Creating, Evaluating, and Enhancing Career Counseling and Youth Support Programs in Global Workforce Development:

Consensus across Practice, Policy, and Research

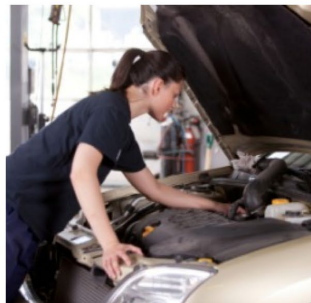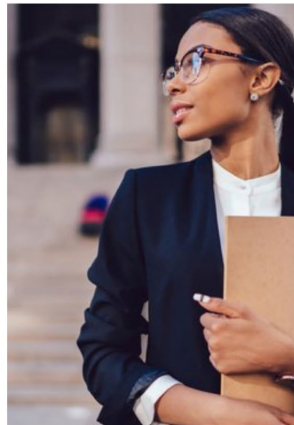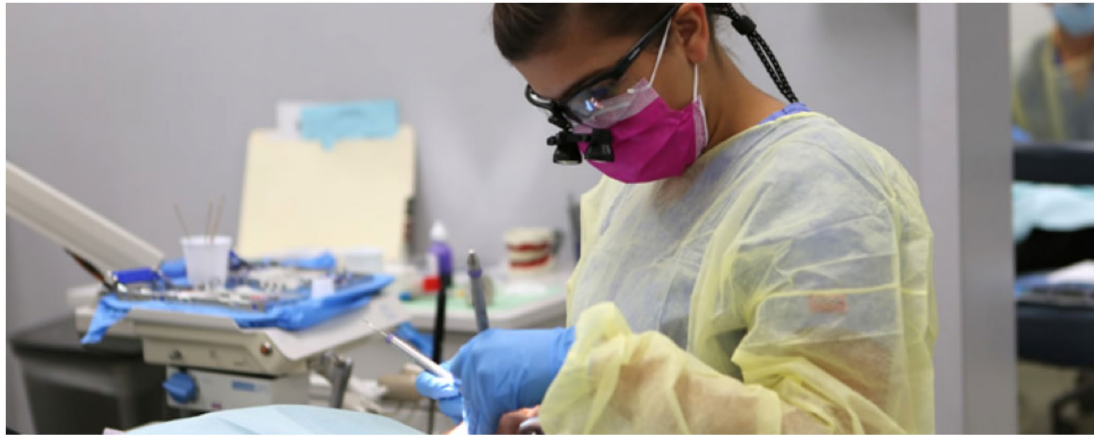**Sylvia Nassar, Ph.D.**

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Overview

- Reviewing 6 Key Components for Creating, Evaluating, & Enhancing Career Development

- Unpacking Key Components

- Applying to Your Practice

- Putting it All Together

Background

Reviewing 6 Key Components for Creating, Evaluating, & Enhancing Career Development

Holistic, Systemic and Comprehensive Framework

- In what ways does your program operate from a holistic, systematic, or comprehensive framework
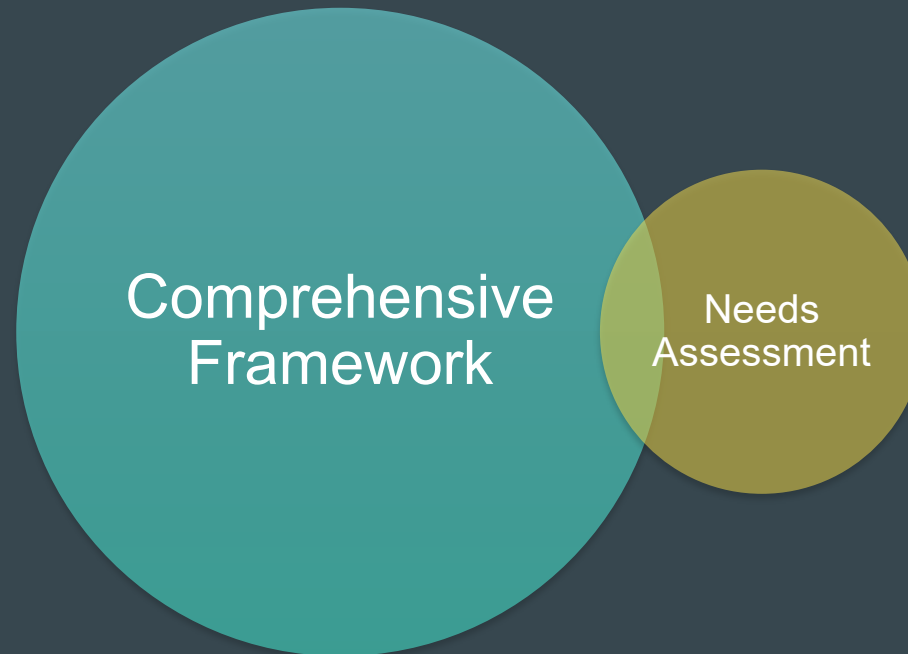
*Please take 30-60 seconds to think and jot down your response
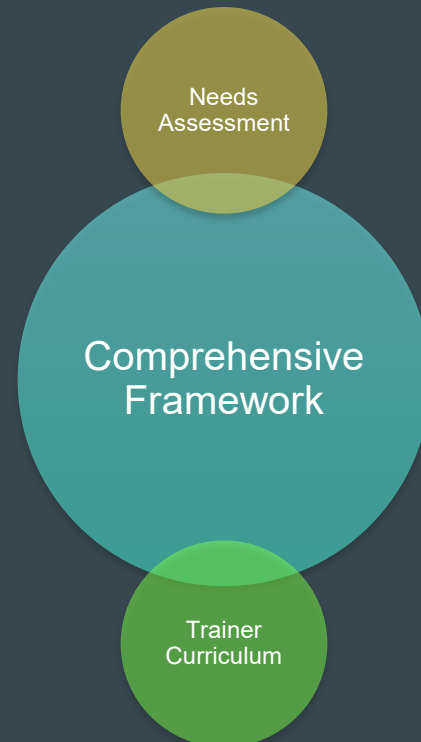
Comprehensive Framework

Needs Assessment

- In what way is your program connected to specifically identified needs of your audience ?

- How have these needs been assessed (formally? Informally?)

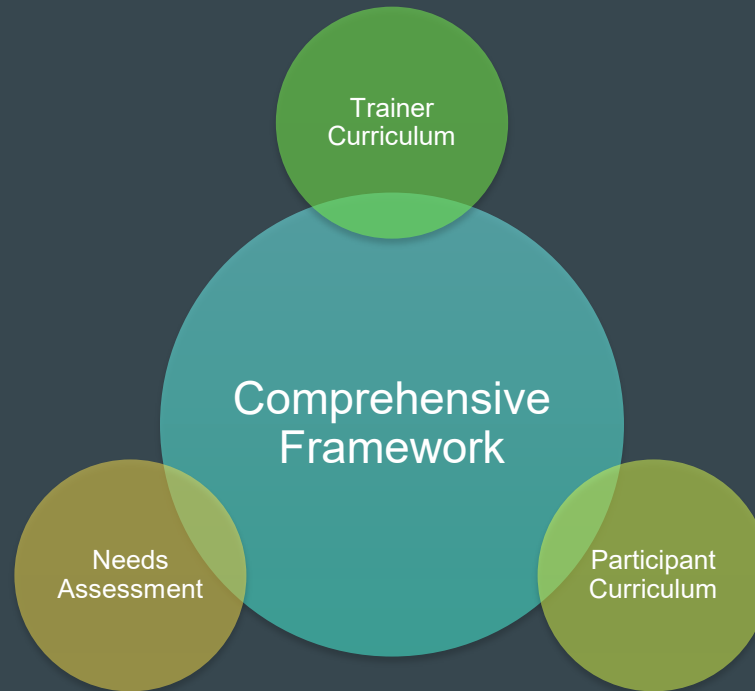# Trainer Curriculum

- Who are your trainers in your setting/program?

- What training have they received?

Needs Assessment
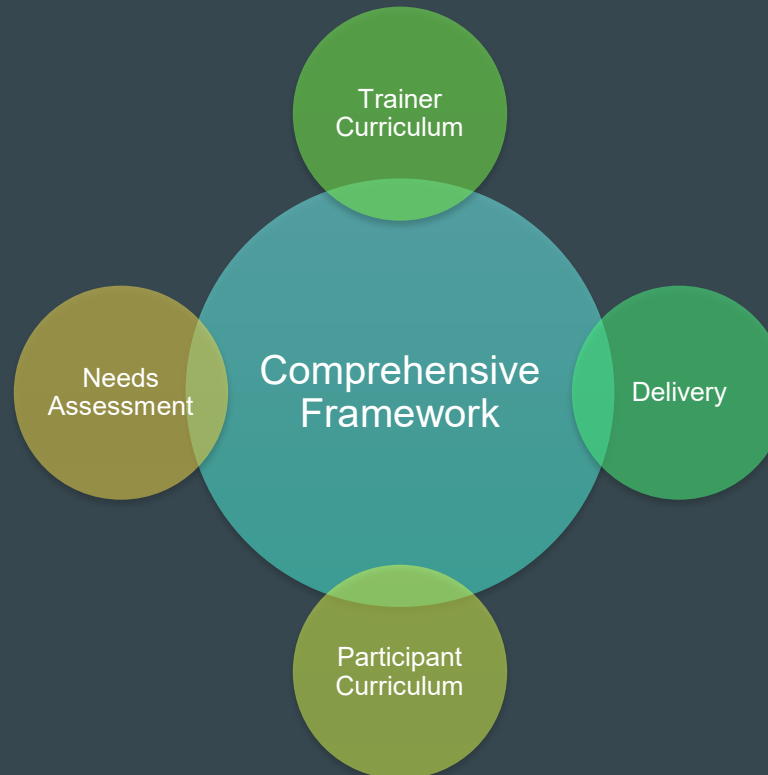
Comprehensive Framework

Trainer Curriculum

Participant Curriculum

- What elements comprise your participant curriculum?

Delivery

- What are your delivery modalities?

Evaluation

- What role does evaluation play across your program?

https://www.psychologytoday.com/us/blog/the-athletes-way/201609/how-self-initiated-laughter-can-make-you-feel-better
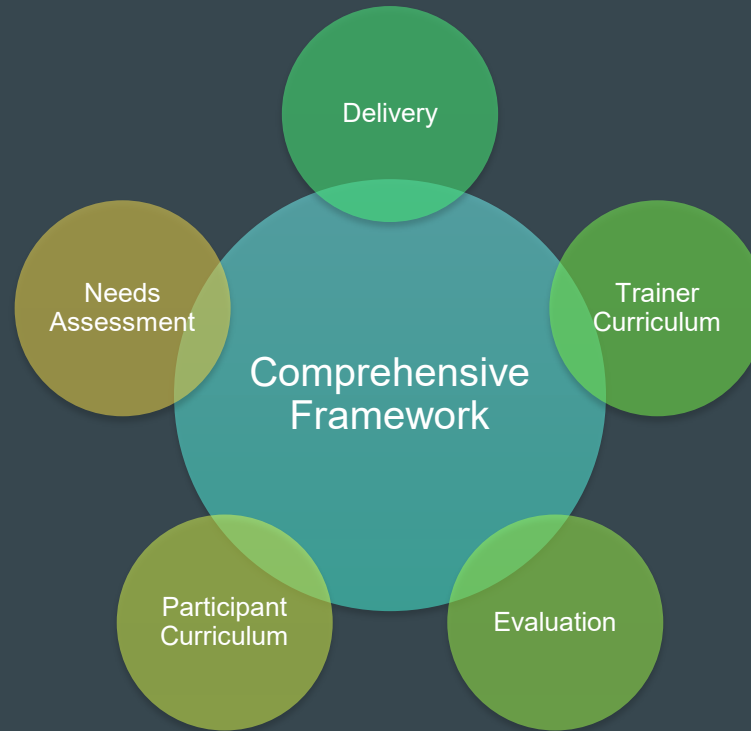
Unpacking Key Components

- Holistic, Systemic and Comprehensive Framework

- Needs Assessment

- Trainer Curriculum

- Participant Curriculum

- Delivery

- Evaluation

*Please identify areas of strength and growth

Applying to Your Practice

Transformation

- What?

- How?

Figure 2. The *Tripartite Model of Program Evaluation*

Putting it all Together

- Q & A

- Takeaways/ Summary

Resources

Nassar, S.C., Al-Qimlass, A. & Ozdemir, N.K. (2019). A tripartite model of program evaluation: implications for effective career services and workforce development. International Journal for Educational and Vocational Guidance, 25(2), 26-40. https://doi.org/10.1007/s10775-019-09410-6

Karacan-Ozdemir, N., Nassar, S., Karabay, E., & Ayaz, A. (2019). Program evaluation of career development services in five Turkish schools: A preliminary study. Journal for Perspectives of Economic, Political and Social Integration, 25 (2). DOI: 10.18290/pepsi-2019-0007

Nassar, S., Al-Qimlass, A., Karacan-Ozdemir, N., & Tovar, L.Z. (2019). Considerations for career intervention services in global youth workforce development: consensus across policy, research, and practice. Empirical Research in Vocational Education and Trainng, 11:5 https://doi.org/10.1186/s40461-019-0080-4

Nassar, S., & Al-Qimlass, A. (2017). *Career builders: Key components for effective global youth career and workforce development*. (RTI Press Publication No. OP-0045-1709). Research Triangle Park, NC: RTI Press. DOI: https://doi.org/10.3768/rtipress.2017.op.0045.1709

Nassar, S., Al-Qimlass, A., Tovar, L., & Karacan-Ozdemir, N. (2017). Career Builders Toolkit: A Guide for Creating, Evaluating, and/or Enhancing Career Counseling and Youth Support Programs in Global Workforce Development. Research Triangle Institute/North Carolina State University. http://gcyerti.com/projects-publications/projects-publications/