

Hoda Kilani

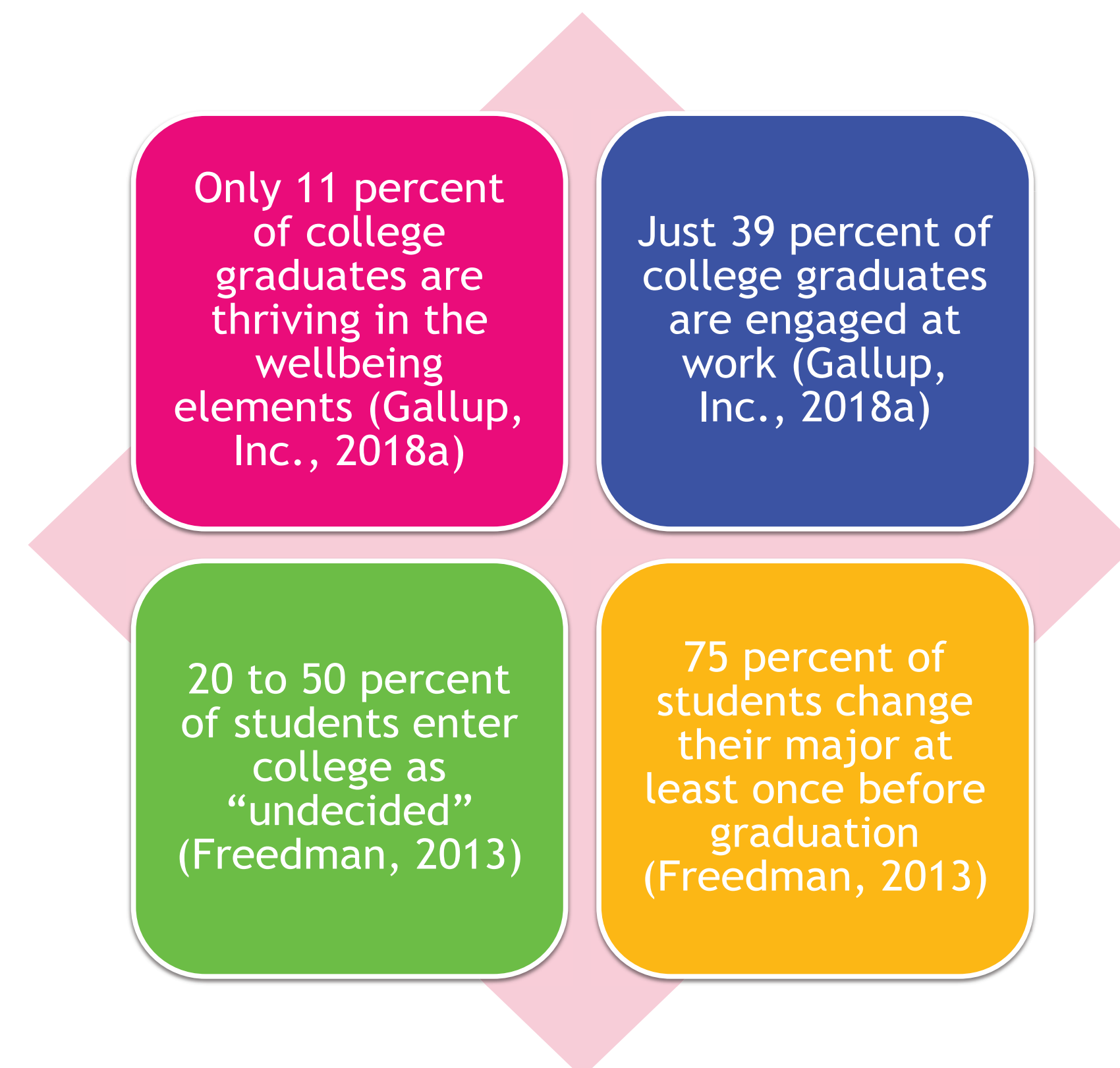
BACKGROUND AND CONTEXT

Emerging Adulthood

- ❖ Known as the exploration stage (Super, 1975), young adults (ages 15 to 25) need to be encouraged to self-evaluate as they start their journey of independent exploration
- ❖ Arnett coined the theoretical term Emerging Adulthood - ages 18 to 25 (Arnett, 2000)
- ❖ Stages of Circumscription (development) - Stage 4: Orientation to the internal, unique self (ages 14 and above). Stage 4 initiates the process of compromise (Gottfredson, 2002)

What do we know

Many youths go to university or start careers and often too quickly they find that they made the wrong choice since their expectations were not met. Insight into the need to prioritize youth career planning. In short, students enter university with no clear vision as to what program they would like to pursue and this negatively impacts their long term career paths.



Objectives

- ❖ Explore the impact of career literacy on career decision making
- ❖ Review available literature on the topic and develop a better understanding of early self and career awareness
- ❖ Compare literature review results with strategies proposed with the Informed Career Literacy Model
- ❖ Suggest future research directions

RESEARCH QUESTION, PURPOSE, & METHODOLOGY

Question

To what extent does career strategy awareness impact emerging adults' career plan design?

Purpose

The purpose is to initiate discussion on the importance of increasing career literacy awareness among emerging adults. It proposes a career literacy model for teaching specific career awareness strategies.

Methodology

A systematic review of the literature on the impact of career literacy on career decision making is conducted. The aim is to identify the most relevant literature on the topic and compare findings with proposed model.

PROPOSED INFORMED CAREER LITERACY MODEL

Six Steps Model to Informed Career Literacy

The proposed model is a six step process that guides student from self-exploration to creating a personalized career path design.

1. Career Self-Assessment
2. Career Vision Statement
3. Career SMART Goal Planning
4. Career Goals
5. Career Objectives
6. Career Portfolio

MODEL TEMPLATE

Career Vision Statement

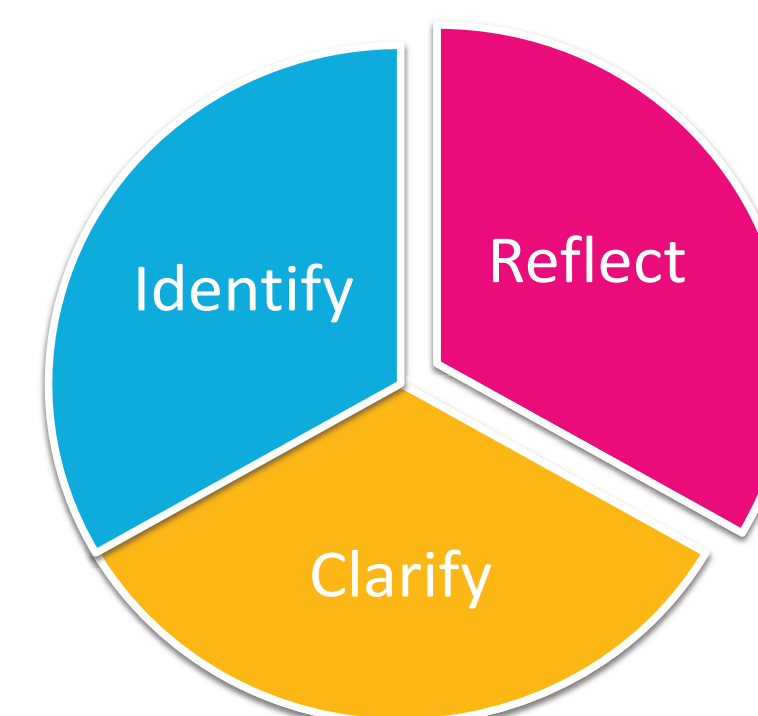
Participants are prompted to reach for the stars and envision the dream

Envision a dream, reach for the stars

- My goal is to become a pediatrician
- My dream career will allow me to combine my love for politics and research
- When I grow up I want to...

Career Goals

Exploring career goals is the fourth step in the model where students are guided to transition from reflection to clarification and finally identification of goals



Strategies for a Successful Career Portfolio

Career Portfolio creation is the final step of the model and it allows participants to take charge of their career path design

1

Create a career portfolio using documents from 5 steps

2

Determine what else to include in a career portfolio

3

Have the knowledge and tools to regularly update career portfolio

VALUE OF CAREER LITERACY



Value for Emerging Adults

- ❖ Self-evaluation and occupational knowledge play an important role in career readiness development (Hirschi, 2011).
- ❖ Students who receive career-specific support express greater confidence in their work prospects (Gallup Inc., 2018b).
- ❖ Self and environmental exploration will result in a higher degree of congruence between the person and the chosen career (Germeijs & Verschueren, 2007).
- ❖ Students exposed to career decisional task in Grade 12 were better at choice actualization, academic adjustment, commitment to the chosen university program (Germeijs & Verschueren, 2007).
- ❖ Successful career management is enhanced by students' development of a clearer understanding of the value of four resources: human capital resources, social resources, psychological resources, and identity resources (Hirschi, 2012)

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