The Future of Work: A Guide for Parents and Carers

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Why a presentation for parents?
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
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
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...


**Then**

Graduate from high school
Graduate from college/university
Get a good job
Retire

**Now**

Start post-secondary education
Change jobs
Retire
Work part-time
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
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
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
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
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!
Resources

- CaPS – explore careers:  [http://www.mcgill.ca/caps/students/explore](http://www.mcgill.ca/caps/students/explore)
- CaPS – finding a job:  [http://www.mcgill.ca/caps/students/job](http://www.mcgill.ca/caps/students/job)
Questions?