Improving Exercise Science students’ self-efficacy in making positive career decisions

GREGORY REDDAN
Griffith University, Gold Coast, Australia

Field Project A is an elective course in the Bachelor of Exercise Science program at Griffith University and includes elements of both career development learning and work integrated learning. This paper aims to determine the effects of the learning activities and assessment items developed for the course on students' self-efficacy in making positive career decisions. Two days of workshops were conducted prior to the placement based on the SOAR model (Kumar, 2007). Self-awareness activities included: a discussion of career theory; explanation of the SOAR model; the Personal Style Inventory; sensing dimensions; Lifeline exercise; identifying skills and abilities; work values; Myers-Briggs Type Indicator; influential external factors; and the Systems Theory framework and a walk-through Assessment 1- Personal Profile. Opportunity Awareness concepts consisted of: information gathering; gaining industry knowledge; informational interviews; the labour market and employment information; and a lead-in to Assessment 2 – Personalised Job Study. The activities related to Aspirations involved: making decisions; the life-raft activity; setting career goals; and a walk-through Assessment 3 – Career Action Plan. Other assessment items were related to placement and included performance on placement, a reflective journal and oral presentations conducted following the completion of placement.

The career decision self-efficacy scale (CDSS) (Taylor & Betz, 1983) was administered prior to and on completion of the course. Additionally, responses from an open-ended questionnaire were analysed to determine common themes. Comparison of pre- and post-scores on the CDSS demonstrated statistically significant differences in relation to students’ confidence in self-appraisal, occupational information, goal selection, planning and problem solving. The results of the study indicated that students perceived the course increased their awareness of personal strengths and weaknesses in relation to employability, as well as their knowledge of specific occupations. Students suggested that they were more able to set career goals, had developed skills to achieve those goals and had improved their abilities to solve problems related to their career development.

Keywords: Exercise Science; self-efficacy; career decisions; career development learning; work integrated learning

BACKGROUND

Self-efficacy Theory

The potential importance of the self-concept and self-esteem to vocational behaviour has long been recognised (Leong & Barak, 2001). More recently research has focused on the construct of self-efficacy, which refers to an individual’s beliefs in their ability to perform a particular behaviour. Self-efficacy expectations refer to a person’s beliefs concerning his or her ability to successfully perform a given task or behaviour and were perceived to be major mediators of behaviour and behaviour change (Bandura, 1977). Low self-efficacy expectations regarding a particular behaviour could lead to avoidance of those behaviours, whereas stronger self-efficacy expectations would more likely lead individuals to approach behaviour.

Career Self-efficacy

Over the past few decades, increased attention has been paid to the process by which career decisions are made (Miller, Roy, Thomas & McDaniel, 2009). A construct that has received significant research attention is career decision-making self-efficacy (CDSE) which was introduced by Taylor and Betz (1983) with the development of the Career Decision Self-Efficacy Scale (CDSES). The scale was designed to measure an individual’s degree of belief that he or she can successfully complete tasks necessary to making career decisions. Several studies have shown CDSES scores to be related to behavioural indicators of educational and career adjustment (Taylor & Popma, 1990; Mathieu, Sowa & Niles, 1993; Nevill & Schlecker, 1988; Peterson, 1993).

Career Maturity Theory

Although the concept of self-efficacy expectations provided the primary theoretical basis for the development of the CDSES scale, Crites’s (1978) model of career maturity provided the original authors (Taylor & Betz, 1983) with a framework for deciding how to define and operationalise the skills required in career decision-making. Crites’ five competencies and subsequently the subscales of the CDSES were: (a) accurate self-appraisal (the
ability to accurately appraise one’s own abilities, interests and values as they relate to educational and career decisions; (b) gathering occupational information (the ability to locate sources of information about university programs and occupations, including the ability to identify and talk with people employed in the occupations of interest; (c) goal selection (the ability to match one’s own characteristics to the demands and rewards of careers as to identify one or more programs or careers to pursue; (d) making plans for the future (knowing how to implement an educational or career choice, including in enrolling in educational programs, job search, resume writing and job interviewing; and (e) problem-solving (being able to figure out alternative plans or coping strategies when plans do not go as intended) (Betz & Luzzo, 1996).

The Career Decision Self-Efficacy Scale

The Career Decision Self-Efficacy Scale (CDSES) (Taylor & Betz, 1983) is a measure of the way people perceive their ability to make educational and vocational decisions. The CDSES is one of the most frequently used scales in career counselling and vocational guidance. Betz and Luzzo (1996) reviewed the research on the CDSES scale and cited research attesting to its reliability, as well as content, criterion and construct validity. As the original CDSES was fairly lengthy (i.e. 50 items) and time consuming, Betz, Klein and Taylor (1996) published a short form of the questionnaire (Career Decision Self-Efficacy scale – short form (CDSES-SF), which included 25 items (5 for each factor). In 2005 a version was made with the same number of items but with a 5-level confidence continuum – 1 being “no confidence at all” and 5 referring to “complete confidence” (Betz, Hammond & Milton, 2005). The scale scores can be reviewed to indicate an individual’s pattern of higher and/or lower confidence areas as they relate to career decision-making competences. Furthermore, the scale scores can be utilised to evaluate the effectiveness of educational and career interventions.

CASE STUDY

Field Project A is an elective second-year course in the Bachelor of Exercise Science program conducted at Griffith University. The rationale for including this course in the program is to make students aware of the requirements of the industry they wish to enter and to expose them to the working environment of various organisations in which they may wish to seek employment. The course involves both career development learning and work-integrated learning (Reddan & Rauchle, 2012) with students required to complete work experience in a relevant industry. Two days of workshops were conducted prior to the placement based on the SOAR model (Kumar, 2007) with learning activities related to self-awareness, opportunity awareness and aspirations.

Self-awareness activities included: a discussion of career theory; explanation of the SOAR model; the Personal Style Inventory (Champagne & Hogan, 1979); sensing dimensions; Lifeline exercise; identifying skills and abilities; work values; Myers-Briggs Type Indicator (Myers, 1987); influential external factors; and the Systems Theory framework (Patton & McMahon, 1999) as well as a walk-through Assessment 1- Personal Profile. Opportunity Awareness concepts consisted of: information gathering; gaining industry knowledge; informational interviews; the labour market and employment information; and a lead-in to Assessment 2 – Personalized Job Study. The activities related to Aspirations involved: making decisions; the life-raft activity; setting career goals; and a walk-through Assessment 3 – Career Action Plan. Other assessment items were related to placement and included performance on placement, a reflective journal and oral presentations conducted following the completion of placement. The course is graded with the assessment items directly linked to the learning activities.

RESEARCH METHODOLOGY

Research Purpose

This particular study examined the effectiveness of the learning activities of Field Project A in relation to students’ career decision self-efficacy to seek out real-world positions in industries relevant to their undergraduate studies in Exercise Science. The results will be used to consider possible improvements of the course for future students. The research included two main research questions:

1. What effects did the learning experiences of the course have on students’ career self-efficacy?
2. How did the learning activities of the course affect students’ career self-efficacy in relation to their:
   a. awareness of their personal strengths and weaknesses in relation to employability?
   b. knowledge related to a specific occupation in which they are interested?
c. ability to set goals for their career?
d. skills in planning to achieve their career goals?
e. ability to solve problems related to their career development?

Data Collection

The research was conducted using 15 second-year Exercise Science students who made up the entire cohort in Field Project A at Griffith University. The instruments used for data collection included the Career Decision Self-Efficacy Scale – Short Form (CDSES-SF) (Appendix I) and an open-ended questionnaire specifically designed for this study (Appendix II). Content analysis of the completed questionnaires examined common themes in student responses.

RESEARCH FINDINGS

The research findings are reported here using the research questions as headings.

1. What effects did the learning experiences of the course have on students’ career self-efficacy?

The CDSES-SF was administered to the entire cohort (N=15) at the commencement and completion of the course. Students were required to indicate their level of confidence in relation to five variables (25 statements) using a five point Likert scale, with 1 being “no confidence at all” and 5 referring to “complete confidence”. These variables included self-appraisal (SA), occupational information (OI), goal selection (GS), planning (P) and problem-solving (PS). Statistical analysis was performed using the Wilcoxon ranked pairs test. This non-parametric test is appropriate for data from an ordinal scale.

Table 1 indicates that the scale scores collected at the completion of the course were significantly greater (p<.05) than the scale scores achieved by students at the commencement of the course, thus indicating that students had gained significantly in confidence in relation to their overall career decision self-efficacy and also in each of the five sub-scales of self-appraisal, occupational information, goal selection, planning and problem-solving.

<table>
<thead>
<tr>
<th>Question</th>
<th>N</th>
<th>W</th>
<th>Critical W²</th>
<th>Conclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/SA</td>
<td>10</td>
<td>1.5</td>
<td>8</td>
<td>Significant difference</td>
</tr>
<tr>
<td>2/OI</td>
<td>12</td>
<td>13</td>
<td>13</td>
<td>Significant difference</td>
</tr>
<tr>
<td>3/GS</td>
<td>10</td>
<td>7</td>
<td>8</td>
<td>Significant difference</td>
</tr>
<tr>
<td>4/P</td>
<td>14</td>
<td>2.5</td>
<td>21</td>
<td>Significant difference</td>
</tr>
<tr>
<td>5/PS</td>
<td>15</td>
<td>15</td>
<td>17</td>
<td>Significant difference</td>
</tr>
</tbody>
</table>

2. How did the learning activities of the course affect students’ career self-efficacy?

a. How did the learning activities of the course affect students’ career self-efficacy in relation to developing awareness of their personal strengths and weaknesses in relation to employability?

Responses indicated that almost all students developed a greater awareness of their strengths and weaknesses in relation to employability following the learning activities conducted during the course. “The activities have allowed me to identify the more important components in which I excel or need to work on.” One student noted that he had not experienced any real change, whilst several students suggested their confidence in regards to employability had increased significantly. The personal profile was perceived to be a valuable teaching activity in assisting the development of a deeper understanding of these issues.

b. How did the learning activities of the course affect students’ career self-efficacy in relation to knowledge related to a specific occupation in which they are interested?

The majority of students (87%) suggested that they became more knowledgeable about a specific occupation at the completion of the course. Various learning activities were indicated to assist in gaining more information about particular careers. “The personalised job study was great – it gave me a lot of information about my chosen
career”. Another student noted that the career plan greatly improved their awareness but it “also made me feel more relaxed knowing the job outlook in the years to come”. The placement component of the course was regarded to be very influential in providing both theoretical and practical perspectives of particular occupations. Importantly, students perceived that they had become more aware of the resources to find information, particularly concerning the terms and conditions of particular occupations. Several students indicated that the learning activities of the course had consolidated their ideal career choice, whilst others mentioned that it “was useful to look at other options”.

c. **How did the learning activities of the course affect students’ career self-efficacy in relation to ability to set goals for their career?**

Generally students considered that they were more able to set career goals as a result of the learning activities presented. “The course helped me to set goals and identify pathways to specific careers”. One student suggested that her goals were “more clear and precise”. However, two students (13%) indicated that little change had occurred in this aspect through the course as they had independently conducted their own research and set goals prior to the commencement of the course. “I had already set my goals so I knew what I have to do to achieve them through my own research”. Several students noted that the career plan was valuable as “everything has been broken down into manageable steps”. Another commented that “the SMART goals initiative was very helpful in designing my goal-setting program”. This activity required students to set goals that were specific, measurable, achievable, realistic and time-framed.

d. **How did the learning activities of the course affect students’ career self-efficacy in relation to skills in planning to achieve their career goals?**

Students suggested that their planning skills were more developed and organised following the course. Several noted that they were more aware of skills they already possessed and those which they needed to develop in order to improve their employability. “The course helped develop and identify skills that help to plan and achieve career goals”. One student commented that the skills were “cemented – this course has really helped”, whilst two students indicated that the learning activities conducted during the course assisted in providing places or resources to turn to for assistance. Another student noted that the personal profile assisted in developing her confidence to successfully plan for her future career.

e. **How did the learning activities of the course affect students’ career self-efficacy in relation to ability to solve problems related to their career development?**

The general consensus of students was that the learning activities assisted their ability to solve problems related to their career development. “It’s encouraged me to remain committed and dedicated to my studies and has helped me overcome my fears concerning employment”. Students suggested that the work-experience placement, the reflective report, the informational interview and discussions with professionals were very valuable experiences in regards to this specific ability. Several students indicated that the learning activities provided more direct contacts at the university who can assist students with any problems that might arise in regards to career development.

**DISCUSSION AND CONCLUSIONS**

The results of this research clearly indicate positive trends in students’ perceptions in regards to the benefits of this course in regards to improving their career decision self-efficacy. Graduates from Exercise Science programs enter a very competitive employment market in which self-efficacy in regards to making career decisions is essential. Field Project A provides students with a variety of learning experiences that have been demonstrated to significantly improve their self-efficacy in this regard. In summary, there were several important findings from this study. Students became more aware of their personal strengths and weaknesses in relation to employability following the course. The learning activities were found to be valuable in providing students with knowledge concerning specific occupations in which they are interested. Students indicated they were more able to set and develop plans to achieve career goals at the completion of the course. In general, students suggested they were also more confident in their ability to solve problems and more aware of possible contacts to assist them in their career development.
REFERENCES


Copyright © 2014 Gregory Reddan

The author(s) assign to the Australian Collaborative Education Network Limited, an educational non-profit institution, a non-exclusive licence to use this article for the purposes of the institution, provided that the article is used in full and this copyright statement is reproduced. The author(s) also grant a non-exclusive licence to the Australian Collaborative Education Network to publish this document on the ACEN website, and in other formats, for the Proceedings of the ACEN National Conference, Gold Coast 2014. Any other use is prohibited without the express permission of the author(s).
APPENDIX 1: Career Decision Self-Efficacy Scale

Name: __________________________________________ Course: ______________________________________

For each statement below, please read carefully and indicate how much confidence you have that you could accomplish each of these tasks by marking your answer according to the following 5-point continuum. Mark your answer by writing the appropriate number next to the statement.

1  2  3  4  5
No confidence at all  Very little confidence  Moderate confidence  Much confidence  Complete confidence

Self-appraisal

Accurately assess your abilities  _____
Determine what your ideal job would be  _____
Decide what you want in an occupation  _____
Figure out what you are and are not ready to sacrifice to achieve your career goals  _____
Define the type of lifestyle you would like to live  _____

Occupational Information

Find information about occupations you are interested in  _____
Find out the employment trends for an occupation over the next 10 years  _____
Find out about the average weekly earnings of people in an occupation  _____
Talk with a person already employed in the field you are interested in  _____
Find information about postgraduate programs  _____

Goal selection

Select one degree program from a list of potential programs you are considering  _____
Select one occupation from a list of potential occupations you are considering  _____
Choose a career that will fit your preferred lifestyle  _____
Make a career decision and then not worry about whether it was right or wrong  _____
Choose a major field of study or career that suits your interests  _____

Planning

Make a plan of your goals for the next 5 years  _____
Determine the steps you need to take to successfully complete your chosen degree program  _____
Prepare a good resume  _____
Identify employers, firms and institutions relevant to your career possibilities  _____
Successfully manage the job interview process  _____

Problem solving

Determine the steps to take if you are having academic trouble with an aspect of your chosen degree  _____
Persistently work at your major academic or career goal even when you get frustrated  _____
Change degrees if you did not like your first choice  _____
Change occupations if you are not satisfied with the one you enter  _____
Identify reasonable degree programs or career alternatives if you are unable to get your first choice  _____
APPENDIX II: Field Project Questionnaire

Please respond to the following questions.

**How have the learning activities in this course affected:**

a) Your awareness of your strengths and weaknesses in relation to employability?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?

____________________________________________________________________________________________
____________________________________________________________________________________________
____________________________________________________________________________________________

b) Your knowledge related to a specific occupation in which you are interested?