



This Discussion Guide serves as a prompt for Educators to stimulate conversation with learners before and after viewing the short film, “On Time.”

Lesson Length: This lesson may be as brief as 45 minutes to address select Discussion Questions and Activities from the left column below prior to and/or after viewing the film. The lesson may last as long as 90 minutes with in-depth conversations and learning activities derived from the left column below.

Lesson Target Age Range: The lesson based upon the short film, “On Time,” may be suitable for any young person in their early teens to early twenties, and into adulthood.

Discussion Questions/Activities Before Viewing Film	Desired Responses and Notes for Educators
<p>Place yourself in the role of an employer for the following questions:</p> <ul style="list-style-type: none"> ◆ As an employer, how much advance notice should you provide to job role candidate for an in-person interview? ◆ What are your thoughts on inviting a job role candidate to an in-person interview on the same day? What are the advantages to taking this approach? What are the disadvantages? Why might an employer do this? ◆ How would you feel if a candidate you were considering for a role arrived 15 minutes late for their interview? 30 minutes late? An hour late or more for the interview? As the employer, what would you do? ◆ How would you feel if a candidate you were considering for a role attempted to reschedule their interview appointment? As the employer, what would you do? ◆ How would you feel if the candidate you were considering for a role asked if they could bring their child along with them to the interview location? As the employer, what would you do? ◆ How would you feel if you discovered the candidate was not currently living in a residence, but was living in their vehicle? As the employer, what would you do? ◆ How would you feel if you discovered the candidate was recently arrested? As the employer, what would you do? 	<p>In this discussion before viewing the short film, the learners will assume the perspective of the employer.</p> <p>In their responses to the Discussion Questions, learners will likely set expectations for candidates that are commonplace in the workplace—setting a high standard for future employment expectations.</p> <p>Allowing the Discussion to flourish on this theme sets the stage for viewing the short film, “On Time,” where many learners will identify with or side with the job candidate emotionally as they view the story.</p>

Discussion Questions/Activities After Viewing Film	Desired Responses and Notes for Educators
<ul style="list-style-type: none"> ◆ What are the circumstances that the family of main character of “On Time,” Renee Johnson, is currently experiencing? ◆ How do you think this occurred? ◆ What exposure have you had to people in your community who have faced similar circumstances? 	<p>Renee Johnson and her daughter appear to be living in their vehicle. Her daughter expresses a desire to again live in a home.</p> <p>The family uses public restrooms for hygiene purposes.</p> <p>Encourage the learners to explore the possible reasons that may have contributed to the family being in their present circumstances.</p>
<ul style="list-style-type: none"> ◆ Why might the main character of the short film, Renee Johnson, have accepted the invitation for an interview to be held on the same day? 	<p>Those who are not currently employed are at times at the mercy of the prospective employer, and will make decisions that are inconvenient for the candidate to appear flexible and compliant.</p>
<ul style="list-style-type: none"> ◆ What were some of the specific circumstances that the short film’s main character, Renee Johnson, experienced during her day leading up to her interview? 	<ul style="list-style-type: none"> – She is invited to participate in an interview. – She prepares for the interview in a public restroom. – She attempts to drop off her child with an acquaintance, but that person is not there upon arrival. – She calls Latoya, the acquaintance who was arranged to tend to Renee’s daughter during the interview. – She chooses to allow her daughter to remain in the vehicle during the interview. – Renee is not treated respectfully upon arriving for her interview. – The interview does not begin at the scheduled time. – Other people in the parking lot notice that the child is in a vehicle unattended. – The interview appears to go well. – She returns to her vehicle in the parking lot where her daughter is detained by police officers. – She is arrested in front of her daughter.

<p>◆ What emotions did you sense from Renee Johnson when:</p> <ul style="list-style-type: none"> - she receives the phone call inviting her to the interview? - her daughter asks when they will get a new house? - she comforts her scared daughter while parked in the car? - she applies makeup in the public restroom? - she knocks on Latoya's door? - she places a voice mail message for Latoya? - she asks a "big favor" of her daughter in the car? - she first arrives and is "greeted" for her interview? - she watches the clock as she waits for her interview? - she concludes her interview? - she returns to the parking lot to see her daughter? - she is handcuffed by the police officer? 	<p>Excited, hopeful</p> <p>Reassuring, supportive</p> <p>Soothing, caring</p> <p>Watchful, careful</p> <p>Frustrated, surprised</p> <p>Uncertain, "what now?"</p> <p>Risky, scared</p> <p>Not treated respectfully, dishonored</p> <p>Impatient, concerned</p> <p>Relieved, hopeful</p> <p>Deflated, overwhelmed</p> <p>Sad, regretful</p>
<p>◆ Consider the above list of "moments" from the short film.</p> <p>What alternative options could Renee Johnson have considered at each of these moments listed above?</p>	<p>Encourage learners to consider several options that Renee Johnson could have chosen at different points throughout her day.</p>
<p>◆ What impression do you have of her friend, Latoya?</p> <p>◆ What could Latoya have done differently?</p>	<p>Latoya did not appear to fully understand the importance of being available to tend to Renee's child.</p>
<p>◆ What statement does this short film make about the current state of employment? Employers? Job role candidates?</p>	<p>As societal circumstances continue to evolve, employers may need to consider concessions for families and individuals in unique situations, and be flexible to ascertaining the qualifications of an individual to perform the work, more so than their family or household circumstances.</p>
<p>◆ What impact will Renee Johnson's decisions have on her future?</p> <p>◆ As you ponder Renee's future, what sort of financial challenges might she experience as a result of her circumstances?</p>	<p>Learners should consider the cost of legal issues, child custody issues, job-seeking and employment issues, and housing stability issues among others as they consider the future for Renee Johnson.</p>