

Perceived Future Employability Scale

William Gunawan, S.Psi., M.Min., M.Si., Ph.D., CLC.

The Perceived Future Employability Scale (PFES) is designed to help with career planning by identifying the level of employability and personal traits that can enable future employability in the workforce. The PFES can assist you in your career development process by weighing employment factors such as: perceived future skills; perceived expected experiences; perceived future personal characteristics; perceived future network; perceived future labour market knowledge and anticipated reputation of educational institution that are associated with obtaining positive perceived future employability.

Step 1 Turn the page and begin.

Please fill your name and data below:

Name: _____ ID: _____ Age: _____
Semester: _____ Faculty: _____ Gender: M/F

Read each of 24 items below and indicate how much each statement is like your own career journey or vocational situation by circling just one number in the column next to each statement. There are no right or wrong responses. Use the following scale:

- ① Strongly disagree
- ② Disagree
- ③ Somewhat disagree
- ④ Somewhat agree
- ⑤ Agree
- ⑥ Strongly agree

	When I complete my studies...	①	②	③	④	⑤	⑥
1.	...I will have the relevant skills for the occupation I choose						
2.	...I will have gained the knowledge required to get the job I want						
3.	...I will have developed the reasoning and problem-solving skills that future employers often require						
4.	...future employers will see that I will have learned the right discipline-specific/technical skills and knowledge that they want						
5.	...future employers will be satisfied with the work experiences I have gained						
6.	...I will have had relevant work experience applying the knowledge acquired in my studies						
7.	...I will be able to show future employers that I have the required practical skills and academic experience they require						
8.	...future employers will be impressed with the relevant work experience I have accumulated						
9.	...my record will show that I have a strong work ethic						
10.	...my experiences will show that I have developed resilience and do not give up easily						
11.	...prospective employers will be able to see that I have clear goals for myself						
12.	...prospective employers will be able to see from what I have achieved that I am well motivated						
13.	...I will have developed a network of contacts who can help identify potential work opportunities						
14.	...I will have built up a social network that will help me do well in my job						
15.	...I will be able to draw on the network I have developed to succeed at my work						
16.	...I will know how to network with people who can help me find work in my chosen career						
17.	...I will have developed the ability to find out about job opportunities in my chosen field						
18.	...I will have developed a good understanding of the variety of work opportunities available to me						
19.	...I will know the steps I need to take to do well in my chosen career						
20.	...I will be up-to-date with occupational trends in my chosen field						
21.	...I will be in demand because graduates from my institution are well prepared for work roles that are in high demand						
22.	...I will have a lot of work opportunities open to me because my teaching institution has strong partnerships with many potential employers						
23.	...the reputation of my educational institution will be a significant asset to me in job-seeking						
24.	...I will have an advantage as future employers will be more likely to recruit graduates from my teaching institution than from other institutions						

Step 2 SCORING

In the scoring grid below record the score from each of the 24 items in the blank columns next to the number that corresponds to each of the item numbers. Now, add each row across from left to right and enter the total for each row in the sub-total column. Finally, add all the total score for each dimension into the Total Score

No.	Score	No.	Score	No.	Score	No.	Score		Sub-Total Score
1		2		3		4		<i>Perceived Future Skill</i>	
5		6		7		8		<i>Perceived Expected Experience</i>	
9		10		11		12		<i>Perceived Future Personal Characteristic</i>	
13		14		15		16		<i>Perceived Future Network</i>	
17		18		19		20		<i>Perceived Future Labour Market Knowledge</i>	
21		22		23		24		<i>Anticipated Reputation of Educational Institution</i>	
								Total Score	

Step 3 INTERPRETING YOUR TOTAL SCORE

Based on your total score, you can interpret how employable you are when you finish your study

Total Score:

- Under 82 = Extremely Low
- 82 – 97 = Very Low
- 98 – 112 = Low
- 113 – 127 = High
- 128 – 142 = Very High
- Above 142 = Extremely High

Mean for 574 University Student = 112 (SD=15) from Gunawan, Creed & Gendon (2019)

Step 4 MAKING YOUR PROFILE

You may now transfer each of your six total scores from the total scores column of the scoring grid to the profile below using the total score range column as a guide.

	Total Score Range	<i>Perceived Future Skill</i>	<i>Perceived Expected Experience</i>	<i>Perceived Future Personal Characteristic</i>	<i>Perceived Future Network</i>	<i>Perceived Future Labour Market Knowledge</i>	<i>Anticipated Reputation of Educational Institution</i>
Most Like Me	21-24						
Like me	17-20						
Somewhat Like me	13-16						
Somewhat Not Like me	9-12						
Not like me	5-8						
Least like me	1-4						

Step 5 INTREPRETING YOUR PROFILE

You are now ready to compare the total scores for each of the six employability factors with each other. Higher scores may indicate areas of relative strength, whereas lower scores indicate areas of your career development that may need further attention. The following is a brief explanation of each Future Employability Factor:

Perceived Future Skill: Individuals with high perceived future employability will have skills, knowledge, and problem-solving that needed in the future workforce. Future employer will be able to see those individuals will have learned the right discipline-specific/technical skills and knowledge that they want.

Perceived Expected Experience: Individuals with high perceived future employability will have had relevant practical skills, academic experience and work experience applying the knowledge acquired in their studies. Future employer will be impressed and satisfied with the relevant work experiences they have accumulated.

Perceived Future Personal Characteristic: Individuals with high perceived future employability will show that they have a strong work ethic, will have clear goals for themselves, and will have developed resilience and do not give up easily. Prospective employers will be able to see from what they have achieved that they are well motivated.

Perceived Future Network: Individuals with high perceived future employability will have developed a network of contacts who can help identify potential work opportunities, will have built up a social network that will them do well in their job, will be able to draw on the network they have developed to succeed at their work and will know how to network with people who can help them find work in their chosen career.

Perceived Future Labour Market Knowledge: Individuals with high perceived future employability will have developed the ability to find out about job opportunities in their chosen field, will have developed a good understanding of the variety of work opportunities available to them, will know the steps they need to take to do well in their chosen career and will be up-to-date with occupational trends in their chosen field.

Anticipated Reputation of Educational Institution: Individuals with high perceived future employability will be in demand because graduates from their institution are well prepared for work roles that are in high demand, will have a lot of work opportunities open to them because their teaching institution has strong partnerships with many potential employers. The reputation of their educational institution will be a significant asset to them in job-seeking. They will have more advantage because their future employers will be more likely to recruit graduates from their teaching institution than from other institutions.

Step 6 ITEM ANALYSIS

Next, review your item responses, especially note those items you endorsed as *Least like me*, that is, the items with a circled 1 response, and the *not like me* endorsed items with a circled 2 response. What factors of perceived future employability did these items cover? Once you have specific areas identified you can address them yourself or seek some guidance from your career professional.

Step 7 MAKING A PLAN

What areas do I need to address to make myself more employable before I finish my study ? Below write down those employability statements that you circled with a 1, 2, or 3 response. Choose 3 most relevant statement and then make your plan of action.

Perceived Future Employability Items

My Plan of Action

Reference:

Gunawan W, Creed PA, Glendon AI. Development and Initial Validation of a Perceived Future Employability Scale for Young Adults. Journal of Career Assessment. 2019;27(4):610-627.
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