## Youth Career Choices

### Influences & Timing

#### Ginzberg Theory
Hypothesizes that vocational identity development is a lifelong process, beginning as early as middle childhood.

<table>
<thead>
<tr>
<th>Fantasy Stage</th>
<th>Tentative Stage</th>
<th>Realistic Stage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2-11 Years</td>
<td>11-17 Years</td>
<td>17+ Years</td>
</tr>
<tr>
<td>What I want to be when I grow up</td>
<td>Interests and Influences</td>
<td>Create a career and back-up plan; career begins</td>
</tr>
</tbody>
</table>

#### Social Cognitive Theory
Seeks to address aspects of culture, gender, genetic endowment, social environment and unforeseen life events that affect the consequences of career decisions.

<table>
<thead>
<tr>
<th>Self-Efficacy</th>
<th>Result Expectations</th>
<th>Personal Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belief one can execute a course of action to achieve a specific goal</td>
<td>Belief that a certain behaviour will lead to an anticipated outcome</td>
<td>Beliefs and values that underline motivation to pursue certain behaviours over others</td>
</tr>
</tbody>
</table>

### Influences for Career Making
(Positive and Negative)

#### Interpersonal
- Family, friends, etc.

#### Intrinsic
- One’s own interests

#### Extrinsic
- Social recognition

#### Geographical
- Remote, rural, urban

### Inclusive Policies and Practices
Factors Affecting Career Decision-Making

#### Indigenous Youth
- Connection to community and land.
- Cultural values and traditions.
- Support culturally relevant education and training programs.
- Provide mentorship opportunities with Indigenous and non-Indigenous persons in the sector.
- Advocate for policies promoting Indigenous representation and inclusion in the workforce.

#### Youth with Disabilities
- Individualized accommodation needs.
- Lack of awareness, discrimination and stigma in the workplace.
- Ensure accessibility and accommodations in educational and workplace settings.
- Support inclusive mentorship and training programs, and vocational services.
- Implement inclusive hiring policies and practices to accommodate diverse physical, learning and mental-health related needs.

#### Newcomer Youth
- Language skills and cultural adaptation.
- Settlement and integration challenges.
- Timing of immigration.
- Provide language supports and integration programs to ensure equitable access and outcomes in employment.
- Provide connections to employment services and networks.
- Value diversity and activate inclusion in hiring practices and workplace environments.

### Career Choices

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