



Activity Book

Acknowledgements

My Career, My Future offers 4-H Canada members and their clubs across the country the opportunity to learn about the United Nations Sustainable Development Goal 8 - Decent Work and Economic Growth and how they can play a role in supporting full and productive employment and decent work for all. This unique outreach initiative for 4-H clubs and members would not be possible without the dedicated support of our partners.

My Career, My Future Partners

PRESENTING SPONSORS



CNH Industrial is a world-class equipment and services company that sustainably advances the noble work of agriculture and construction workers. CNH Industrial's #BreakingNewGround purpose is centered on innovation, sustainability, and productivity to help the global farming and construction communities meet the enormous challenge of feeding and sheltering a growing population.



Cargill brings food, agricultural, financial, and industrial products to people who need them all around the world. They apply their expertise to serve customers and communities in 70 countries/regions. Over 155,000 employees work every day to nourish the world in a safe, responsible, and sustainable way.

SUPPORTING SPONSORS



Corteva Agriscience™ is the only major agriscience company completely dedicated to agriculture. Corteva Agriscience is committed to a bold purpose; to enrich the lives of those who produce and those who consume, ensuring progress for generations to come.



Desjardins Group is the largest cooperative financial group in North America contributing to the development of communities, providing members and clients the support they need to be financially empowered.

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Content Advisory Panel

- CNH Industrial
- 4-H Canada
- 4-H Canada Youth Advisory Committee Members: Lark Anderson and Emily Robb

Written by Melina Found
Designed by Em Dash Design

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You'll notice there are links to videos and other information throughout this activity guide. Please download the digital version of My Career, My Future for easy access to these links at: 4-h-canada.ca/programs/outreach-initiatives

Introduction

Hello!

We're so excited that you are joining us for My Career, My Future, a 4-H Canada programming initiative created for 4-H members, families, leaders, and clubs! This is an opportunity for you to learn about an interesting topic, participate in hands-on activities, and have some 4-H fun in your own home or with your club.

This programming initiative supports 4-H Canada's Environment and Healthy Living Pillar. In this initiative you will learn about career options, particularly those in the agriculture sector, as well as ensuring decent and productive work for everyone. It also provides related resources and experiential learning opportunities for the 4-H community.

In this activity book and its kit, you will find lots of information about inclusive and sustainable work for everyone, along with hands-on activities and the necessary supplies to complete these activities! Our hope is that as you make your way through this activity book, you will achieve the following learning goals:

- Learn about inclusive and sustainable work.
- Learn about the United Nations (UN) Sustainable Development Goals, and their impact on the world.
- Identify actions you can take to address sustainable work and career challenges in your own life, in your community, and around the world.
- Develop skills that will allow you to achieve your specific career goals, and identify actions you can take to address sustainable work.
- Become an inclusive and sustainable work champion by creating awareness about this issue.

This activity kit contains:

- My Career, My Future Activity Book
- 4-H Canada clipboard
- 4-H Canada pin
- Information about access to an exclusive career event
- A set of four leader career resources (club kits only)

By making this kit available across Canada to 4-H members, families, and clubs, we are bringing hands-on educational experiences directly to you so you can learn more about how to play a role in addressing global issues.

4-H Canada is a positive youth development organization that empowers youth to be responsible, caring, and contributing leaders, making positive change in the world around them. You are part of the 4-H movement, which includes over 17,000 youth members across Canada with the support of more than 6,770 dedicated volunteer leaders. To learn more about 4-H Canada's programming, visit 4-h-canada.ca!

We can't wait to see what you dream, learn, and achieve! Take a minute to share it with us! Tag us [@4HCanada](https://twitter.com/4HCanada) on Twitter (X), Facebook, Instagram or LinkedIn and use the hashtag [#MyCareerMyFuture](https://twitter.com/4HCanada).

The 4-H Canada Team



What are the United Nations Sustainable Development Goals?

The **Sustainable Development Goals (SDGs)** are global goals developed by the United Nations. The United Nations is an international organization that encourages nations to protect peace, security, and work well together. The SDGs were agreed to by all 193 member nations, including Canada. Each nation is working to achieve these 17 goals, which deal with poverty, health, education, and the environment. When setting a goal, it is always valuable to look to the future – what will it look like when the goal is achieved? How long will that take? Is it realistic? In 2015, the United Nations developed these goals and laid out what they wanted the world to look like in 2030.



Investing in You

What is a long-term goal you've achieved for yourself? Maybe, it was to develop a new habit or achieve something that is important to you. How did you work toward that goal? Did you take little steps, or did it involve a big effort at one time? How did you know when you achieved it?

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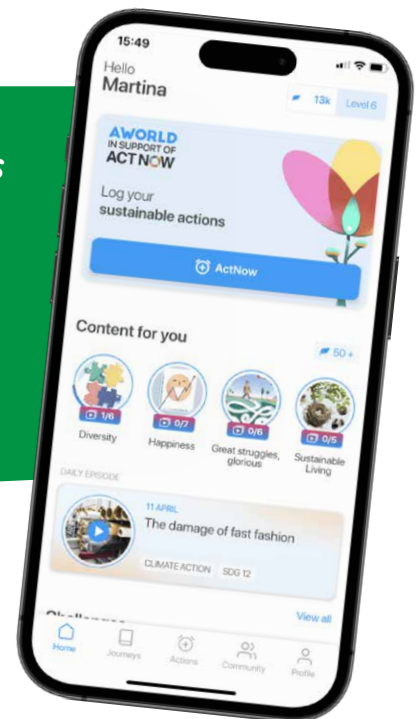
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Consider the SMART template for setting your own goals!

Specific	Measurable	Achievable	Realistic	Timely
S G	M O	A A	R L	T S
What do you want to do?	How will you know when you've reached it?	Is it in your power to accomplish it?	Can you realistically achieve it?	When exactly do you want to accomplish it?

To create global change, we all must act! ActNow is the United Nations app for supporting and raising awareness on the individual actions we can take to address climate change and sustainability.

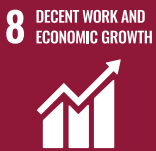
Use the free app to log your actions and contribute to the global count: un.org/en/actnow





The Importance of SDG 8

For My Career, My Future we are focusing on SDG 8, Decent Work and Economic Growth, with the goal to:



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

This SDG is about creating better jobs and economic growth that is helpful for all people and the planet, so that everyone can have a better life and the planet isn't harmed in the process. It means creating more jobs, providing better working conditions, and investing in infrastructure and technology to improve productivity and competitiveness. This involves encouraging businesses to do more to help the environment and making sure everyone in the world has access to good economic opportunities and can afford the things they need to live a good life. Finally, it calls for strong protection systems for all, including those in vulnerable situations.

Around the World

Many jobs around the world put workers in danger, don't pay them enough to live comfortably, or don't employ people equitably based on gender identity, race, culture, disability,

Underemployed: people who are underemployed don't have enough paid work or aren't doing work that makes full use of their skills and abilities.

Informal workers: people who are employed in occupations that aren't regulated or protected by a government, such as domestic workers, street vendors, and day labourers. They often can't access social services or health care and may work in uncertain or unsafe conditions with little or no job security.

etc. Unsafe work environments put people's health at risk, are more likely to cause injuries, and may even lead to loss of life due to poor conditions. Without a job, or one that pays well, people can't always afford the necessities of life such as food, clothing, housing, or even a visit to the doctor when they are sick. Good, safe, and well-paid jobs should be available to everyone.

What are the top sectors that employ people around the world?

1. **Agriculture** - 27% - 884 million people¹
2. **Wholesale and retail trade** - 17% - 556 million people
3. **Manufacturing** - 11.5% - 376 million people
4. **Construction** - 8.5% - 278 million people
5. **Transport, storage, and communication** - 6% - 196 million people²

Growing sectors include:

1. Digital and information technology
2. Tourism
3. Green energy
4. Healthcare
5. Online retail³

If people have access to good jobs in their community it also supports other Sustainable Development Goals. For example, if their job pays them well, they can afford nutritious food for their family (SDG 2: Zero Hunger), they can afford a home in a safe neighborhood (SDG 1: No Poverty and SDG 11: Sustainable Cities and Communities), and they can buy school supplies for their children so that they can thrive in their education (SDG 4: Quality Education). With SDG 8 being connected to many other SDGs, it is important to achieve it. Achieving it globally isn't easy ⁴:

- Only 48% of women are engaged in the labor force, compared to 75% of men.
- One in five young people aren't getting the education or training they need to get jobs.
- Approximately two billion people currently fall under the definition of informal worker, meaning that there is a lack of job security for more than 60% of the world's workforce.

In 2020, the COVID-19 pandemic caused severe damage to economic growth and access to jobs around the world. Although the global economy began to rebound in 2021, the impact continues to be felt through rising costs, supply chain issues, and ongoing global unrest. These major changes in our world have affected all aspects of our lives. SDG 8 continues to work to address impacts like these as they arise.

Despite challenges, positive efforts can be found around the world supporting SDG 8. For example:

- Today, seven in 10 workers have an account at a bank or other financial institution, increasing their financial security.⁵ So far, 50% of the countries supporting the SDGs have created national youth employment programs and are working to increase access to education, skill development, and safe employment opportunities.⁶
- Of the 67% leading global companies that are a part of the World Business Council for Sustainable Development (WBCSD), 90% of them acknowledged that they prioritize SDG 8 in their own work.⁷

Canadian Context

In Canada, over one million people are working while still living in poverty,⁸ and two million Canadians work in unstable or temporary employment.⁹ As SDG 8 works toward environmentally sustainable work and reducing wealth inequality,¹⁰ there are still challenges including the gas emissions, and the richest 1% of Canadian families owning 17% of the nation's wealth.¹¹ The proportion of youth not in education, employment, and training (NEET) increased almost 30% during the COVID-19 pandemic in 2020.¹² There is much to be done to address access to and cost of post-secondary education, training, fair pay and inequalities, access to stable work, and building sustainable sectors.

In Canada, the federal government has identified SDG 8 goals including:¹³

- Developing innovative policies and programs to help all Canadians access good-quality jobs.
- Decent wages and social protections.
- Reducing barriers to employment.
- Creating a culture of innovation, inclusion, skills development, and lifelong learning.

The Youth Employment and Skills Strategy (YESS) is the Government of Canada's commitment to help young people, particularly those facing barriers to employment, get the information and gain the skills, work experience, and abilities they need to successfully transition into the labour market.

ON THE JOB

Did you know that Canadian workers are already protected by several employment rights and laws? These include:¹⁴

- *The right to unionize*
- *Minimum age of employment*
- *Non-discrimination*
- *Elimination of child labour and forced labour*
- *Minimum wages*
- *The right to know about and refuse unsafe work and keep their workplace safe*

Learn more at: 🖱️ <https://www.canada.ca/en/canadian-heritage/services/rights-workplace.html> and 🖱️ www.ccohs.ca.





PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

GLOBAL ECONOMIC RECOVERY IS HAMPERED BY:



NEW WAVES OF COVID-19



RISING INFLATION



SUPPLY-CHAIN DISRUPTIONS



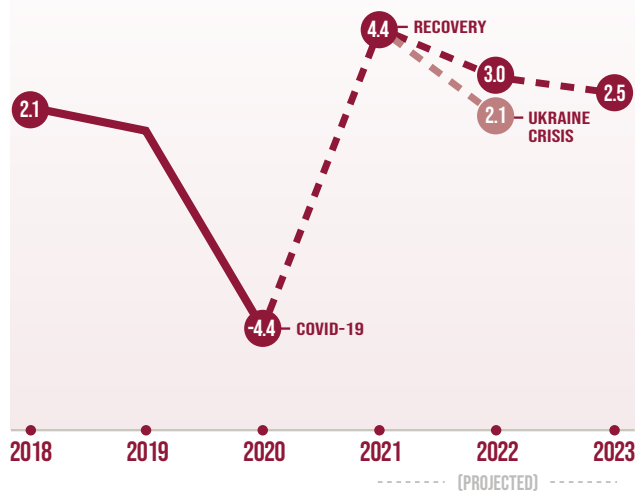
POLICY UNCERTAINTIES



LABOUR MARKET CHALLENGES

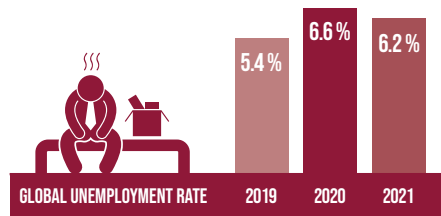
GLOBAL ECONOMIC RECOVERY IS FURTHER SET BACK BY THE UKRAINE CRISIS

ANNUAL GROWTH RATE OF GLOBAL REAL GDP PER CAPITA (%) (2018-2023)



GLOBAL UNEMPLOYMENT

TO REMAIN ABOVE PRE-PANDEMIC LEVEL UNTIL AT LEAST 2023



1 IN 10 CHILDREN ARE ENGAGED

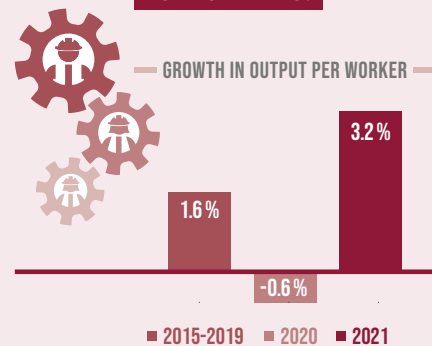
IN CHILD LABOUR WORLDWIDE



160 MILLION TOTAL CHILDREN (2020)

WORKER PRODUCTIVITY HAS REBOUNDED, BUT NOT IN LDCs

GROWTH IN OUTPUT PER WORKER





SDG 8 and Agriculture

Achieving SDG 8 - Decent Work and Economic Growth is closely linked to the agricultural sector, an important source of income and employment for many people. Agriculture is the world's single largest employer with over a billion people working in this sector,¹⁵ particularly in developing countries. Many agricultural workers globally, particularly youth, hold precarious and poorly paid jobs in the informal rural economy, which often causes them to move to urban areas in the hope of finding better work.

Food production and agriculture can help solve employment challenges. Working to establish more stable, safe, and fairly paid jobs in such a large sector will have a big impact. This includes:¹⁶

- Supporting countries in developing policies that generate decent jobs in rural areas.
- Increasing investment and financial support for small-scale producers.
- Strengthening innovation and entrepreneurial sectors.
- Improving working conditions and labour standards, particularly for youth, women, and migrant workers.

CAREER CLUES

Jobs in the agricultural industry can help solve the employment challenge and promote economic growth. Careers in this sector can focus on opportunities both on and off the farm, including roles in finance, safety, information technology, and more. By attaining decent work and economic growth specific to agriculture, careers in low-income areas can reduce poverty by half.



There are a variety of jobs connected to food production and agriculture, both on and off the farm. The agricultural sector can welcome and support a large, diverse group of people, with different skills, interests, and abilities. Examples include:

- **Weather and Crop Specialist** - understands our changing climate and how crops are responding to that, selects the best crops and rotations most suited for a specific area.
- **Public Relations Specialist** - communicates to the public the importance of the agricultural industry.
- **Food Scientist** - uses chemistry, food science, engineering, and manufacturing skills to innovate new products for those with dietary needs. For example, dairy and meat alternatives, higher nutritional value foods, and foods with an extended shelf life.
- **Insect Biologist** (otherwise known as an entomologist) - studies insects (including pollinators), the ecosystem they live in, and their behaviour to provide guidance on how to protect them from pests. Environmental science and biology skills are required.

SDG 8 calls for investments in infrastructure and technology, which is key to enabling sustainable agricultural production. Innovations such as electrical farm machinery, climate-aware farming practices, and using technology to increase precision and production all help support sustainable and environmentally responsible agriculture. These innovations also reduce waste and the resources it takes to produce food and increase yields, resulting in more sustainable practices.

To achieve SDG 8, the agricultural sector must be productive, sustainable, and equitable!





The Skills Gap

Despite agriculture being such a large sector and a key part of achieving SDG 8, the industry is struggling to fill jobs due to a skills gap.

What is a skills gap?

A skills gap is a discrepancy between the skills, knowledge, and abilities an employer needs their employees to have, and the *actual* skills, knowledge, and abilities that their employees have. This mismatch makes it hard for employers to fill open positions and is something many sectors are struggling with.

Many agriculture employers are looking for employees with specific skills and there aren't enough people with the skills to fill available jobs. With technological advances and an increase in industry demand, this gap continues to grow. This has created a shortage of skilled workers and a need for more training and education to bridge the gap. Factors such as an aging population and fewer young people entering the industry are contributing to the skills gap as well.

How Can Canada Address the Skills Gap?

1. **Invest in agricultural education and training:** effective ways to close the skills gap may include offering scholarships that support students interested in higher education in agriculture or providing subsidized training programs for existing farmers and those wishing to enter the industry. Several governments, academic institutions, and charitable programs are currently working to address this such as:
 - b. Agriculture and Agri-Food Canada 🌐 <https://agriculture.canada.ca/en/programs>
 - c. Canadian Agricultural Human Resource Council 🌐 <https://cahrc-ccrha.ca/programs/agri-skills>

- d. Agriculture in the Classroom Canada 🌐 <https://aitc-canada.ca/en-ca/>
- e. Think AG 🌐 <https://thinkag.ca/en-ca/>

- 2. Offer incentives for those already in the agricultural sector to upgrade their skills:** it's vital to share information that can improve food production and agriculture while offering support for training programs, or funding for new technology or equipment.
- 3. Invest in new technologies and innovations:** modern technologies, such as precision agriculture and robotic automation, which can involve AI and machine learning, can help food producers increase their efficiency and productivity while increasing job opportunities.
- 4. Increase public awareness of the need for agricultural skills:** Increasing public awareness can help encourage more people to pursue careers in agriculture.
- 5. Provide resources and support:** supplying information to those in the sector and those considering joining will help people understand where there are opportunities for improvements and how that can benefit their own career path.

Well over half of 4-H members have indicated that they are planning to pursue a career in an agriculture-related field.

Given the skills gap, now is a great time to enter the food and agriculture sector! Did you know that there are four jobs available in this sector for every graduate of an agriculture program in Ontario¹⁷? Similar rates apply to other provinces as well.

Whether you choose to pursue further education in the skilled trades, an apprenticeship, college or university, there are career opportunities in agriculture for all types of skills and educational backgrounds.



**SDG 8
GLOBAL
SNAPSHOT**

Senegal

By offering various training courses to improve skillsets, Senegal is encouraging its citizens to become entrepreneurs. Instead of traditional courses that might require 1-3 years schooling, these five-day micro-trainings support those otherwise unable to afford to go to school for a long time. Starting businesses and making a mark in their community, these new entrepreneurs can invest in themselves by learning valuable skills and increasing their financial stability.¹⁸

How Can You Be Involved in Reducing the Skills Gap in Agriculture?

1. Learn about new agricultural technologies.

What interests you? What would you like to learn more about? The future of agriculture involves an increasing need for technology and electrical machinery. As a result, there is a demand for people who know how to design, code, and build technology, operate and maintain machinery, and manage data.

2. Talk with local producers or other people in the industry about what jobs are in demand, what trends they see, and what skills they feel would be useful in the industry.

3. Thinking about your future? Check out the incredible jobs and career pathways in the agricultural sector at: [👉 https://thinkag.ca/en-ca/](https://thinkag.ca/en-ca/). See what skills are needed for different jobs and view educational pathways at: [👉 agcareers.com/ag-education/education-profiles.cfm](https://agcareers.com/ag-education/education-profiles.cfm)

4. Practice your emotional and social skills. A report by The Conference Board of Canada shows that the six social skills most in demand are: active listening, critical thinking, reading comprehension, speaking, monitoring, and coordination.¹⁹ Consider how you're developing these skills through 4-H. Check out the 4-H and Me activity on page 20 for more information.

5. Invest in yourself! Check out the many opportunities available through 4-H Canada's Careers on the Grow program. You'll develop decision-making, communication, and leadership skills and have opportunities to explore career paths, apply your skills, and gain hands-on work experience. You can apply for internships and access career modules, webinars, mentorship opportunities and more at:

👉 4-h-canada.ca/programs/careers-on-the-grow

ARE YOU A 4-H CLUB LEADER?

Volunteer club leaders are a vital resource for youth to turn to during this exciting time. Supporting 4-H'ers on this journey is easier than you might think. Provided in this kit are four resources that we've developed to help you incorporate career readiness skills into existing club programming. Further resources can be found at: 👉 4-h-canada.ca/growingcareers/resources





Innovation in Agriculture

Approximately 9.7 billion people will need to be fed by 2050. One way to achieve this is by using new technologies and innovations to produce enough food to feed everyone sustainably, meaning a wider variety of skills needed to get this work done. Your future job could play an important role in finding innovative solutions to sustainably feed the world.

Explore these new areas of innovation and the related skills and careers.

AGRICULTURAL INNOVATION	CAREER CONNECTIONS	
<p>Precision agriculture: an innovative farming technique that uses technology such as sensors, drones, and satellite imagery to maximize crop yields.²⁰</p>	<p>POSSIBLE SKILLS/BACKGROUND:</p> <ul style="list-style-type: none"> • Engineering • Chemistry • Agronomy • Meteorology • Environmental science 	<p>POSSIBLE JOBS:</p> <ul style="list-style-type: none"> • Electrical Machinery Operator • Farmer • Soil Scientist • GIS Specialist • Computer Engineer
<p>Hydroponics: a method of growing plants and crops without soil by using a nutrient-rich solution and lighting. This extremely efficient agricultural method uses less water in a controlled environment with little to no need for pesticides or herbicides.²¹</p>	<p>POSSIBLE SKILLS/BACKGROUND:</p> <ul style="list-style-type: none"> • Biology • Chemistry • Environmental science • Horticulture • Business 	<p>POSSIBLE JOBS:</p> <ul style="list-style-type: none"> • Agronomist • Greenhouse Manager • HVAC Specialist • Structural or Electrical Engineer • Sales Representative

Aquaponics: a sustainable farming method that combines aquaculture (fish farming) and hydroponic crop cultivation. Fish waste is used as a natural fertilizer for plants which helps filter the water for fish.²²

POSSIBLE SKILLS/BACKGROUND:

- Animal husbandry
- Horticulture
- Environmental science
- Chemistry
- Marketing

POSSIBLE JOBS:

- Fish Hatchery Specialist
- Systems Manager
- Plumber
- Sustainable Energy Technician
- Aquatic Ecologist

Genetically modified crops: process of introducing genetic material into plants or animals to give them desired characteristics, making it possible to create crops that are resistant to pests, disease, and other environmental factors.²³

POSSIBLE SKILLS/BACKGROUND:

- Plant science
- Genetics
- Biology
- Climate change science
- Sales and marketing

POSSIBLE JOBS:

- Geneticist
- Seed Sales Specialist
- Soil and Plant Scientist
- Research Technician
- Agricultural Food Scientist

Which of these skills or jobs interest you?

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Part of supporting SDG 8 involves improving business practices, finding new ways to be more environmentally sustainable, supporting work that uses green energy, and following equitable practices. For example, CNH Industrial has set new goals that support the SDGs and will require innovation and progressive business approaches to achieve them. Their strategic priorities include:

- A clear path to reduce CO₂ emissions and a commitment to science-based target initiatives.
 - > 50% reduction in CO₂/hour of production by 2030.
 - > 90% share of renewable electricity by 2030.
- Circularity (promoting a circular product lifecycle) and eco-efficiency.
 - > 90% recyclability for new products in 2030.
 - > 33% reduction of water withdrawal/hour of production and 95% waste recovery at company plants by 2024.
- Inclusion, Equity, and Engagement
 - > 20% of women in leadership roles and 35% reduction in injury frequency by 2024.
 - > 100% increase in people benefitting from CNH Industrial's local community initiatives by 2024, including projects on technical job training, STEM education, and digital/financial literacy for its customers.

These goals benefit CNH Industrial's overall business, its employees, and the communities and countries in which they operate.



**SDG 8
GLOBAL
SNAPSHOT**

Bangladesh

Agriculture is Bangladesh's largest sector. To ensure it is sustainable and future-ready, Bangladesh has launched the Delta Plan 2100. This plan is focused on outlining an environmentally friendly path for their farming practices that will help strengthen the health of the delta (a fertile area that helps feed the country). By ensuring the agricultural sector will be sustainable, this guarantees farming jobs, economic benefits, and food for the country a century into the future.²⁴

Activities

ACTIVITY 1

My Future Pathway

When you think of the question “What do you want to be when you grow up?”, you may feel many things: excited, intimidated, overwhelmed, inspired, mystified, or something else. All feelings are valid and it’s likely that other youth feel the same.



CAREER CLUES

Over 1/3 of Canadians have three or more entirely different career paths in their life. When 1000 Canadians were asked whether they expected to stay in their current profession, 73% said they would likely switch professions at some point in their career.²⁵



Careers of the Future!

Recommended for Junior - Intermediate members

When you think about jobs in the future, what do you think they will look like? Will they be fully remote, use AI or robots, require different languages, involve work in space or at the bottom of the ocean, use specialized tools, include a global team... what do you think? Let your imagination run wild as you draw a career of the future! You could also choose to draw an ad or create a job posting for this activity.

Follow these steps:

- 1 Get a piece of paper and art supplies you want to use.
- 2 Choose one of the following:
 - a. Select a job that currently exists and draw how you think it will look in 100 years. What will be the same? What will be different?
 - b. Design a job that doesn't yet exist and draw what you think it will look like. Explain what the job is and draw someone doing that job.



- 3 Things to think about: Is a uniform or safety equipment needed? What skills are needed to thrive in this job? How long is the workday? How much is the pay? How will technology be involved? Is the work solo or part of a team? What is the coolest part of the job?
- 4 Share your ideas and your drawings with your fellow 4-H members and 4-H Canada by tagging us **@4HCanada** on Twitter (X), Facebook, Instagram, or LinkedIn and using the hashtag **#MyCareerMyFuture**.

Imagine My Career Pathway

Recommended for Intermediate - Senior members

Sometimes it's helpful to visualize your future career path. You can complete this activity on your own, or with your club. Draw the line of your career path - either what you've already experienced, what your dream career path might look like, or a mix of both.

- 1 Get a piece of paper and colourful markers or pens.
- 2 Write your first job on one edge of the piece of paper and your dream job or career goal on the opposite edge of the paper.
- 3 Draw a line of your career path between these two points. It can be as creative as you want. Include education, volunteer experiences, life changes you anticipate, and any other jobs you have had or hope to have in the future. The line could change thickness, colour, go up or down, in spirals or zigzags, etc. Perhaps it also stops at some point because of a big life change,

Investing in You

Not sure which path to take? Check out 4-H Canada's Careers on the Grow Career Exploration Modules. There are two modules - one for youth at the secondary level and one for youth at the post-secondary level. These will guide you through building key career readiness skills, including learning about career sectors, discovering new career opportunities, and reflecting on your future goals. Learn more at:

👉 4-h-canada.ca/programs/careers-on-the-grow/career-exploration-modules

or maybe the line is in the shape of something. Anything goes! Add little icons or stars to your line to identify different life goals you have.

- 4 You can keep your career path private or share it with your 4-H friends or family. Remember that progress isn't always expected, linear, or planned. Sometimes an unexpected opportunity comes up, life throws us a curve ball, we just don't get that dream job, or a random conversation opens a new door. Allow yourself to dream about all the unique steps you might take to get to where you want to be.

When you think about the educational portion of your career, consider the variety of pathways available. There are different opportunities with each, depending on what you'd like to do.

Skilled Trades & Apprenticeships	College	University	Extracurricular
<ul style="list-style-type: none"> • Hands-on learning • Fees are relatively low • Grants are available • One-four years • On-the-job training • May lead to entrepreneurship • Earnings may depend on the program and what you choose to do with your trade²⁶ 	<ul style="list-style-type: none"> • Curriculum is based on skills required for a specific job • Fees are lower than university • Student loans and scholarships are often available • Combined diploma/degree programs may be available • Generally smaller class sizes • One-three years • Earnings may depend on the program and what you choose to do with your diploma²⁷ 	<ul style="list-style-type: none"> • Curriculum is broad and focused on theory • Higher fees • Student loans and scholarships are often available • Typical path to grad school or other professional schools • Generally larger class sizes, particularly in first year • May have more opportunities to study abroad • Three-four years • Earnings may depend on the program and what you choose to do with your degree²⁸ 	<ul style="list-style-type: none"> • Internships • Travel • Volunteering • Certifications • Workshops • Free online courses or apps • Self-led learning

ACTIVITY 2

4-H and Me

4-H allows you to collect valuable experiences, practice good habits, and develop positive traits that potential employers look for in candidates. Scholarship opportunities are also made available to 4-H members, all of which set you up for a successful career in the agricultural sector or elsewhere.



Being a member of 4-H means you are investing in yourself and gaining skills and experiences that help you discover your strengths, likes and dislikes, and goals for your future. It exposes you to opportunities you may have never considered with the support of 4-H leaders who encourage you to dream big about what you can achieve. This is all part of the 4-H Canada positive youth development honeycomb of assets and outcomes, which result in responsible, caring, and contributing leaders like you.

Reflect on your time in 4-H to help you identify key skills and experiences you've gained and how they can be used in a resume, application, or interview by completing the following activity.



Reflect on your 4-H experiences

Turn your experiences into skills for your resume, applications, and/or answers to interview questions. Be specific, use examples of hard and soft/transferrable skills.

What is your proudest 4-H moment?

Describe what you achieved and how it highlights something important about you and your skills.

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<p>What was/is your biggest challenge in 4-H? How did you overcome/are you working to overcome it?</p> <p>Write about how you were resilient and what you learned from this experience or the steps you are taking to overcome a current challenge</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
<p>How have you been a leader in 4-H? How has 4-H taught you to be a better leader?</p> <p>Briefly describe a leadership role you've held and how you led the team/project.</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
<p>List three times you took responsibility for something as part of a 4-H project or your 4-H club?</p> <p>Write about something you were responsible for and the positive outcome.</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>

<p>What skills has 4-H taught you?</p> <p>Consider which skills you should highlight based on the job or opportunity you are applying for, and list them here.</p> <p>Which of these skills are transferable and could apply to any job?</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
<p>How have you learned how to work with a team in 4-H?</p> <p>Describe your experience working in a team that would be valuable to the job.</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
<p>How has being a part of 4-H connected you with your community?</p> <p>Write about a time you have supported your community</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>



Remember, great resumes use every point to reinforce how you have the skills for that specific job. Sometimes a generic resume is okay, but it will be much stronger if you tailor your resume to each job you apply for. That said, one 4-H experience or skill can apply to lots of different jobs. Think broadly about how you can connect an experience and the various aspects and skills within it to lots of different fields or job opportunities.

At your next interview or professional event, consider:

- Wearing your 4-H Canada pin (or your provincial 4-H pin if you have one) with pride!
- Bringing your 4-H clipboard – you can neatly bring any notes, a copy of your resume, a list of pre-selected references, and business cards. It can also be a conversation starter, or a segway into discussing your 4-H experience and relevant skills.

Want to learn more about the skills employers are looking for? Check out the Government of Canada's *Skills for Success* program at: canada.ca/en/services/jobs/training/initiatives/skills-success/understanding-individuals.html

ON THE JOB

Hard skills – specific skills or knowledge that relate to a particular job or task. (e.g., speaking other languages, specific software, operating machinery, animal care, coding languages, and graphic design).

Soft skills (also known as transferable skills) – how you engage with other people, ways of thinking and personal actions. These skills are transferable to any job or opportunity, including in your personal life (e.g., leadership, teamwork, critical thinking, empathy, creativity, organization, networking, time management, and conflict resolution).



SDG 8
GLOBAL
SNAPSHOT

Micronesia

The use of technology in Micronesia has transformed a women-led business that specializes in traditional sewing patterns. By accessing e-commerce sites online, they were able to expand

their market and reach customers all over the world. Since Micronesia invests in microloans to start businesses, they were also able to enhance their model, learn new skills, and ultimately increase their financial success.²⁹

ACTIVITY 3

Best Foot Forward

You've thought about where your career path might take you and how 4-H has strengthened your skills, now it's time to start applying for jobs! This series of activities will help you put your best foot forward when going through the job application process.



Consider working through these activities with your club so you can receive feedback. If you do these activities by yourself, that's okay too, just ask your friends and family to provide feedback.

Resume Roundup!

Writing a resume can be intimidating – how do you write about yourself, your skills, and accomplishments in a way that will make you stand out? Take the pressure off by reminding yourself – every resume is different! There isn't one set format – look online for examples you like. You should update your resume and customize it for each job you apply to so that you have a resume that helps your unique set of experiences and skills stand out.

Before you start writing, consider what type of resume this will be:

- **Specific resume** – this is a typical resume; one you create for a specific job you want to apply for – you customize it for the skills and experience listed in the job posting.
- **Generic resume** – this is one you can create that isn't for a specific job but can be shared when networking or with companies that keep resumes on file/aren't currently hiring. Sometimes a generic resume submitted with a specific cover letter is sufficient (e.g., entry-level jobs, seasonal work, etc.), but the best approach is a specifically written resume and cover letter for each position.

Resume Basics:

- Make it easy to read
 - > Choose a clear font (e.g., Arial, Times New Roman, or Calibri are all safe, standard options) Do not make the font any smaller than 11 or 12 pt.
 - > Use bullet points – think of your resume as a summary of your experiences and skills. Only include what is most important and relevant. More details can be given in an interview.
 - > Less is more – be concise and don't crowd the page with words. You want the person reading your resume to get a sense of who you are in 10-30 seconds.

- 1-2 pages maximum until you advance in your career.
- Check for spelling and grammar mistakes. Getting at least one other person to read over your resume (and cover letter) and provide feedback is a great idea.
- Follow any specific instructions indicated in the posting.

Resume Sections

- **Full Name and Contact Information** - typically at the top of the first page Use an appropriate, professional email address (e.g., your_name@gmail.com).
- **Key Qualifications** - use bullet points to highlight your key skills and experiences that are directly related to the requirements listed in the job posting, showcasing how you are qualified for the job. Typically, each point starts with a verb. For example, if applying for a job at a local orchard seeking experience with cash you might highlight:
 - > Managed the budget for my 4-H club as Treasurer.
- **Experience** - this section is used to highlight past job experiences. You can also include past volunteer experience in this section. Include any aspects of each role that relates to the job you're applying for (i.e., duties and/or accomplishments) as bullet points underneath your title, dates of employment, and the company name. List the most recent experiences first.

Example: You have experience as a lifeguard and you're applying for a job at a lab on campus. This could be written as:

Lifeguard

June 2021 – March 2022

Central Recreational Centre and Pool

- > Supervised public swims, working with a team to ensure outstanding service and care.
- > Followed strict safety protocols and completed detailed incident paperwork.
- > Maintained accreditation and up-to-date training.

CAREER CLUES

Online Applications

Many job applications are submitted online which means filling in forms and answering questions that would typically be covered by your resume or cover letter. Take some time to get familiar with the application process. Confirming the application process at the beginning can save you time by preparing your application correctly the first time.





- **Education** – include your grade/year of study and the name of the school you’re attending. You can also include other languages you speak, relevant technical skills, and any certifications you’ve received.

Example:

- > Grade 11 French Immersion student, 2020-present, Gand Highschool, expected to graduate in 2024
 - > Competent in Microsoft and Google suites,
- **Achievements (optional)** – a couple bullet points highlighting your accomplishments and any awards you’ve won and/or things you are proud of. This helps show who you are.

Resume Review


Once you’re finished your first draft, it’s time to check it for errors and make edits to ensure the information is clear. Share it with parents/guardians, ask a teacher if they can look it over for you, or even ask your fellow 4-H club members. These people can tell you what is missing, offer a different perspective, and recommend other strengths and skills you have.

Cover Letter Creation

Many jobs also require a cover letter with your resume. Think of your cover letter as a sales pitch and your resume is a list of specifics that back it up.

When writing your cover letter, here are some ways to make your sales pitch pop.

- 1 Start with a professional introduction: address the hiring manager by their name (e.g., “Dear Helen;”); if the person hiring isn’t named, you can say “Dear Selection Panel;”)

- 2 Start with a catchy sentence that draws the reader in. (e.g., “An experienced youth leader and dedicated volunteer, I am eager to apply my skills to X role.”)
 - 3 Introduce yourself: In a few sentences, explain who you are, your background, and why you’re interested in this specific job.
 - 4 Explain why you’re the perfect fit for the job: showcase your unique skills and experiences that directly relate to the job, why you want to work for this organization, and why you’re the best candidate.
 - 5 Conclude with a call to action: request an opportunity to discuss the job further and thank the hiring manager for their time and consideration.
 - 6 Proofread your cover letter: before submitting your application, review your cover letter for errors and have someone else review it as well.
-  **Remember**, it’s okay to use the same cover letter structure and tailor it to each job you apply for, but don’t forget to always update specific information.

The Power of Proofreading

With software that can check and even correct as you write, it’s never been easier to have an error-free resume and cover letter. There is more to proofreading than spelling and grammar.

- Your resume and cover letter represents you and your approach to work, so show off your attention to detail.
- For jobs that receive a lot of applications, spelling and grammar mistakes can be an easy way for the hiring team to reject a resume and reduce the applicant pool to a manageable size.
- Careful proofreading can also catch missing/repeated words, using the wrong word (e.g., their, there, they’re), or content that just doesn’t make sense.

Interview Improv

The best way to prepare for an interview is to practice! Try out this improv exercise to practice the interview process with your fellow 4-H members or a friend. You can also work on your own in front of a mirror to practice answering questions out loud.

- 1 Find a partner or a group of three.
 - a. One of you will be the applicant, the other one or two will be the interviewers, and then switch roles.
- 2 Make up a job you’re interviewing for or have a mock interview for a real job you’ve applied to. Share the job and a brief description (or even the job posting) with your partner(s).

TAKE THE NEXT STEP

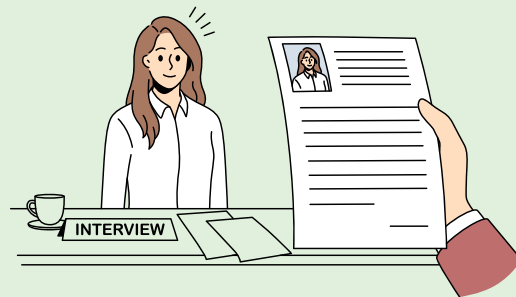
Continue to put your best foot forward at an exclusive virtual careers event hosted by CNH. Check out the postcard in the My Career, My Future kit for more information. Take advantage of this unique opportunity to learn and network with career experts in the industry.



- 3 Take a couple of minutes separately to make notes:
 - a. Interviewee – jot down notes about the types of questions you think you’ll be asked, how you might answer them using examples of your skills and experience, and some questions to ask the interviewers at the end of the interview.
 - b. Interviewers – prepare three-five questions you think would likely be asked if someone was applying for that job. Look online for sample interview questions as well.
- 4 Get set up and start the interview! Remember – the more realistic it is, the more it will help you.
 - a. Introduce yourself to the interviewer(s) and shake their hand.
 - b. Have the interviewer(s) go through the questions and answer them to the best of your ability and then the interviewee can ask any questions they have.
 - c. After, reflect on how the interview went. What could you do differently next time? Be open, honest, and kind to yourself and others.

Switch roles and go through the next interview improv until everyone has had a chance to interview and be interviewed.

Top tips for Interviews



- Research the organization – you can stand out if you know the mission statement, some history on the organization, the organizational structure, etc. You should also be able to explain **why** you want to work for this organization or business.
- Think about what questions you might be asked, and practice answering them.
- Plan an outfit that is appropriate for the job. Business wear or business casual is a good rule of thumb. Make sure your outfit is clean, fresh, and looks neat and tidy. Most importantly, you should look and feel your best.
- Whether in-person or online, arrive 10-15 minutes early. This gives you time in case you have issues and gives you a moment to get comfortable and focused.
- If it’s a virtual interview, find a quiet, private spot, and consider what will appear behind you on camera. If needed, set up a blurred or virtual background ahead of time for a more professional look. Test your camera, microphone and speakers before things start.
- Prepare some questions for the interviewer(s) that you can ask at the end. This is an important part of the interview process. You want to be sure the organization is a good fit for **you** as well!
- Bring a couple copies of your list of references. Two-three references are typically what employers ask for (make sure you have your references’ permission before you use them. Who can be a reference? People who have supervised you at work or volunteering, teachers, coaches, 4-H club leaders, or any other adults who have mentored you and are aware of your skills and work ethic. Your references shouldn’t be family members or related to you.

ACTIVITY 4

Act on Decent Work and Economic Growth

As you've been learning and working through this activity book and activities, you've become a champion of SDG 8 Decent Work and Economic Growth. Global goals like the SDGs are most successful when people are aware of them and working together to achieve them. This is your opportunity to make that happen. Share what you've experienced as part of this outreach initiative - either individually or as a club - by hosting a community event. This creates a ripple effect - a way for you to pass on what you've learned and teach others how they can make positive change too.



Before you start, answer the following questions to get you thinking about what you might like to share with people who attend your event:

- What is the most important part of SDG 8 for you?
- What is your favourite thing you've learned?
- What was something that made you feel excited to take part in and make positive change in your home, community, or around the world?
- How could you share this experience and passion with others?

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Use your responses to guide the planning of your event.

The following are some ideas and ways to create a community event about SDG 8. Brainstorm more ideas to make this event unique and impactful to you.

Speakers

- You! – You and your fellow 4-H members have done activities and learned a lot about SDG 8. Take some time to share what you’ve learned, why it is important to you, and what you want to see change in the world to ensure decent work for all.
- Invite local agricultural companies to speak about the careers in their industry, new innovations, and the skill gaps in agriculture.
- Invite a local employment centre, people involved in human resources, career counselling, or other areas of employee support or recruitment to speak about what they look for in candidates and to share advice.

Share Information

- Create posters with SDG 8 information on them and use them as decoration at your community event or hang them up at your school.
- Create “Did you know?” cards to be placed on tables at the event. Include interesting information about SDG 8 and sustainable careers in your community.
- Ask your community foundation or employment centre if there are any materials that they would like you to hand out or ways you can promote their work.

Act!

- Invite those attending your event to draw a line of their career path – either what they’ve experienced or what they want it to look like, just like you did!
- Share your event and the importance of SDG 8 by inviting local media to come to the event and cover it. Look online for instructions about how to write an effective media release.
- Follow up with interesting speakers to continue the conversation and grow your network.
- We love to see 4-H members supporting the SDGs! Share the work you’ve done with 4-H Canada by tagging us **@4HCanada** on Twitter (X), Facebook, Instagram, or LinkedIn and use the hashtag **#MyCareerMyFuture**.

Reflection

You have just completed a series of activities about decent work and economic growth, and we hope you feel like you've achieved the goals we mentioned in our welcome letter! When we learn and do something new, it is important to reflect at the end of it all... How did it go? What did you achieve? What would you do differently next time?

Consider the following questions and see how they link up to the skills you've developed in My Career, My Future:

REFLECTION QUESTIONS	OUTCOMES
How have you advocated for decent work and economic growth or supported others in their learning? 	<i>Leadership development</i>
What skills have you learned by going through these activities? 	<i>Skill mastery</i>
What positive change can you make by supporting SDG 8 and decent work efforts? 	<i>Positive values</i>
What responsibility do you feel you have in supporting SDG 8? 	<i>Responsibility</i>

What goals have you set for yourself for your own career path?

Planning and decision making

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How will you make your mark as a member of your community and as a global citizen?

Sense of purpose

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What was the most fun part of this kit? What was something you learned in a hands-on way? Did anyone help you with your learning - acknowledge them here.

Learn To Do By Doing

Fun

Supportive adults

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Thank you for joining 4-H Canada and 4-H members across the country in learning more about decent work and economic growth, gaining skills, and taking steps to make your career goals a reality as you explored My Career, My Future. We look forward to seeing what you have accomplished (remember to share it with us on Twitter (X), Facebook, Instagram, or LinkedIn by tagging us @4HCanada and using the hashtag #MyCareerMyFuture) and hope you will try out some of the other opportunities available through 4-H Canada!



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Photos

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CANADA

960 Carling Avenue, Building 106

Ottawa, ON K1A 0C6

1- 844-759-1013

4-h-canada.ca

info@4-h-canada.ca