

A photograph of two hands shaking in a firm grip, symbolizing a business agreement or partnership. The hands are wearing white dress shirts and dark suits. The background is a light, neutral color. A semi-transparent white box is overlaid on the center of the image, containing the text.

**Lifelong Employment**

**Advanced Level**



# 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

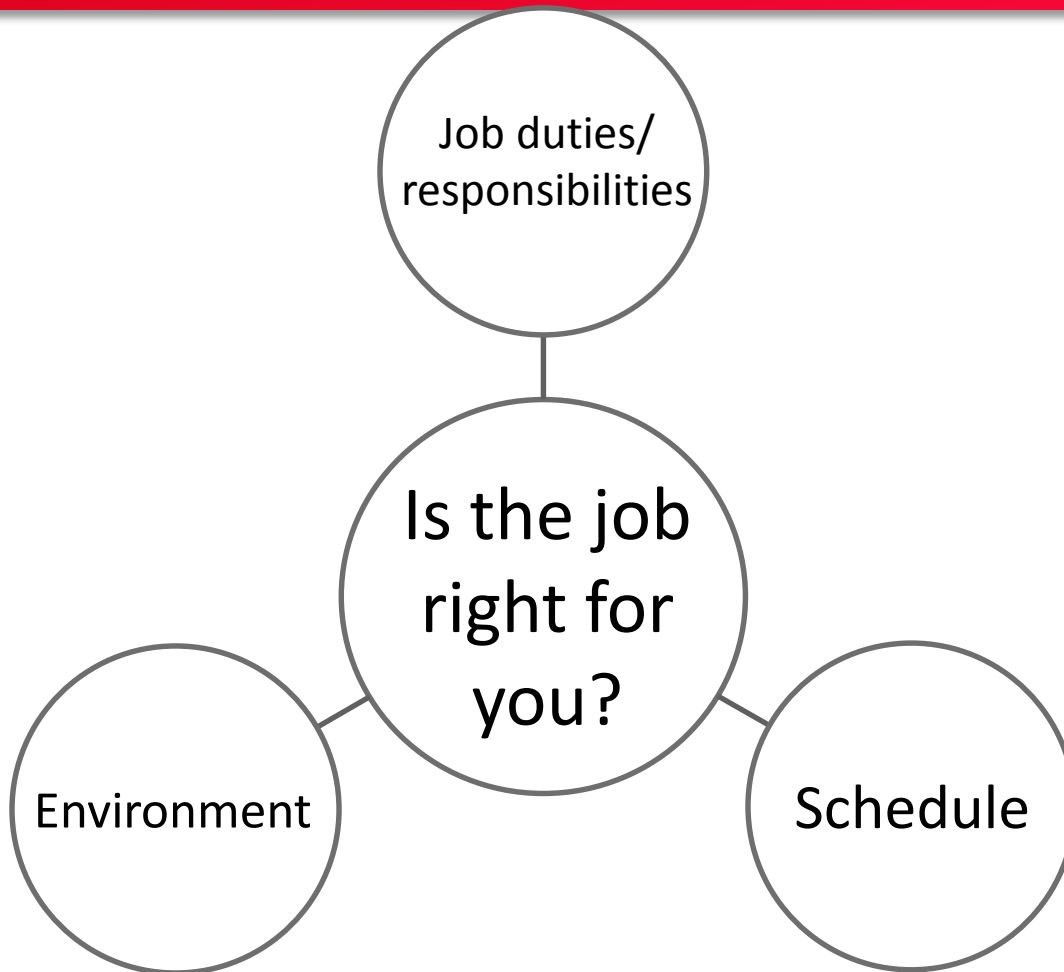


*Choose a briefcase to learn more:*



*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?

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 a good fit for me? Is the company's mission something I believe in and value?

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

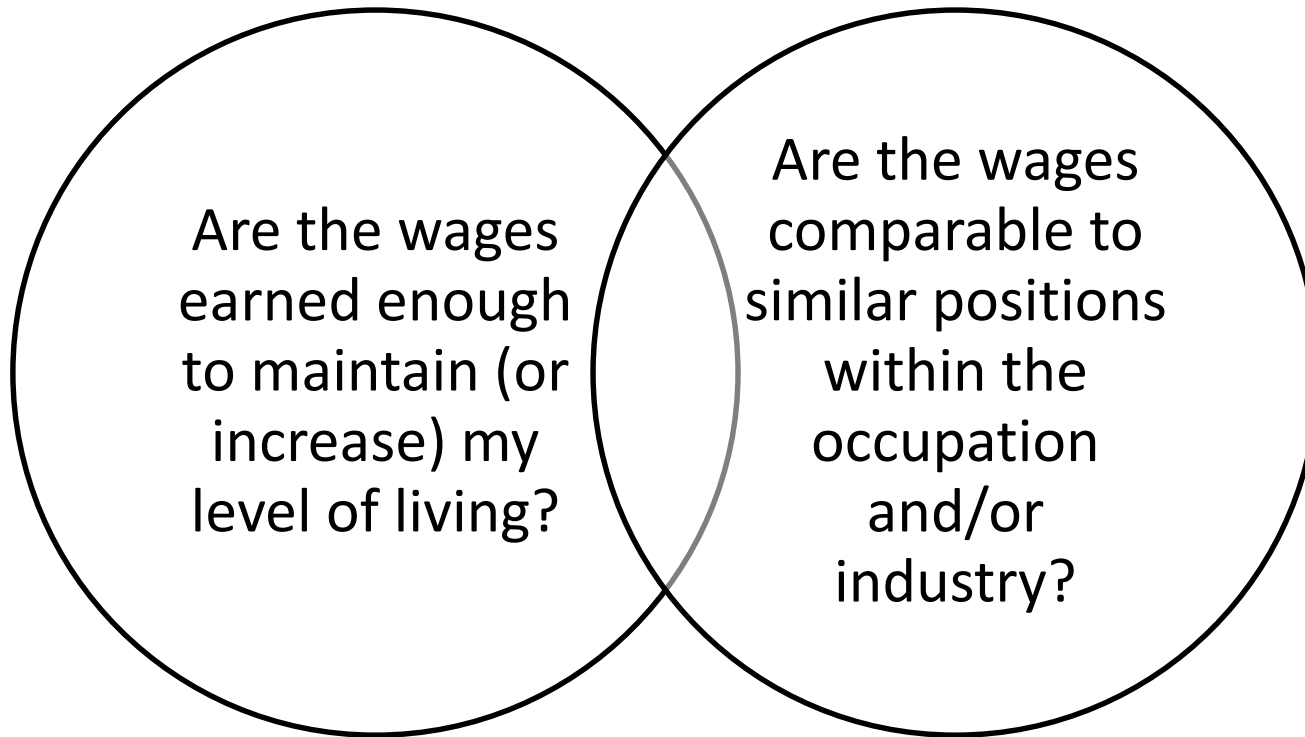


What type of job environment would you enjoy?



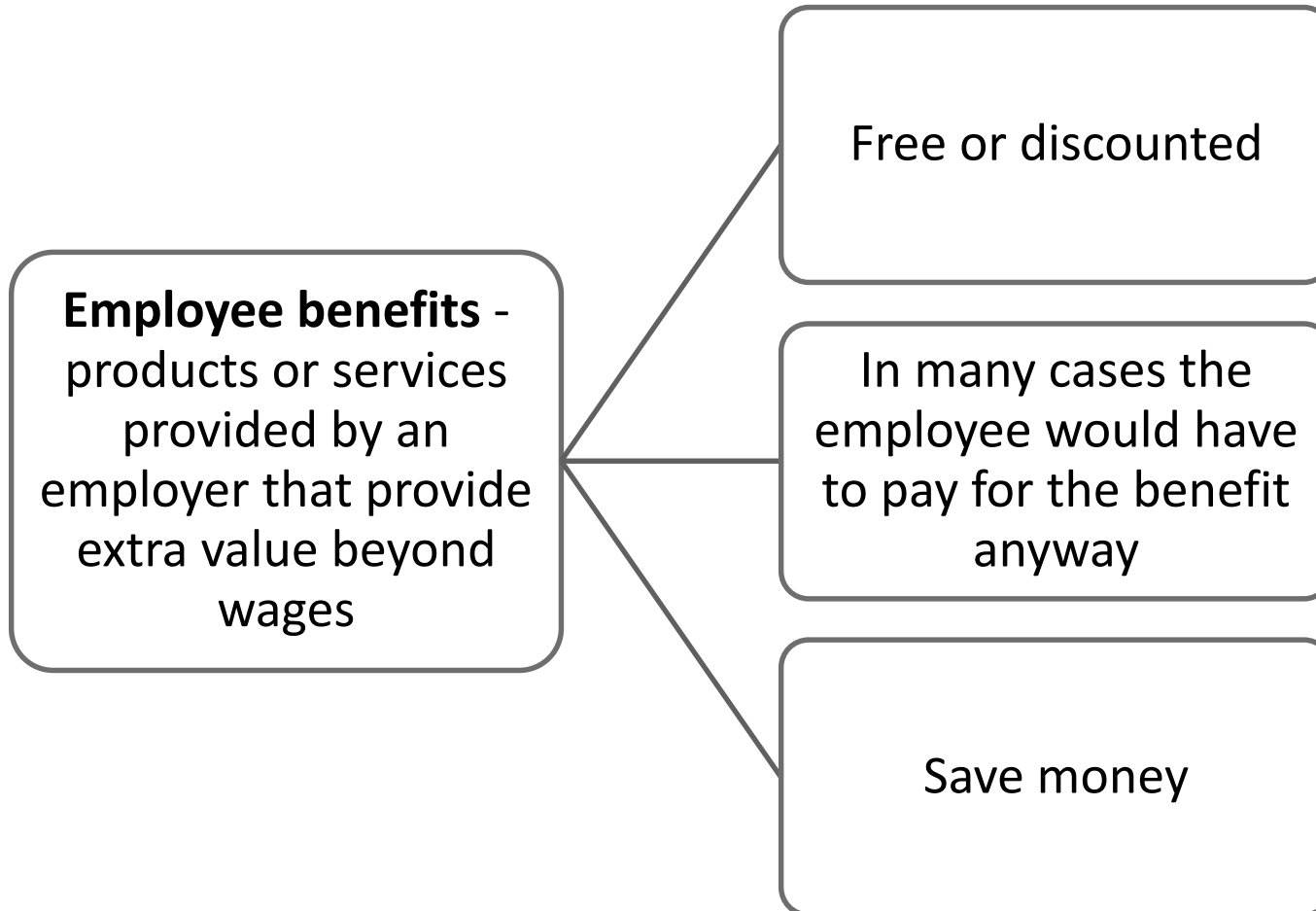


# Important job wage considerations





# Employee Benefits



# Examples



## Insurance

- Usually less expensive than insurance purchased privately
- Examples: health, life and disability

## Retirement contributions /options

- Specifics depend on employer
- Some will match the funds contributed by employee

## Flexible spending accounts

- Set aside a portion of earnings in an account that is not taxed
- Pays for qualified expenses such as medical and dependent care

# Examples



Sick,  
vacation/personal,  
and holiday leave

- 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

Wellness

- Discounted gym memberships
- Free health screenings

# Friday



# Examples



Child care

Parking and/or  
transportation

Formal training

Pay for or  
discount classes,  
workshops, etc.

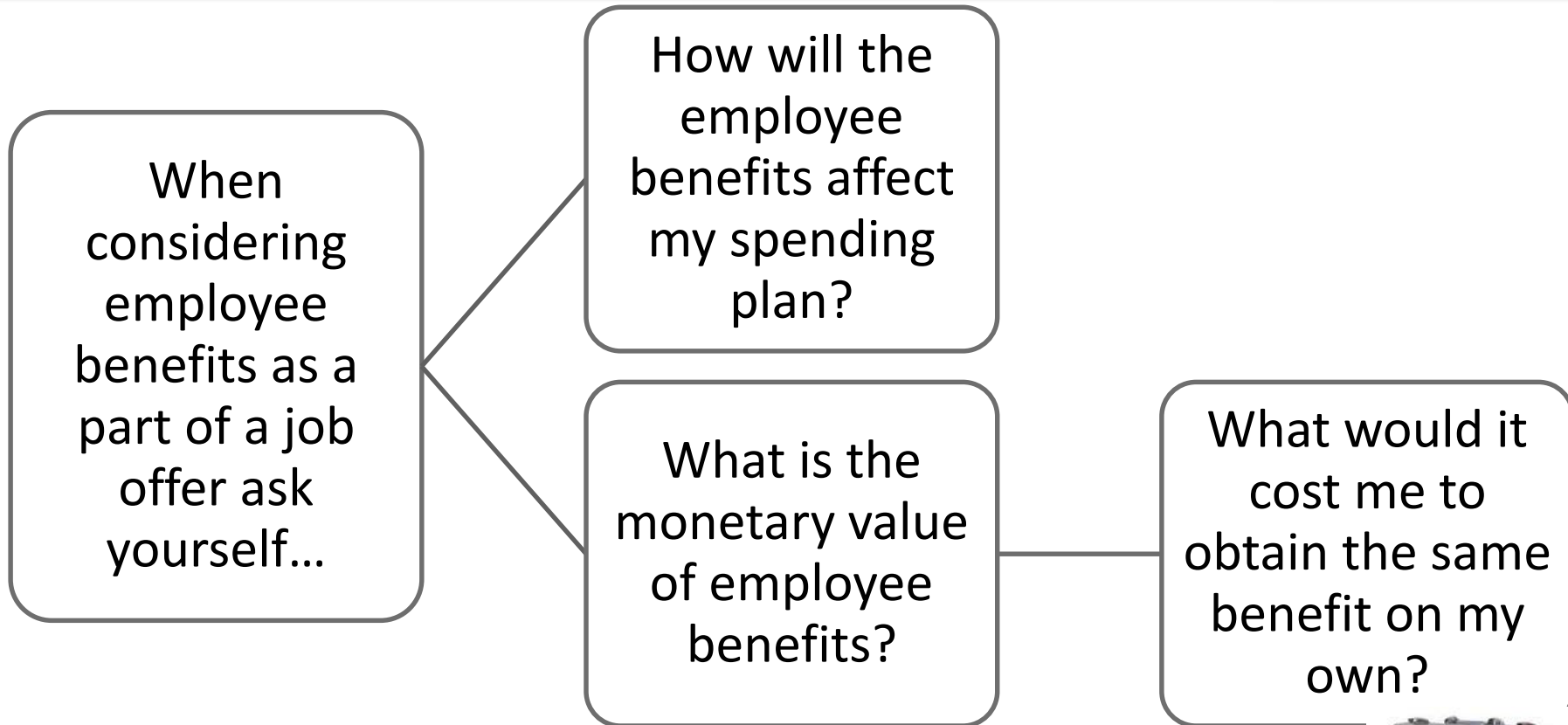
Uniform/dry  
cleaning

Other - work  
vehicle, cell  
phone,  
discounted meals



Do you have a job with employee benefits?


# Employee Benefits and Job Offers



# 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 and food.



**Varies between geographical areas**



**Affects spending power**

# 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'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"><li>• \$60,000</li></ul>	<ul style="list-style-type: none"><li>• \$65,000</li></ul>





# 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 half month's pay -\$2,708)

Monetary benefit = \$7,256 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?

DONE



# 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

