

Gendered Career Decision-Making (PhD thesis)

Overview

Individuals making explicitly gendered career decisions which conform to stereotypical expectations and gender biases lead to occupational segregation within the labour market.

Gendered career decision-making is explored through new research which uses participants on the Scottish Modern Apprenticeship Programme as a data source.

The outcomes of the research include novel findings pertaining to apprenticeship provision and the demographics of Modern Apprentices and pinpoint specific directions for future research in the career guidance and development discipline.

Additionally, the research makes an explicit practical contribution to knowledge in relation to careers practitioner-researcher methodologies and practice.

Research Approach

- Sited within a career information, advice and guidance practice-orientated context
- Significant consideration given to the ethical processes pertinent to research in the field and the practitioner-researcher stance
- Uses participants on the Modern Apprenticeship Programme as a data source on gendered career decision-making

Embedded Mixed Methods Design of the study: Occupational Segregation in Modern Apprenticeships: Gendered Career Decision Making

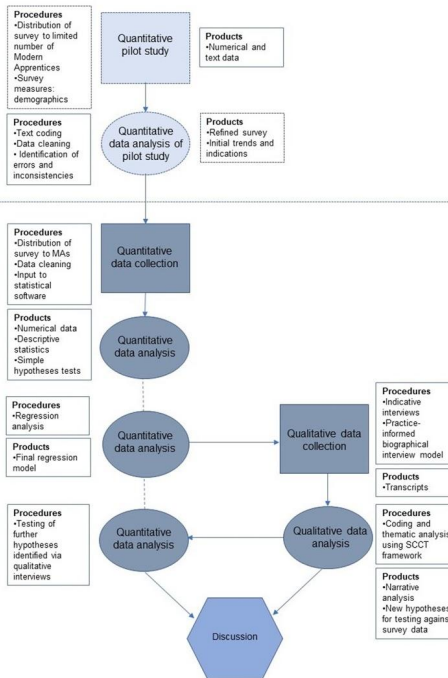


Figure 1: The Embedded Mixed Methods Design of the Study

The Work

- Explores gender atypical career decision-making that leads to an individual undertaking an MA in a framework or sector where there is a known and significant gender imbalance
- Examines career decision-making processes that result in gender bias within entry routes to the labour market, by conducting new research into gender atypical career decision-making

The Value

- Contribution to theoretical knowledge of gendered career decision-making
- Promotes the value of career guidance and development practitioner-led research
- Use of mixed methods design in the field
- Contributes to a growing body of doctoral and post-doctoral research into career guidance, career development and career education

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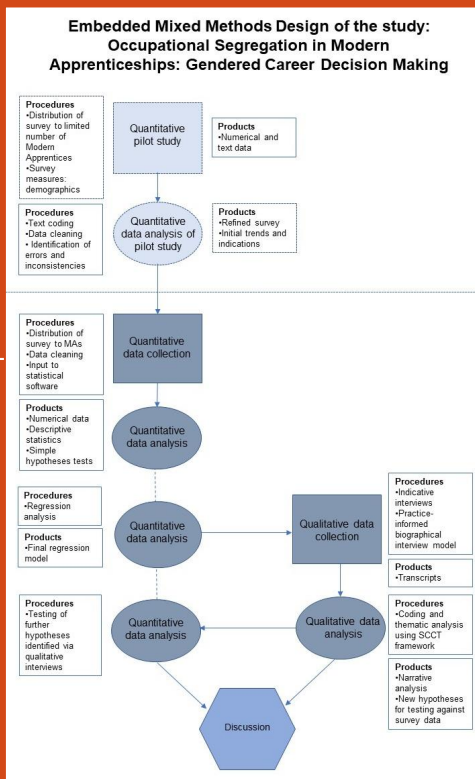


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