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 a job that contributes to your well-being

Choose a briefcase to learn more:

- Job Description
- Wages
- Employee Benefits
- Location

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

Mia: Deal or No Deal?
Job Description

Job duties/responsibilities

Is the job right for you?

Environment

Schedule

Funded by a grant from Take Charge America, Inc. to the Norton School of Family and Consumer Sciences. Take Charge America Institute at the University of Arizona.
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

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

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

Employee benefits - products or services provided by an employer that provide extra value beyond wages

- Free or discounted
- In many cases the employee would have to pay for the benefit anyway
- Save money
## 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 |
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

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

How will the employee benefits affect my spending plan?

What is the monetary value of employee benefits?

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

What is important to consider regarding location?

<table>
<thead>
<tr>
<th>How far will you have to travel from your home to the job?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the job require you to relocate?</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>&lt; 100</th>
<th>100</th>
<th>&gt; 100</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lower COL</strong></td>
<td><strong>Average COL in U.S.</strong></td>
<td><strong>Higher COL</strong></td>
</tr>
<tr>
<td>Memphis, TN = 75</td>
<td>San Francisco, CA = 164</td>
<td></td>
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</tbody>
</table>

Cost of living can vary for different items such as housing and transportation.
What should Sara do?

<table>
<thead>
<tr>
<th>Current Job</th>
<th>New Job Offer</th>
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<tbody>
<tr>
<td>Memphis, TN</td>
<td>San Francisco, CA</td>
</tr>
<tr>
<td>Salary offered</td>
<td>$35,000</td>
</tr>
<tr>
<td>Sara uses an online cost of living equation calculator to learn</td>
<td></td>
</tr>
<tr>
<td>Salary needed to maintain current level of living</td>
<td>$35,000</td>
</tr>
</tbody>
</table>

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

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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?
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