

The Future of Work: A Guide for Parents and Carers

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Why a presentation for parents?



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What we do

Help students make connections between their education/skills & world of work:

- Find employment and skill development opportunities
- Identify potential career paths
- Identify strengths, weaknesses, interests and values
- Make meaning of their experiences
- Be career ready

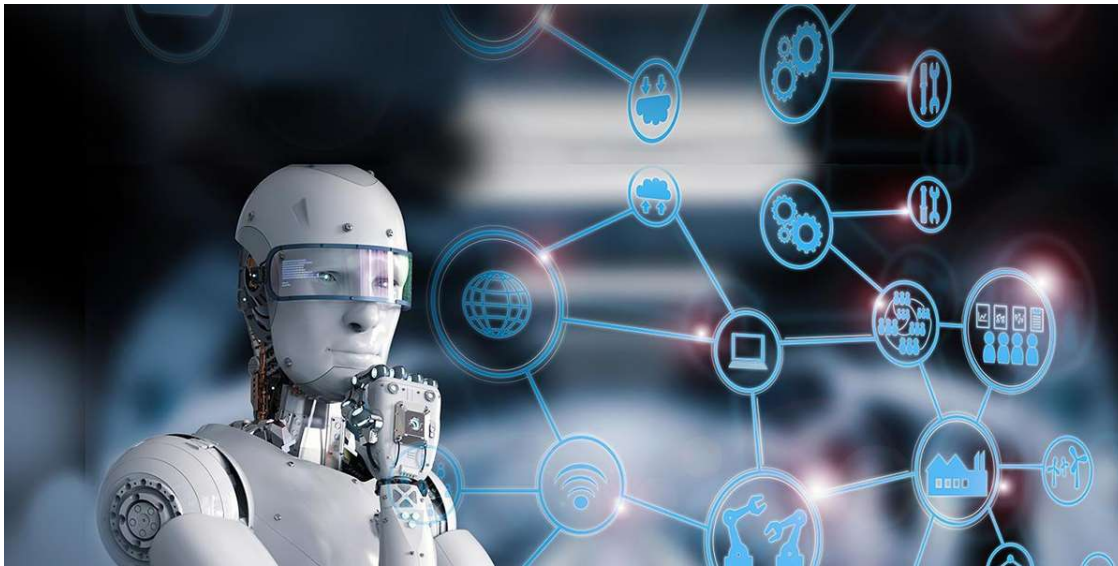


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What is the Future of Work?



- Rapid change and innovation in technology
- Contingent, project work
- Routine tasks will be automated, but not ones requiring human skills (cognitive skills, people management, creativity, etc.)
- Lifelong learning
- Design thinking



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As a parent, what are your concerns?

- That they have a specific career direction?
- Have no career direction?
- Are paralyzed by too many choices?
- They are too narrowly focused?
- That their studies pay off?
- Focus too much on grades / or not enough?
- Other?



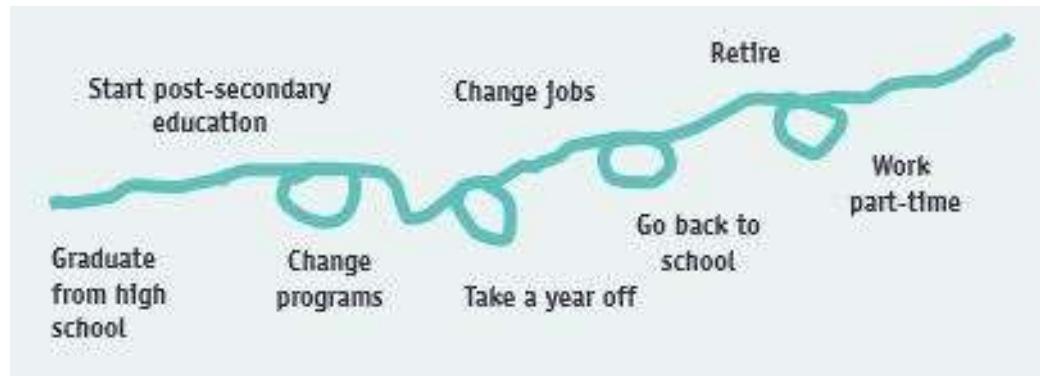
Perceptions of Career Success...

Graphic from: Cathy Campbell & Michael Ungar, *The Decade After High School: A Professional's Guide* (Toronto: The Canadian Education and Research Institute for Counselling, 2008).

Then



Now



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Career Readiness

Preparing students for the future



CAREER READINESS COMPETENCIES

Critical thinking / problem solving

Oral / written communication

Teamwork / collaboration

IT application

Leadership

Professionalism / work ethic

Career management

Creative thinking



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How do students develop /refine these skills?



- Through experiential learning opportunities inside and outside of class
- Internships
- Volunteer experiences
- Paid work experiences (even “non-career” related)
- Entrepreneurial activities
- Skills building workshops

Reflection is key – making sense of the experience



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Experiential Learning at McGill

- Community engagement/volunteering
- Internships/practica/co-op (through program & faculty)
 - Internship Offices Network
- Undergraduate research opportunities
- Student organizations/ Extracurricular/ Student Government
- Field study by program
- Entrepreneurial competitions
- In-course capstone / projects
- Applied student research / independent study
- Exchange/study abroad
- Part-time and summer work



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McGill PLATFORMS SUPPORTING CAREER DEVELOPMENT



myInvolvement

Co-Curricular Record

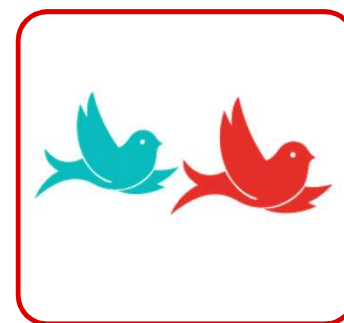
Involvement tracking



myFuture

Job search

Internships



#McGillConnect

Networking

Mentorship

Reflection is the key

Know Yourself: Who am I? What do I want?

- Assessment available through CaPS
- Asking for feedback from parents, supervisors, friends
- Assessing aspects of work/internship they liked or disliked
- Speaking to career professionals & identifying similarities

Learn About Options: What is out there? Who is doing work I want to be a part of?

Take Action

- Shadow, externships, mentor program, panels, alumni connections, network, experiential learning



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Coaching your student

- If you couldn't fail what would you do?
- What are you most proud of? What makes it stand out? What did you learn from the experience?
- What did you learn from that challenging situation?
- What energizes you?
- Tell me more
- What goals / experiences have you been considering?
- What is one thing you could do right now that would help you move forward?
- What does success look like for you?
- What skills do you think you have developed?



Eight ways you can support your student

- Be supportive – you don't need to have all the answers.
- Encourage them to get involved , to explore interests & develop transferable skills through internships, volunteering, extra-curricular activities & employment.
- Assure them that they are not making a decision for the rest of their lives; career change is the norm.
- Encourage your student to think about what additional skills they are learning & adding to their toolkit. Help them reflect on what they have learned or where they have had challenges.



Eight ways (cont'd)

- Refer your student to friends, family, colleagues with experience related to their career interests & ideas for informational interviewing
- Help your student clarify ideas & priorities; give feedback on specific abilities/skills that you observe in your student.
- Support & encourage your student during the job search process. Listen to their ideas & concerns but resist the temptation to take responsibility for the process.
- ***Encourage them to visit CaPS (or their faculty career service),*** once they are adjusted to university, and make use of the services and resources.



How you can help McGill CaPS

- Encourage your organization to hire McGill students and graduates and recruit at McGill (see <http://www.mcgill.ca/caps/employers>).
- If you are an alumnus/ae, become a mentor.
- Have an interesting career path / career? Volunteer to become a speaker at one of our career events.
- Allow a student to shadow you to learn about your work / workplace.
- Remind your student that we are here for them!

Thank you!



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Resources

- CaPS website – Parents page: www.mcgill.ca/caps/parents
- CaPS – explore careers: <http://www.mcgill.ca/caps/students/explore>
- CaPS – finding a job: <http://www.mcgill.ca/caps/students/job>
- myInvolvement (activities and co-curricular record): <http://involvement.mcgill.ca/>
- Internship Offices Network: <http://www.mcgill.ca/internships/>
- Dobson Center for Entrepreneurship <http://www.mcgill.ca/dobson>
- Destination Survey: <http://www.mcgill.ca/caps/publications/destinationsurvey/>
- Experiential Learning Network: <https://www.mcgill.ca/elN/>
- Skills21: <http://www.mcgill.ca/skills21/>
- McGill Connect: <http://myalumni.mcgill.ca/s/1762/gid2/interior-connect.aspx?sid=1762&gid=2&pgid=412>



Questions?