#DeeperLearning 2017

Maximizer
Belief
Adaptability
Responsibility
Connectedness

@USD_I EE
@EducatorsCoop
@CajonValleyUSD

Director World of Work Initiative
@EdHidalgoSD

University of San Diego
School of Leadership and Education Sciences

MTLC
Mobile Technology Learning Center
How might we:

- Create systems that:
  - Awareness of the world of work
  - Authentic personal learning experiences
  - Tap into the potential of each individual
- “Know thyself”
  - Discover our own strengths, interests, and values
- Tinker our way to better schools

Empower all learners to discover their place in the world
How will we do this?

Explore the World of Work
Maker WOW Example
Strengths (Gallup StrengthsFinder)
Interests (CPP SuperStrong / VitaNavis)
Values

Tools – Knowledge – Exposure
What do you want to be when you grow up?

Is this gonna be on the exam?
My World of Work

- Staffing
- CWF
- Career Dev
- CSR
- Immigration
- Exec Search
- On-Boarding
- Systems
How Work Gets Done

- **Employee**
- **Temp**
- **SOW**
- **Independent Contractor**
Changing World of Work

1st: Mechanization, water power, steam power
2nd: Mass production, assembly line, electricity
3rd: Computer and automation
4th: Cyber Physical Systems

Source: World Economic Forum
Moore’s Law

Intel co-founder Gordon Moore in 1965. He noticed that the number of transistors per square inch on integrated circuits had doubled every year.
World of Work Q&A

1. How many workers in the US? [ 90M  120M ]
3. How many jobs available in the US? [ 1M  5M ]
4. % of STEM jobs don’t require a 4 year degree? [ 50%  10% ]
5. % of skilled trades over age 45? [ 50%  75% ]
6. % of US workforce engaged in their work? [ 60%  33% ]
7. % of Students say college prepared them for career? [ 20%  30% ]
8. Number of people in India? [ 1.2B  2B ]
How career paths have changed

Then

Now

(HBR, Fortune, Forbes, CLO, WEF, Huffington Post, Psychology Today LinkedIn)
High Quality Coaching

High Quality Instrument

Self Reflection + Willingness to Explore

Group 1:1
Career Coaching Adapted to Students

Assessment

Community Reached: 2,650
@Thinkabit™ Labs

Districts:
- San Diego Unified
- Vista
- Chula Vista
- Carlsbad
- Sweetwater
- Oceanside
- Inland Empire
- Santee
- Del Mar
- Solana Beach
- Encinitas
- San Marcos
- Cajon Valley
- Lakeside
- Fallbrook

World of Work Experience

Thinkabit Lab
Robocrafting / Engineering

10,000+ Students in 2 years
For too many students...
SHIFT YOUR MINDSET

THE WORLD SAYS

WHAT ACTUALLY MOTIVATES

BUT...

TITLE

PAY

MEANINGFULNESS

PURPOSE

PROMOTION

PROGRESS
Career Development Design

1) **Self-knowledge and self awareness:** conscious examination of personal strengths, interests and values

2) **Educational and occupational exploration:** Integration of information and experience

3) **Decision-making and career planning:** understanding the interrelations between the self and the world and developing the skills to make realistic choices and rational decisions
How do we know what to do?

- Social Cognitive Career Theory (SCCT)
- Related Educational Psychology
- Strengths/Positive Psychology (Clifton/Seligman)

Holland and Theory of Work Adjustment (TWA) (Person – Environment – Fit)

Super and Gottfredson Theory (Developmental Career Theory)
THE WORLD OF WORK

STRENGTHS
INTERESTS
VALUES

SELF DISCOVERY

EXPOSURE TO OPPORTUNITIES
What exactly are we talking about?
WOW FRAMEWORK

Student's learning connected to businesses work

Level 1: Exploration
Level 2: Simulation
Level 3: Experience
Level 4: Internships

World of Work

Educators Cooperative
Cajon Valley Union School District
University of San Diego
Modern Workplace Competencies

- Self Awareness
- Exposure
- Planning
- Knowledge
- Skills
- Abilities

21st Century Skills

Adapted from Georgetown Center on Education and Workforce
EL CAJON
OUR MISSION

LIVE WORK PLAY RAISE A FAMILY

LET'S GET THE TRAJECTORY RIGHT...

EDUCATORS COOPERATIVE
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