

Career Adaptability among College Students in Macao

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Agenda

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 - Macao as a small state
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 - Research purpose
 - Research questions and hypotheses
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Introduction

Background about Macau

Economic and employment markets in Macao

- A small city of approximately 30 sq km and 652,500 people (Statistics and Census Service, 2016a)
- A Portuguese colony for about 400 years and returned to China in 1999 as a Special Administrative Region
- Opening up of the gaming industry in 2002
- UNESCO World heritage site in 2006

Background about Macau

Economic and employment markets in Macao

- Surpassed Las Vegas as the world's biggest gambling center in 2006 (Barboza, 2007)
- 30 million+ visitors each year (Statistics and Census Service, 2017).
- GDP per capita rose to USD91,376 in 2013, ranking number four in the world (World Bank, 2014)

Background about Macao

Economic and employment markets in Macao

- Unemployment rate of 2.0% (Statistics and Census Service, 2017)
- Shift of workforce (Statistics and Census Service, 2015a)
 - In 2002, a total of 23,500 workers in recreational, cultural, gaming and other services, covering 12.7% of the total workforce
 - In 2014, the figures went up to 94,000 and 27.6% respectively



Macao as a small state

Definition of small state

- Population
 - 1 million to 2.5 million as small states (Sultana, 2010)
 - 1 million or less as micro states (Bacchus, 2008)
- 31 of its 54 members of British Commonwealth are small states (Commonwealth Secretariat, 2014)
- 51 of the 177 countries in the world are small states (Bacchus, 2008)
- Small nation states as well as small territories, e.g. Macao SAR (Morrison, 2006)
- Unique ecology – not just a “scaled down” version of larger states (Sultana, 2006)

Macao as a small state

Characteristics of small states and their implications on career development

- Openness to fluctuations
 - Limited economic diversification
 - Reliance on external economies
- Slowing of economic growth and anti-corruption initiatives in China drove down the gaming revenue in Macao by 34.3% in 2015 (Gaming Inspection and Coordination Bureau, 2015)

Macao as a small state

Characteristics of small states and their implications on career development

- Labor market elasticity
 - Boom-and-bust culture in the labor market
 - Among the 39,200 job changers in 2008 (Statistics and Census Service), the recreational, cultural, gaming and other services attracted 16,200, with over 50% of the inflow coming from other industries
 - The number of people employed in the manufacturing industry dropped from 22.3% of the workforce in 2002 to 2.2% in 2014 (Statistics and Census Service, 2015c)
 - Extreme difficulty in long-term planning and policy for workforce development (Baldacchino, 1995)

Macao as a small state

Characteristics of small states and their implications on career development

- Easy saturation of specialists
 - Too small of a demand to sustain a sizeable pool of highly trained personnel (Bray, 1991)
 - Lack of local specialists “in reserve” to fully occupy the positions when they become available (Baldacchino, 1995)
 - Expatriates account for 21% of the workforce in the occupation category of Legislators, Government Officials, Association Leaders, Company Directors and Managers, as well as 16% in the category of Professionals (Statistics and Census Service, 2015b)
- Brain drain
 - Individuals have to study abroad to develop their specializations (Sultana, 2010)
 - Among those who went on higher education, 45.4% studied overseas (Education and Youth Bureau, 2015) who may become reluctant to return home

Macao as a small state

Characteristics of small states and their implications on career development

- Occupational multiplicity (Sultana, 2010)
 - Occupational identity cannot afford to be as fixed as it often is in other environments where the labor market is more stable
 - Workers “wear more than one hat,” having multiple occupations either simultaneously or successively
- Multi-functionality (Sultana, 2010)
 - Jack of all trades – professionals handling both specialist and non-specialist tasks

Macao as a small state

Characteristics of small states and their implications on career development

- Flexible specializations
 - Pursuit of several skill sets, either simultaneously or successively, is advantageous (Sultana, 2010)
 - Integrating specialization and generalization helps individuals stay adaptable in face of economic fluctuations and labor market changes (Baldacchino, 1995)
- Familiarity (Sultana, 2010)
 - Everybody knows everybody else
 - "It is *who* you know, not *what* you know"
 - Macau has highest population density in the world, 21,352 sq km (CIA, 2016)
 - Network formation is vital for career development

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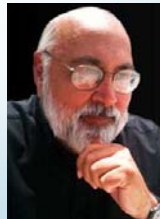
Career adaptability

- New paradigms are needed to address people's career development which requires greater flexibility and mobility in the workplace (Coutinho, Dam, & Blustein, 2008; Hall, 2002; Savickas, 2011a).

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Career adaptability

- Career construction theory (Savickas, 2005, 2011a, 2013)
 - Human development as a process of adaptation to a social environment with the aim of person-environment integration
 - Career development as a process of implementing a self-concept in work roles by adaption to the social environment
 - Distinction among adaptivity, adaptability, adapting, and adaptation (Savickas & Porfeli, 2012; Savickas, 2013)



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Career adaptability

- **Adaptation**
 - Outcomes
 - The goodness of fit between the internal and the external, as indicated by development, satisfaction and success
- **Adapting**
 - Behaviors
 - Orientation, exploration, establishment, management, and disengagement
- **Adaptivity**
 - Willingness to change
 - Personality trait of flexibility situated at the core of an individual

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Career adaptability

- **Adaptability**
 - Self-regulation capacities for coping with vocational tasks, occupational transitions, and work traumas
 - Psychosocial resources at the intersection of the person and environment
 - More changeable than personality traits

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Career adaptability

- An individual with the willingness (adaptivity) and resources (adaptability) to perform behaviors which address the changing context (adapting) is expected to achieve better outcomes (adaptation).
- Analogy to sitting in an airplane emergency exit row



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Career adaptability

- Career Adaptability Scale (CAAS-International; Savickas & Porfeli, 2012)
 - Concern
 - Control
 - Curiosity
 - Confidence



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Career adaptability

- **Concern** - the extent to which an individual is oriented to and involved in preparing for the future
- **Control** - the extent of self-discipline as shown by being conscientious and responsible in making decisions
- **Curiosity** - the extent to which an individual explores circumstances and seeks information about opportunities
- **Confidence** - the extent of certitude that one has the ability to solve problems and do what needs to be done to overcome obstacles

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Career adaptability

Career adaptability is related to

- career identity (Porfeli & Savickas, 2012)
- calling and career decision self-efficacy (Douglass & Duffy, 2015)
- career satisfaction and performance evaluations (Zacher, 2014)
- proactive career behaviors (Taber & Blankemeyer, 2015)
- higher employment quality in the school-to-work transition (Koen, Klehe, & Van Vianen, 2012)
- well-being (Maggiori, Johnston, Krings, Massoudi, & Rossier, 2013)
- breath of interests and quality of life (Soresi, Nota, & Ferrari, 2012)
- meaning in life (Yuen & Yau, 2015)

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Career adaptability

- Career adaptability can be enhanced through training (Koen et al., 2012) and learning (Brown et al., 2012)



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Career adaptability

Cooperation - the relational dimension

- One's willingness to get along with others by compromising and contributing (Savickas, 2009)
- Not included in the CAAS-International (Savickas & Porfeli, 2012)
- Identified as a critical career adaptability resource among older women (McMahon, Watson, & Bimrose, 2012)
- Meaningful interaction at work as a key learning platform for developing adaptability among mid-career changers (Brown et al., 2012)
- *Cooperation* and *contribution* as separate dimensions of career adaptability among the Icelanders (Einarsdóttir, Vilhjálmsdóttir, Smáradóttir, & Kjartansdóttir, 2015)
- Macao, given its collective culture and closely-knit social environment (Morrison, 2009), is an ideal setting to explore the relational component of adaptability

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Research Purpose

- To explore the nature of career adaptability in Macao
- To develop a culturally sensitive measurement of career adaptability in Macao



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Research questions & hypotheses

Q.1 - From the perspective of recent college graduates, what are their experiences of career adaptability?

- 1.1 What self-regulatory, psychosocial resources do recent college graduates in Macao possess and utilize to construct their career?
- 1.2 How do these self-regulatory, psychosocial resources influence the career development of recent college graduates in Macao?

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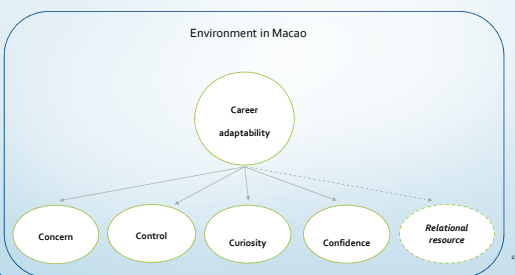
Research questions and hypotheses

Q.2 - What dimensions of career adaptability can be identified among Macao college students?

- *Hypothesis 2.1*
In addition to the original dimensions of concern, control, curiosity and confident, the additional dimension of cooperation can be identified.
- *Hypothesis 2.2*
The five-dimension career adaptability will have good model fit.

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Conceptual framework



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Methodology

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The mixed method research design

Exploratory sequential mixed methods design (Creswell & Clark, 2007)

- Study 1 - qualitative study to investigate the in-depth experience from an indigenous perspective (answering Research Question 1)
- Study 2 – quantitative study to develop a contextualized measurement of career adaptability based on the findings from Study 1 (answering Research Question 2)

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Study 1 – Qualitative study

Participants

- Purposeful sampling (Patton, 2002)
 - Recent college graduates are information-rich participants
 - school-to-work transition
 - fresh memory of their college experience

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Study 1 – Qualitative study

Participants

- Selection criteria
 - Graduated from college for 24 months or less
 - Permanent Macao resident
- Minimum sample (Patton, 2002)
 - 12 (Morrow, 2007)

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Study 1 – Qualitative study

Data Collection

Interview procedure

- Individual semi-structured interview
- 60 minutes

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Study 1 – Qualitative study

Data Collection

Interview guide

- Experience of choosing and studying college majors
- Experience of study-to-work transition
- Future career goals and strategies

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Study 1 – Qualitative study

Data analysis

- Thematic Analysis (Braun & Clarke, 2006, 2012)
 - Method for identifying, analyzing, and reporting patterns (or themes) within data
 - 6-step procedure
 - Familiarizing with the data
 - Generating initial codes
 - Searching for themes
 - Reviewing themes
 - Defining and naming themes
 - Producing the report

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Study 2 – Quantitative study

Development of Career Adaptability Scale - Macao Expanded Form (CAAS-Macao2.0)

- Original items from CAAS-Macao (Tien et al., 2014), which is identical to CAAS-International (Savickas & Porfeli, 2012)
- New items generated from the findings of Study 1

Participants

- 500 undergraduate students

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Study 2 – Quantity study

Proposed method of analysis

- Exploratory Factor Analysis (using first half of the sample)
 - Only items with highest loading on its respective factor and low cross-loadings on other factors for each scale will be retained (Clark & Watson, 1995)
 - 6-item to be retained in each subscale
- Confirmatory Factor Analysis (using second half of the sample)
 - standardized root mean squared residual (SRMR) < .08 (Hu & Bentler, 1999)
 - root mean squared error of approximation (RMSEA) < .06 (Hu & Bentler, 1999)
 - Tucker-Lewis Index (TLI) > .95 (Hu & Bentler, 1999)

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