

OVERVIEW

What do you consider when looking for a job? Pay? Hours? Schedule? Location? If you have a choice between two jobs that pay nearly the same, what criteria do you use for a decision?

Although a job provides you with income, working can also impact your spending. When you have choices about job offers, you will want to weigh the benefits of each option with what you are willing to give up. All of this will help you assess job options to make decisions that match your work preferences and financial plan.

LEARNING OUTCOMES

In this lesson you will measure the value of employee benefits. Along the way you will:

- Identify common types of employee benefits.
- Give examples of hidden costs of employment.
- List criteria to consider when making decisions about where to work.

Use what you learn to assess the benefits and costs of job options.

LEARNING TASKS

These tasks match pages 25-29 in Student Guide 3.

__ 1.	Where have you worked? Why did you choose that particular job and business?
__ 2.	Both Kevin and Gina are lucky—they already have jobs. Summertime and the holidays often provide teens with their first working experience. Complete the Which Summer Job? task to recommend the best job option for another teen.
__ 3.	What's it worth? Compare the value of different benefits for two hypothetical job offers with the same salary as you complete Activity 3.9: Compare Employee Benefits . Be ready to share with the class which offer you would take and why.
__ 4.	How many hidden costs can you find in an employment scenario? Complete Activity 3.10: The Costs of Working to list any extra expenses you have had due to work.
__ 5.	Complete Challenge 3-B: Thumbs Up or Thumbs Down? to identify potential job options that match your preferences.



TAKING IT HOME

Talk to an adult about any company benefits he or she may have. Ask if this person had a choice over any of the benefits and, if so, what influenced his or her final decisions about the job and benefits.



REFLECTION

What employee benefits are particularly important to you now? When you are living on your own, what additional benefits will you want when considering future jobs?



FURTHER STUDY

List at least three companies or organizations for which you would consider working. Go online and search for the companies' websites (or interview a local employer) to learn about what employee benefits the company provides.

Pick the company for which you were able to find the most benefits information and list out those benefits. Estimate the approximate worth of those benefits. Calculate the total worth of an entry-level job (salary plus benefits).

Activity 3.9: Compare Employee Benefits

NAME:

DATE:

Directions: Gina's cousin, Jordan, has just finished college and is trying to decide between two job offers. The salaries are the same, but the benefits are very different. Study each of the offers below to compare the employee compensation packages.

	Offer A	Offer B
Salary	\$24,000 a year.	\$24,000 a year.
Health Insurance	Employer pays \$360 a month. Jordan pays \$40 a month.	Employer pays \$300 a month. Jordan pays \$100 per month.
Dental Insurance	Not offered.	Employer pays \$15 per month. Jordan pays \$5 per month.
Tuition Assistance	Employer will pay 100 percent of tuition costs per year toward a bachelor's or advanced degree, up to a total of \$2,000.	Employer will pay 50 percent of tuition costs per year, up to a total of \$4,000.
Transportation Assistance	Jordan gets a \$25 discount off the monthly parking fee of \$100, or a monthly public transportation pass of up to \$50, or \$300 a year toward purchase of a bike.	None.
Retirement Plan	Employer matches 50 percent of Jordan's contributions a year, up to six percent of his salary.	Employer matches 100 percent of Jordan's contributions a year, up to three percent of his salary.
Gym Membership	Jordan gets 30 percent off a \$40-a-month membership at the nearby gym.	Jordan gets a free membership at the gym in the building, which is normally \$30 each month.
Paid Holidays	Employer provides 11 paid days off for holidays each year.	Employer provides nine paid days off for holidays each year.
Paid Time Off	Employer provides five paid vacation days and three paid sick days the first year.	Employer provides 10 days of paid leave the first year which an employee can use for vacation or sick leave.

Which package would you choose and why?

Activity 3.10: The Costs of Working



NAME:

DATE:

Directions:

If you have a job now, what extra expenses do you have that you wouldn't have if you weren't working?

If you don't have a job, ask family members and those you know who work full time about their work-related expenses.

Extra Expenses Related to Work	

Task: Which Summer Job?

Directions: Compare two typical summer teen employment opportunities.

Nicholas, who is a senior in high school, is deciding between two summer job offers. Both jobs offer the same salary, \$14 an hour, but each offers different benefits. Which offer would you encourage Nicholas to take and why?

Summer Job Offers	Front Desk at a Local Gym	Lifeguard at the Community Pool
Membership	Free with employment (worth \$40 a month).	Free with employment (worth \$400).
Uniform	Provided by the gym (uniform worth \$30).	Lifeguard shirt and swimsuit; not provided (uniform cost \$50).
Commute	Ten miles from his house; can use public transportation.	Within five miles of his house; not accessible with public transportation.
Work Duties	Requires standing all day behind the desk and ability to work a cash register.	Requires sitting in the sun for hours at a time and constant vigilance.
Requirements Expectations	You model a healthy lifestyle inside and outside of the gym.	Red Cross Lifeguard certification (not provided).
Potential For Extra Earnings	Opportunity for overtime pay (\$20 an hour over 40 hours a week).	Opportunity to earn extra money working for pool parties (\$100 per 3-hour party once a week).
Training Opportunities	Can assist personal trainers.	Can assist pool manager.
Hours	Can require a start time as early as 7 a.m. and as late as 9 p.m.	Pool hours are 10 a.m. until 8 p.m. Required to come one hour early to clean the pool or one hour later to reset deck chairs, clean trash and put away pool equipment.
Closings	The gym is open every day.	Pool is not open during inclement weather.
Education Support	Will pay 10 percent towards a Bachelor's degree in Business or fitness-related degree for employees of 24 months or more.	Eligible for one of four \$1,000 scholarships offered each year regardless of college major.
Advancement Opportunities	Can train to be assistant manager.	Can train to be lifeguard supervisor.
Year-Round Employment Opportunity	Can continue to work reduced hours year round (up to 20 hours a week).	Pool closes when school starts; eligible for one of two open positions at the local indoor pool (weekends only).

Task: Work Setting Preferences

NAME:

DATE:

Directions:

What is your ideal work situation? Review the list below. Check the ten groups of workplace factors that relate to preferences that are most important to you. Then, based on your preferences, write a paragraph that describes what a day would be like in your ideal job situation.

For example, if you don't have a car, you might select #2 *Access to public transportation* or #5: *Commute time* (because you will walk or ride a bike) but not #1 *Access to parking*.

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1. Access to parking (If you prefer to drive, is parking reasonable and available?)
 2. Access to public transportation (Is public transportation an option and readily available?)
 3. Attire (Do you prefer business casual, casual, or business formal work clothes? Or do you prefer to wear a uniform?)
 4. Benefits (For your current life situation, are benefits important to you? What about health insurance, paid vacation days, paid sick days, or other typical benefits?)
 5. Commute time (How much time are you willing to spend on your commute to and from work?)
 6. Company size (Do you prefer to work at a large or small company or organization?)
 7. Compensation (Do you prefer a set salary, a lower salary plus tips, or a commission?)
 8. Customer contact (Would you prefer a higher level of contact with your customers/clients or to work more behind the scenes?)
 9. Deadlines (Do you prefer to have deadlines set for you, or would you rather set your own deadlines for work tasks?)
 10. Diversity (Do you prefer to work with a diverse group of coworkers or would you rather work with people who are most like you?)
 11. Education assistance (Would you be interested in working for a company that will fund or reimburse classes you take to further your education or job-related knowledge?)
 12. Health needs (Do you have health concerns that require accommodations, such as allergies or physical labor limitations?)

Task: Work Setting Preferences

13. Independence level (Would you prefer to work in a team or on your own?)
14. Onsite amenities (Do you prefer onsite daycare, gym, cafeteria or other amenities?)
15. Overtime (Do you prefer to work overtime in exchange for extra pay or time off later?)
16. Promotion (Do you want to work for a company where you have the opportunity for promotions?)
17. Raises (What is your preference on pay increases—automatic? Based on performance?)
18. Relocate (Are you willing to relocate if asked? Or is it important for you to stay where you are?)
19. Self-Employment (Do you want to work for yourself or someone else?)
20. Supervision (Do you prefer little or no supervision or lots of guidance and support?)
21. Training (Do you prefer a company that expects and provides training or one that does not?)
22. Travel (Do you prefer a job that requires you to travel, or do you want assurance that you will not have to travel?)
23. Type of office (Do you prefer a private office or cubical or a desk in a shared space?)
24. Unions (Do you want to belong to an employee union, or would you prefer to not work in a union environment?)
25. Urban proximity (Do you prefer a central location around other commercial development or a remote location away from the city?)
26. Values (Is it important for you to work for a company that reflects your personal values?)
27. Volunteerism (Do you want to work for a company that places a priority on volunteerism?)
28. Work from home (Do you want to be able to work at home either every day or on certain days?)
29. Work location (Do you prefer to work indoors or outdoors?)
30. Work schedule (Do you prefer a set work schedule or one that is flexible and varies? Do you need to limit work to specific days or hours each week?)

Description of my ideal day at work:

Task: Hidden Costs of Employment (Scenarios)

Directions:

Your teacher will assign one of the scenarios below. How many hidden costs can you find in the employment scenario? Be prepared to report your list to the whole class.

1. Keisha has been able to get a job in the music section of a local bookstore. She is able to catch a public bus to get to work after school and then carools with a friend who takes her home. Since she works right after school, it's hard for her to pack a lunch and a dinner so she usually buys dinner at a fast food place near the bookstore during her work break. She has control over what she wears for work as long as she wears a collared shirt and doesn't wear jeans or shorts. Keisha gets a 20 percent discount on all books and music in the store, so she is constantly adding new items to her extensive collection. She loves her job, especially since she learns about all of the new music releases before her friends.

2. Jeremy's babysitting business has really started to grow. His high school's early childhood education program gives him a lot of ideas for crafts and educational games he can use with the kids he cares for. The parents love that he helps the children increase their academic skills rather than just watch videos when he is there. Jeremy also makes sure that his CPR and First Aid certifications are up to date. He thinks the real reason for the increase in business is the new website he set up to advertise his skills and to help schedule work opportunities—a bargain for only \$10 a month. Sometimes his babysitting jobs run late on school nights, but it's well worth it for the money he's making!

3. Fatima and David have teamed up to start a landscaping business. Fatima was able to buy a used truck from her uncle to pull all of their lawn equipment. David is pretty handy with small motors and is able to make most of their repairs as long as he uses the right mix of oil and gasoline in the engines. To save money, they buy their equipment used. Fatima has even been able to use her home computer and printer to create business cards that help spread the word about their business to new customers. They have been able to get a few regular jobs for business clients, and they charge a slightly higher rate for business clients than for their homeowner customers. When winter comes, Fatima and David are still in business, shoveling snow and clearing sidewalks.

4. Sakura feels really lucky to have landed this job at an expensive restaurant. Since her shifts are usually on evenings and weekends, she can use her mom's car to get to and from work. She looks great in the required uniform—the jacket is provided for her but she's responsible for her own black slacks and white blouse. (She has learned that she needs at least three sets of each as they need to be cleaned after each shift.) She's on her feet for up to six hours at a time so Sakura has invested in a pair of orthopedic shoes that still meet the restaurant's dress code. She's also smart enough to take some of the great tip money she's earning to invest back into herself by taking a health and sanitation course at a local community college—this will help her get a certificate that could increase her wages. Sakura also thinks this is a good investment because she is seriously considering turning this into a career down the road.

Task: Benefits Analysis

NAME:

DATE:

Directions: Compare the value of the benefits offered for two different job offers.

	Offer A: Base Salary \$30,000	Offer B: Base Salary \$30,000	Which Would You Choose? Offer A or B?
Health Care	<p>Covers 100 percent of monthly health insurance premium.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>Covers 80 percent of monthly health insurance premium.</p> <p>Monthly cost: \$200.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Retirement	<p>403b: After one year of employment, the company will match 50 percent of your retirement fund contributions up to \$1,000 per year. Assume that you maximize your contribution.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>401k: The company will match your retirement fund contributions up to \$2,500 starting in Year 1. Assume that you maximize your contribution.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Travel	<p>Requires 10 percent travel; all meals and travel are reimbursed.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>Requires 15 percent travel. Daily meal allowance is \$40; travel is reimbursed.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Vacation Time	<p>Offers two weeks of vacation (up to 10 days), three days of which can carry over to the next year.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>Up to two and a half weeks of vacation (13 days).</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Sick/Personal Days	<p>Up to three sick days and three personal days a year.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>Up to five days a year that can be used for any personal use. Can carry over one unused day into the next year (up to 10 "banked" days).</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Required Attire	<p>Requires corporate attire that may have to be dry cleaned. Estimated dry-cleaning cost: \$40 per month.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	<p>Requires a company uniform (provided, machine washable) and tools (not provided). Up-front cost: \$600.</p> <p>Impact:</p> <p>Long-Term (10-year) Impact:</p>	
Bottom Line			