

***READINESS ASSESSMENT TOOL
FOR ADULTS
IN CAREER DECISION-MAKING***

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Support for career-related decisions
– what kind of guidance do I need?

Background

- The development programme, 'Targeting and demand-orientation for adult education through information, guidance and counselling services' (ESF 2008-2013) formed the background of this research
- One of the programme's sub-programmes is developing electronic guidance and counselling services that support the transition to the labour market and training.

Background

- In this sub-programme customer-segment-based guidance need assessment measurement was produced, which can be implemented as web services. The sub-programme was administered by the Ministry of Economics and Employment of Finland (MEE).
- The measurement and web services help users to find out which guidance and counselling services best meet their needs.
- In addition, the service provides customers with information on their capacity to make decisions on training and professional careers, and describes the decision-making stage at which special support is required

Theoretical frame

- Gary & Jim

Methods

	Piloting 1	Piloting 2
Unemployed	Data collected: 10/2010-12/2010 N=132	Data collected: 3/2011-5/2011 N=332
Participating in training	Data collected: 1/2011-3/2011 N=87	Data collected: 3/2011-5/2011 N=194
Planning a new career move	Data collected: 1/2011-3/2012 N=56	Data collected: 4/2011-5/2011 N=502

Methods

- The used measurements are based on the CIP.
- The structure of the measurements was similar to the CTI
- An exploratory factor analysis of the OTA among the three populations demonstrated that the same three factors emerged in all three population (DMC, CA, EC)
- The items were contextualized for each customer segment
- The number of items was 32
- The included background variables (11) were: Gender, Age, Level of degree, Place of residence, Satisfaction to current situation, Expressed need for support, The clearness of career plans' goals, Customership to employment office, Length of being unemployed, Length of training, and Limitations caused by health
- OTA *Ohjaustarvearvio* – Readiness measure for Career Decision-Making

Results



The unemployed

- They have a need for guidance and counselling, because 82 % of them were uncertain about their career planning. In addition 64 % expressed needing support in their occupational decisions.
- The **External Conflict-factor (EC)** was included several aspects about clients' needs:
 - Dependence on opinions of others
 - attachment to a narrow range of options
 - pessimistic outlook of own ability to make appropriate choice.
 - *30. I don't get any support for my choices (valinta,.719)*

The unemployed

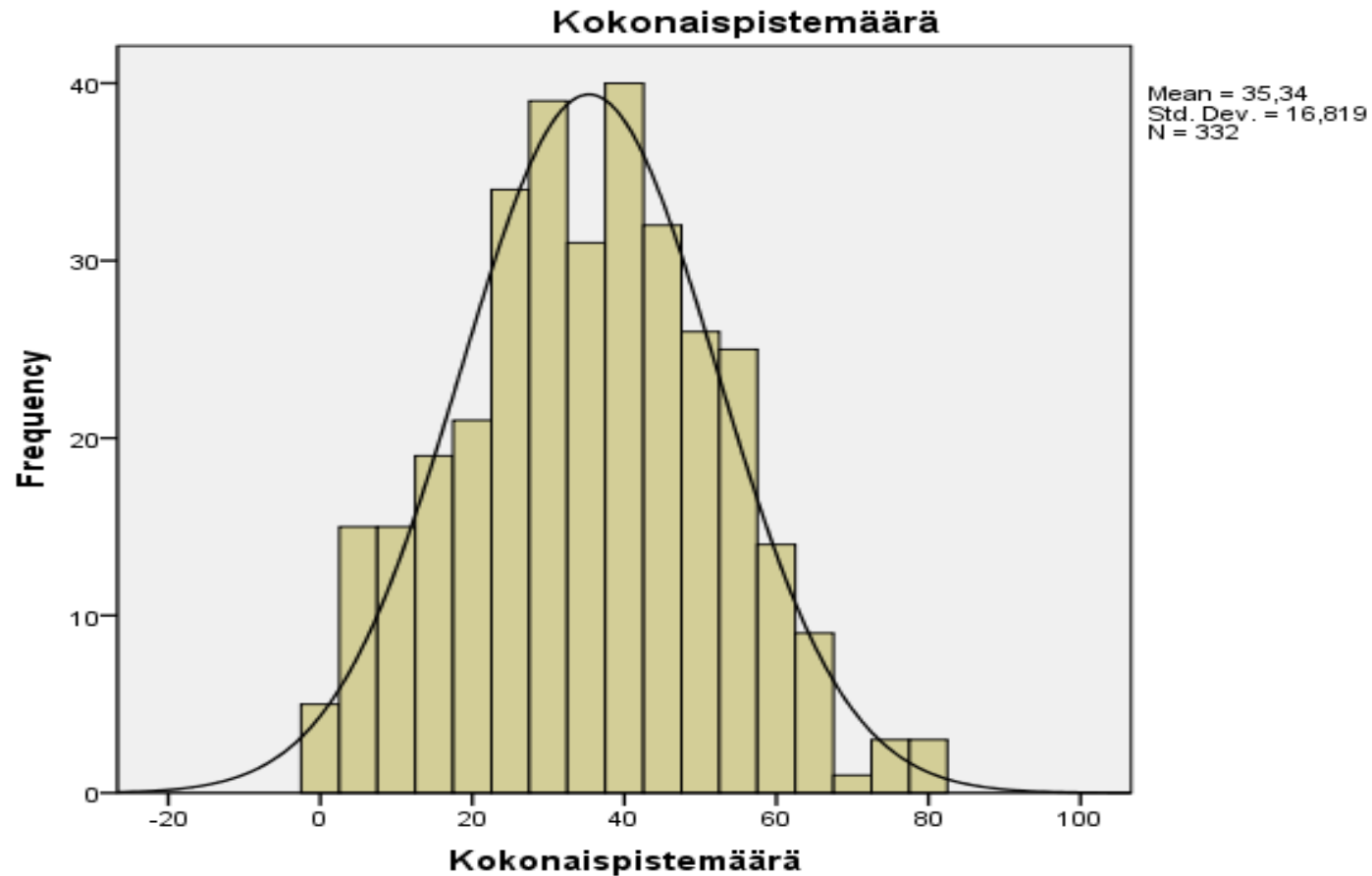
- **Decision-Making Confusion (DMC)** –factor was indicated needs for guidance and counselling which linked to negative metacognitions and negative conception of capability to resolve career choice issues.
- *27. The applying work or education makes me so anxious, that I can't go on further from the starting point (Communication,.693)*
- **Commitment Anxiety (CA)** –factor had two main explanations:
 1. clients had several good options that made it hard to select the best choice
 2. clients, who had few options, and therefore it was hard to commit to.

28. My opinion concerning jobs which fit for me change often (Analyzing, .778)

The unemployed

	Self-help information, guidance and counselling services		Brief-assisted information, guidance and counselling services		Individual case-managed guidance and counselling services	
	Limits	%	Limits	%	Limits	%
DMC	0 - 3	30.1	4 - 13	60.3	14 - 24	9.6
CA	0 - 4	22.9	5 - 15	63.2	16 - 27	13.9
EC	0 - 7	21.1	8 - 15	57.5	16 - 27	21.4
Total score	0 - 24	26.2	25 - 51	57.2	52 - 96	16.6

Limits for guidance service recommendations



The unemployed

- **Gender, Age, Level of degree, Expressed need for support, The clearness of career plans' goals, and Limitations caused by health** had relation to the OTA results.
- **Place of residence, Length of being unemployed and Customership to employment office** had no relation to the OTA results.

Participating in training

- Regardless the participation in training they had a high need for guidance and counselling.
 - 79 % were uncertain of their career plans or confirmed that their career plans were completely unclear.
 - 60 % expressed they need for support with career decisions.
- In the **Commitment Anxiety (CA) –factor** the needs for guidance are linked to problems in implementing choices. They have numerous attractive options to choose from, which makes commitment to any single choice difficult.
- *31. I have options but I don't know which one I am going to release (toteuttaminen, .824),*

Participating in training

- In the **External Conflict-factor (EC)** the need for guidance revealed
 - low motivation for studying
 - having been forced attend training.
- *3. I am applying work or education, bevause I just have to do it* (Communication, .703)
- **Decision-Making Confusion-factor (DMC)** shed light on guidance needs emphasizing the clients' worries over their future and competences.
- *26. I don't know what kind of jobs or school are open for me* (Option knowledge, .783)

Participating in training

	Self-help information, guidance and counselling services		Brief-assisted information, guidance and counselling services		Individual case-managed information, guidance and counselling services	
	Limits	%	Limits	%	Limits	%
DMC	0 - 11	23.7	12 - 25	59.3	26 - 45	17.0
CA	0 - 5	20.1	6 - 12	54.6	13 - 21	25.3
EC	0 - 3	28.9	4 - 10	59.8	11 - 21	11.3
Total score	0 - 24	21.1	25 - 55	55.0	56 - 96	23.9

Participating in training

- **Gender, Age, Level of degree, Expressed need for support, The clearness of career plans' goals, Customership to employment office and Limitations cased by health** had relation to the OTA results.
- **Place of residence and Length of training** had no relation to the OTA results.

Results will be continue –
just a short break



Planning a new career move

- The need for guidance and counselling was apparent, because 75 % of respondents were uncertain about their career plans. In addition, 46 % expressed they needed support in their career decisions.
- The scores in **Commitment Anxiety (CA)** highlighted experiencing difficulties at work. They were not satisfied with their current jobs and the professional challenges on offer.
- *7. I have the feeling that my job is not anymore what I want to do (Execution,.828)*

Planning a new career move

- **Decision-Making Confusion-factor (DMC)** indicated the career problems of young clients with little work experience. In this case their needs for guidance and counselling services were particular focused on offering services targeted at the initial phases of the decision-making process (Self-knowledge, Options knowledge, Communication, and Analysis).
- *25. I don't know what jobs are suitable for me (Self-knowledge,.787)*
- Results of the **External Conflict-factor (EC)** revealed that clients' needs are connected to the opinions of their nearest ones and the issues concerning to find a job.
- *22. I can't decide by myself my occupational plans and choices (Valuing,.650)*

Planning a new career move

	Self-help information, guidance and counselling services		Brief-assisted information, guidance and counselling services		Individual case-managed information, guidance and counselling services		
	Scale	Limits	%	Limits	%	Limits	%
DMC		0 - 10	28.9	11 - 22	59.0	23 - 39	12.1
CA		0 - 5	21.5	6 - 12	58.4	13 - 21	20.1
EC		0 - 5	31.7	6 - 10	49.7	11 - 18	18.6
Total score		0 - 24	19.7	25 - 55	64.8	56 - 96	15.5

Planning a new career move

- **Gender, Age, Level of degree, Expressed need for support, Work experience, The clearness of career plans' goals, Place of residence and Limitations caused by health** had relation to the OTA results.
- **Customership to employment office** had no relation to the OTA results.

Reliability

	Unemployed	Participating in training	Planning a new career move
DMC	Cronbach's alpha: .835 Number of items: 9	Cronbach's alpha: .902 Number of items: 15	Cronbach's alpha: .907 Number of items: 13
CA	Cronbach's alpha: .872 Number of items: 9	Cronbach's alpha: .856 Number of items: 7	Cronbach's alpha: .842 Number of items: 7
EC	Cronbach's alpha: .805 Number of items: 9	Cronbach's alpha: .703 Number of items: 7	Cronbach's alpha: .747 Number of items: 6
Total score	Cronbach's alpha: .928 Number of items: 32	Cronbach's alpha: .931 Number of items: 32	Cronbach's alpha: .929 Number of items: 32

Decision Making
Confusion

External
Conflict

Commitment
Anxiety

Analysis

Synthesis

Valuing

Communication

Execution

Metacognitions, Evaluation

Options knowledge
Self-knowledge

**I'm choosing my
next education**

Self-help
services

Brief-assisted
academic
services

Brief-assisted
peer-group
services

Individual case-
managed services

**I have reached
my goals**

Conclusions

- Demand for guidance is high among adults.
- The contextualized measures for different adult customer segments were appropriate, because guidance needs are context-related, i.e. connected to one's personal life situation.
- The CIP describing decision-making in the choice of professional career, and the guidance need assessments prepared on their basis, proved to be valid tools.

Further development

- Web-based guidance need assessments be published so that, after the guidance need assessment has been carried out, the customer receives an immediate recommendation on which information, guidance and counselling services best meet their needs;
- More exercises should be prepared for the MEE website. Customers can be advised to complete these on the basis of the guidance need assessment results. These exercises will help in supporting self-motivated planning of life choices and professional careers;
- A further study into standardizing the limits of guidance service recommendations should be conducted;
- Further analyses of the connections between background variables and results of guidance need assessments should be conducted, so as to form a more detailed image of customers' needs;
- OTA should be tested using the 24 items version.

Thank you for your interest

- More information:
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