

WEnav

Career Navigation for Youth

Section 3: Exploring Careers



Career Research

Career research can be fun and exciting (honestly!) because this is your chance to explore all of your future opportunities and pathways!

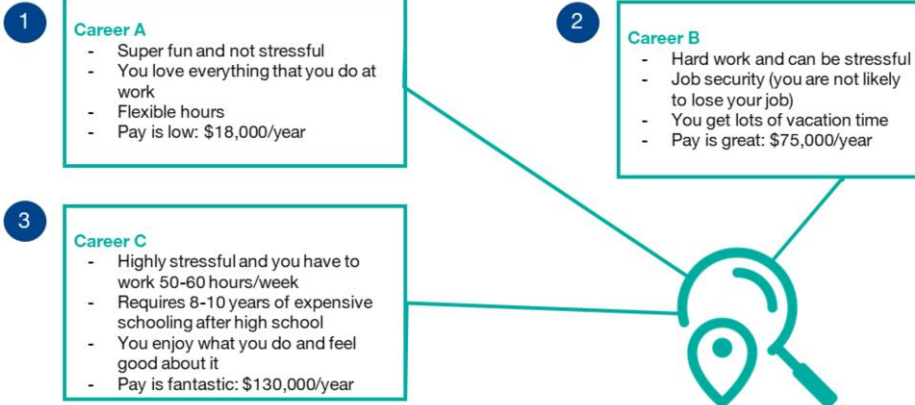
Why is career research important?



Acknowledge all responses. By the end of the discussion, Youth should understand that before potentially dedicating years and money to a career, it is best to know as much about it as possible. It is vital that youth understand why they have to do career research. It likely is not something that excites them. Facilitators can help to encourage them by telling youth to visualize themselves doing the careers that they research. They may just end up doing those careers some day!

Which career would you choose?

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Youth will choose which career they would prefer out of the three careers provided on the slide and below. Reveal each bullet point for the careers one at a time, so that youth get a limited amount of information for each career. Each time you show one point, have the youth choose which career sounds best to them (either by raising their hands and voting, by writing down their choices, by moving to different parts of the room that represent different choices, etc.).

After revealing all four points, ask youth if their answers changed at all with additional information. Use this to demonstrate the importance of thorough career research; there are many different aspects to each career and without all of the information, a career can appear to be something that it is not.

Jessica's Example

When Jessica graduated from high school, she decided that she was going to be a lawyer because she knew that she could make lots of money from it and from what she saw in the movies, it looked like an exciting job! It seemed to fit her self-knowledge well.

After years of schooling and a large amount of student debt, Jessica eventually became a lawyer, but realized that it was not all glamorous. She had long hours and she was usually sitting at her desk doing paperwork that she thought was boring. Jessica realized that she didn't enjoy her job and wished she had known more about it before she started.



Prompting Questions: Why was Jessica unhappy in her job? She already had the necessary self-knowledge, so what could she have done differently to avoid this?

Verbal Prompt: Like self-knowledge, career research is important to explore thoroughly so that you can find a career that is perfect for you. You may have the necessary self-knowledge, but if you do not have the necessary career information, you can still make a poor decision, just as Jessica did.

Jonathan's Example



Jonathan wanted to be a kindergarten teacher because he liked hands-on work and working with young children. He researched this career and found kindergarten teachers spend a lot of time lesson planning and evaluating students and they need 5-6 years of university. Jonathan didn't enjoy paperwork and he didn't want to spend the time and money to get this education.

With further research, he found he could be an Early Childhood Educator, work hands-on with young children without as much paperwork, and get the needed education in 1-2 years of college or through doing an apprenticeship. Though he is making less money than he would as a teacher, Jonathan now loves his job as an ECE!

Prompting Question: Why was Jonathan able to find a career he enjoyed?
This example demonstrates how youth may have a career in mind that they believe they want; however, further career research may reveal a career that is more ideal for them.

How do I find career information?



- Ask people who work in the field
- Observe people who work in the field
- Gain experience by volunteering or working in the field
- Use the internet to research



Verbal Prompts: These are all fantastic ways to learn about a career; however, they are also time-consuming. For this reason, you want to start researching a career and learn as much about it as possible before you proceed with these methods.

Prompting Question: What is another simple way of finding career information?

One of the easiest ways to find career information is to research on the internet.

Remember, anyone can post online!



How do you make sure that you get the correct career information?

Prompting Question: How can you make sure that you get correct career information?

Transition Prompt: We are going to look at ways of evaluating your online information sources.

Internet Research Tips

1. Start **general**, then **narrow down** your search.
 2. Do the **same search many times** using different key words.
1. Look at **many websites**.
 2. Keep your searches **simple**.
 3. Look at **all pages** of a website
1. Keep in mind:
 - **Relevancy** – Is this the information I need?
 - **Accuracy** – Is this information correct?
 - **Point of view** – Who is telling me this information? Can I trust them?
 - **Opinion vs. fact** – Is this someone's opinion, or is it a fact?
 - **Up to Date** - Is this information current, or outdated?



The following tips are on the corresponding handouts.

Youth give examples for each internet research tip based on a theme (example: if the

theme is making cookies, an example of starting general and narrowing down would be

start with “how to make cookies”, then “how to make gluten free chocolate chip cookies”).

Helpful Websites for Career Navigation

Resources

- 1 **Job Bank:**
jobbank.gc.ca
- 2 **Services for Youth:**
Youth.gc.ca
- 3 **Employment and Social Development Canada:**
esdc.gc.ca



Facilitators can mention these other basic research tips specific to career exploration:

When looking for information on a career, search for more than just the job title. For example, when looking for information on a career as a marketing advisor, search “marketing advisor career”, or “marketing advisor description”, or “marketing advisor career information”, or “how to become a marketing advisor”. Simply typing in “marketing advisor” may just bring up many job advertisements for a marketing advisor (which can still be very useful, but it is best to have information from various sources).

o When searching for salary or educational requirements, ensure it is relevant by

adding “Canada” or even better, “Ontario”. Some careers will have different training requirements and salaries in different provinces or countries.

o Looking at job ads is a great way to learn the job requirements, salary, skills, education/training, and experience required for a career.

Mention the government sites listed on their Career Research Tips and Sites handouts

(and on Slide 9). These sites will likely have accurate information, as they are

government sites.

This time, it's personal...



Now we will start to personalize your research to find the career options that are best for you.

First, we have to determine what your self-knowledge means for your career and your career research.

What does it mean?

Your self-knowledge contains clues to your best careers. These can be clues about your work environment preferences, activities you would enjoy, sectors you would do well in, etc.

Self-Knowledge	Clues to My Career
I work better on own than with a group of people	I would do well in a career that allows me to be independent
I love playing with my dog	I might enjoy a career that involves working with animals or a career that allows me enough free time to spend with my dog
I value helping the community	I might enjoy a career that involves helping, perhaps in the non-profit sector
I am happiest when I can create something	I should look at careers that allow me to be creative

Youth will start to apply their self-knowledge to career preferences. This is one of the most key components to youth finding their ideal careers; however, this can also be one of the most difficult tasks as well. Thus, spend time ensuring youth collect correct information and draw logical conclusions. This is not an activity to be rushed.

Beth's Example

Self-Knowledge	Information	Clues to My Career
Likes/Interests	Video games, canoeing, being with friends	Careers with problem solving, hand-eye coordination, physical activity, working with people
Dislikes	History, chores, sitting through class	Not careers that involve much sitting or doing mindless, routine work
Skills	Computer skills, social skills, swimming	Careers that work with computers, people, or physical activity
What am I good at?	Math, sports, talking, listening, music	Careers with math/logic/problem solving, working with people, physical activity
Transferable Skills	Time management communication, presenting	Teaching, customer service, I can put these skills on my resume
Motivations	Money, happiness, learning new things, solving problems	Careers that make me a lot of money, I enjoy, and involve problem solving
Work Conditions	Teamwork, outdoors, flexible	Working with people, working outdoors (parks and rec), not structured
Values	Family, money, outdoors	Have enough time for family, make money, work outdoors
Learning Styles	Visual, kinesthetic	I learn and work best visually and while doing (active workplace)
Weaknesses	Impatient, writing, history	Not work that involves much writing or patience
Successes	Enjoying what I do	I have to enjoy and be interested in what I do (look back to interests)

What other clues can you derive from this self-knowledge? Make sure youth understand how the self-knowledge leads to possible clues for ideal careers before continuing.

Online Searches

Beth does the following online searches:

- **List of careers working with people** and **careers that involve working with people**
- **Careers that use problem solving** and **careers for problem solvers**
- **Active careers** and **careers that involve physical activity**

Careers I Like

- Look at the careers that have come up in your research that you like
- What is that you like about them?

Example:

Career	Likeable Factors- What do I like about this career?
Sculptor	Hands-on, creative, independent, active, flexible
Graphic Designer	Creative, challenging, technology-based

Define factors:

Factors are things that contribute to or affect an outcome.

Explain the concept of likeable factors:

For the purposes of this activity, likeable factors are the things that you like about a given career.

Likeable Factors Internet Search

Career	Likeable Factors- What do I like about this career?
Sculptor	Hands-on, creative, independent, active, flexible

Example Searches:

- Careers that are hands-on
- Careers for people who like working with their hands

Youth list careers that are interesting, appealing, or that they can imagine doing in the future. They can refer to their Interesting Careers list for ideas (which, after the last activity, should have many careers on it that will fit with their self-knowledge). Youth will list the careers they like in the Career column, consider what it is about that career that appeals to them or that they find interesting (for example: the subject matter, the pay, the work conditions, the prestige, the opportunities for advancement, etc.), and list these factors in the Likeable Factors - What do I like about this career? column.

Other Careers I Like

1. Identify what it is that you like (likeable factors) about the careers you like
2. Find other careers that share that factor
3. Make a quick decision of whether or not the career is a good fit for you

Example:

Likeable Factors-What do I like about certain careers?	Other Careers with this Likeable Factor	Career Description (1-2 sentences)	Is this career a good fit for me?
Hands-on	Mold Maker	Construct molds	Yes
Work with numbers	Cost Estimator	Estimates the cost to produce something	Maybe

The Other Careers I Like chart is similar to the Careers I Like chart, except that it is working backwards from the identified likeable factors. Youth will take any likeable factors from their Careers I Like charts and list them in their Other Careers I Like charts. They will then research careers (other than the ones that they have already listed) that share these likeable factors.

Reflection Questions

- 1) Why is it so important to do careful career research?
- 2) What are the most important clues to my potential career(s) that I got from my self-knowledge
- 3) What likeable factors do I really want my future career to have? Why?



Youth will write, discuss, and/or draw their response to the following questions:

- 1) Why is it so important to do careful career research?
- 2) What are the most important clues to my potential career(s) that I got from my self-knowledge?
- 3) What likeable factors do I really want my future career to have? Why?