



chapter
5

Understanding Future Careers

Investigating Your Career

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CHAPTER 5

Understanding Future Careers

Goals

- * Examine some characteristics of the Millennial Generation.
- * Describe the various types of workforce diversity and their effects on the workplace.
- * Identify nontraditional careers for men and women.
- * Explain the advantages and disadvantages of global careers.

Millennials

- **Millennials**, or the Digital Generation, is the name given to the people born in 1982 or later.
- Interesting Discoveries about Millennials:
 - Your family expects you to have a higher standard of behavior than their families expected of them.
 - You expect no gender differences in employment opportunities.

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Millennials

- Female Millennials are the trendsetters who set the standards for their peers.
- As workers, you will demand that employers adjust to your need to build careers and families at the same time.
- You will insist on having less stress in your life than your family had.
- You have less free time and less time alone.

Workforce Diversity

With **workforce diversity**, the workplace includes a variety of workers with different backgrounds, viewpoints, experiences, and ideas.

- Effects of workforce diversity
- Cultural differences in the workplace
- Persons with disabilities
- Gender equity in the workplace

Effects of Workforce Diversity

- Expectations in a diverse workplace
 - Respect others' differences.
 - Avoid **prejudice**—to prejudge, usually unfavorably.
 - Avoid **discrimination**—when people act on their prejudices negatively.
 - Promote **equity**—equal pay and freedom from employment discrimination on the basis of ethnic group, color, national origin, religion, sex, disability, or age.
- Communication in a diverse workplace requires using effective spoken, written, and nonverbal communication styles.

Cultural Differences in the Workplace

- You share a workplace culture with your coworkers.
- Your personal culture may be different from that of your coworkers.
- Diverse personal cultures can make your workplace more interesting.

Persons with Disabilities

- The Americans with Disabilities Act (ADA) provides protections for persons with disabilities.
- A person has a disability when he or she has a physical or mental impairment that greatly limits a major life activity.
- If requested, an employer must provide a **reasonable accommodation**, a change in the job or work environment to provide assistance in doing the job properly.
- The ADA protects individuals with disabilities from harassment.

Gender Equity in the Workplace

- The EEOC regulates federal legislation that ensures gender equity—equal opportunity regardless of gender.
- Laws include:
 - Equal pay for equal work.
 - Freedom from discrimination in all aspects of work.

Nontraditional Employment

According to the U.S. Department of Labor, a **nontraditional career** has one gender making up 25 percent or less of the total workers.

- Nontraditional careers for women
- Nontraditional careers for men
- Expanding your career options

Nontraditional Careers for Women

- Often have higher pay than that of traditional careers for women
- Often require more training than traditional careers for women

Nontraditional Careers for Men

- Often in nurturing careers that have lower pay than that of traditional careers for men
- May require less training than traditional careers for men

Expanding Your Career Options

● Women

- Specialty doctor
- Electrician
- Dentist
- Forester
- Funeral director
- Airline pilot
- Architect
- Engineer

● Men

- Childcare worker
- Speech therapist
- Home health aide
- Elementary school teacher
- Cosmetologist
- Librarian
- Registered nurse
- Administrative assistant

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Expanding Your Career Options

● Myths

- Women are not strong enough physically for many nontraditional careers.
- Nontraditional careers cause isolation from other people of the same sex.
- Nontraditional careers take jobs away from others.
- Women do not have the math or technical skills needed to work in a skilled trade.
- Men do not have the nurturing instinct to care for children.

Global Career Opportunities

The global marketplace provides you with the opportunity to work in:

- The United States for a U.S. company.
- A foreign country for a U.S. company.
- The United States for a foreign company.
- A foreign country for a foreign company.
- Variety in economic systems
- Exporting jobs

Variety in Economic Systems

- **Market economy**—individuals and businesses are free to make their own decisions about buying and selling in the marketplace.
- **Command economy**—the government owns, manages, and regulates the production and distribution of good and services.

Exporting Jobs

- A global marketplace creates not only global careers, but also global competition in the job market.
- **Outsourcing** in the job market is when a company hires workers outside the company. It does not use its own employees to do the work.
- **Offshoring** is relocating a business from one country to another. Forrester Research found that more than 3.4 million jobs will relocate offshore in the next ten years.

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Exporting Jobs

- Suggestions for dealing with outsourcing and offshoring:
 - Pick a career that involves face-to-face contact.
 - Choose a career that requires you to know the culture.
 - Add more courses that offer flexibility to changing careers or workplaces.
 - Do not stop learning. Be aware of new trends.
 - Focus on learning transferable skills.
 - Check the Bureau of Labor Statistics for a list of jobs least likely to go overseas.

Summary

- I can discuss the characteristics of the Millennial Generation.
- I can describe the various types of workforce diversity and their effects on the workplace.
- I can identify nontraditional careers for men and women.
- I can explain the advantages and disadvantages of global careers.