“An Exploratory Study of Factors Influencing Career Certainty & Indecision of High School Students in The Bahamas”

DISSERTATION DEFENSE
CHANGES MADE SINCE PROSPECTUS

1. *Dissertation title* to reflect the focus of the research study.

2. *Subject (career development and decision-making)* was addressed in an historical perspective in chapter 1.

3. *Research questions & hypotheses* reflected the type of analyses performed.

4. *All students in the 11th & 12th grades* at each schools were selected to participate instead of 75 – 100 in order to make generalizations to the population in Nassau.

5. *Independent variables* increased from 3 to 13 based on the questions on the Demographic Survey.
Review of Chapters:
1
2
3

SUMMARY
RESEARCH QUESTIONS

- Five (5) questions exploring significant differences and interaction effects among variables on levels of career certainty & indecision.

- Two (2) questions exploring significant differences between the sample and the CDS norm-referenced group.
VARIABLES OF INTEREST

Independent Variable
1. Type of School
2. Gender
3. Grade Level
4. Visit to the school counselor
5. Job Shadow Experience
6. Part-time work
7. Post-secondary plans
8. GPA
9. BJC Examination Passes
10. Parent’s education level
11. Parent’s Occupation

Dependent Variables
1. - career certainty
2. - career indecision

Confidence Level in career decision-making
- as measured by the Career Certainty and Indecision Scales of the Career Decision Scale (CDS) instrument.
DESCRIPTION OF SAMPLE

- Randomly selected school from a pool of 15 private and 7 public high schools in Nassau, Bahamas.

- A convenience sample of 11th and 12th graders from 3 high schools in The Bahamas (2 private and 1 public).

- All 11th and 12th grade students from the private schools and all 11th and 12th grade students taking Business Math at the public school, were selected by a school administrator.
- 215 (56%) private school
- 170 (44%) public school
- 230 (60%) females
- 155 (40%) males
- 197 (51%) 11th grade
- 188 (49%) 12th grade
CHAPTER 4 – RESEARCH ANALYSIS
### Descriptive Analysis

1. **Sample**

   - **Certainty**
     - Mean = 5.09
   - **Indecision**
     - Mean = 34.26

   **Standard Deviation**
   - Certainty = 1.52
   - Indecision = 8.83
Research Results

Descriptive Statistics:

- Males, private school students, and 12th graders were more certain and demonstrated less indecision in career decision-making than females, public school students, and 11th graders.
Students who reported visiting their school guidance counselor to discuss their career/college plans, those who had a job shadow experience, and those who had part-time work experience had a higher level of confidence in career decision-making skills than those who reported that they had not visited their school guidance counselor, did not have a job shadow experience, and had no part-time work experience.
Students with plans to pursue post-secondary education were more confident in career decision-making than those who were planning on working, and those who were undecided regarding their post-secondary plans, while those who reported being undecided on their post-secondary plans had a higher level of confidence in career decision-making than those who reported planning on seeking employment immediately after high school.
Students who stated having a GPA of 3.00 – 4.00, had a higher level of confidence in career decision-making than those who reported having a GPA of 2.00 – 2.99 and below 2.00.

Those who stated that they had 5 – 8 BJC passes, were more confident in their career decision-making skills than those who stated that they had 0 – 4 passes.
Students whose mother/father’s education was at the college level were more confident in their career decision-making than those whose mother/father’s education was at the high school level, or whose mother/father’s education were unknown, and those whose mother/father’s education was at the high school level, confidence in career decision-making was slightly higher than those whose mother/father’s education was unknown.
Students whose mother/father’s occupation were in the top occupational group (legislators, senior officials, and professionals) showed the highest level of confidence in their career decision-making skills, while those whose mother/father’s were in the lowest occupational group (agricultural, machinery, fishery, craft, and janitorial workers) showed the lowest level of confidence in career decision-making.
Inferential Analysis

加快发展

The type of school adolescents attend as well as the grade level will influence confidence level in career decision-making.

The level of career indecision would be significantly different for high school adolescents in Nassau, when males and females are observed within grade level and within a private and public school within grade level.
Profile Plots

- Significant interaction effect between genders at the private and public schools in the 12th grade in the level of career indecision.
Visiting the school guidance counselor to discuss future plans is a significant influence on adolescents’ confidence level in career decision-making, particularly in the area of career certainty.

Post-secondary plans was a significant influence on adolescents’ career certainty but not indecision, and that BJC examination passes was also a significant influence on their confidence level in career decision-making.
Students with 5 – 8 BJC passes with plans to work, with the highest GPA, on average will demonstrate less career certainty and more indecision in their career decision-making, while those who are undecided, will demonstrate more career certainty and less indecision in their career decision-making.
RESEARCH RESULTS

Profile Plot
Certainty Scale

- A significant interaction effect on Bahamian adolescents with 5 – 8 BJC passes, their post-secondary plans and their GPA.
A significant interaction effect on Bahamian adolescents with 5 – 8 BJC passes, their post-secondary plans and their GPA.

Estimated Marginal Means of Career Indecision Scale

<table>
<thead>
<tr>
<th>Grade Point Average</th>
<th>Post-Secondary Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>below 2.00</td>
<td>work</td>
</tr>
<tr>
<td>2.00 - 2.99</td>
<td>undecided</td>
</tr>
<tr>
<td>3.00 - 4.00</td>
<td>post-secondary education</td>
</tr>
</tbody>
</table>

Non-estimable means are not plotted.
Mother and father’s occupations will be significant influences on adolescents’ level of career certainty and not indecision, and also that there was not enough evidence to conclude that mother and father’s level of education will be influences on adolescents’ confidence in career decision-making.
The Bahamian high school females’ average level of career certainty and indecision, and the Bahamian high school males’ average level of career indecision were significantly different from the high school norm groups of the CDS.

The Bahamian 12th graders’ average level of career certainty was significantly different from the high school norm group of the CDS.
## Research Results

### Multivariate Tests (between subjects)

<table>
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<tr>
<th>Effect</th>
<th>F</th>
<th>df</th>
<th>Sig.</th>
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<tr>
<td>GUIDANCE</td>
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<td>JSHADOW</td>
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<td>.117</td>
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<td>WORK</td>
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<td>.218</td>
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<td>.406</td>
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<tr>
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<td>.264</td>
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<td>GUIDANCE * JSHADOW * WORK</td>
<td>.</td>
<td>0, 378.5</td>
<td>.</td>
</tr>
</tbody>
</table>

*F* = Wilks' Lambda
CHAPTER 5 – RESEARCH IMPLICATIONS
Career guidance activities need to be designed and implemented in the public high school to assist adolescents in career planning and decision-making.

- Include an emphasis on planning and awareness of life roles (exploration of self-knowledge, educational and occupational exploration, and career planning).

Importance of taking developmental levels into consideration when planning and designing counseling intervention to improve career decision-making skills.
IMPLICATIONS

- Expose both males and females to nontraditional careers and subjects in high school.

- School guidance department need to become more aggressive in involving high school students in career counseling activities to improve their career decision-making skills.

- The Bahamas White on Education policy implement standards similar to the CACREP standards to ensure that counseling professionals in the schools are learning the necessary skills and strategies for implementing the standards in the schools to assist all students in making effective career decisions.
Counseling professionals should seek the help of parental support for career in program planning (utilizing parents as guest speakers for career day, inviting parents to become mentors for some students, using working parents as role models for a job shadow experience, and/or providing parents jobs as student internship worksites).

The CDS was reliable in identifying this sample of Bahamian adolescents' level of career certainty and indecision with results similar to Watson, Foxcroft & Stead, 1991.