Using the ACRN Career Decision-Making Tool (CDMT) for Career Exploration in a Community Center for Adolescents

Presentation: The National Career Development Association Global Conference

July 9-11, 2008 in Washington, D.C

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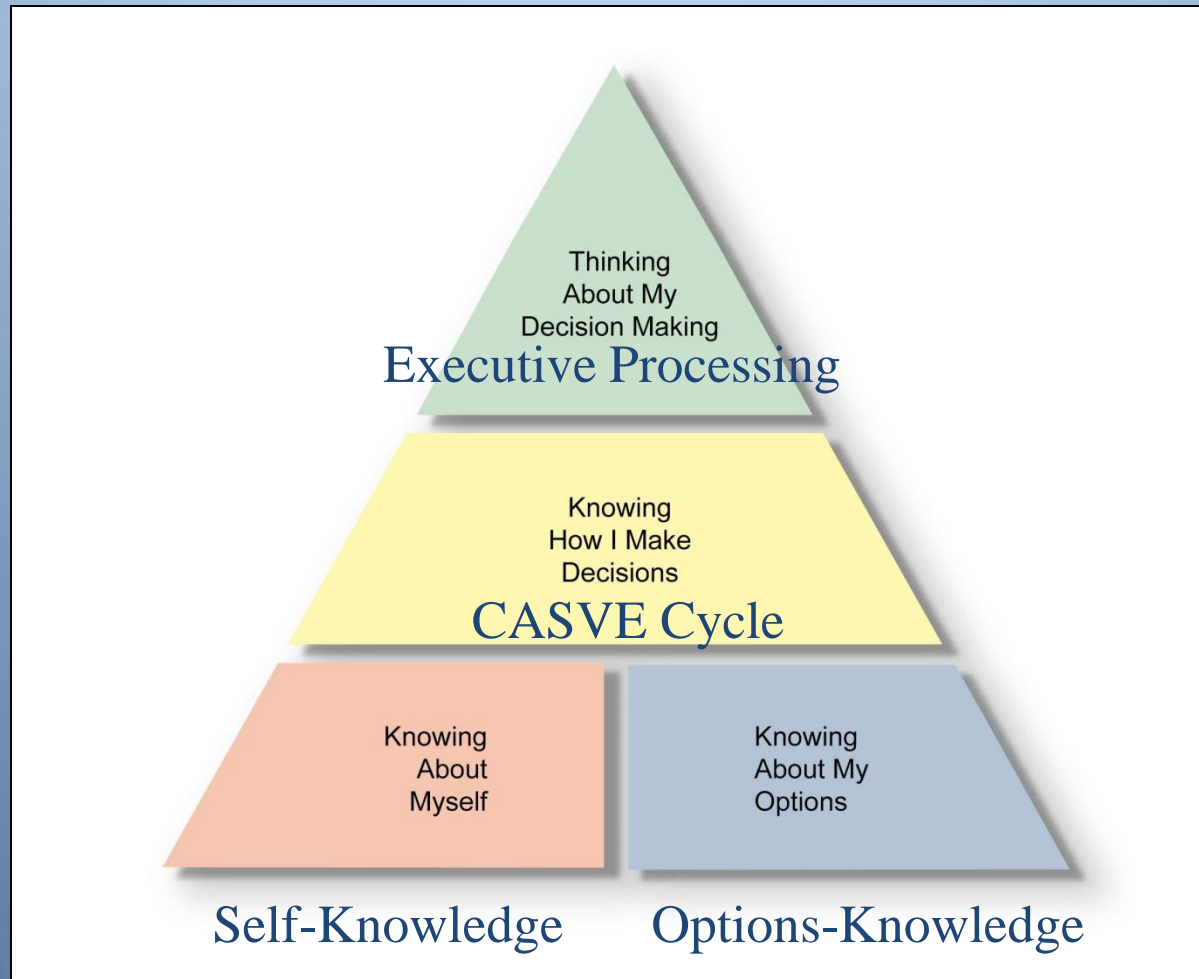
Florida State University

Introduction

- Presenters
- Objectives
  - Present ACRN Career Decision-Making Tool (CDMT)
  - Demonstrate Application of Tool in a Community Setting
  - Present Outcomes of a 5-day Intervention

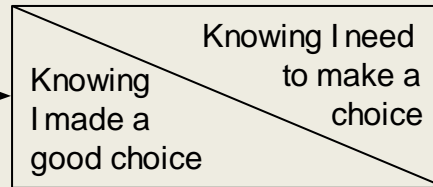# The Career Decision Making Tool

- Goal – Web-Based Intervention

- Theory Bases
  - CIP (Sternberg, Tulving, Newell & Simon, Rummelhart and Ortony, Peterson, Sampson & Reardon.)
    - Pyramid
    - CASVE Cycle
  - ISD (hierarchical learning task analysis, Gagne & Briggs; objective-process-outcome measure , Dick & Carey)
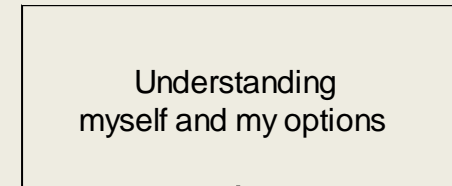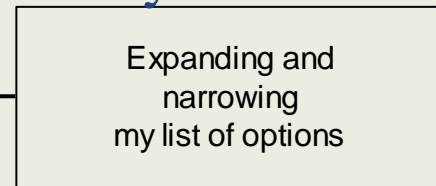
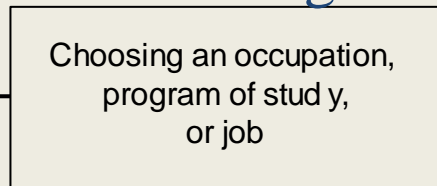# Pyramid

CASVE Cycle

Communication
Knowing I made a good choice / Knowing I need to make a choice

Execution
Implementing my choice

Analysis
Understanding myself and my options

Valuing
Choosing an occupation, program of stud y, or job

Synthesis
Expanding and narrowing my list of options
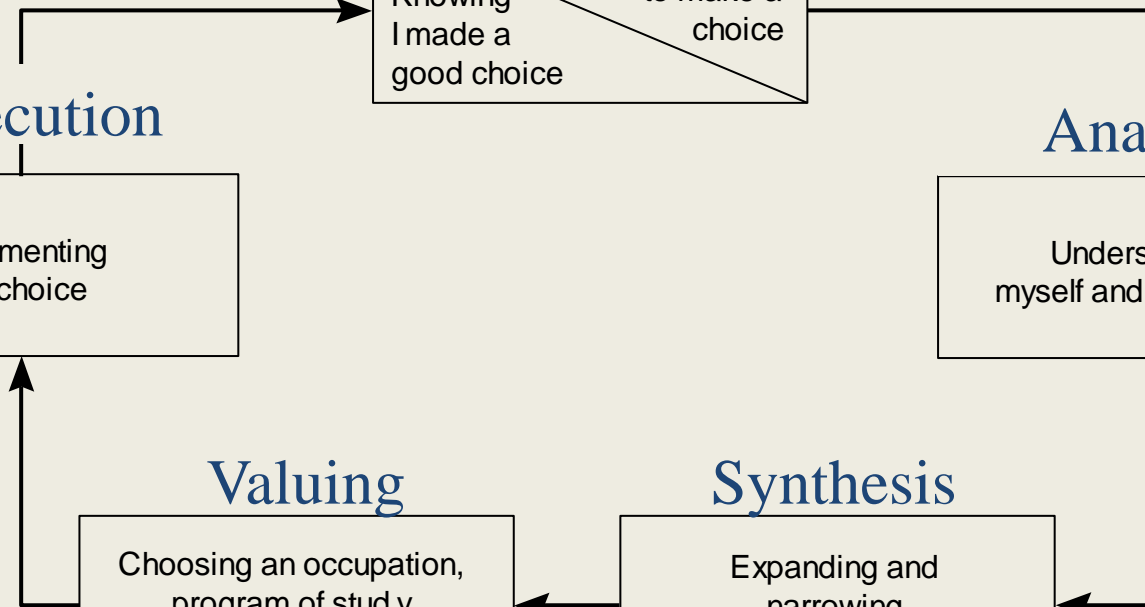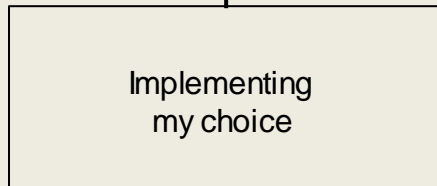
Developers

- ACRN
  - Burt Carlson , Laura Lanier, Susie Lewtas, Cheryl Donahue
- FSU: Career Tech Center and Learning Systems Institute
  - Gary W. Peterson, James Sampson, Jr., Debra O'Conner, Robert Reardon, Janet Lenz, Kelly Leasure, Florida State University School

Design Features

- Middle School & High School Youth
- Instructor-led Intervention
- Framework for Career Decision Making
  – Not a CIDS
- Delivery:
  – 5 days/1 - 2 hour sessions
  – Based on CASVE phases

Design Features

- Links to State CIDS

- Intended Outputs
  - Self Knowledge
  - Occupational Knowledge
  - Career Problem Solving/Decision Making Strategy

Design Features

- Intended Outcomes
  - Change in Decision State (Career/Educational goals)
  - Satisfaction with Process
- Ease of Navigation
  - Teachers, Guidance Counselors, Parents, Students
- Universal Access, Free of Charge

Navigating the Tool

www.acrnetwork.org

- Process

- User Guide

- Assessments

- Activities

- Support Materials

- Access to CIDS

- Use of Avitars

A Community Intervention

- Based at the Greg McCray Boy's and Girl's Club
- 49 Participants
- 5-day Intervention
  - 2 to 4 Hours Per Intervention
  - Make-up Sessions

BOYS & GIRLS CLUBS
OF AMERICA

- Mission

  To enable all youth people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

- About Membership
  - 64% are from minority families
  - 11% are less than 7 years old 26% are 7–9 years old
  - 30% are 10–12 years old
  - 21% are 13–15 years old
  - 11% are 16–18 years old
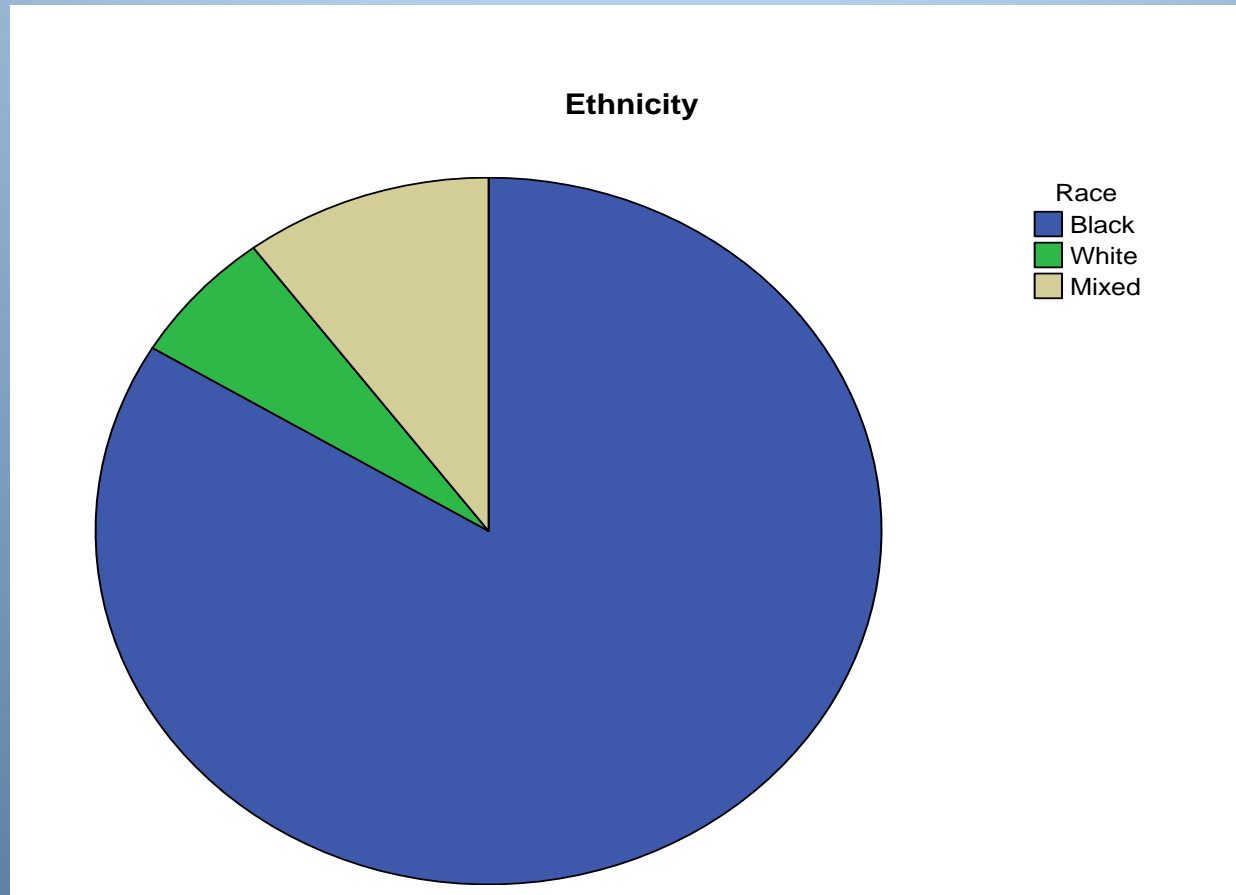 - 1% are more than 18 years old
  - 55% are male
  - 45% are female
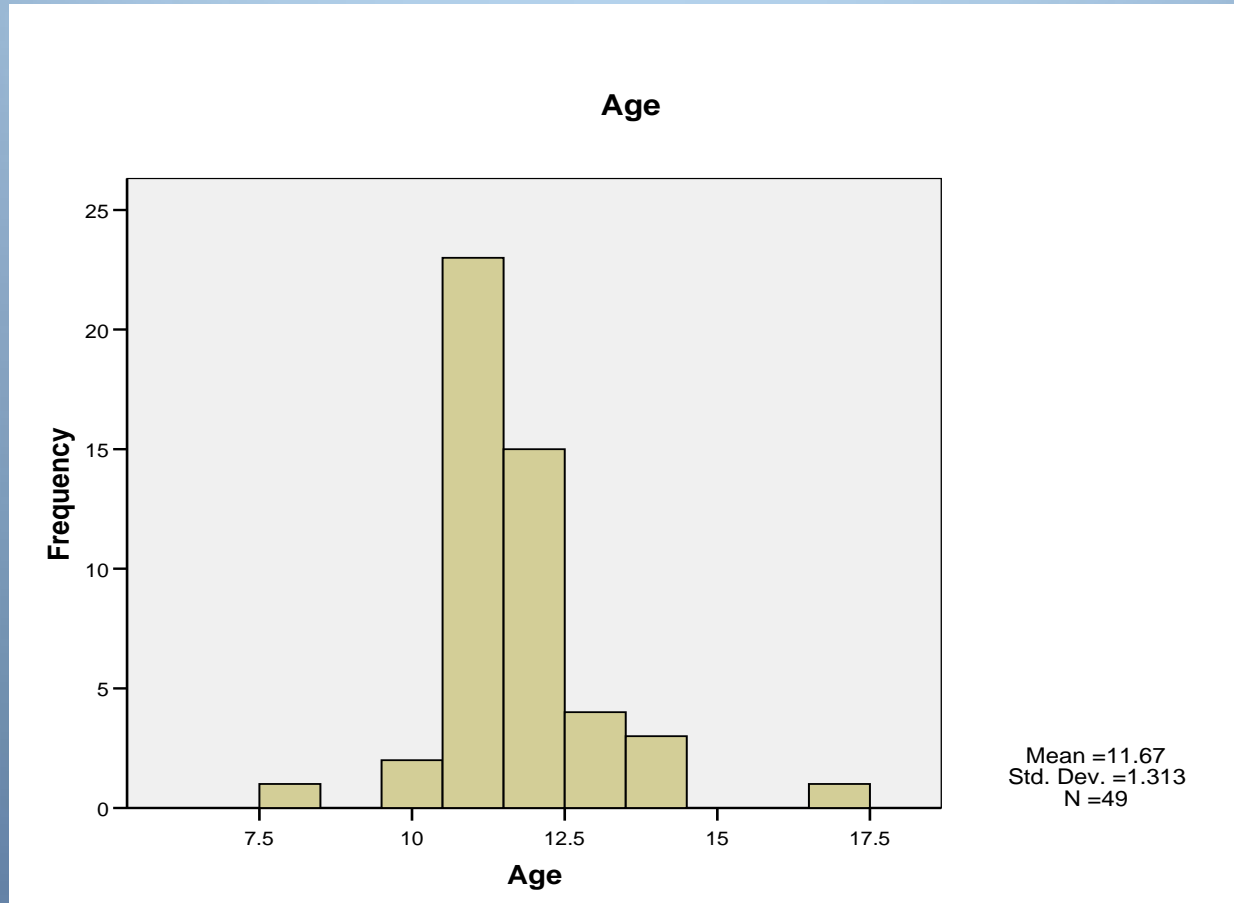
The Facility

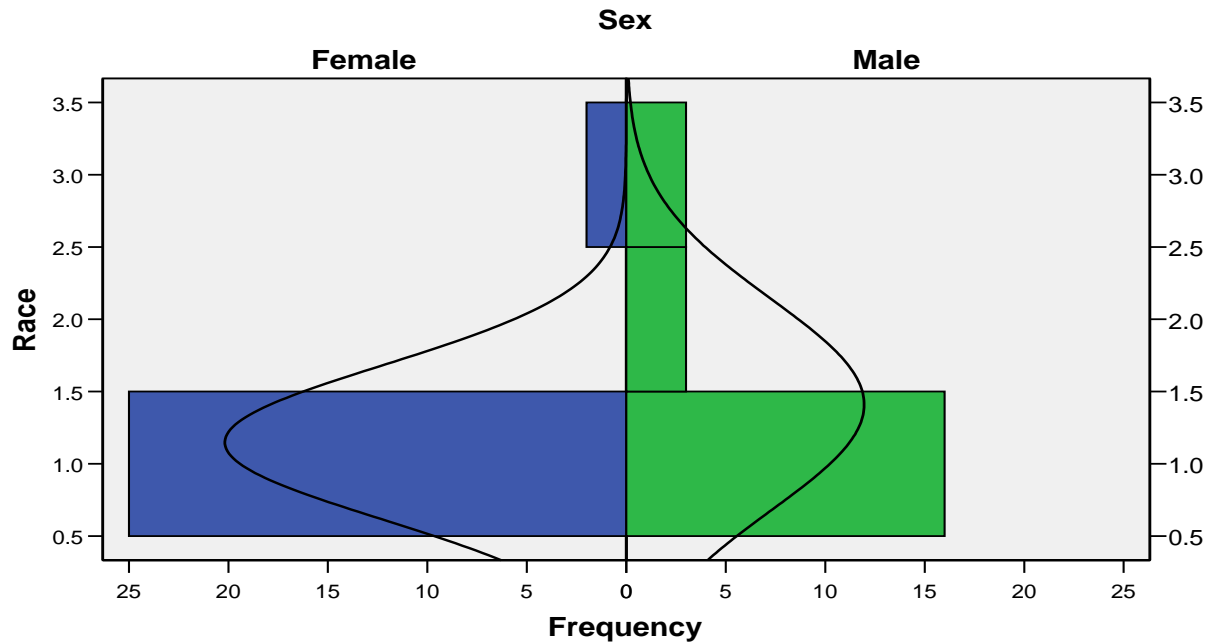# The Participants

Participants

41 = B, 3 = W, 5 = M

Participants

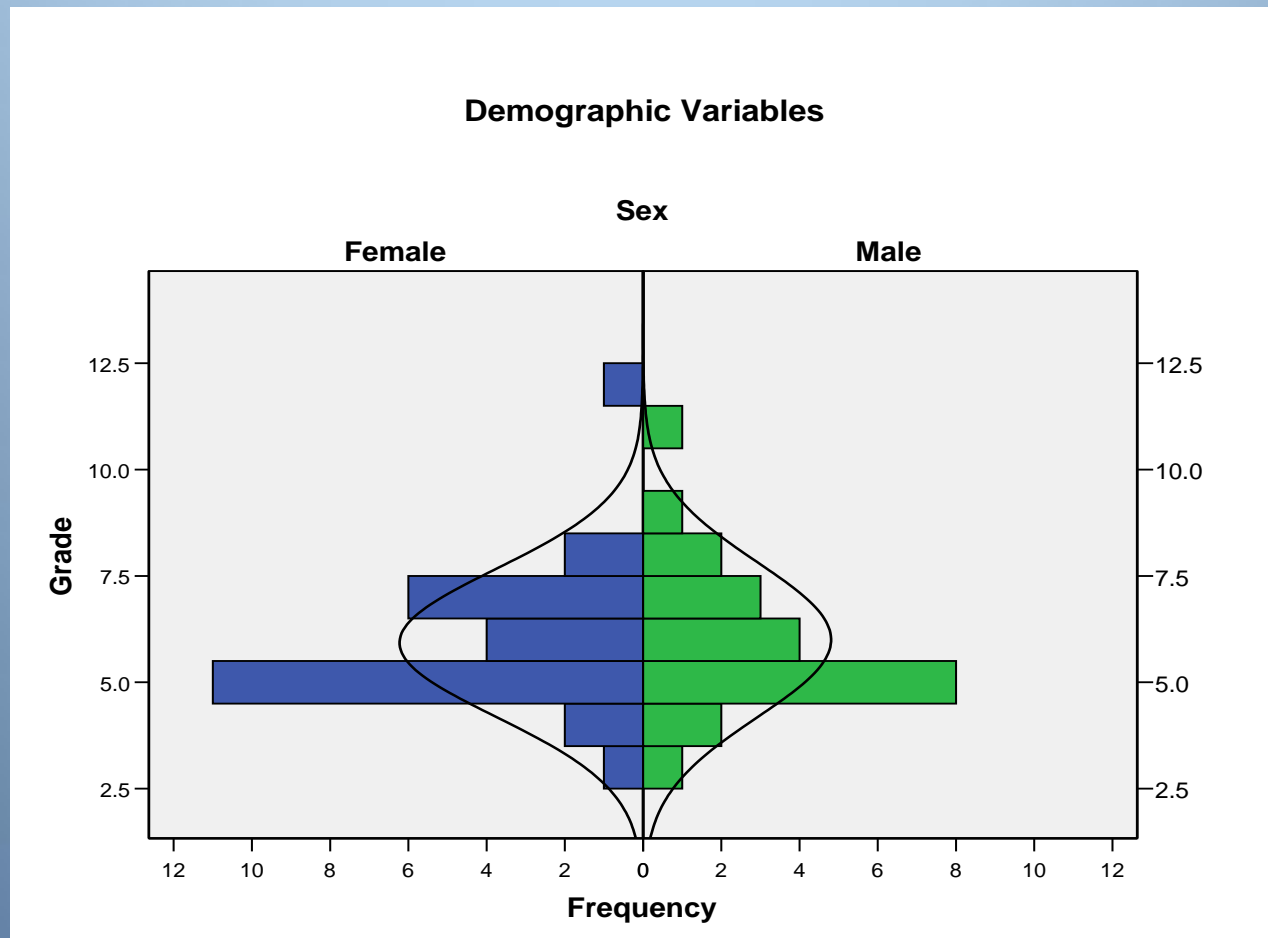

8 = 1, 10 = 2, 11 = 23, 12 = 15, 13 = 4, 14 = 3, 17 = 1

Participants

1= Black; 2 = White; 3 = Mixed; 4 = Hispanic; 5 = Other
F = 27; M = 22

Participants

Demographic Variables

3 = 2; 4 = 4; 5 = 19; 6 = 8; 7 = 9; 8 = 4; 9 = 1; 11 = 1; 12 = 1

Participants

Current Study

- 64% Minority
- 11% less than 7
- 26% 7–9
- 30% 10–12
- 21% 13–15
- 11% 16–18
- 1% more than 18
- 55% are male
- 45% are female

- 84% Minority
- O% less than 7
- 1.8% 7-9
- 73% 10-12
- 13% 13-15
- 1.8% 16-18
- 0% more than 18
- 44.9% are male
- 55.1% are female

The Intervention

- – Participants

- – Staff

- – Resources

- – Constraints

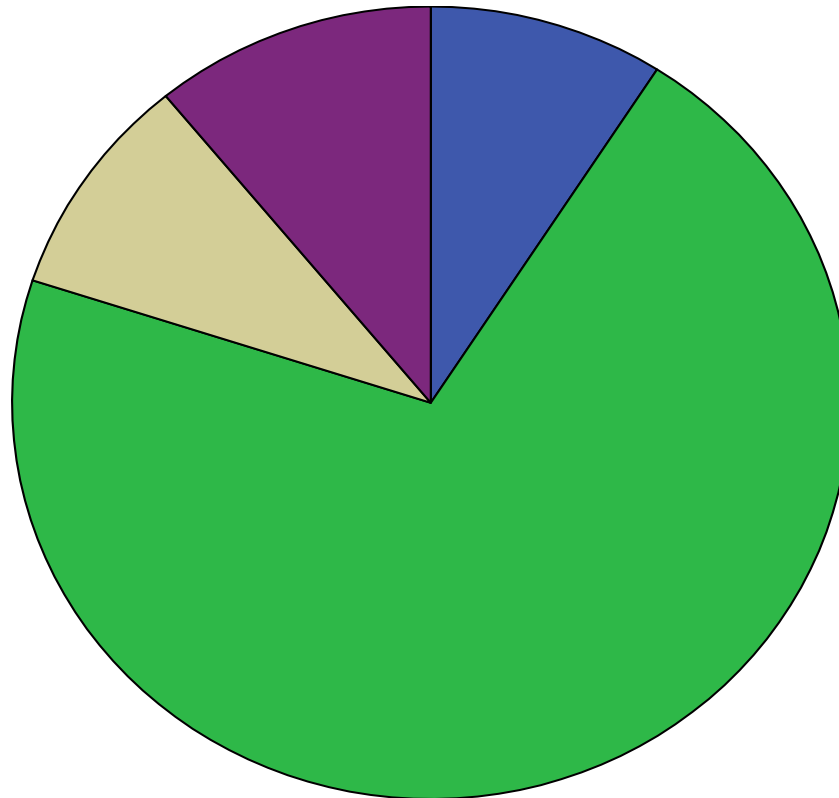# Planning and Adaptation

- Setting Up (use of the tool)
- Agenda
- Delivery (Days 1-5)
  - Objectives
  - Activities
  - Unplanned Events and Surprises
  - Costs

Outcomes

- Decision State (Pre-Post)
  - Career Goal
  - Educational Goal
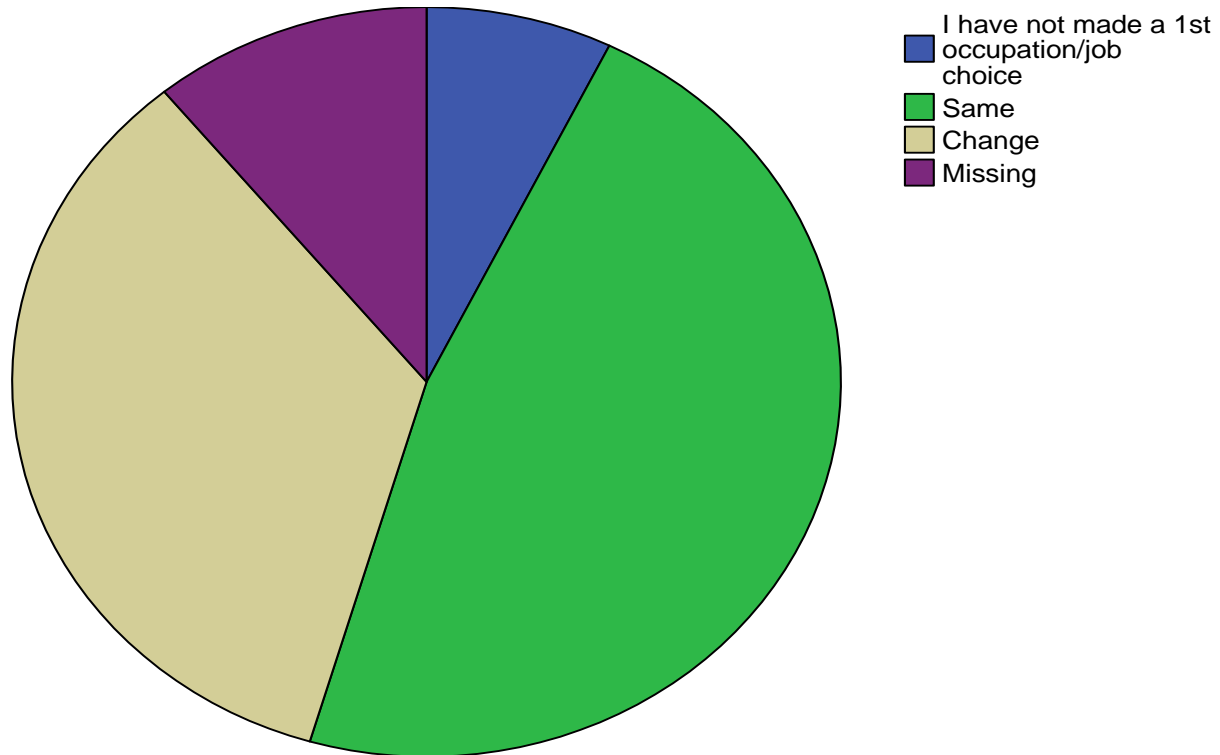- Satisfaction With the Process

Outcomes

Outcomes

P2OAQChange

Legend:
- I have not made a 1st occupation/job choice
- Same
- Change
- Missing

Outcomes

Outcomes

OAQ Pre-Test/Post-Test
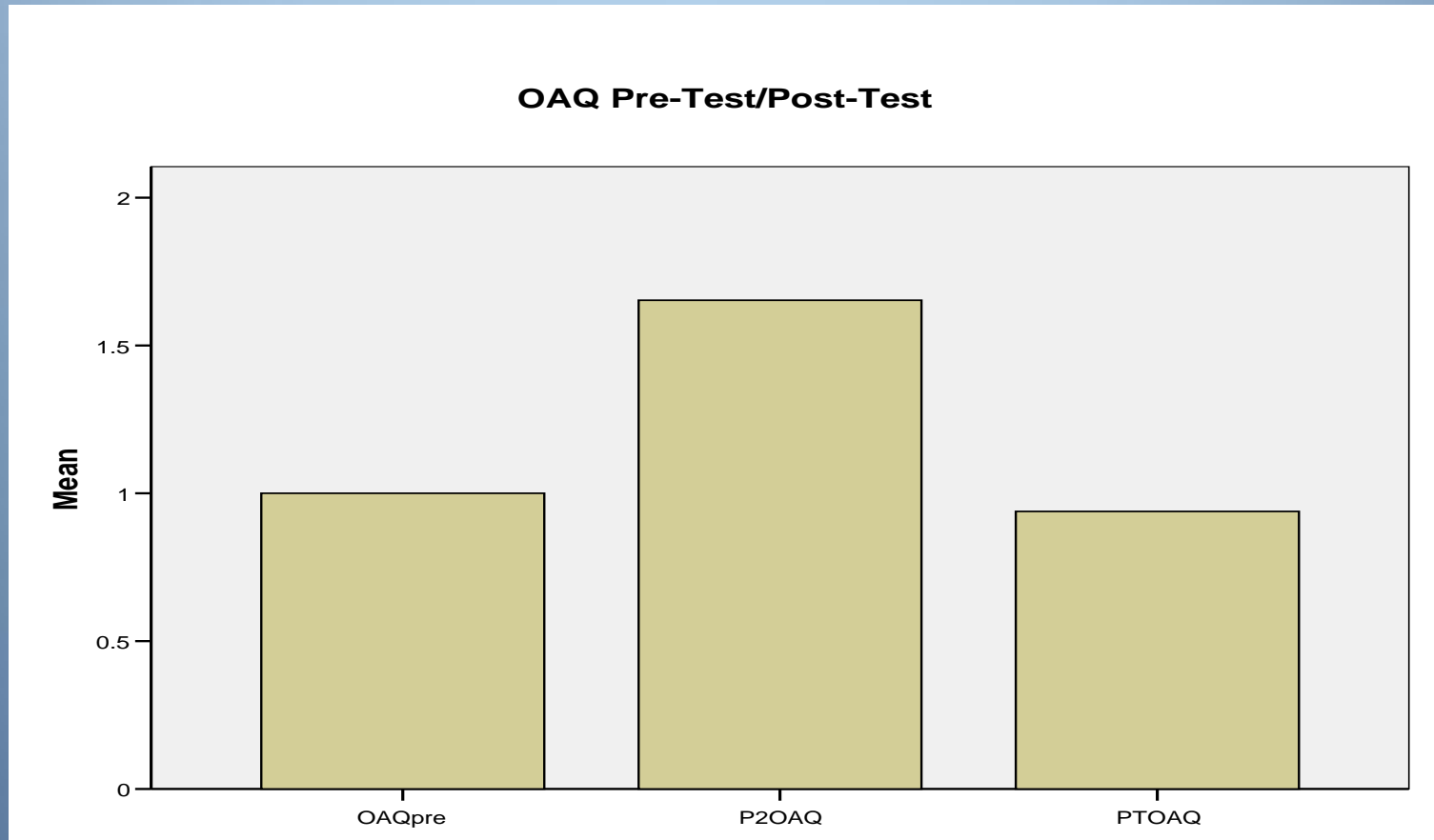
OAQ= Change= 1; 2= NO change

Outcomes
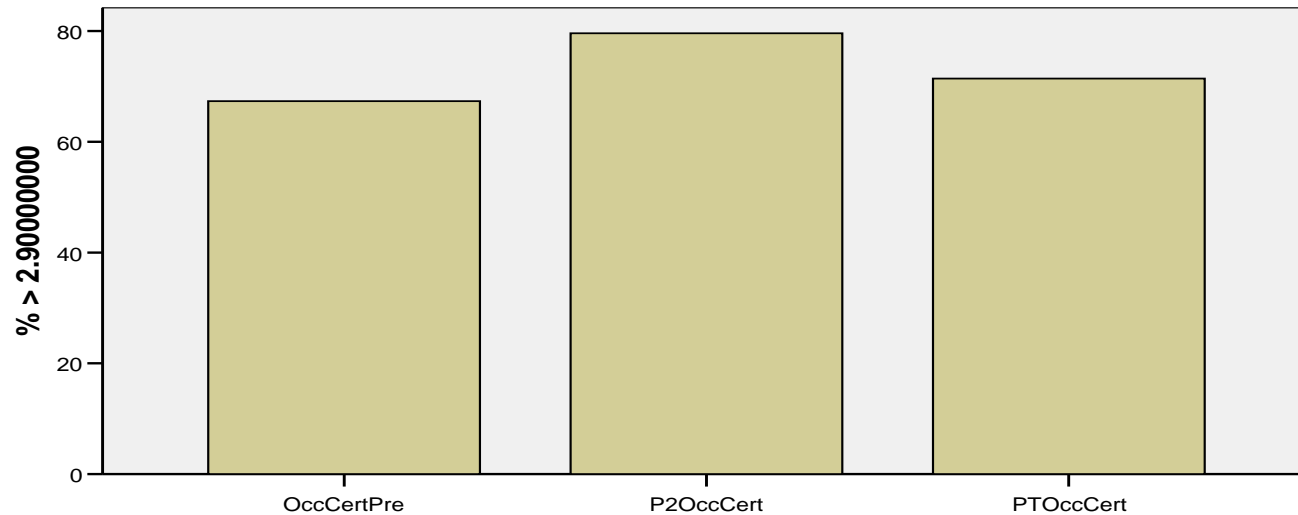

Goal Change Post-Test
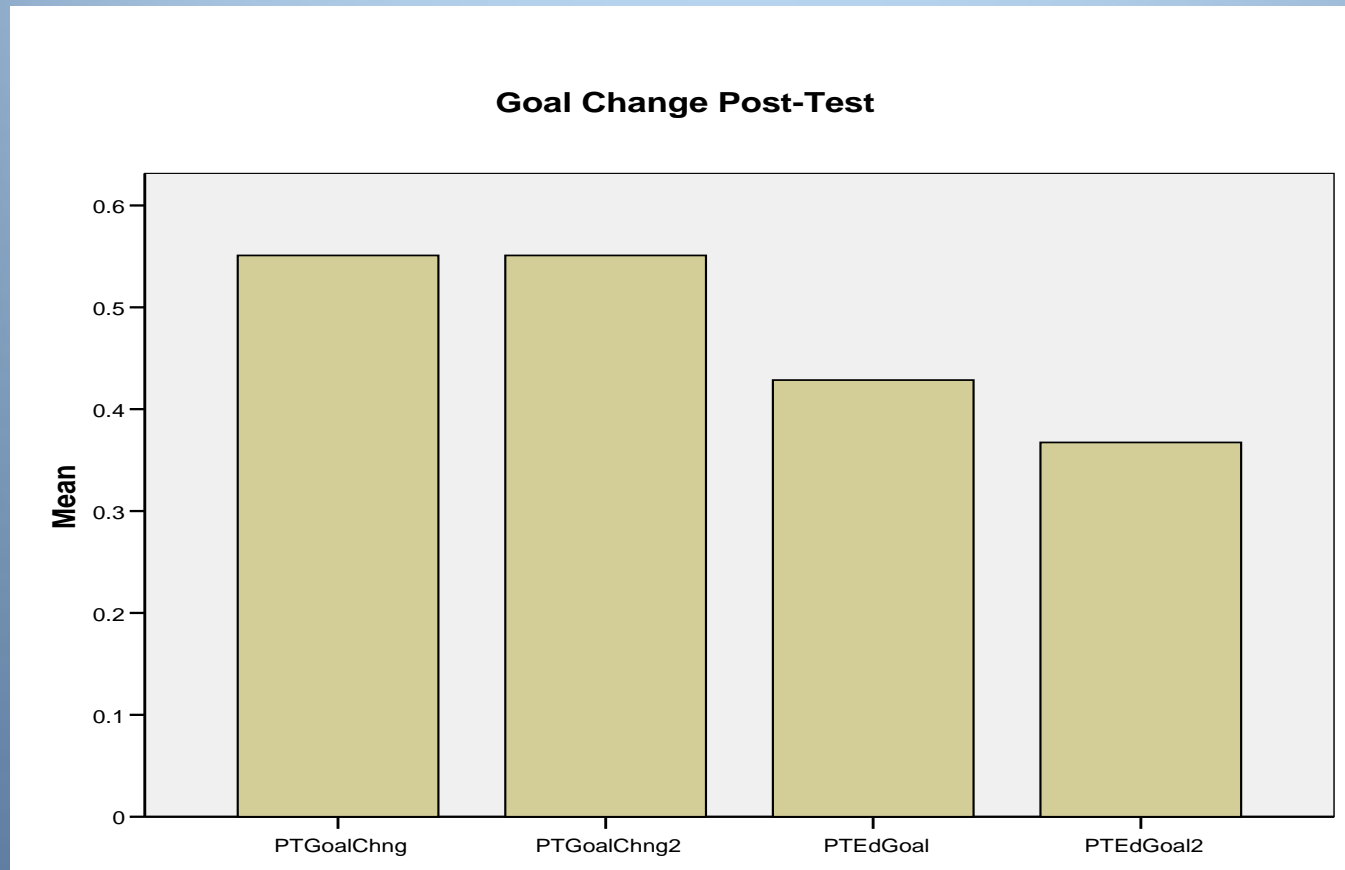
Goal Change: Yes= 1; No= 0

Outcomes

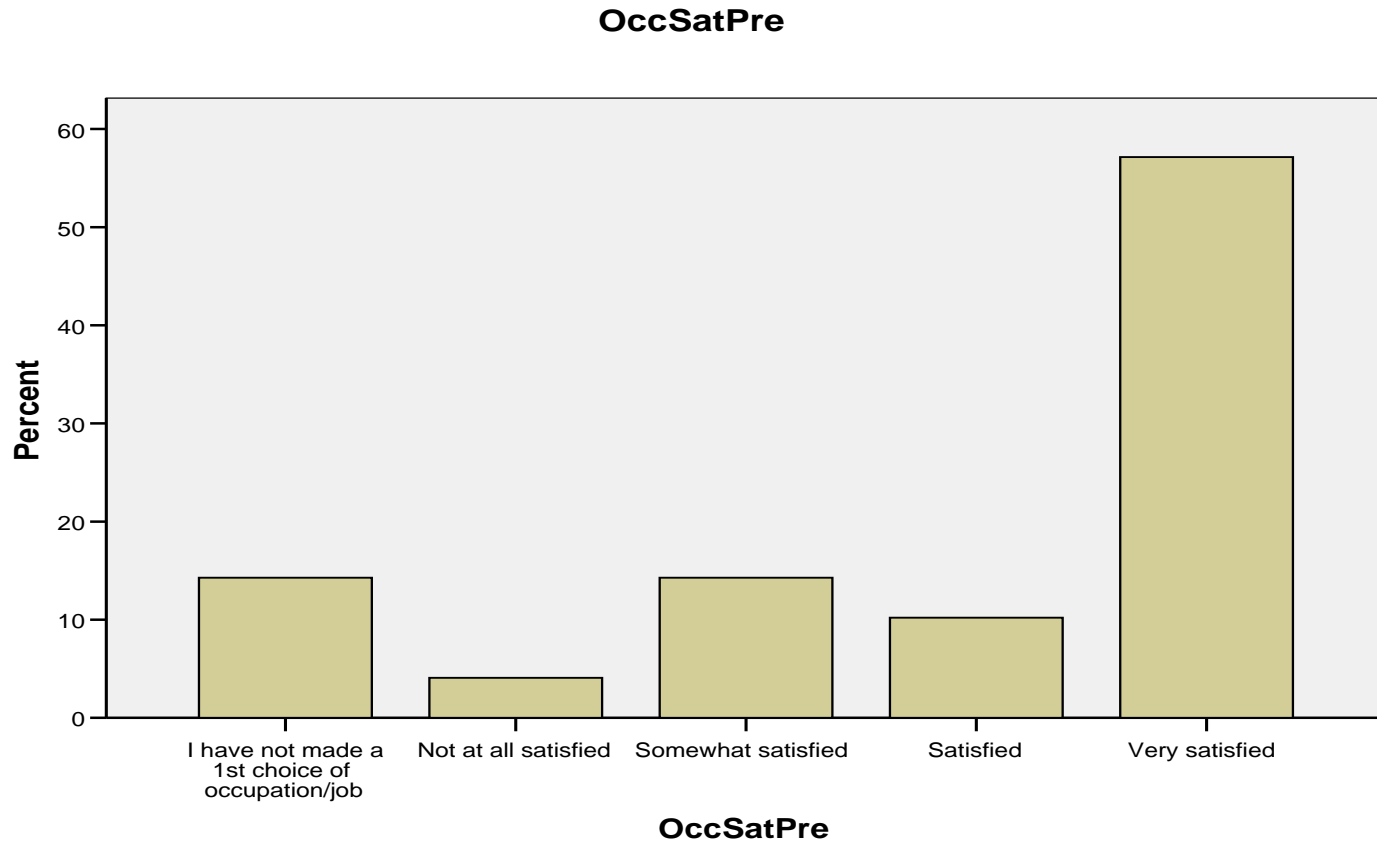**Occupational Certainty**

Pre-Tests & Post-Test

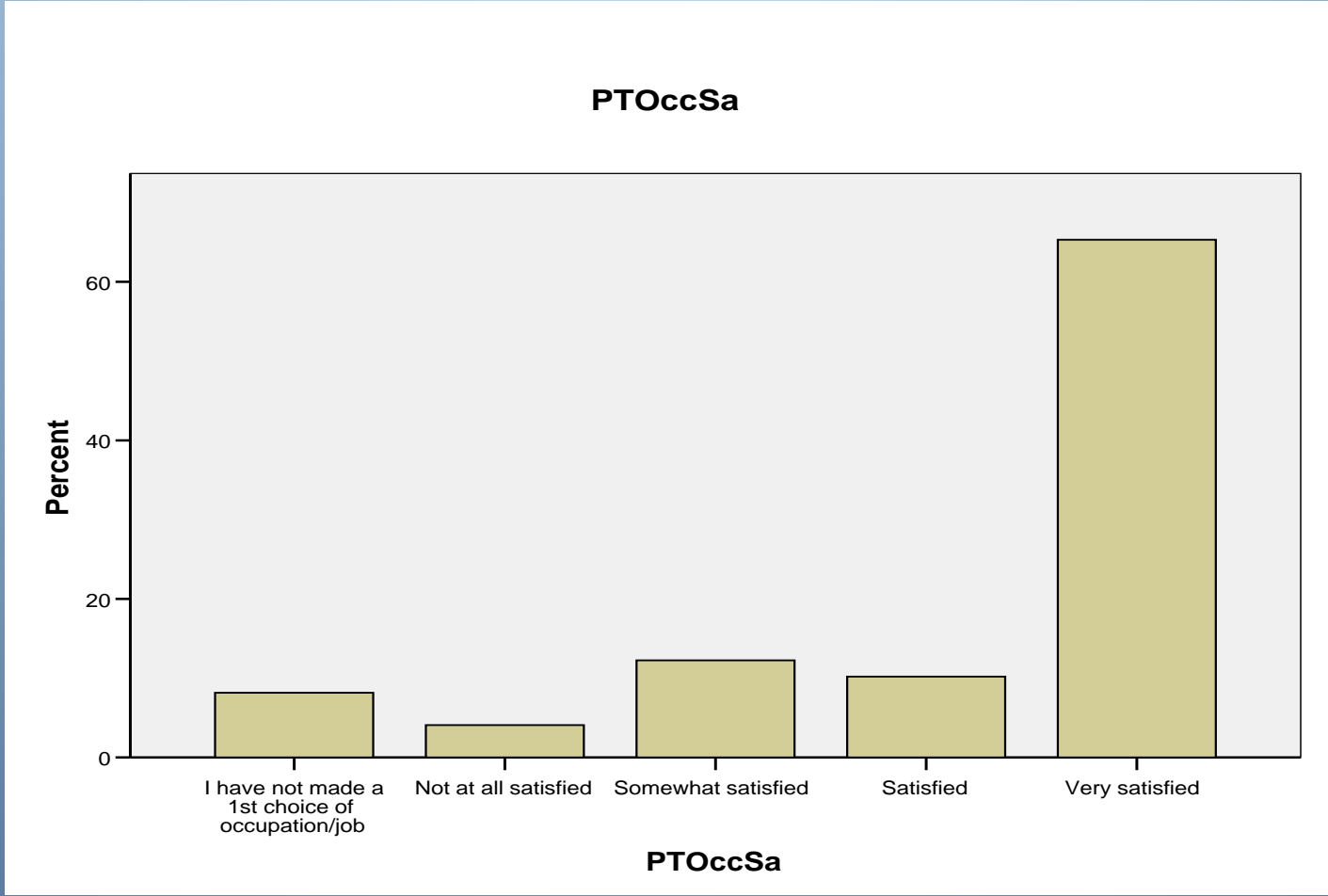Occupational Certainty mean from Pretest 1= 2.90

0= have not made a 1st choice; 1= Not Certain; 2= Mildly Certain; 3= Certain; 4= Very Certain

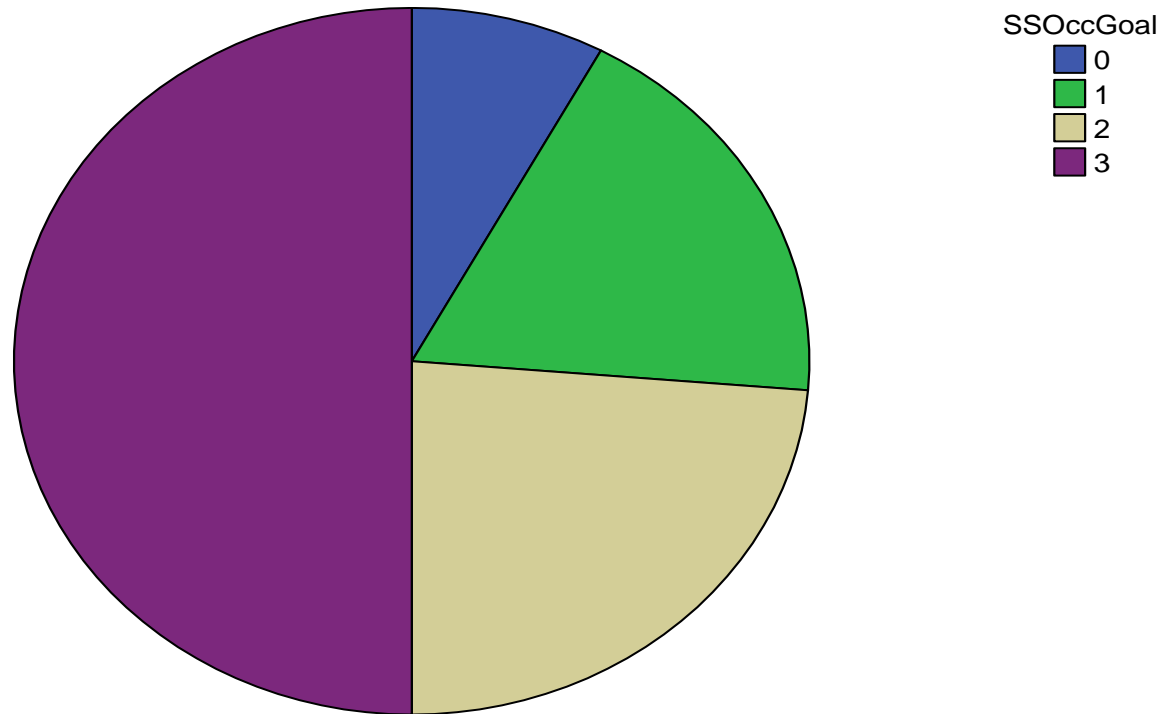**Percentage of at least mildly certain from the pre-test 1 to the post-test**

Outcomes
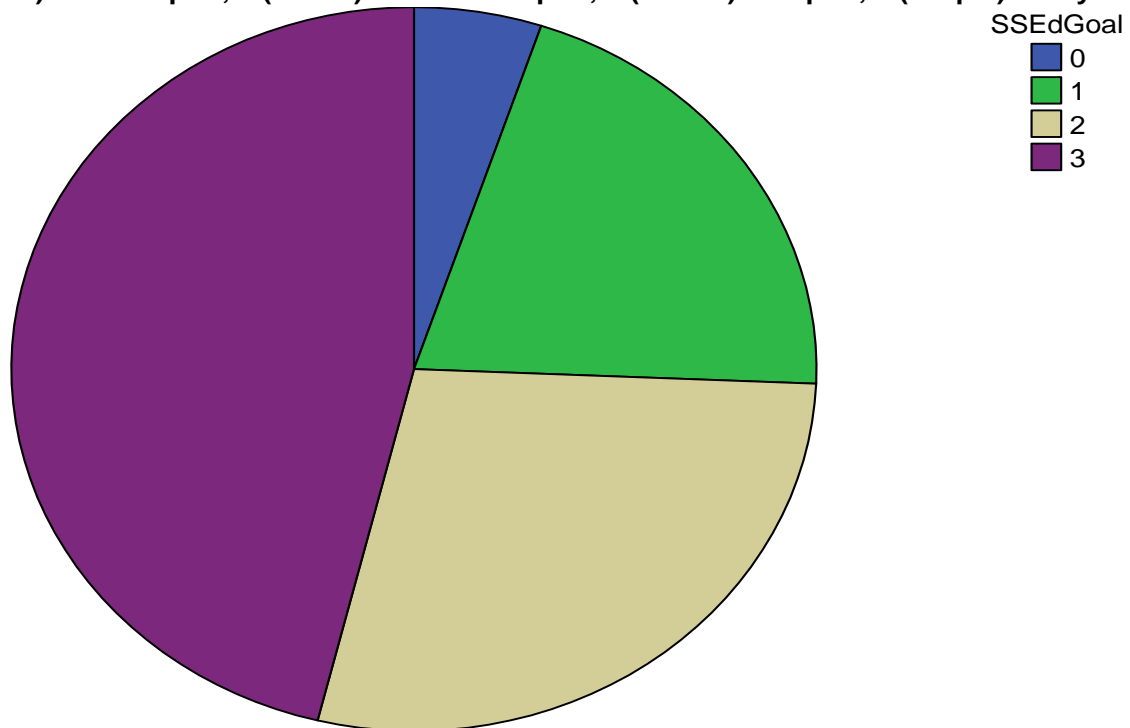
Outcomes

Outcomes

Occupational Goal Satisfaction

0 (Blue)= Not helpful; 1 (Green)= A little helpful; 2 (Brown)= Helpful; 3 (Purple)= Very Helpful

SSOccGoal
- 0
- 1
- 2
- 3

Outcomes

Education Goal Satisfaction

0 (Blue)= Not Helpful; 1 (Green)= A Little Helpful; 2 (Brown)= Helpful; 3 (Purple)= Very Helpful

Positive Implications

- Opportunity to impact the life course of youth
    - Aspirations
    - Self Knowledge
    - Occupational Knowledge
- Less emphasis on school-based career development
    - Little time
    - Little cognitive space/effort.

Recommendations

- Use in Community Centers
  - Schedule
  - Time of Interventions
  - Activities
  - Room
  - Costs
  - Attendance
  - Advisors