

Employment Choice

A career development practitioner, trading as Employment Choice, worked with schools in her region to ascertain the career development needs of 15-19 year olds. Providing her services free of charge, the practitioner envisaged that each high school principal could use the information to adjust their career development curriculum. Only one school took up the offer.

What did the career development practitioner do?

The career development practitioner developed a survey to ascertain what students thought they needed, as opposed to developing programs based on common theoretical assumptions. It was her intention to then incorporate any particular needs into the services and products provided by her business. The practitioner used the general survey information provided in the *Blueprint* and the survey format from Appendix A. The practitioner incorporated the eleven career management competencies from the *Blueprint* plus a few competencies she had developed, which she thought would be more familiar to the students. She also added questions about employability skills.

During Term 4 of 2005, the career development practitioner approached all of the schools in her region; one high school took up her offer. The career adviser at the participating school distributed the surveys, however the participation rate was quite low, with students more likely to fill in the forms if the survey was distributed to them during their form class first thing in the morning.

Although the participation rate was low, the career development practitioner did collect enough data to inform her practice and further research.

How did the *Blueprint* help?

The *Blueprint* influenced the design of the data collection, and the career development practitioner considers the *Blueprint* to be a structured yet flexible framework she would consider using to plan the next step for expanding her business. The practitioner would like to set up a drop-in centre, explore employment competencies and report on assessment of competencies.

*Those practitioners in private practice who choose not to incorporate the *Blueprint* in their core business will get left behind (career development practitioner, Employment Choice).*

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