

Career Development Roadmap After the 2008 Global Financial Meltdown

Presented by: David Paraiso

Date: February 15, 2008

UCLA Campbell Hall

Email: david.paraiso@gmail.com

REFERENCES:

- 1) 25 years of “lesson learned and best practices” experience in mentoring, career development and professional development.
- 2) Inputs from 200+ mailing lists around the world focusing on mentoring, job placement, professional development, emerging technologies, career and technology trends, etc.
- 3) <http://www.lulu.com/spotlight/DavidParaiso>
- 4) <http://itunes.apple.com/us/book/isbn9780578094779>

INTRODUCTION:

- 1) Due to the 45-minute presentation time, we will proceed directly into the substance of this presentation.
- 2) The information shared here represent more than 25 years of “lessons learned and best practices” of career development across several industries, several hundred mentees, intensive research, etc.

INTRODUCTION:

- 3) The metrics in this forum are focused on core values, ability to raise a family, sustainability, quality of life, infrastructure and net worth 20-50 years into the future.
- 4) The approach here is called “cradle to grave”; this is a demanding and life-long journey, not a destination.

INTRODUCTION:

- 5) The Global Financial 2008 meltdown was not a natural calamity; it was caused by the collapse of governance at several levels.
- 6) The man-made and self-inflicted tragedies and miseries caused by the 2008 Global meltdown have not been seen since the depression of the 1930's.
- 7) If not corrected at the federal, state and local levels, the collapse of governance is likely to happen again.

INTRODUCTION:

- 8) In achieving a quality of life equal or exceeding the previous generations, you face more challenges along the way. Examples: student loans, stricter credit ratings, affordability and quality of education, affordability of homes, health issues, less jobs to go around, compromised governance, etc.
- 9) Career and jobs are used interchangeably in this presentation.
- 10) For 2012, this is the first forum in the UCLA-PA Alumni Mentoring pilot with more to follow.

INTRODUCTION:

11) As of September 2011, unemployment estimates: global - 240 million; domestic - 14 million. Domestic underemployment rate: 18.70% for February 2012. If you factor in those who are long-term unemployed and underemployed, and those who gave up seeking jobs, the figures are at least double these numbers.

BUBBLE JOBS meet at least one of the following criteria:

- 1) Jobs that either will not be there, or there will be so few of them available by the time you graduate, or;
- 2) Even if the jobs are there, they will not be economically viable and sustainable for the long term.
- 3) A significant number of jobs today and jobs that will become available are “bubble jobs”.

THE ROLE OF A STABLE JOB IN YOUR PSYCHE:

- 1) A stable job and healthy psyche are dependent on each other.
- 2) Once your psyche and self-esteem are compromised, it will be extremely difficult to recover, particularly in our “success oriented” culture. The relationship with people around you and the community will be negatively impacted. A strong infrastructure is required to sufficiently recover.

THE ROLE OF A STABLE JOB IN YOUR PSYCHE:

- 3) The quality of life, capacity to accomplish things and pursue your passion are dependent on your access to resources, which in turn is dependent on a stable job(s).

CAREER DEVELOPMENT APPROACH

MODELS:

- 1) Model AX (Arnold) - focused on your passion and less on what the job market requires. This is also referred to as the "Charge of the Light Brigade".
- 2) Model DX (Don) - focused less on your passion and more on what the job market requires. This is also referred to as the "Cradle to Grave" strategy.
Donald
- 3) Model HX (Harry) - combination of Models AX and DX.

CAREER DEVELOPMENT APPROACH

MODELS:

- 3) Most people in this room, knowingly or unknowingly, are adopting the Arnold Model AX ("Charge of the Light Brigade), or the Don Model DX ("Cradle to Grave Model"), or the Harry the Model HX.
- 4) Starting from age 10 thru 70 and in increment of 10 years, who do you suppose will be ahead among Arnold, Don and Harry?

BLS: <http://www.bls.gov/news.release/empsit.t13.htm>

Table A-13. Employed and unemployed persons by occupation, not seasonally adjusted

HOUSEHOLD DATA

Table A-13. Employed and unemployed persons by occupation, not seasonally adjusted

[Numbers in thousands]

Occupation	Employed		Unemployed		Unemployment rates	
	Jan. 2011	Jan. 2012	Jan. 2011	Jan. 2012	Jan. 2011	Jan. 2012
Total, 16 years and over⁽¹⁾	137,599	139,944	14,937	13,541	9.8	8.8
Management, professional, and related occupations	51,866	53,152	2,557	2,410	4.7	4.3
Management, business, and financial operations occupations	21,139	22,255	1,177	1,044	5.3	4.5
Professional and related occupations	30,727	30,897	1,380	1,366	4.3	4.2
Service occupations	23,819	24,334	2,773	2,876	10.4	10.6
Sales and office occupations	33,497	33,305	3,364	2,972	9.1	8.2
Sales and related occupations	15,268	15,585	1,574	1,398	9.3	8.2
Office and administrative support occupations	18,229	17,721	1,790	1,574	8.9	8.2
Natural resources, construction, and maintenance occupations	12,205	12,561	2,623	2,152	17.7	14.6
Farming, fishing, and forestry occupations	893	845	233	243	20.7	22.3
Construction and extraction occupations	6,587	6,887	1,960	1,557	22.9	18.4
Installation, maintenance, and repair occupations	4,725	4,828	430	353	8.3	6.8
Production, transportation, and material moving occupations	16,211	16,592	2,411	2,016	12.9	10.8
Production occupations	8,032	8,274	1,122	959	12.3	10.4
Transportation and material moving occupations	8,180	8,318	1,289	1,057	13.6	11.3

Footnotes

⁽¹⁾ Persons with no previous work experience and persons whose last job was in the U.S. Armed Forces are included in the unemployed total.

BLS: <http://www.bls.gov/news.release/pdf/jolts.pdf>

Table A. Job openings, hires, and total separations by industry, seasonally adjusted

Industry	Job openings			Hires			Total separations		
	Dec. 2010	Nov. 2011	Dec. 2011 ^P	Dec. 2010	Nov. 2011	Dec. 2011 ^P	Dec. 2010	Nov. 2011	Dec. 2011 ^P
Levels (in thousands)									
Total	2,921	3,118	3,376	3,905	4,132	4,046	3,836	3,986	3,909
Total private ¹	2,500	2,766	3,009	3,631	3,853	3,765	3,539	3,686	3,593
Construction.....	44	74	71	356	304	289	393	307	280
Manufacturing.....	184	242	264	264	236	261	252	217	226
Trade, transportation, and utilities ²	463	541	571	756	800	803	718	730	731
Retail trade.....	268	305	336	476	559	534	470	496	494
Professional and business services.....	609	503	652	780	845	787	735	811	792
Education and health services.....	510	609	588	465	472	487	450	459	460
Leisure and hospitality	270	411	402	596	733	715	583	697	694
Arts, entertainment, and recreation.....	41	57	44	98	146	137	98	147	145
Accommodation and food services.....	229	354	358	498	587	578	485	549	549
Government ³	421	353	367	274	278	282	297	300	315
State and local government.....	319	299	302	242	247	250	269	266	282
Rates (percent)									
Total	2.2	2.3	2.5	3.0	3.1	3.1	2.9	3.0	3.0
Total private ¹	2.3	2.5	2.7	3.4	3.5	3.4	3.3	3.4	3.3
Construction.....	0.8	1.3	1.3	6.5	5.5	5.2	7.2	5.6	5.0
Manufacturing.....	1.6	2.0	2.2	2.3	2.0	2.2	2.2	1.8	1.9
Trade, transportation, and utilities ²	1.8	2.1	2.2	3.1	3.2	3.2	2.9	2.9	2.9
Retail trade.....	1.8	2.0	2.2	3.3	3.8	3.6	3.3	3.4	3.4
Professional and business services.....	3.5	2.8	3.6	4.6	4.9	4.5	4.3	4.7	4.6
Education and health services.....	2.5	2.9	2.8	2.4	2.3	2.4	2.3	2.3	2.3
Leisure and hospitality	2.0	3.0	2.9	4.6	5.5	5.4	4.5	5.2	5.2
Arts, entertainment, and recreation.....	2.1	2.9	2.3	5.2	7.7	7.3	5.2	7.8	7.7
Accommodation and food services.....	2.0	3.0	3.0	4.5	5.1	5.0	4.3	4.8	4.8
Government ³	1.9	1.6	1.6	1.2	1.3	1.3	1.3	1.4	1.4
State and local government.....	1.6	1.5	1.6	1.2	1.3	1.3	1.4	1.4	1.5

Table 1. Job openings levels and rates by industry and region, seasonally adjusted

Table 1. Job openings levels(1) and rates(2) by industry and region, seasonally adjusted

Industry and region	Levels(3) (in thousands)						Rates							
	Dec. 2010	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011p	Dec. 2010	July 2011	Aug. 2011	Sept. 2011	Oct. 2011	Nov. 2011	Dec. 2011p
Total.....	2,921	3,213	3,129	3,377	3,224	3,118	3,376	2.2	2.4	2.3	2.5	2.4	2.3	2.5
INDUSTRY														
Total private(4).....	2,500	2,905	2,799	3,003	2,864	2,766	3,009	2.3	2.6	2.5	2.7	2.5	2.5	2.7
Construction.....	44	75	102	70	84	74	71	.8	1.3	1.8	1.3	1.5	1.3	1.3
Manufacturing.....	184	252	232	235	232	242	264	1.6	2.1	1.9	2.0	1.9	2.0	2.2
Trade, transportation, and utilities(5)	463	540	490	561	552	541	571	1.8	2.1	1.9	2.2	2.2	2.1	2.2
Retail trade.....	268	312	324	328	306	305	336	1.8	2.1	2.2	2.2	2.1	2.0	2.2
Professional and business services.....	609	640	621	675	576	503	652	3.5	3.6	3.5	3.8	3.2	2.8	3.6
Education and health services.....	510	604	609	616	593	609	588	2.5	2.9	2.9	3.0	2.9	2.9	2.8
Leisure and hospitality.....	270	338	351	383	374	411	402	2.0	2.5	2.6	2.8	2.7	3.0	2.9
Arts, entertainment, and recreation...	41	62	44	62	47	57	44	2.1	3.2	2.3	3.1	2.4	2.9	2.3
Accommodation and food services.....	229	276	307	321	328	354	358	2.0	2.4	2.6	2.8	2.8	3.0	3.0
Government(6).....	421	309	329	374	360	353	367	1.9	1.4	1.5	1.7	1.6	1.6	1.6
State and local government.....	319	253	287	312	293	299	302	1.6	1.3	1.5	1.6	1.5	1.5	1.6
REGION (7)														
Northeast.....	548	570	589	586	552	593	656	2.2	2.2	2.3	2.3	2.1	2.3	2.5
South.....	1,023	1,192	1,108	1,273	1,223	1,219	1,380	2.1	2.4	2.3	2.6	2.5	2.5	2.8
Midwest.....	617	714	732	704	725	698	766	2.0	2.3	2.4	2.3	2.4	2.3	2.5
West.....	829	753	775	818	810	630	775	2.8	2.5	2.6	2.8	2.7	2.1	2.6

CAREER DEVELOPMENT TOOLS TABLE:

TOOLS	YOU	NETWORK & ENVIRONMENT
CORE (Primary)		
Values, discipline		
Network		
Family		
Extended family		
Community		
Professional		
Other		
Education		
Life-long learning		
Physical & Mental health		
Cultural Outreach		
Access to Resources		
ANCILLARY (Secondary)		
Advocacies		
Entertainment		
Hobbies		
Others		

CAREER DEVELOPMENT PROFICIENCY

TABLE (sample for a Board Member):

PROFICIENCIES	YOU	NETWORKS	INDUSTRIES	NGOs	OTHERS
Domain skills					
Office skills					
Culture, language					
Managing meetings					
Managing projects					
Managing finances					
Professional Development					
Creative & Entrepreneurial					
Research					
Audit					
Fund raising					
Outreach					
Recruitment, training of employees, peers					
Legal, compliance					
Public relations					
Community service					
Others					

The 2008 Global Financial Meltdown:

- 1) This is man-made, self-inflicted and resulted in the elimination of millions of jobs, some permanently in this life-time.
- 2) The role of public officials and policy makers in the catastrophic collapse of governance.
- 3) In influencing the election and selection of these public officials and policy makers, we are complicit in the catastrophic collapse of governance.

NEXT STEPS:

- 1) Conduct your due diligence.
- 2) Aggressively build and enhance your core-values and support infrastructure as presented in the 2 tables, and reinforced in items #3 or #4 of the Reference Section of this presentation (slide #2), particularly if you have taken the path leading to “bubble jobs”. This is the essence of the “cradle to grave” strategy; this is a demanding and life-long journey, not a destination.
- 3) Organize, participate and collaborate with organizations that add and enhance value based on the 2 tables presented.

NEXT STEPS:

- 4) Be an informed and savvy citizen; actively monitor and participate in the governance of your community.
- 5) Participate in the election process; support the best candidates and policy makers, noble causes and conditions that promote good governance. **Your future is too important to be left to elected candidates and policy makers who are increasingly influenced by big money and corporations.**
- 6) Participate in other UCLA-PA Alumni mentoring pilots.

QUESTIONS: