

Utilization of Career Assessments in Higher Education

Engagement to Academics

Research supports the following:

- If we engage students in the career assessment process it is highly predictive of their engagement in both career exploration and career planning behavior
- If we engage students in the career assessment process it is highly predictive of their academic planning behavior

Commitment to Self

- Career assessments have been found to positively impact students' career decision-making self-efficacy; career commitment, career decidedness, and career maturity

Retention

There are five critical career intervention components that have been identified through meta-analysis, as to the application of career assessments within higher education

- Written exercises that facilitate clarification of career and life goals per review with instructor(s) and/or academic advisor
- Individualized interpretations and feedback of career assessments leading to discussions/consultations
- Provision of world - of-work information relevant to exploratory learning opportunities
- Modeling opportunities that demonstrate effective planning and coping strategies, such as, class attendance; consultation with academic advisor; engagement in co-curricular activities relevant to career plans; and participation with support services
- Attention to building support for choices within one's social network, such as accepting feedback & assistance from campus professionals (instructors, advisor, co-curricular services); seeking further understanding; and dialogue with peers, friends, and family regarding career objectives/goals

Vocational psychology has a rich tradition of theory development and critical, empirical evaluation of the developmental process across the lifespan, which has found that career interventions positively impact the vocational development of students.

Disposition

- Enhance student awareness of personal characteristics, interest, aptitudes and skills
- Enhance the development towards an understanding of and value for the diversity of the vocational world
- Enhance comprehensive relationships between school performance and future choices
- Increase the development of a positive attitude toward the pursuit of a vocation
- Enhance a self-concept relevant to values, past history and future aspirations

Today's Standards within Higher Education

Students are encouraged to

- Make an informed choice of major that is related to their interests and vocational aspiration(s)
- Apply skills to perform well in academics and co-curricular functions (ie., study strategies, organization, leadership, conflict resolution and time management) and continue their development of soft skills
- Understand the requirements of their chosen vocation and how to seek opportunities
- Engage in lifelong learning and be resilient when a change or vocation redirection occurs
- Know how to access available resources

Today's Standards for Career Services within Higher Education

Career Services are encouraged to support student learning through

Self-knowledge

- Understanding the influence of a positive self-concept
- Development of skills to interact positively with others
- Understanding the impact of growth and development

Educational and Vocational Exploration

- Understanding the relationship between educational achievement and career planning
- Understanding the need for positive attitudes toward work and learning
- Development of skills to locate, evaluate, and interpret career information
- Development of skills to prepare to seek, obtain, maintain and change vocation
- Understanding the influence of societal needs and functions on the nature and structure of work

Career Planning

- Development of decision-making skills
- Understanding the interrelationship of life roles
- Understanding the continuous changes in gender roles
- Development of skills for career planning

Means of intervention

Providing career assessments

- To enhance student knowledge of self-attributes
- To promote awareness of an individual self-concept
- To expand knowledge as to the diversity of vocational option(s)
- To promote career planning throughout the academic experience
- To enhance decision-making skills
- To create awareness of appropriate resources for career planning purposes