Big Dreams, Little Steps



CEE: October 21, 2026

Susanna McConnell



19th year teaching
AP Economics
Master Teacher CEE
Curriculum Consultant
John Morton Award

Participants will

- understand the importance of teaching human centered skills for the future.
- learn ways to integrate skill building individual and group activities into the classroom using cost-benefit analysis.
- reflect on the implementation into their own classroom.

National Standards

Standard 1: Productive resources are limited. Therefore, people cannot have all the goods and services they want;

as a result, they must choose some things and give up others.

Standard 2: Effective decision making requires comparing the additional costs of alternatives with the additional benefits. Many choices involve doing a little more or a little less of something: few choices are “all or nothing” decisions.

Agenda



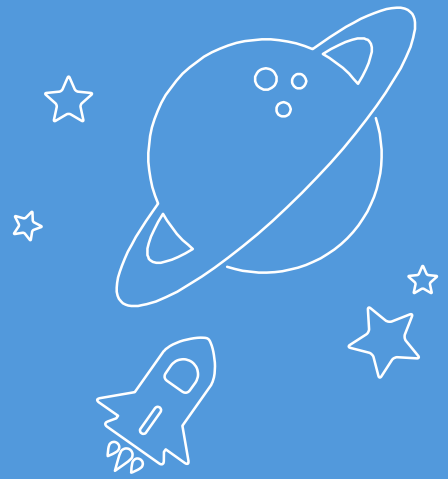
- Check In
- Background – The Skills Revolution
- Human Centered Skill Building for the Future
  - 2 Individual + 2 Group
- Reflect

1

Check In

Where are you from, and what skill would you build if you had one extra week of time?

Add your answer into the chat.



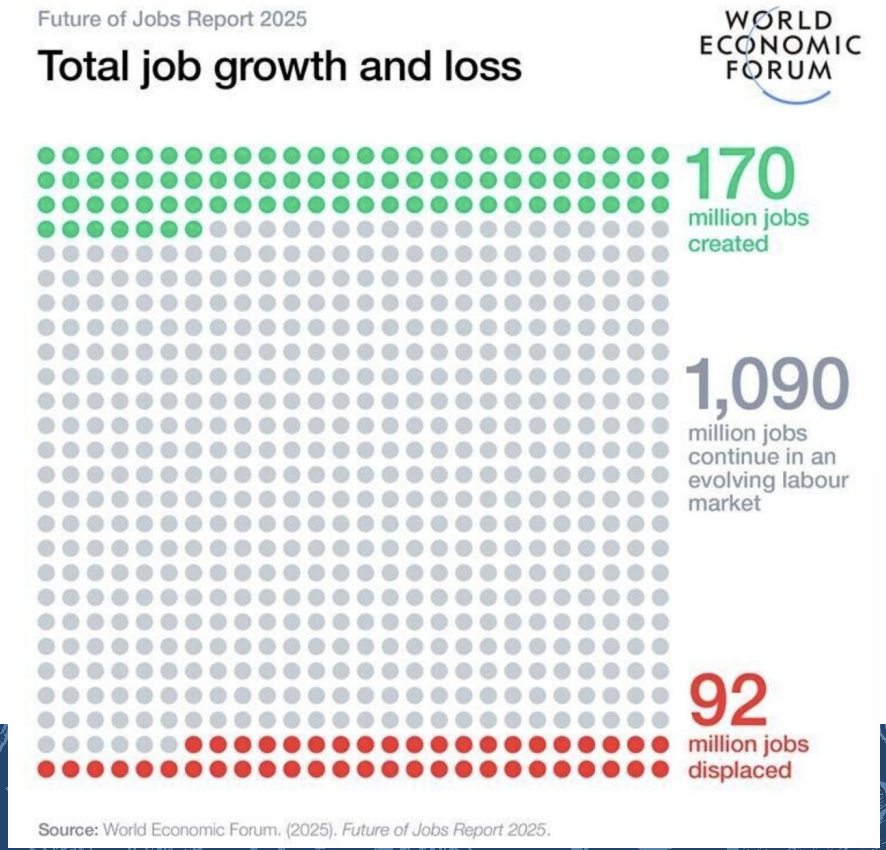
Background

What skills will the students of tomorrow need?

Which future is more likely? A world where...



World Economic Forum: Future of Jobs Report



CNBC: Upskilling

"77% of employers are looking at upskilling their current workforce to better work alongside AI."

There are multiple ways to upskill into different occupations.

Of employed respondents interested in upskilling, the type of training, education, or credentialing opportunities they are most likely to pursue, % of respondents



Note: Figures may not sum to 100%, because of rounding.
Source: American Opportunity Survey, summer 2024 (n = 2,567)

McKinsey & Company

Being human: revolutionary thinking.

AI has the potential to ignite a human skills revolution. This revolution is a global shift that elevates our human capacities and redefines our relationship to work. This revolution embraces an inherently optimistic view of AI and its ability to augment and empower human contributions across diverse business and societal arenas.

The Skills Revolution

Skills-First Hiring Advances as Workers Reclaim Career Mobility

Research shows that more employers are embracing talent without degrees

June 26, 2025 | Roy Maurer

New Global Research from Workday Reveals AI Will Ignite a Human Skills Revolution

Using Skills-First Hiring to Build Strong Teams and Grow Your Business

March 18, 2024





What skills will the students of tomorrow need?

Top 10 skills of 2025

- Problem-solving
- Self-management
- Working with people
- Technology use and development

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Complex problem-solving
4. Critical thinking and analysis
5. Creativity, originality and initiative
6. Leadership and social influence
7. Technology use, monitoring and control
8. Technology design and programing
9. Resilience, stress tolerance and flexibility
10. Reasoning, problem-solving and ideation

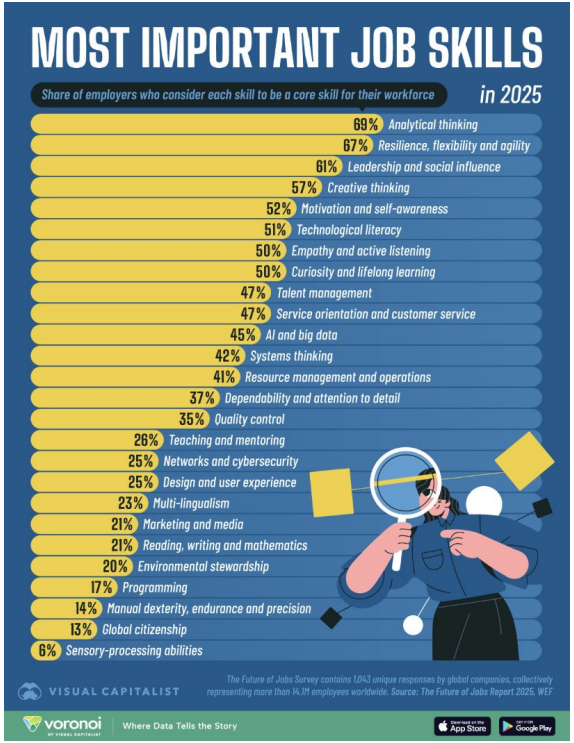
WEF Future of Jobs 2020 report

Young people need help acquiring the necessary skills for their work futures.

Image: WEF

Study insight:
Across multiple scenarios, these human-centric skills consistently ranked as the most valuable—both today and in a future driven by AI:

1. Ethical decision-making and moral judgment
2. Human networking and relationship building
3. Emotional intelligence and empathy



💬 Vote: Which of these skills do you think is most important to teach?

Problem-solving, self management, working with people, technology use

Teaching Human Centered Skills: Problem-Solving In Research

Individual Activities to Build Human Centered Skills

Students are asked to make decisions when they can't have everything they want:

analytical thinking, critical thinking, complex-problem solving

Individual:

1. Cost-Benefit Analysis of College
2. Cost-Benefit Analysis of Career

Economics Tie In

Cost-Benefit Analysis: A process used to evaluate the potential costs and benefits of a proposed project or policy

Total Benefits: The improvements in wellbeing or financial impacts on markets from the choice

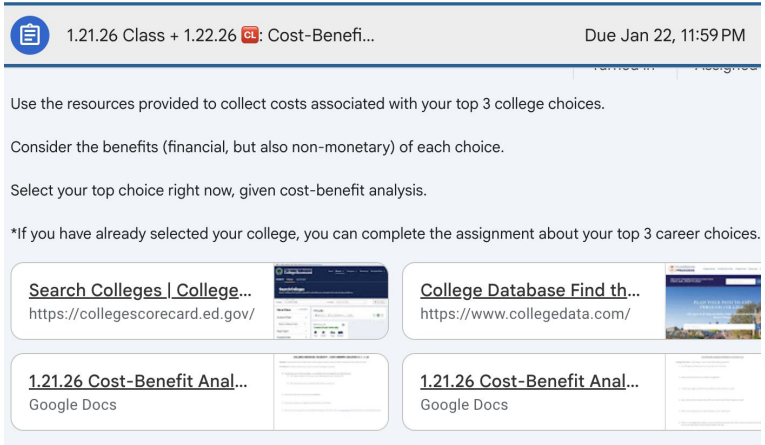
Total Costs: The explicit and implicit costs of the decision

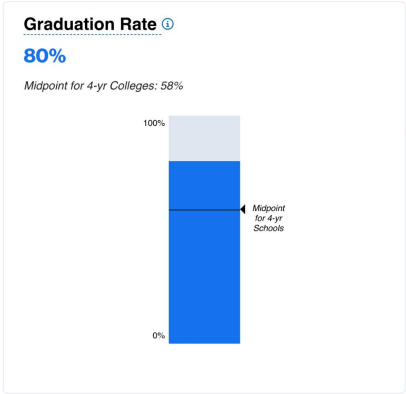
Explicit: physical receipts, Implicit: hidden costs like foregone income

Individual: College or Career Exploration (50 mins)

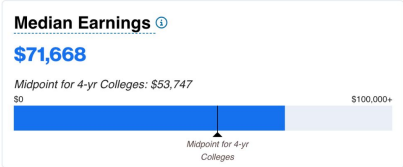
1. Teach about scarcity and opportunity costs.
2. Introduce and model cost-benefit analysis.
3. Let students choose which decision to make (college or career).
4. Fill out chart.
5. NEXT CLASS: Speed dating of outcomes

College Cost-Benefit Analysis for Students: College









College Decision-Making: Problem Solving

Pre-Think: Before making a choice about your next year, answer a few background questions.

1) **Scarcity means we can't have everything — our unlimited wants must compete for our limited resources.**
   a) List 4 things you *hope* you can have in your ideal college experience (your unlimited wants).

   b) What limited resources make it impossible to get all of those wants at once?

2) What are your optimal hours of focusing for peak efficiency?

3) How might you organize your college daily schedule, based on your efficiency?

4) How many hours do you spend on your phone/day? Go to Settings > Screen Time. What is your opportunity cost? Remember this is your next best alternative only.

Step-by Step Analysis: Fill out the following table about your college preferences. College Scorecard: Search for any college → Scroll down to the "Cost" section. It shows the average annual net price broken down by income bracket.

Ranking After Analysis (1, 2, 3)	College	Benefits - Add benefits such as weather, organizations, professors. Go to → Campus Life, Quick Stats, Weather/Setting	Add Costs of this Location (Cons) Go to → Overview, Financials Consider cons in addition to the costs.
EXAMPLE	Truman University	Benefits: Friendly community, active organizations, 4 seasons, low cost of living in the city, Ultimate Frisbee club, Greek life $46,000	Total: $19,800-$27,100 Indebtedness: $18,000 Average Annual Price: $12,000 (families $30K-$75 Non-monetary costs: Rural location, less national recognition, long winters
		Non-monetary Benefits: Median Earnings After College:	Tuition+ Room and Board: Indebtedness: Average Annual Price: Non-monetary costs:
		Non-monetary Benefits: Median Earnings After College:	Tuition:+ Room and Board: Indebtedness: Average Annual Price Non-monetary costs:
		Non-monetary Benefits: Median Earnings After College:	

5) Rank these options in the chart, according to which choice has the largest net benefit (after subtracting the costs from the benefits)

6) After comparing all options, which school has the highest net benefit to you? What's your reasoning?

7) What is your opportunity cost of choosing your top college? (Include an explicit costs and implicit costs)
#2 option + money spent on your choice

Reflection: Now that you've made your choice reflect on the following questions in 1-2 sentences.

8) Read this article, and what's something interesting or surprising you read?

9) In college, you'll constantly face scarcity — too many wants, not enough time, energy, or money. What's one real situation where you think you'll have to make a difficult choice?

10) How will you make sure to manage your time appropriately, with your college schedule, and increased independence?

Career Decision-Making: Problem Solving

Background: Before researching 3 careers, answer the following questions.

1. List 3 things you do hope you have in your future in 10-20 years.
2. What 3 wants do you have in a job after you graduate?
3. In what ways might your job limit your ability to achieve all of you
4. How much time do you hope to have off in your career? And will th
5. What is most important to you when selecting a career in the futu
6. There is a viral video about whether or not you should work remot on your own preferences, which would you prefer, and why?

Cost-Benefit Analysis of Majors or Careers (1.5)

After filling out the chart, respond to the following questions:

1) What resources are scarce, or limited, when considering which career to enter into after college?

est net benefit to you given your cost-benefit analysis, and why?

ortunity cost of your choice? (Include the explicit costs to get certified/trained + the forgone option nplicit cost))

ut how Gen Z is changing the workplace.
g Gen Z is valuing more than previous generations?

d that you agree about with regards to something you will want out of your job?

t important to you in your career?

es change in your job as you get older?

Career Option	Benefits (salary potential, availability of the job, location of the job, work-life balance, etc, life satisfaction.)	Costs (training required, internship needed, hours required to work, personal life sacrifices, time working vs. time off.)
	Monetary Benefits: Non-monetary Benefits:	Monetary Costs: Non-monetary costs:
	Monetary Benefits: Non-monetary Benefits:	Monetary Costs: Non-monetary costs:
	Monetary Benefits: Non-monetary Benefits:	Monetary Costs: Non-monetary costs:

1) **Scarcity means we can't have everything — our unlimited wants must compete for our limited resources.**
   a) List 4 things you *hope* you can have in your ideal college experience (your unlimited wants).
      i) Urban setting
      ii) Good research
      iii) Sunny weather
      iv) Near a body of water

   b) What limited resources make it impossible to get all of those wants at once?
      i) Money
      ii) Distance
      iii) Academics

2) What are your optimal hours of focusing for peak efficiency?
7-9am

3) How might you organize your college daily schedule, based on your efficiency?

Study in the mornings, go to class, eat lunch, rest/cook, study more, see friends, eat dinner.

4) How many hours do you spend on your phone/day? Go to Settings > Screen Time. What is your opportunity cost? Remember this is your next best alternative only.

5 hours/day
- Studying more
- reading

- seeing friends
- taking more classes
- making art
- practicing music

Examples

Step-by Step Analysis: Fill out the following table about your college preferences. College Scorecard: Search for any college → Scroll down to the "Cost" section. It shows the average annual net price broken down by income bracket.

Ranking After Analysis (1, 2, 3)	College	Benefits - Add benefits such as weather, organizations, professors. Go to → Campus Life, Quick Stats, Weather/Setting	Add Costs of this Location (Cons) Go to → Overview, Financials Consider cons in addition to the costs.
EXAMPLE	Truman University	Benefits: Friendly community, active organizations, 4 seasons, low cost of living in the city, Ultimate Frisbee club, Greek life $46,000	Total: $19,800-$27,100 Indebtedness: $18,000 Average Annual Price: $12,000 (families $30K-$75 Non-monetary costs: Rural location, less national recognition, long winters
1	University of Texas	Non-monetary Benefits: - support system (family) - familiar city - lake - present greek life - surrounded by peers - well connected Median Earnings After College: $75,000	Tuition+ Room and Board: $32,000 Indebtedness: none Average Annual Price: Non-monetary costs: - "home town girl" - like high school again - very big school
2	University of California San Diego	Non-monetary Benefits: - top research facilities in the USA - beautiful location - hispanic presence - urban - good food - greek life	Tuition:+ Room and Board: $77,000 Indebtedness: none Average Annual Price Non-monetary costs: - far from home - dull social scene - new place with all new people
		Median Earnings After College: $60,000	- giant school and campus
3	University of Miami	Non-monetary Benefits: - connected - beautiful location - hispanic culture - urban - strong greek life - good football team - great research Median Earnings After College: $75,000	Tuition:+ Room and Board: $98,000 Indebtedness: none Average Annual Price Non-monetary costs: - shallow culture - too much party? - big school

Reflection: Now that you've made your choice reflect on the following questions in 1-2 sentences.

8) Read this article, and what's something interesting or surprising you read?

I read that there is less busy work in college which excites me.

9) In college, you'll constantly face scarcity — too many wants, not enough time, energy, or money. What's one real situation where you think you'll have to make a difficult choice?

I think I will have to make a difficult choice when making my schedule. Now, I see myself taking morning classes, but I don't know if that preference will change.

10) How will you make sure to manage your time appropriately, with your college schedule, and increased independence?

I will schedule study time for myself, create checkpoint goals for deadlines, and prioritize my well-being so I don't burn out.

Examples

Background: Before researching 3 careers, answer the following questions.

1. List 3 things you do hope you have in your future in 10-20 years.
   - Content with living area
   - Fulfillment from work/job
   - Flexibility with my time

2. What 3 wants do you have in a job after you graduate?
   - High interest/enjoyment
   - Good pay
   - Flexible hours

3. In what ways might your job limit your ability to achieve all of your wants?

I may have to make a decision between good pay and enjoyment. This is a common choice, but I'm hoping to avoid it

4. How much time do you hope to have off in your career? And will this change as you age?

I want to have a good amount of time in the middle/later stages of my career to build a family and spend time with th
wouldn't mind having less time in the early stages of my career, but I would like to be flexible.

5. What is most important to you when selecting a career in the future?

As of now, the most important aspect of my future career is interest/enjoyment. I think if I am interested enough in something, I can find a way to justify a lower salary.

6. There is a viral video about whether or not you should work remotely for $120K, or take an in person job for $240 K. Based on your own preferences, which would you prefer, and why?

I would prefer the in person job. Even if the pay was the same, I would choose the in person job so the 2x salary is just a bonus. I enjoy collaborating with others and resolving things face to face.

Using the cost-benefit analysis, fill in the following chart with the top three choices of potential careers as you find information here.

Career Option	Benefits (salary potential, availability of the job, location of the job, work-life balance, etc, life satisfaction.)	Costs (training required, internship needed, hours required to work, personal life sacrifices, time working vs. time off.)
Cardiologist	• Extremely high base pay • Reliable job opportunities • No shortage of working hours • Good career development • Not "locked in" to career • Im interested in it • Urban living	• Lots of schooling required (medical school) • Long hours during and after medical residency • Stressful job, lives at risk • Little time off
Investment banking (healthcare)	• High ceiling for salary • Great networking opportunities • Amazing connections and career advancement • Semi-interesting work • Good areas to live in	• Highly competitive field • Work is interesting but not fulfilling • Post-grad school recommended • Fairly rigid hours especially at start
Health management	• Interesting and fulfilling work • Good pay • Living areas vary • Opportunity for remote/hybrid	• Hard to advance • Stressful job • Postgraduate education required

After filling out the chart, respond to the following questions:

1) What resources are scarce, or limited, when considering which career to enter into after college?

Time and money are scarce resources because as a graduate, you won't have much money saved up.

2) What choice has the largest net benefit to you given your cost-benefit analysis, and why?

The largest net benefit to me is cardiologist. The most glaring cost is medical school, but my other two options would be best with postgraduate education so there is not as much opportunity cost.

3) What would be your opportunity cost of your choice? (Include the explicit costs to get certified/trained + the forgone option that of your #2 choice (implicit cost))

I would lose more money on medical school and I would lose opportunities to network or advance my career faster.

4) Read the article here about how Gen Z is changing the workplace.
   a) What is something Gen Z is valuing more than previous generations?

   Gen-Z is valuing purpose-driven work more than previous generations.

   b) What did you read that you agree about with regards to something you will want out of your job?

   I agree with the leadership styles mentioned in the article, because I would want a boss to be empathetic and if I were a boss I would certainly cater to my employee's wants.

   c) What will be most important to you in your career?

Finding fulfillment in my career will be most important to me because without fulfillment, I will find it hard to advance or be productive

5) How might your priorities change in your job as you get older?

My priorities will change as I get older because I will want to have more flexible hours to spend time with my family.

1. Go to the link.
2. Look at a school.
3. Share interesting data in the chat.

Explore

SAN ANTONIO, TX

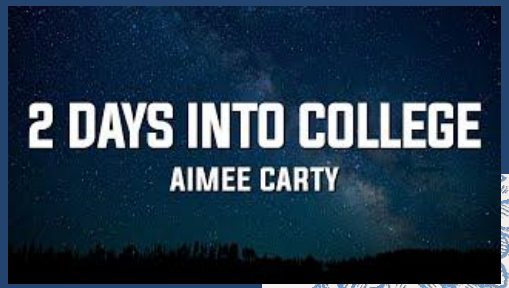
Trinity University

4			
Year	Private Nonprofit	City	Medium

GRADUATION RATE
80%

AVERAGE ANNUAL COST
$24k

MEDIAN EARNINGS
$72k



1. Go to the link.

☀️What did you discover about careers that are rapidly growing, have many projected job openings, or are new and emerging fields?

Explore

My Next Move

Careers with a
Bright Outlook

Print | Share

New job opportunities are likely in the future. Careers on this page:

- will grow rapidly in the next few years,
- will have large numbers of openings, or
- are new and emerging careers.



College Choice Speed Dating

Share. Learn. Make Better Decisions.

1 Split Across the Room



Students are split across the room, each with a partner at a desk.

2 One Person Rotates



After a few minutes, one person rotates to the next desk (like speed dating!).

3 Share & Discuss



Each student shares what they found in their research, discusses why they're interested, and explains where they decided to go (and why).

4 Keep Rotating



Continue rotating until everyone has had a chance to share and learn!

Example Conversation:

"I looked into UMass because of their strong business program and great campus culture."

Student A

"That's awesome! I'm considering the same school too. I liked their internship opportunities and location."

Student B

"I decided to go to UMass because it fits my goals, my budget, and the campus feels like a good fit for me!"

Student A (after research)

New ideas.
Fresh perspectives.
Confident choices.

Updated Version

Career Decisions in an AI World

Big Dreams Little Steps

Name _____ Class / period _____ Date _____

Explore job market trends, compare three careers, and investigate how AI may change the work. Use your findings to choose one career to explore and one practical next step.

1 Explore the changing world of work

Open the World Economic Forum job trends chart

Use the 2025 report graphic showing the fastest growing and declining jobs. These are global employer ex individual careers. You may still explore a career on the declining list.

Report year: _____ Projection period: _____ to _____

a. Name one growing job and one declining job.

b. What surprises you? What question would you like to investigate during your career rese

2 Identify your priorit

a. List your three most i ivit

b. Name a strength or ir ne c

5 Make a decision and take a small step

Use your priorities and research to make a provisional choice. You are choosing what to explore next; your plans can change as you learn more.

Apply the economic ideas

Scarcity: limited time, money, and other resources. Tradeoff: what you gain and give up. Opportunity cost: the value of the next-best alternative you give up. Net benefit: total benefits minus total costs, including the value you place on nonmonetary factors.

a. Rank your options. First choice: _____ Second: _____ Third: _____
Which scarce resource most affects your choice, and how?

b. Why does your first choice offer the greatest net benefit to you? Use at least two research findings and one personal priority. Explain one meaningful cost or tradeoff.

c. If you pursue your first choice, what is your next-best alternative? Describe the benefit you would give up by passing on that alternative. Keep direct tuition or training expenses in the cost comparison on page 2.

d. How do the job outlook and your AI research affect your plan? Identify one skill you would build to remain adaptable.

Choose your next step

Pick one action you can complete within two weeks: interview a worker, visit a program, meet a counselor, try a career task, or practice a relevant skill.

My specific action: _____

Person or resource I will use: _____

Complete by: _____ Evidence I completed it: _____

What question will this step help you answer before you spend more time or money?

Before submitting: Check that you included three careers, source titles and dates, pay and projection years, costs and benefits, an evidence-based AI analysis, and a specific next step.

3 Compare three career options

Use the same national BLS data source for all three careers. Record each profile's exact title. Add your own judgments about fit and tradeoffs, supported by the working conditions you research.

Research item	Career A	Career B	Career C
Specific occupation title			
One typical work task			
Entry route and length Degree, certificate, apprenticeship, or other training			
Median annual pay and data year Monetary benefit			
Projected employment change Percent AND start and end years			
Average annual openings Include the projection years			
Direct monetary costs Program name, tuition / fees, and cost period			
Nonmonetary cost or tradeoff Time, schedule, stress, or location			
Nonmonetary benefit Interest, flexibility, purpose, or working conditions			

Median pay is the midpoint of earnings, not a promised starting salary. Growth is the change in total employment; annual openings also include replacing workers who leave. A declining occupation can still have openings.

For training costs, label whether the figure is per year, per term, or for the full program. If paid training is available, note it. Do not compare an annual cost with a full-program cost as if they were the same.

4 Investigate how AI may change the work

Focus on one of your three careers

Selected occupation: _____

a. Revisit the job trends chart from page 1. Connect one trend to your career research. What skill might you need, and what evidence supports your thinking?

b. Use My Next Move to identify two actual tasks. For each task, predict how AI could help a worker or automate part of the task. Then explain what the person would still need to do.

Actual task from the profile	Possible AI assistance or automation	Human skill or responsibility still needed

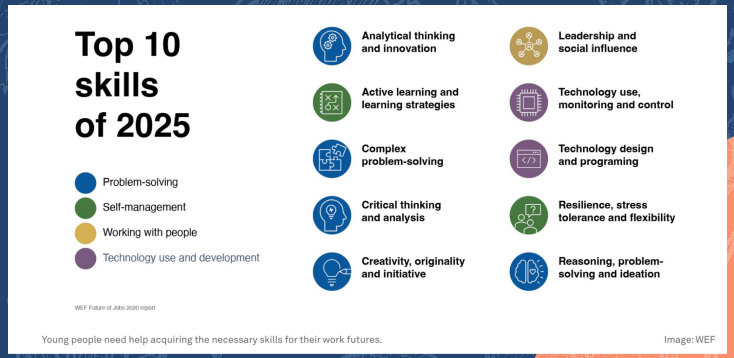
These are your predictions unless you find evidence of current use. AI exposure describes tasks technology could affect; it does not directly predict whether the occupation will grow or shrink.

c. Find one example of current AI use in this field from a professional association, employer, or research organization. Describe the example. Record the organization, page title, URL, and date accessed.

d. Using that evidence, which prediction in your table is better supported? What remains uncertain? Explain one reason a global job trend cannot guarantee your career outcome.

Research rule: Use original sources for facts. If you use an AI tool to brainstorm, verify its claims and links. Your task analysis and career decision should reflect your own reasoning.

Teaching Human Centered Skills in Teams



Young people need help acquiring the necessary skills for their work futures. Image: WEF

Building Social Influence Skills in Teams: Cost-Benefit Analysis

Leadership and social influence skills represent the capacity to inspire, guide, and persuade others to adopt new behaviors, attitudes, or goals, regardless of formal authority. These essential, developable skills involve building trust, fostering collaboration, and leveraging emotional intelligence to drive collective action and positive change.

Group Activities to Build Human Centered Skills

Students are asked to make decisions in teams about their next year after college, and in a job.

Collaboration, reasoning, "drive collective action"

Group: You Decide!

1. After college
2. Job Offer

Group: You Decide! (50 mins)

1. Teach about scarcity and opportunity costs.
2. Introduce and model cost-benefit analysis.
3. Have students work in teams to decide what to do the year after college.

Group: You Decide! Next Year

Cost-Benefit  Analysis Practice (1.5)

Overview: Scarcity leads to decision-making. Rational economic decisions are grounded by evaluating the costs and benefits of each potential choice. The optimal choice occurs when the total net benefits are maximized (benefits-costs).

Instructions: In your groups, practice this process below, by considering all potential benefits and costs of each option..

Scenario: It's the year after college, and you have a series of options of how to use your scarce resources to improve your future as an employee in public policy and an engaged community member. Fill out the following chart to show the potential costs and benefits of each decision. Include multiple factors (social, emotional, financial) in your analysis.

Option	Benefits	Costs
Travel the World		
Spend a Year working with Congress Internship on Capitol Hill (unpaid)		
Take 2 years to serve in as a Corps Member Americorps Service Program (low salary, grad school scholarship		
Go Immediately to Harvard's Program in Policy, no scholarship		




Break Out Rooms

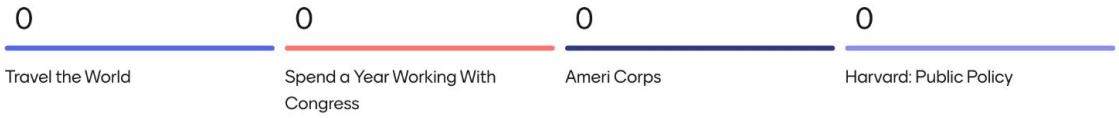
8 mins

Which should the person do?

1. Travel
2. Capitol Hill
3. Americorps
4. Harvard Policy

Menti

What did your group think was the best choice?



menti.com
2714 2122

Waiting for participants

Group: Remote or In-Person? (50 mins)

1. Explain opportunity costs.
2. Identify explicit vs. implicit costs in cost-benefit analysis.
3. Show students the viral video.
4. Give student groups a role.
5. Have them make a choice to match the wants of the role.

Resources on the Debate

Monday Morning Economist

$240,000 in-office vs. $120,000 remote

How much income does a worker require to give up job amenities like flexibility, autonomy, and location choice?

JADRIAN WOOTEN
JAN 12, 2026

PARENTS

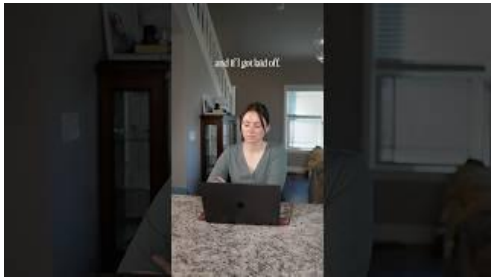
Would Parents Rather Work Remote for $120K or In Office for $240K? The Internet Is Divided

"I think this question is so different as a parent, and flexibility is something that parents value so much."

Dec. 20, 2025, 11:00 AM CST

Rosie Colosi
Lifestyle Reporter, Parents





Group: Remote or In-Person? (50 mins)

1. Assign roles.
2. Have groups fill out handout.
3. Debrief as a whole class or in new groups.

Role 1: Ty

- Age: 23, just graduated college
- Living situation: Renting a small studio downtown
- Commute: 30 minutes by public transit
- Debt: $38,000 in student loans (payments begin in 6 months)
- Career goal: Fast promotion and mentorship
- Personality: Social, enjoys networking
- Extra info: Promotions often depend on in-person visibility

Role 2: Aliana

- Age: 35
- Family: Married, two children (ages 4 and 6)
- Commute: 45 minutes each way
- Career goal: Stable income and flexibility
- Constraint: In-office work increases childcare costs by $800/month
- Extra info: One child frequently gets sick; spouse has inflexible hours

Role 3: Gavin

- Age: 28
- Living situation: Shares an apartment with a roommate
- Commute: 1 hour each way
- Career goal: Climb the corporate ladder quickly
- Personality: Competitive, networking-driven
- Extra info: Senior leadership prefers in-person collaboration; burnout risk is high

Role 4: Maria

- Age: 32
- Living situation: Single, enjoys travel and flexibility
- Commute: N/A (prefers location-independent work)
- Career goal: Work-life balance over salary
- Extra info: Remote role is a 1-year contract with limited benefits

Role 5: Jordan

- Age: 40
- Family: Married, no children
- Commute: 50 minutes each way
- Financial situation: High-interest credit card debt
- Career goal: Pay off debt quickly and build savings
- Extra info: Office job includes performance-based bonuses

Role 6: Sloane

- Age: 34
- Living situation: Single, lives alone
- Commute: 45 minutes each way
- Career history: Previously worked 60+ hour weeks
- Career goal: Sustainability and mental health
- Extra info: Burnout previously led to job changes

Handout

WFH or In Office - Considering Opportunity Costs (1.5)

A viral TikTok trend asks: "Would you rather work from home earning $120,000 or work in an office earning $240,000?" In economics, the "best" choice depends on a person's values, constraints, benefits, and costs. You will use cost-benefit analysis to decide which option is most rational for your assigned profile.

Profile Name: _____ *+ Values* _____

Step 1: Identify Why This Person Values Most

Rank these from 1 (most important) to 4 (least important) for your profile:

☐ *Income* ___

☐ *Flexibility* ___

☐ *Career growth* ____

☐ *Work-life balance* ____

Step 2: Cost-Benefit Analysis: List both monetary (explicit) and non-monetary (implicit) costs and benefits for each option.

Option	Benefits	Costs
Work from Home $120K	Monetary/Explicit: Non-monetary/Implicit:	Monetary/Explicit: Non-monetary/Implicit:
Work in Office $240K	Monetary/Explicit: Non-monetary/Implicit:	Monetary/Explicit: Non-monetary/Implicit:

Step 3: Compare the benefits:

Which benefit is larger for this person:

- ☐ the additional income from the office job
- ☐ the flexibility/time gained from remote work?

Explain why this benefit matters more given the profile's values and constraints.

WFH or In Office - Considering Opportunity Costs (1.5)

Step 4: Opportunity Cost: Every choice involves giving something up.

What did you give up by making this choice (your opportunity cost)?

The opportunity cost of choosing _____ is _____, because _____ is the next best alternative for this person.

Step 5: Economic Reasoning:

Why is this choice rational for your profile, based on costs and benefits?

Step 6: Personal Reflection

Would you make the same choice?

What difference in values or constraints explains why your answer may be different from your profile's decision?

💬Vote: Which job would you take?

$120 K Remote





$240 K in office



Activities to Build Human Centered Skills

College Analysis

- Students conduct cost-benefit analysis for 3 college choices

Career Analysis

- Students conduct cost-benefit analysis for 3 career options.

Group - Year after College

- Students work in groups to decide what to do the year after college.

Group - WFH or In Person?

- Students work in groups to decide which jobs fits their assigned rule.

Reflect

How can you use or adapt these in your classroom?

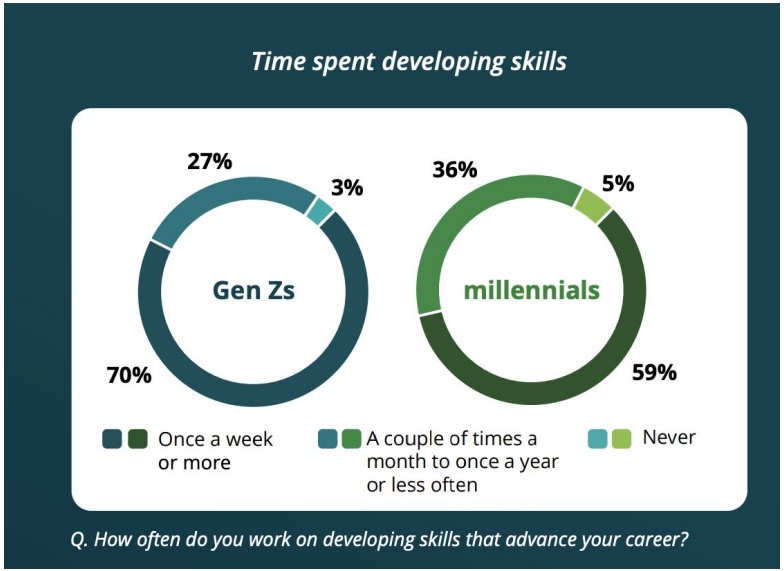
Thanks!

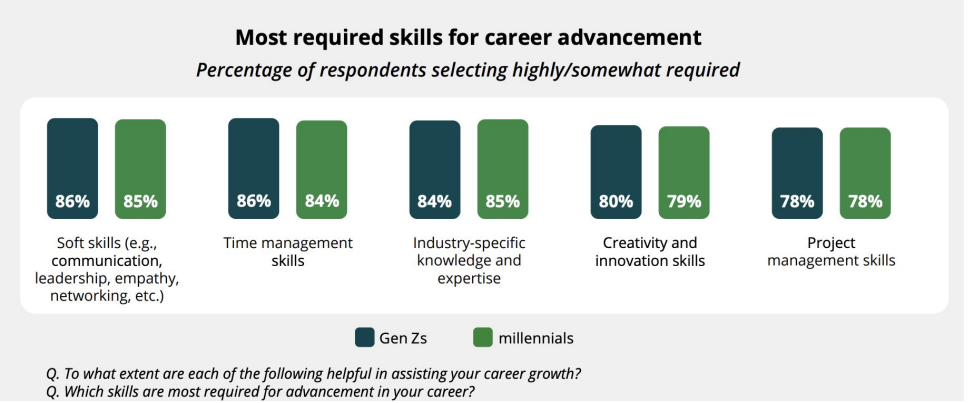


Any questions?

You can find me at Susanna.Pierce.McConnell@gmail.com

Extra: Deloitte - 2025 Gen Z Study - Skills Development





Extra: Do you think Gen Z (1997-2012) values salary or purpose more?

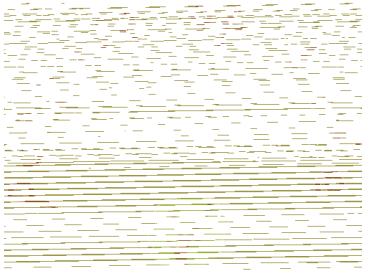




Salary



Purpose



LEADERSHIP

The Evolution Of Work: How Gen Z Is Reshaping Leadership And Workplace Culture

By First Place for Youth, Brand Contributor.
for Forbes EQ, BRANDVOICE | Paid Program

Published Apr 02, 2025 at 03:40pm EDT, Updated Apr 04, 2025 at 12:02pm EDT

86%

of Gen-Zers value purpose-driven work.



Credits

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by SlidesCarnival
- Photographs by Unsplash
- Botanical illustrations from Icones stirpium by Matthias de L'Obel (public domain)

Resources

Citizen Bank: Typical College Schedule

Visual Capitalist: The Most Important Job Skills

We Forum: The Future of Jobs Report

Harvard: 10 Emerging Skills for Professionals

Today: Would parents take remote or in person?

Monday Morning Economist: Remote vs. Office

CNC: Jobs and AI

Resources

AP News: Skills Humans Perform Better

Resources

Ed.gov: College Scorecard

Ed.gov: College Affordability

SHRM: Skills Based Hiring

Deloitte: 2025 Gen Z Survey

Workday: The Human Skills Revolution

My Next Move

McKinsey: Gen Z

We Forum: New Economy Skills