YOUTH CAREER CHOICES
INFLUENCES & TIMING

GINZBERG THEORY

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

FANTASY STAGE

2-11 YEARS

What I want to be when I grow up

TENTATIVE STAGE

11-17 YEARS

Interests and Influences

REALISTIC STAGE

17+ YEARS

Create a career and back-up plan; career begins

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.

SELF-EFFICACY

Belief one can execute a course of action to achieve a specific goal

RESULT EXPECTATIONS

Belief that a certain behaviour will lead to an anticipated outcome

PERSONAL OBJECTIVES

Beliefs and values that underlie motivation to pursue certain behaviours over others

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

YOUTH WITH DISABILITIES

NEWCOMER YOUTH

FACTORS

INDIGENOUS YOUTH
- Connection to community and land.
- Cultural values and traditions.

YOUTH WITH DISABILITIES
- Individualized accommodation needs.
- Lack of awareness, discrimination and stigma in the workplace.

NEWCOMER YOUTH
- Language skills and cultural adaptation.
- Settlement and integration challenges.
- Timing of immigration.

RECOMMENDATIONS

INDIGENOUS YOUTH
- 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
- Ensure accessibility and accomodations in educational and workplace settings.
- Support inclusive mentorship and training programs, and vocational services.
- Implement inclusive hiring policies and practices to accomodate diverse physical, learning and mental-health related needs.

NEWCOMER YOUTH
- 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.

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CAREER CHOICES

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