Career Planning, Development and Guidance for Young Adults

A sharing by Education and Career Guidance Counsellor in Republic Polytechnic

Session ID: 256

Alice is a practicing Education and Career Guidance (ECG) Counsellor resourced by the Singapore Ministry of Education (MOE) and situated at Republic Polytechnic (RP). She holds various professional qualifications in Career Development and Counselling, including an Advanced Certificate in Career Development Facilitation (ACCDF) from Singapore Workforce Skills Qualification, a Specialist Diploma in Career Counselling, and NCDA’s Facilitating Career Development (FCD) programme.

Prior to this role, Alice held industry development portfolio with the Office of Industry and Collaboration at Republic Polytechnic, looking at partnership between RP and external organizations with the aim for internship and project opportunities for RP students.

Social Ecology Model (Youth in Institutes of Higher learning)

Singapore’s Education System: An Overview

SkillsFuture

Social & Economic Policies

Social Network & Norms

Skills

Beliefs & Values

Self-efficacy

Perceived Norms

Emotions

FaceBook

Twitter

LinkedIn

School

Friends

Family

Interpersonal

Work

Community

Interest Group

FaceBook

LinkedIn

SkillsFuture

Education & Career Guidance Counsellor
Job functions of Education and Career Guidance Counsellor

- Counselling
- Education
- Information and Profiling
- Programmes & Partnership Development
- Services Management

Over the last 3 years in Republic Polytechnic

6 Education and Career Guidance Counsellors supporting approx. 14,000 students every year
...early challenges

How to promote Education and Career Guidance to Republic Polytechnic staff and students?

"Lecturers are also mentors to students. What is your value add?"

"I don’t have a problem, why do I need to see a counsellor?"

"There’s not enough time for another curriculum"

"I prefer to talk to my friends than a stranger"

Supporting Republic Polytechnic lecturers in effective career advisement

Key Skills

Effective Career Advising

- Building trust and rapport
- Motivating and inspiring
- Reflective questioning
- Building and maintaining rapport
- Managing diversity
- Holding one’s accountability
- Seeing different perspectives
- Active listening

Efforts in Publicity and Outreach
Common ECG Issues in Republic Polytechnic

- Further Studies Options
- Career Pathways Exploration
- Personality Profiling
- Resume Writing
- Job Search Strategies
- Interview Skills – Scholarship/Internship/Job
- Decision-making Issues & Dilemma
- Switching Track/Pathways

Efforts in Publicity and Outreach

Maximising every opportunity to engage students

- **Multi touch points** through various structured activities and events to constantly engage students on ECG throughout their 3 year journey in RP.

- **Multi engagements** by ECG counsellors who collaborate closely with schools/lecturers e.g. class visits, contributing to school talks and briefing sessions.

- **Multi approaches** to customise and personalise ECG catering to the diverse needs of students.

- **Multi tier support** comprising Lecturers, ECG Champions and ECG Counsellors who work closely with each another to bring ECG closer to students.

ECG 2015 - 2017

- Students attended ECG lessons via general modules at RP Career Centre
- ECG Training to RP Staff on Basic Career Advisement
- ECG Counselling Sessions (Individual & Group)

ECG 2015 - 2017

- ECG Training to RP Staff on Basic Career Advisement
- ECG Counselling Sessions (Individual & Group)

RP Career Fair

- ECG Communications & Publication to students/Staffs
- On-site resume review clinics & job interview sessions

Secondary Schools Students visited RP Career Centre
Case Sharing: Education and Career Guidance for course specialisations selection in Republic Polytechnic

Common Engineering Programme (~200 students)

Engineering Specialisation talks

Specialisation selection by student

Allocation of Specialisation (based on choice selection + exam results)

• Aerospace Avionics
• Aerospace Engineering
• Aviation Management
• Electrical and Electronic Engineering
• Engineering Design with Business
• Engineering Systems and Management
• Green Building Energy Management
• Industrial and Operations Management
• Supply Chain Management

Interest Profiling

Learning Journeys via Laboratories Visit

Make considered decisions

Counselling on Specialisations

ECG counselling quotes from RP students

"I had a better idea of what I want to do in the future, the information & suggestions provided are very informative and helpful. I am also much more inspired to push myself further." – Year 1

"It helps me to be better prepared as I am able to know more about the industry and also be more certain of my choice." – Year 3

"I get to share my dreams and aspirations. And get solutions and feedback on what steps to make and how to improve." – Year 1

"I was very confused at first but the counselling has help me understand what I lack and what I need to consider when I have to make a decision." – Year 1

"I get to know my good points and position myself better" – Year 3

"I am able to finally discuss what I want/do not want to do. Also, learnt/get a few points that will help me." – Year 1

ECG counselling sessions are making a positive impact!

Ongoing challenges

ECG lessons delivery for youth in the digital age

• Make ECG lessons more interactive, adopting a blended approach incorporating e-learning
• Continued efforts in outreach and publicity to our students (Gen Z)
• Transliteracy of educators and career guidance counsellors

Thank you.

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