sent it to politicians such as Vince Cable and Zac Goldsmith.*

Outcome: *Some of the politicians agreed and came into school to be interviewed – you can listen to their interviews on Firefly (the school intranet)! They commented that they were very impressed by the radio team.*

Teaching: *This taught me that it is important to be proactive if you want to form professional connections. If you make the effort to actively seek out people to contact then you can be rewarded.*



Demonstrating your skills: Many employers now use competency based interviews when they hire people



Competency-based interview:

An interview which assesses your skills, looking for you to give **examples** and how they show the relevant skills.

Example Questions:

- How have you shown leadership?
- Give me an example of your teamwork
- Explain a time when something went wrong and you overcame this
- How have you developed your communication skills?
- Explain an example of your independence
- In what ways are you a good problem solver?

Your tasks:

1. List examples from your own experience to demonstrate different skills, considering what you did. These could be from:

- Your academic studies
- Your extra-curricular activities
- Other experiences, e.g. helping family

2. Tonight, interview your parents/older siblings/grandparents etc, asking questions about their different skills, then swap over so they interview you. When answering questions, remember to consider:

Situation - what situation were you in?

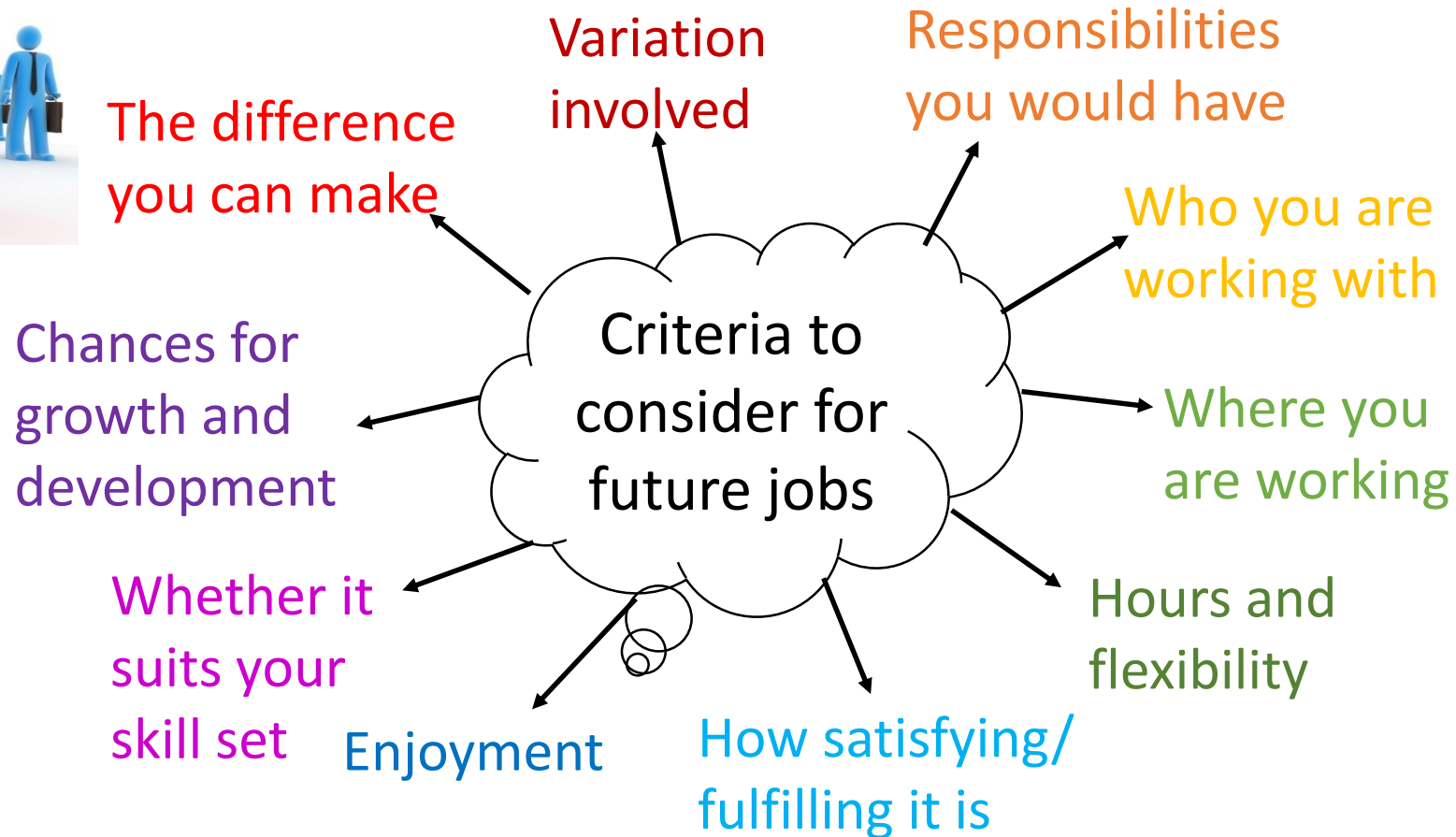
What did you do?

Outcome – what happened as a result?

Teaching – what did this experience teach you about this particular skills?

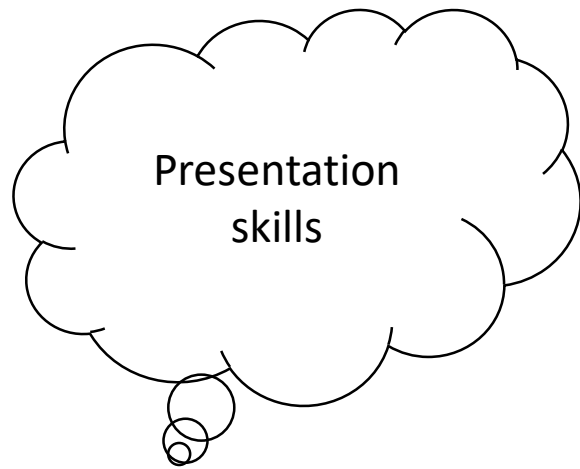
How do you know whether a job will suit you?

How would you rank these in terms of importance? Why?



Why are presentation skills so important?

In many job interviews candidates are now asked to deliver a presentation; why do you think employers value presentation skills? What might they be looking for in a candidate's presentation?



The importance of presentation skills

Presentations allow you to demonstrate:

- Confidence under pressure
- Ability to lead, engage and inspire an audience
- Knowledge and understanding of a topic
- Ability to structure and link ideas effectively
- Your personal perspective and ability to communicate

Employers look for:

- Clear voice, strong body language
- Eye contact, interaction (e.g. questions), lively tone
- Relevant information/explanations, detailed ideas, examples to support
- Clear introduction, focused, logical sections/slides, relevant conclusion
- Your opinions, with reasons, clearly explained with appropriate vocabulary

Probe – what job(s) will suit you?

Probe is a programme which asks you to answer questions to help you work out what job(s) would suit you

On your ipad, go to: <http://probe.coa.co.uk/coa3583/hampton>

ID - coa3583

Password - hampton

1. Complete the test, thinking carefully about each question
2. When you have finished, read the information about each occupation and jot down your thoughts about whether this is an area which interests you, and why or why not

