

TRUE NORTH

In today's workplace climate, career advisory has gone beyond the simple act of placing clients into a job. It has become an intricate art of helping clients navigate workplace complexities and interweaving that closely with an individual's beliefs, values and principles. As a career professional, you are tasked with the all-important role of helping one find meaning and fulfillment in their job. You are instrumental in their search for a purpose-driven life; for their TRUE NORTH.

WSG CAREER DEVELOPMENT FRAMEWORK (CDF) CREDENTIAL



Certified Career Practitioners (Left to Right: Jason Low, Angeline Chiang, Irene Chin, Jit Nagpal)



Certified
Career
Advisor

Certified
Career
Practitioner

Certified
Career Clinical
Supervisor

Certified
Career Services
Manager

The WSG CDF offers four credentials – Certified Career Advisor, Certified Career Practitioner, Certified Career Clinical Supervisor and Certified Career Services Manager, targeted at career professionals in different roles.

How It Benefits You!

- Endorses the competencies you possess.
- Gives clients assurance that you abide by the Code of Ethics for Career Professionals.
- Have your name listed on WSG's website as a credential holder.

Register or
find out more:
bit.ly/cdf_credential



SCAN HERE

FROM THE CASE CHEST

Do you often meet clients looking for a mid-career switch but feeling apprehensive about changing industries at this phase in life? Have you, as a career practitioner always wondered how to advise your clients in a manner that balances their skills with their interest?

Here's Senior Career Coach Andrew, and his client's story.

Having spent 20 years in the manufacturing sector, Zhi Wei (not his real name), felt a strong calling to leave the industry he had grown so familiar with, to pursue a career in the social service sector. This decision came after having dedicated the past 10 years since 2007 doing charity work whilst meeting the demands of his full-time Product Engineer job. In those 10 years, Zhi Wei contributed to society by actively volunteering at VWO where he paid regular visits to homes of the elderly who needed care. The deep desire to do good, coupled with a passion to care for the elderly led Zhi Wei to resign from his job, in search for work in the social service sector.

With no prior working experience in the social service sector, Zhi Wei's three-month job search led him nowhere, until he met Andrew Er, Senior Career Coach with Workforce Singapore's Careers Connect. Zhi Wei was

IN THE PIPELINE

Career Advisory Programme (CAP)

May intake: 8 – 10 May 2019
(Application closes: 10 Apr 2019)

Jun intake: 12 – 14 Jun 2019
(Application closes: 14 May 2019)

Jul intake: 8 – 10 Jul 2019
(Application closes: 10 Jun 2019)

Career Facilitation Programme (CFP)

Jun intake: 17 Jun – 22 Aug 2019
(Application closes: 17 May)

CFP Assessment-only Pathway (AOP)

May intake
(Application closes: 17 Apr)

WSG Career Development Framework (CDF) Credentials

Next application period:
1 - 31 Jul 2019

TELL US YOUR STORY



WSG is looking for interesting case studies from career professionals showcasing useful learning points, career development practices etc. that fellow professionals too can adopt in the course of their practice. Your story will also go a long way in encouraging the career professionals community in their journey of providing career advisory to their clients.

If you are a career professional and wish to share your story, please visit our website for details on how you can contribute:

bit.ly/case_study_contribution

We look forward to your valued contributions!

introduced to the Strong Interest Inventory (SII) to help him expand and explore possible job options based on his career interest. Motivated Skills (MS) card sort was also applied to help him identify transferable skills that he could articulate as competencies in his resume to meet the hiring needs of the employers. Andrew also recommended Zhi Wei to attend Careers Connect's Career 360 programme where he had the opportunity to network with others, who were looking to embark on their journey into the social service sector, as a form peer support.

By using these assessment tools (*Find links at the end of this article to know more about the tools*). Andrew was able to assess Zhi Wei's career interest vis-à-vis his skills so that he could explore career opportunities in the social service sector that he was not only interested in but that best utilised the skills sets Zhi Wei possessed.

Today, Zhi Wei is a Care Co-ordinator at an established community organisation where he manages a team of volunteers that conducts activities for the elderly. Zhi Wei is happy to land himself into a job that met his interest, made best use of his skills and for which he is truly passionate about.

Contributed by **Andrew Er**
Senior Career Coach
WSG's Careers Connect



Helpful links:

[Strong Interest Inventory \(SII\)](#)

[Motivated Skills \(MS\) card sort](#)

DID YOU KNOW?

CONSTRUCTION OF VOCATIONAL INTERESTS SCALE FOR YOUNG CHINESE

Holland's RIASEC typology and hexagonal structure are the most popular theoretic framework and organisational structure in vocational interest inventories (Rottinghaus & Dik, 2013). However, it may not be fully applicable to the Chinese populations directly as the typology may fail to address important constructs specifically tied to the Chinese cultural background.



[Image Source](#)

This problem calls for a new vocational interest inventory built on indigenous Chinese samples.

Two studies were conducted to (1) develop a vocational interest scale based on indigenous Chinese samples to provide a practical measurement tool for researchers and educators, and (2) to explore the latent structure of vocational interests in China, enhancing the theoretical framework for cross-cultural studies.

STUDY 1: To formulate a new scale of Chinese vocational interest and its basic structure.

Considering the main purpose of the Chinese vocational interest scale was to help young Chinese, college students were selected for the study. A survey was administered to a sample of 327 undergraduates where a series of questions were asked and the responses eventually formed a new 96-item inventory.

The responses to the 96 items in the Chinese Vocational Interests Scale were submitted to an exploratory factor analysis (EFA) in Mplus 7.11, applying the recommended GEOMIN oblique rotation.

RESULTS

Putting the data against the scree plot, coupled with the four-dimension structure from previous studies, nine models with 3 to 11 factors where

A LOOK BACK @ 2018



CAREER ADVISORY PROGRAMME (CAP)

In 2018, a total of 84 HR practitioners, career ambassadors, educators and division heads from both the Public Service and Private Sector attended the 3-day CAP. Participants were equipped with basic career and education advisory competencies. Conducted by our trainers, the highly engaging course allowed participants the opportunity to learn through case studies analysis, peer sharing, role playing and in-depth discussions with one another.

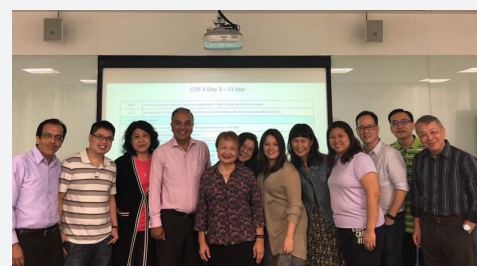
"An excellent programme that undoubtedly trains one to be a career advisor, strongly recommended."

Dr T K Tan (PhD)

Intern Counsellor

Master in Counselling (Advanced) Programme
Dec 2018 CAP Graduat

Click here to find out more: bit.ly/wsg_cap



CAREER FACILITATION PROGRAMME (CFP)

WSG rolled out this 150-hour programme, conducted over 10 - 12 weeks to equip those looking at bringing their career development practice to the next level. The CFP aims to equip participants with the knowledge, skills and platform to provide effective career guidance to both students and adults.

"I am an advocate of lifelong learning. Even after 1500+ coaching hours, I found many essential lessons in the ACCDF course which has allowed me to further improve my skills as a coach, giving me new perspectives and insights in the career development practice."*

Jit Nagpal

Science Group

Founder CEO

Jul 2018 ACCDF Graduat

Click here to find out more: bit.ly/wsg_cfp

shortlisted. Of which, the nine-factor was found to have the best balance of fitness and interpretability of solutions.

NINE DIMENSIONS

Identified through exploratory factor analysis, the nine dimensions consist of: **Artistic (A)**, **Biotic (B)**, **Conventional (C)**, **Expressive (X)**, **Investigative (I)**, **Operational (O)**, **Social (S)**, **Enterprising (E)**, and **Adventurous (V)**.



Artistic (A), measures whether individuals like activities where imagination and creativity are needed, and whether they like to pursue artistic values and beauty.



Biotic (B), measures whether individuals have a great interest in living things and the nature. People with a relatively higher level of Biotic like to raise and observe the growth of animals and plants.



Conventional (C), measures whether individuals like highly rational, regular, and systematic activities. People of this kind prefer well-regulated environments.



Expressive (X), measures whether individuals like being in public, being the focus of attention, and influencing the public.



Investigative (I), measures whether individuals are filled with curiosity, highly critical, and prefer to solve problems by observing, analysing, and reasoning.



Operational (O), measures whether individuals like activities requiring handcraft, operation of tools, and the use of materials in order to make objects.



Social (S), measures whether individuals like social interactions and helping others.



Enterprising (E), measures whether individuals like to manage and control others' thoughts and behaviours. People with a relatively higher level of Enterprising are usually sensitive to economic benefits and often want to take power and dominate social resources.



Adventurous (V), measures whether individuals like highly challenging activities and taking risk. People of this kind are interested in sports and outdoor activities.

STUDY 2: To replicate the nine-factor model from Study 1 with Confirmation Factor Analysis (CFA) (Worthington & Whittaker, 2006).

In this study, participants completed the Chinese Vocational Interests Scale, Self-Directed Search and demographic information; where inconsistent responses were being filtered before the data was included in the final analysis.

RESULTS

The nine-factor model of the vocational interest scale was tested and proven to fit well with the data. Reliability evidence was also shown with Cronbach's alpha and test-retest reliability.

SOURCE: Li, J., Xu, C., Li, C., & Zhang, H. (2018). Construction of Vocational Interests Scale for Young Chinese. *Journal of Pacific Rim Psychology*, 12, E15. doi:10.1017/prp.2017.26

FOOD FOR THOUGHT

Should Singapore also develop our own vocational interest inventories that take into consideration our diverse cultural background?



CONFERENCE AND MASTERCLASS

The inaugural Career Practitioners Conference held in August 2018 drew the participation of some 300 career professionals who had the opportunity to hear from our distinguished speakers, Dr Jim Bright and Dr Roberta Neault as well as our local speaker Mr Darryl Parrant also shared the latest career development theories and best practices. The event was graced by Minister for Manpower, Mrs Josephine Teo, who also launched the WSG Career Development Framework.

The learning continued the next day for 80 career professionals with more in-depth discussion with Dr Jim Bright and Dr Roberta Neault to further deepen and enrich learnings from the previous day.

"This conference helped me learnt quite a lot. Was very good to hear from the esteemed experts from overseas. It helped me with my professional practice and I will strongly recommend all of you to attend future conferences like this."

Gerald Tan,
Principal Manager
SkillsFuture Singapore



COMMUNITY OF PRACTICE (COP) EVENTS

Centred on the theme of 'Getting Ready For Future Work', WSG organised 3 CoPs in 2018 bringing together some 250 career professionals at each CoP for a time of networking and learning as a community! Experts were brought in to share with us on varied topics such as; Nature of Work in the 21st Century, Future of Skills Development and Lifelong Learning, and Managing Stress for a Healthy Work-life Integration.

FURTHER READINGS

Construction of Vocational Interests
Scale for Young Chinese



Holland's SDS Applied to Chinese
College Students: A Revisit to
Cross-Culture Adaptation



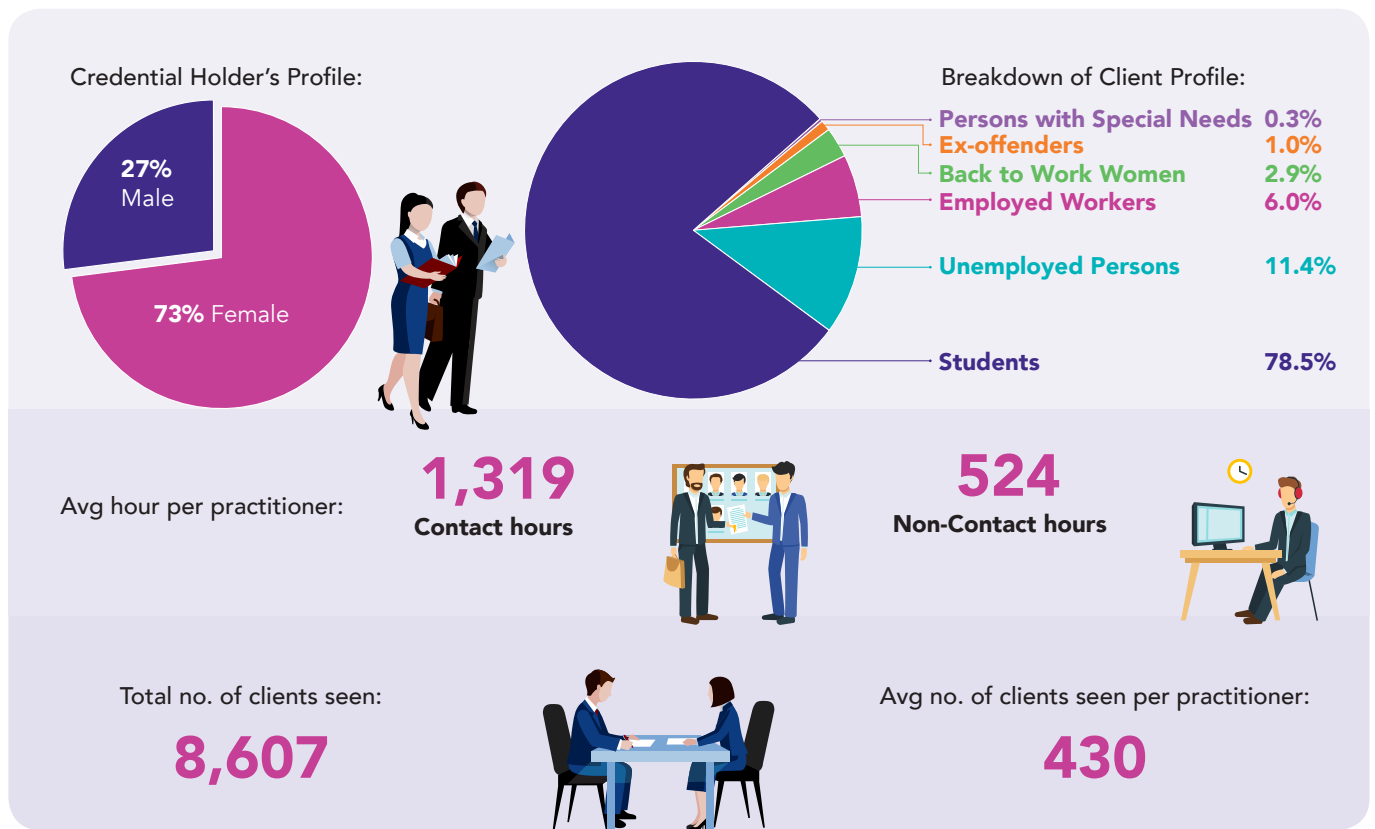
Holland Hexagon



CPD IN NUMBERS

The first opening for the WSG Career Development Framework (CDF) Credentials saw 20 career professionals being awarded with their credentials!

Here are some interesting statistics:



* Based on declaration of contact and non-contact hours in the past 3 years.



Visit our website to find out more:
[Bit.ly/cdf_credential](https://bit.ly/cdf_credential)



Brought to you by:
Career Practitioners Division (CPD)
Careers Connect Group
For enquiries, contact us at CPD@wsg.gov.sg