

SAN DIEGO, CA



The World of Work is Changing.

No longer can an employee expect that a manager or corporation will own their career or their development. It is imperative that every worker learn to manage and own their careers. Furthermore, we cannot guarantee what the jobs of the future will be so it is even more essential to begin focusing on the individual to develop their unique talents so they can be best prepared for the future of work.

Dedicated to Teachers & Admins

In addition to serving students, we are beginning to work with administrators and teachers to provide exposure to the world of work and to highlight the similarities that may exist between employee engagement and student engagement.

We believe there may be equal value for students and teacher to align talents and interests to their educational pursuits as it is for employees to align their work to their strengths, interest and values. We continue to explore and research how this alignment between work and education can create meaningful and long term impact.

The latter portion of our work aligns to the work of researcher Professor John Hattie, who identified in his 2007 seminal work "Visible Learning," that student expectations of themselves have the greatest positive effect size on learning ($d=1.44$) of any program or intervention in education – bar none. To place this into context, student retention has a negative effect size ($d = -0.13$) and teacher expectations have only a moderate effect size ($d = 0.43$).

Welcome to Qualcomm's Thinkabit Lab World of Work room, a project of Workforce Development Labs.

This creative meeting space is dedicated to inspiring visitors to explore the world of work at Qualcomm and engage their curiosity in understanding their own strengths, interests and values and how they align to careers and the world around them.

Qualcomm World of Work History

For the past 7 years we have been partnering with and adapting curriculum and teaching based on the work of Qualcomm's Career Explorations team. This program, staffed by career counselors and coaches, was designed around a body of research that suggests that career development within one's role can lead to increased employee engagement (Bakker & Demerouti, 2007; Gagne & Deci, 2005; Schaufeli & Bakker, 2004). We define career development as an employee-driven, manager-enabled process that aligns an employee's strengths, interests and goals with organizational opportunities and business objectives. We define engagement as a sustainable, positive, work-related attitude, characterized by high levels of energy, emotional commitment and intrinsic satisfaction derived from the work itself.

Workforce Development Labs Experience

Over the years, the Workforce Development Labs team has provided coaching and career exploration to thousands of middle school, high school and college students. We have also served hundreds of Veterans. We've learned that little time is spent in high school or college exploring the world of work or helping students explore their own unique strengths, interests and values. We hope that our work will spark an interest in parents, teachers and educators to encourage self-exploration of their students while creating exposure to the World of Work. Based on our work with employees we believe that incorporating these lessons in school will better prepare students for 21st century careers.

World of Work Subjects

During our one-day and multi-day World of Work experiences we may focus on some or all of the following:

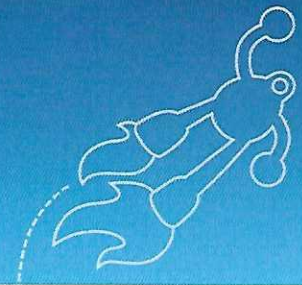
- » 1 The World of Work at Qualcomm
- » 2 Careers and in-demand occupations
- » 3 Wages
- » 4 Importance of education and life-long learning
- » 5 Work Strengths
- » 6 Work Interests
- » 7 Work Values
- » 8 Teamwork and collaboration
- » 9 Professional work environment
- » 10 Motivation and engagement

The foundation for this work comes from our own experiences but also from two assessments we use in our practice; the Strong Interest Inventory and the StrengthsFinder2.0. For long term programs we may use these instruments with students or we will use the themes as part of our training and dialogue.

Experience the Qualcomm World of Work at Thinkabit Labs

For more Information please visit www.ThinkabitLab.com or email us at Thinkabit@Qualcomm.com





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The Thinkabit Lab is the combination of a lab, makerspace, and classroom for 6-8th grade students from all cultural and socioeconomic backgrounds.

By combining mini-lectures with team interactions, students are encouraged to innovate, partner and achieve beyond what exists today and elevate the 21st century classroom. Classes are led by Qualcomm engineers and career coaches who guide students to create, code, collaborate and present robotic creations better known as “Robo Crafts.” Middle school students experience hands-on learning in an integrated, student-centered environment. Currently, the Qualcomm Thinkabit Lab is open five days a week and San Diego students and educators are welcome.

Thinkabit Leadership 2014-2015 Highlights

National Geographic Channel's 'World's Smart Cities: San Diego' documentary features the Thinkabit Lab and describes it as “a 21st century classroom for today's savvy kids.” Andrew Evans, Nat Geo digital explorer shared “What these kids are learning is how to be innovative. The things they're doing are no different from all the other amazing innovations I witnessed in San Diego... I watched those kids and I know that in 10 or 20 years they will be running our lives.”

Regional Impact

More than 3,000 students from approximately 85 San Diego schools exposed to STEM; 1,500 robotic crafts were built and presented; 1,300 community and industry professionals visited; 230 teachers observed and actively participated in the lab since it opened in March of 2014.

What's the Lab?

The lab is equal parts engineering lab and art studio. It exposes and engages students in science, technology, engineering and math (STEM) or STEAM (+arts) related activities in a fun way. They use electronic equipment, including laptop computers, Arduinos, servos, resistors, circuits, LEDs, breadboards, and solar panels

Students are limited only by their imagination and time. They work together and are encouraged to innovate, partner and execute.

Exposure to the Qualcomm World of Work

Career exploration and development starts in the World of Work space. Students gain exposure to different types of engineering careers, such as software, hardware, systems, as well as non-engineering careers that are needed to support technology companies, like finance, marketing and human resources.

Why was the Thinkabit Lab created?

- » As an advanced technologies company, Qualcomm employs more engineers than any other discipline.
- » Our future is dependent on a steady workforce of talented and diverse engineers.
- » We believe it is our responsibility to increase the awareness about STEM career paths, inspire and encourage students to pursue STEM-related education, as many careers in the future will require these 21st century skills.
- » Qualcomm also sees Thinkabit Lab as a great opportunity to fulfilling on our commitment to contribute to and enable communities that thrive.

Who are we?

We are a dynamic team of teachers, engineers, coaches, business people and developers ready to make a difference and expand students' expectations of themselves. Thinkabit is led by experienced and passionate instructors who have led engineering, math and career camps for youth and adults, as well as taught at the elementary, high school and college levels—no team is complete without the tireless dedication of our engineer volunteers.

We recognize the value of a student centered and personalized learning environment where every learner can experience success by owning their experience. We encourage curiosity, problem solving, partnering, innovation and communication skills to foster the development of unique creations through the use of technology and art.

Who can participate?

Qualcomm Thinkabit Lab welcomes all San Diego school districts. Participating schools do not have to incur any Thinkabit lab or program costs. (Cajon Valley, Carlsbad, Chula Vista, Del Mar, San Diego Unified, and more).

School Year Schedule

Monday through Friday - 9:30AM to 2:30PM

Summer sessions and special events are available and you can learn more at www.ThinkabitLab.com

Get ready to Thinkabit!

For more Information please visit www.ThinkabitLab.com or email us at Thinkabit@Qualcomm.com