Vocopher:
A Collaboratory for Career Practitioners

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www.vocopher.com

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Agenda

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- **Welcome to Vocopher**   **4:55 - 5:00**
  - **History**
  - **Major Contributors**
- **Vocopher for:**   **5:00 - 5:05**
  - Researchers, Practitioners & Counselor Educators
- **Vocopher Instruments**   **5:10 – 5:45**
  - Process &Content
  - ACCI   **5:10 – 5:20**
  - C-MAS, CMI, CSI & SI   **5:20 – 5:35**
  - CDI   **5:35 – 5:45**
- **Vocopher Resources**   **5:45 – 6:00**
  - Audio
  - Video
  - PPT Presentations
  - Documentation/User manuals
- **Accessing Vocopher**   **6:00 – 6:10**

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- Freec areerc ollaboratory
  - Test Revision
- History
- Major Contributors
  - John Crites
  - Jean Pierre Jordaan
  - Roger Myers
  - Dorothy Nevill
  - Mark Savickas
  - Donald Super
  - Al Thompson

Whouses Vocopher?

- **Researchers**
  - Free "online" data collection
  - Evaluate career interventions
  - User results linked across multiple instruments
- **Practitioners**
  - Assists with career counseling
    - Online help system
  - Affordable career guidance for the masses
  - Enhances knowledge and services
  - Data stored in secure database
- **Counselor Educators**
  - Provides teaching resources
    - Audio, Video, Presentations, Documentation
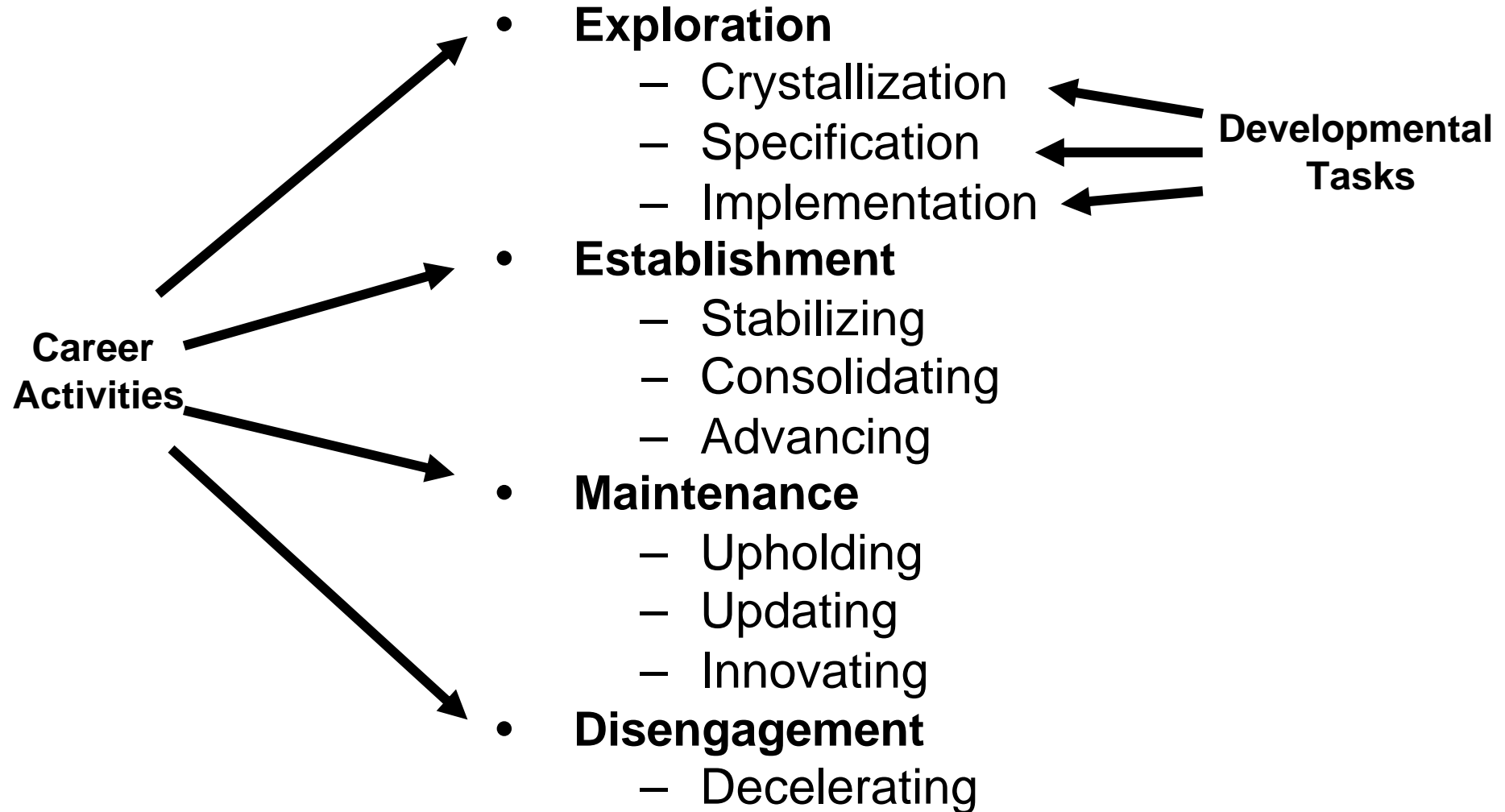 - Helps students practice and learn

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Process	Content
How	What
CDI,ACCI	SDS,STRONG

VocopherInstruments

- Adult Career Concerns Inventory
- Career Mastery Inventory
  - Career Establishment Scale
  - Work Adjustment Scale
  - Work Adjustment Sentence Completion
- Career Maturity Inventory
  - Screening form (A2)
- Career Style Interview
- Salience Inventory
- Knowledge of Preferred Occupation
- Career Development Inventory
  - School form
  - College form

- **Exploration**
  - Crystallization
  - Specification
  - Implementation

Developmental Tasks

- **Establishment**
  - Stabilizing
  - Consolidating
  - Advancing

Career Activities

- **Maintenance**
  - Upholding
  - Updating
 - Innovating

- **Disengagement**
  - Decelerating

- Progressionthrough activities does not necessarilyoccur in a linear fashion.

- Possibleand even likely, for individuals to recycle throughearlier activities regardless of the activity they are currentlyengaged in.

- An individualmay also be engagedin more than one activity at the same time.

Super'sMini -cycle
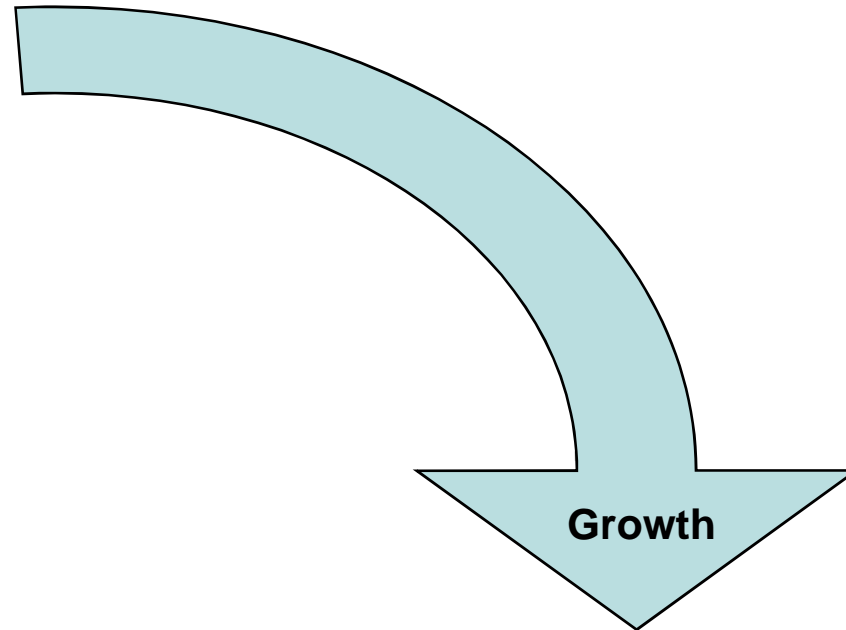
Exploration

Growth

Disengagement
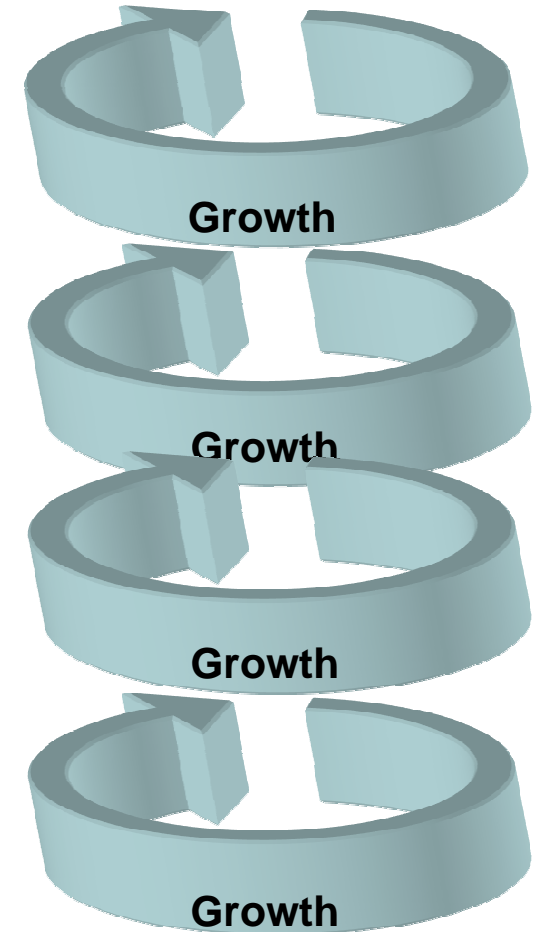
Establishment

Maintenance
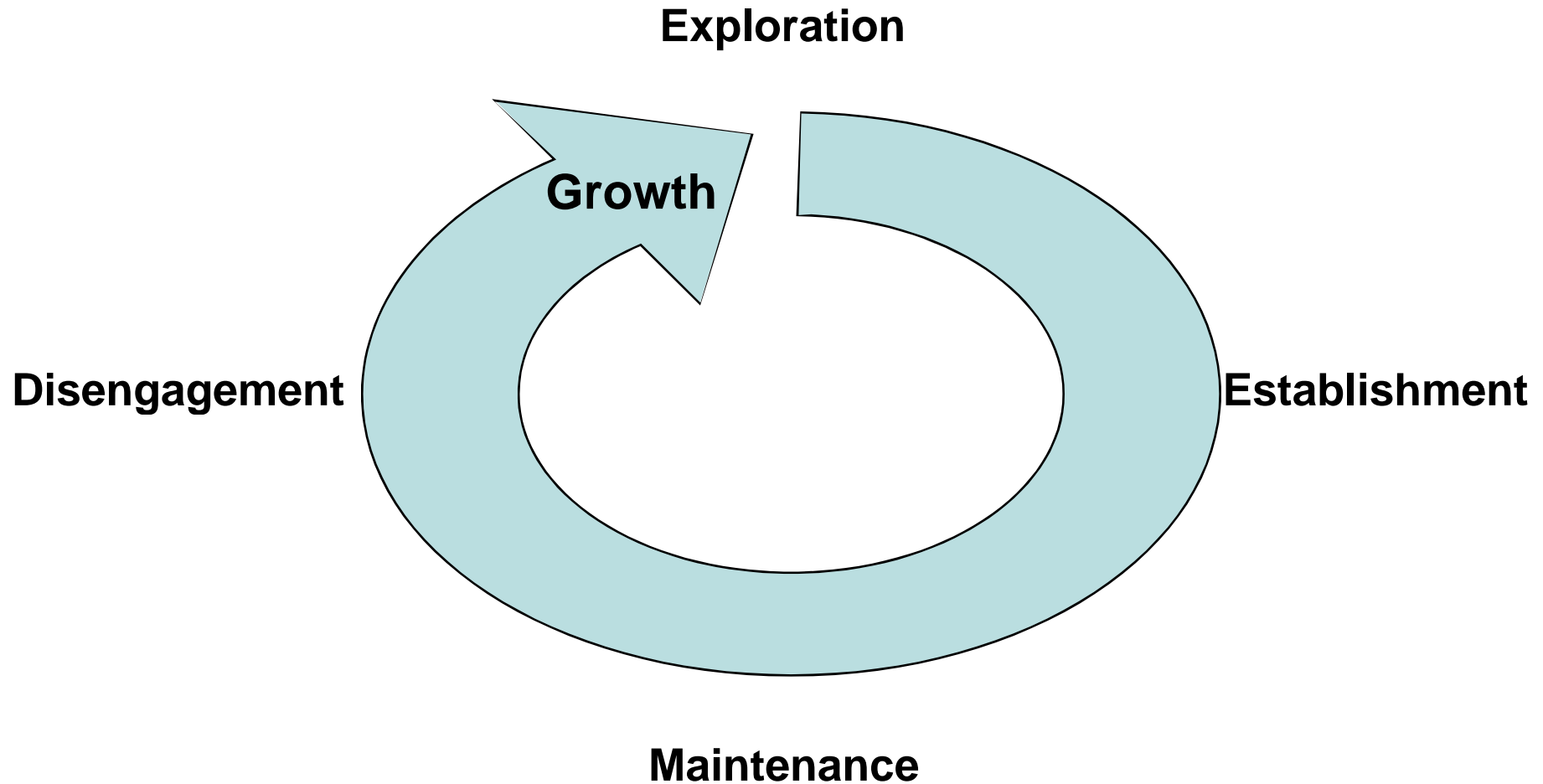
Exploration

Growth

Growth

Establishment

Multiplemini -cycles

- Recycling with multiple mini-cycles

- Careers will be composed of numerous occupations

- Successful transitions require proper planning and management

- Critical competencies:
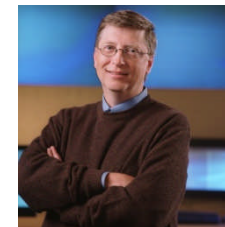 - Career Management
  - Adaptability

Growth

Growth

Growth

Growth

Whois concernedwith what?

Rod Stewart

Freddie Adu

Justine Henin

Oprah Winfrey

Bill Gates

VocopherInstruments

- Career Mastery Inventory
  - Career Establishment Scale
  - Work Adjustment Scale
  - Work Adjustment Inventory: Sentence Completion

84. One of the best workers in Sam's section was Al, when he was sober, but he seemed to be drinking more and more, Sam

    a. Asked "What is happening to you? Are you having trouble at home?"
    b. Tried to help him out – and did part of his job. Tried to help him out as much as he could unless it got out of hand.

85. Linda liked her co-workers and where she worked, but she found her job boring and routine, she . . .

    a. Grumbled frequently to her associates but did not do much beyond that.
    b. Stuck it out. Tried to make the job a little better.

86. Every time Susan made a comment or expressed an opinion in a department meeting, Mac would criticize or ridicule her. She . . .

    a. Was becoming extremely annoyed with him and vowed that some day she would let him know her feeling.
    b. Just disregarded it – didn't pay attention, maybe he was a highly educated person.

VocopherInstruments

- Career Maturity Inventory
  - Screening form (A2)

- Career Style Interview

- Salience Inventory

CareerDevelopment Inventory

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The CDI is used:

- To measure an individual's readiness to make vocational or educational decisions.

- To increase awareness regarding time frames and the need to plan and explore one's place in the world of work.

- As a needs assessment with larger groups. Specific interventions can be proposed based on an individual's scores.

Scoresare reported for 4basic scales:
1. CareerPlanning (CP)
2. CareerExploration (CE)
3. DecisionMaking (DM)
4. Knowledgeof theWorld ofWork (WW)

CDI:Career Planning

- **Attitude** toward planning reflects
  - a future orientation
  - an awareness of choices to be made,
  - a disposition to be involved in preparing to make imminent and distant choices.

- **Activities may include**
  - Discussing plans with counselors, adults
  - Part time jobs
  - Volunteering for community activities
  - Researching occupational interests

Attitudetoward exploration:

- Curiosity about the world of work and one's place in it
- Information-seeking
- Talking with career counselors, professors, and professionals in one's field of interest
- Using quality resources

CDI: Decision Making & World of Work

- Decision-making competence
  - Decision making scenarios

- Occupational or World of Work knowledge
  - Knowledge in breadth

InterpretingCDI Results

- When all scales are high:
  - Individual has the requisite attitudes and competencies required to make sound educational and vocational decisions.
  - Place more confidence in interest inventory results

- When scores on CP and CE are low:
  - Individual may not have enough (quality) information
  - Suggests a lack of planning
  - Provide information on the World of Work
    - Holland's Hexagon

Resources

- Audio
  - Historic Lectures
    - Super (7)   CDI Case Studies
    - Crites (2)
  - In Memoriam
    - Crites
    - Tiedeman
- Videos
  - Career Convergence Conference   TWA
  - Society: Iceland   Society
- Presentations
  - Savickas (6)   Career as Story

- Documentation
  - User Manuals   CDI Manual
    - ACCI, CDI, CMI

AccessingVocopher

- Administrator & User Accounts
  - Not open to the public
- Administrators apply for an access code
  - Masters degree in counseling related field required
  - Access codes emailed along with instructions
  - http://vocopher.com/register.cfm
- Using access codes
  - Email access code and website address to clients, students
    - http://vocopher.com/register.cfm
  - Users self register, and create their own username and password

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