



Lifelong Employment

(Please record key concepts on the note-taking guide.)



Deal or No Deal?



Current Job

- Design Architect
- \$60,000

New Job Offer With a Different Company

- Architect Project Manager
- \$65,000

Meet Mia



Should Mia accept the new job or stay in her current job?

More information is needed!

Consider all aspects of a job to find one that contributes to your well-being

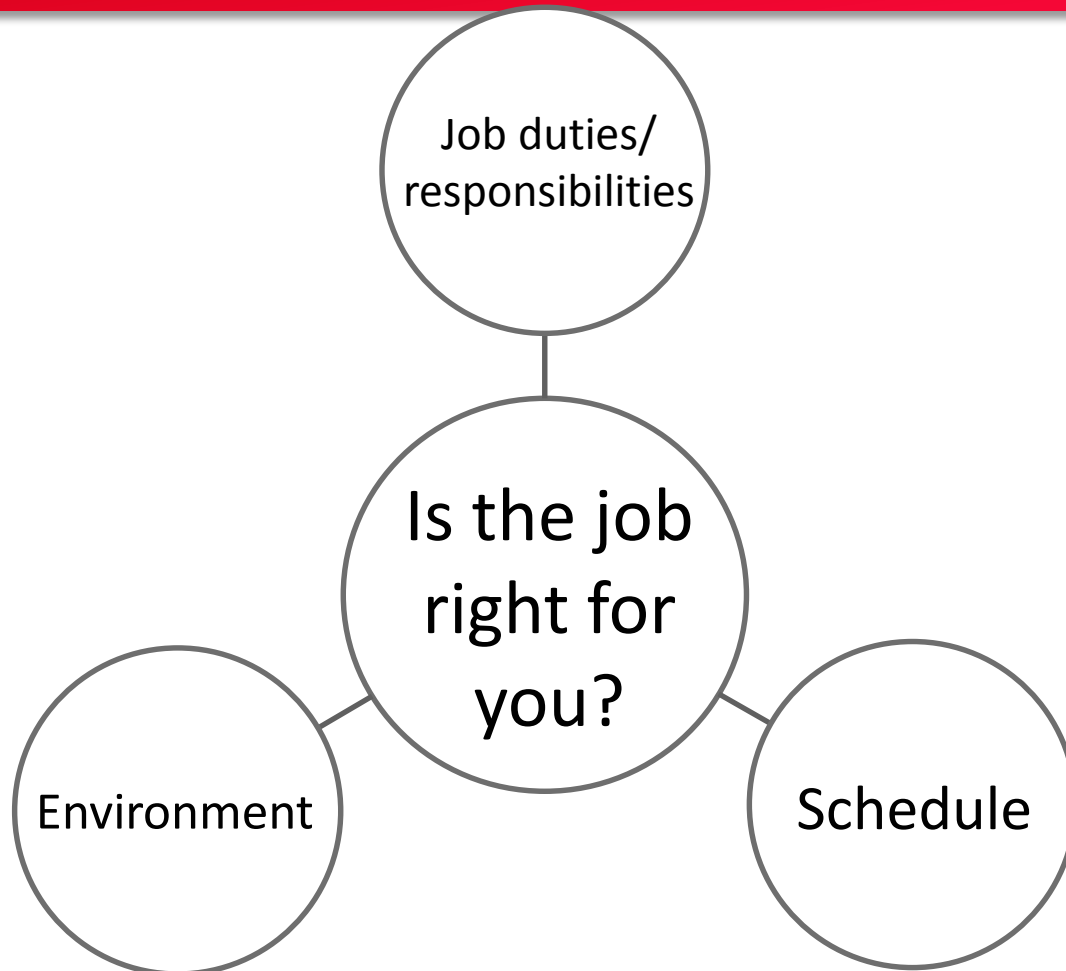


Choose a briefcase to learn more:



Once each briefcase has been explored, learn more about Mia's jobs to help her make a decision.

Job Description



Questions to ask about job duties and responsibilities



How does this job contribute to my career?

Will I enjoy the job? Does the work seem interesting and challenging?

Do I have the right skills for the job?

<https://www.youtube.com/watch?v=uqZilO0Y17Y>

Does the job have the opportunity for advancement?



Why are each of these questions important considerations?

Questions to ask about a job's schedule



What is your ideal schedule?

Will I enjoy the job schedule?

Will the job schedule affect my family life positively or negatively?

Will I be required to travel occasionally or frequently?

Questions to ask about a job's environment



Is the company's mission something I believe in and value?

Is the work culture suited to my personality and work style?



What type of job environment would you enjoy?



Important job wage considerations



<http://thecolbertreport.cc.com/videos/8fg72p/minimum-wage---mcdonald-s-spending-journal>

Are the wages earned enough to maintain (or increase) my standard of living?

Are the wages comparable to similar positions within the occupation and/or industry?



Employee Benefits



Employee benefits
are non-cash
compensation a
company offers
beyond wages

Security
(insurance,
retirement)

Quality of life
(leave, wellness)

Saving \$\$\$\$\$

Employee Benefits and Job Offers



When considering employee benefits as a part of a job offer ask yourself...

What is the monetary value of employee benefits?

What would it cost me to obtain the same benefit on my own?



Examples



Insurance

- Usually less expensive than insurance purchased privately
- Examples: health, dental, life and disability
- Unemployment <https://www.youtube.com/watch?v=8JZjdj39TF0>

Investments

- Matching employee retirement contributions (see chart on next slide)
- Stock options

Flexible spending accounts

- Set aside a portion of earnings in an account that is not taxed
- To pay for medical and dependent care

Examples



Leave: sick,
vacation, personal,
and holiday

- Paid or unpaid days off work
- Specific amount of days and amount of pay varies

Flexible scheduling

- Working from home
- Working a modified work week
- 10-40s (10 hrs/day--4 days a week)

Wellness

- Discounted gym memberships
- Free health screenings

Examples



Child care

Parking and/or
transportation

Formal training

Discount classes,
workshops, etc.

Uniform/dry
cleaning

Other - work
vehicle, cell
phone,
discounted meals




Do you have a job with employee benefits?

Location



What is important to consider regarding location?



How far will you have to travel from your home to the job?

Does the job require you to relocate?



Questions If Relocating



Is the job in an area or community where you would like to live?

Does the job require time and resources to travel long distances to get to work?

How much will it cost you to relocate? Will the employer assist with moving expenses?

What is the cost of living in the area?



Cost of living - average cost of basic necessities, such as housing, food and transportation, measured by the gov't.



Varies between geographical areas

<http://cgi.money.cnn.com/tools/costofliving/costofliving.html>



Affects spending power

<http://www.learnvest.com/knowledge-center/m-a-s-h-calculator-how-much-will-my-lifestyle-cost/>

How do you determine the cost of living?



Cost of living (COL) index

| < 100 | 100 | > 100 |
|---------------------|---------------------|----------------------------|
| Lower COL | Average COL in U.S. | Higher COL |
| Memphis, TN = 75 | | San Francisco, CA = 164 |

Cost of living can vary for different items such as housing and transportation



What should Sara do?



| | Current Job Memphis, TN | New Job Offer San Francisco, CA |
|---|----------------------------|------------------------------------|
| Salary offered | \$35,000 | \$60,000 |
| Sara uses an online cost of living equation calculator to learn | | |
| Salary needed to maintain current level of living | \$35,000 | \$92,000 |

At least \$92,000 would have to be earned in San Francisco to maintain the level of living if earning \$35,000 in Memphis



Source: Bestplaces.net

Mia: Deal or No Deal?



- Please complete this activity with a partner, but you should each fill out your own worksheet.



Mia's Job Description



Current Job

Design Architect

- **Description:** Consult with clients to design residential homes. Limited opportunities to advance within current organization.
- **Schedule:** Approximately 50 hours per week.
- **Environment:** Enjoys working with clients and became an architect to design homes.



Mia's Job Description



New Job Offer With a Different Company

Architect Project Manager

- **Description:** Manage construction contracts and direct a team of individuals for a variety of projects including homes.
- **Schedule:** Approximately 50-60 hours per week.
- **Environment:** Large company with opportunities for advancement and new challenges.



Mia's Wage



| Current Job | New Job Offer |
|--|--|
| <ul style="list-style-type: none">• \$60,000 | <ul style="list-style-type: none">• \$65,000 |



Mia's Employee Benefits



Current Job

- Fully paid health insurance that would cost \$300 per month to purchase privately
- Retirement plan which the employer matches 7% (\$350 per month)
- Fifteen days paid time off for vacation and sick leave (worth half month's pay - \$2,500)

Monetary benefit = \$10,300 annually



Mia's Employee Benefits



New Job Offer

- Retirement plan which the employer matches 7% (\$379 per month)
- Thirty days paid time off for vacation and sick leave (worth month's pay -\$5,416)

Monetary benefit = \$9,916 annually

This position does not offer health insurance, but Mia feels strongly that she must have health insurance which would cost her \$300 per month (\$3,600 per year)



Mia's Location



New job is in the same city

Office for the new job is farther from her house adding an additional 20 minutes of travel time daily



Mia: Deal or No Deal?



1

- Complete the comparing job offers table for Mia

2

- What would you recommend Mia do?

Your present self impacts your future self



Consider what you can do today to create future employment opportunities



Be a lifelong learner!

Lifelong Employment



Know and meet
your employer's
expectations

Strive for constant
improvement

Adjust to what is
appropriate in
different situations

Lifelong Employment



Continue to learn

- Take classes
- Attend workshops and conferences
- Keep updated on trends in your field

Maintain high character and ethical standards

- Honest, reliable, punctual

Portray a professional image in all areas of your life

- You are a representative of your employer
- Will affect future job opportunities
- Includes online image

Online Image Tips



Remember that your online image can help and hurt you

Do an occasional online search of your name

Don't post inappropriate photos, comments, discussions, or discriminatory comments

Create a professional online identity by joining online professional groups such as LinkedIn

Check grammar, spelling, and writing for online posts

Lifelong Learner



What can you
begin doing now
to be a lifelong
learner?

Summary



- Consider all aspects of a job to find a job that contributes to your well-being
- Be a lifelong learner to benefit your current and future employment

