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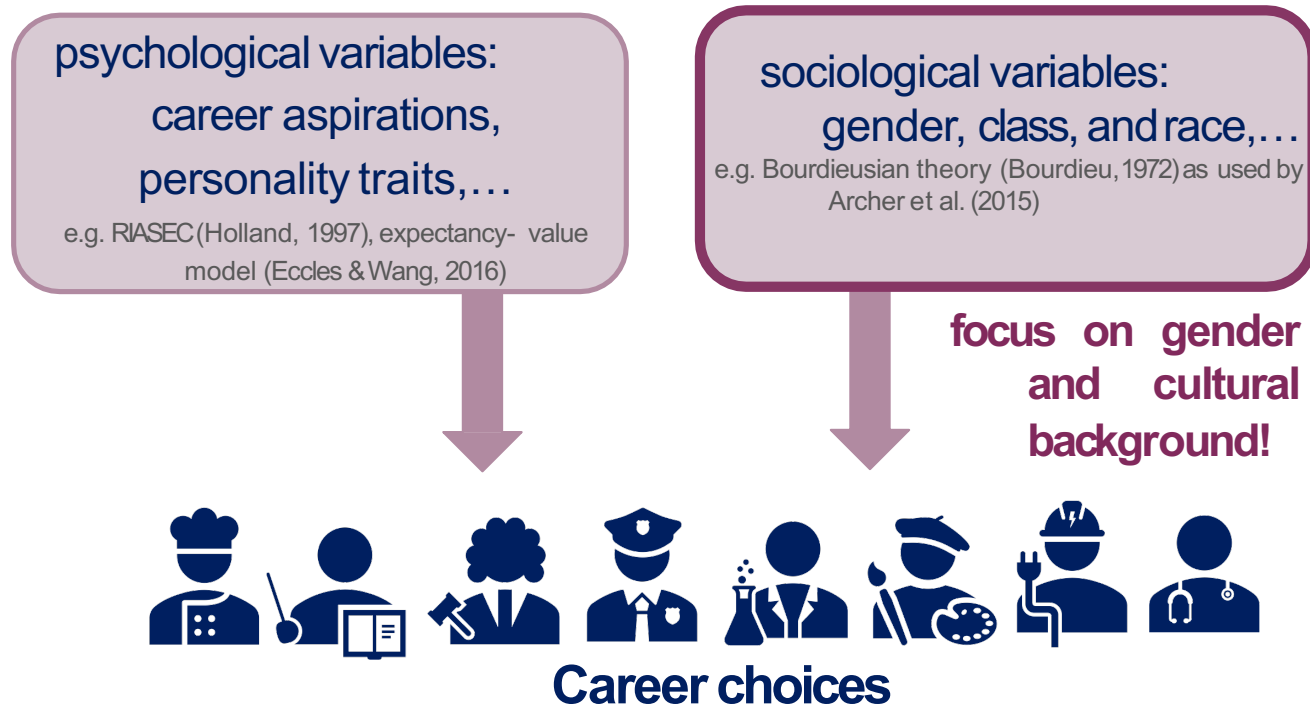
Diversity Sensitive Support for Vocational Orientation of Young Women

Prof. Dr. Silvija Markic



Career choices can be explained with sociological and psychological variables

(van Tuijl & van der Molen, 2016)



Boys are more likely to



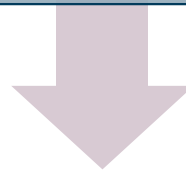
- choose science subjects (Henderson et al., 2018; OECD, 2009; Riegle-Crumb, Moore, & Ramos-Wada, 2011)
- work in science (Bøe, Henriksen, Lyons, & Schreiner, 2011; OECD, 2008)
- choose male-dominated fields such as engineering (Sikora & Pokropek, 2012)



Students from ethnic minorities are less likely to

Øaspire to science careers (Archer et al., 2012b, 2012a; Archer, DeWitt, & Willis, 2014; Carlone, Webb, Archer, & Taylor, 2015)

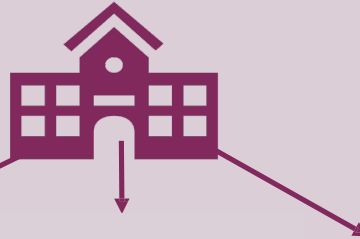
Øwork in science (OECD, 2008)



women with migration background
could be facing a double disadvantage



In school:
positive effects of...



practical work
experience
embedded in the
school curriculum

Out of school activities:

- work experiences
- contacts with universities especially for girls!
(Robertson, 2000)
- young women: mother's advice (Esch & Grosche, 2011)
- the impact of YouTube science channels has not yet
been understood



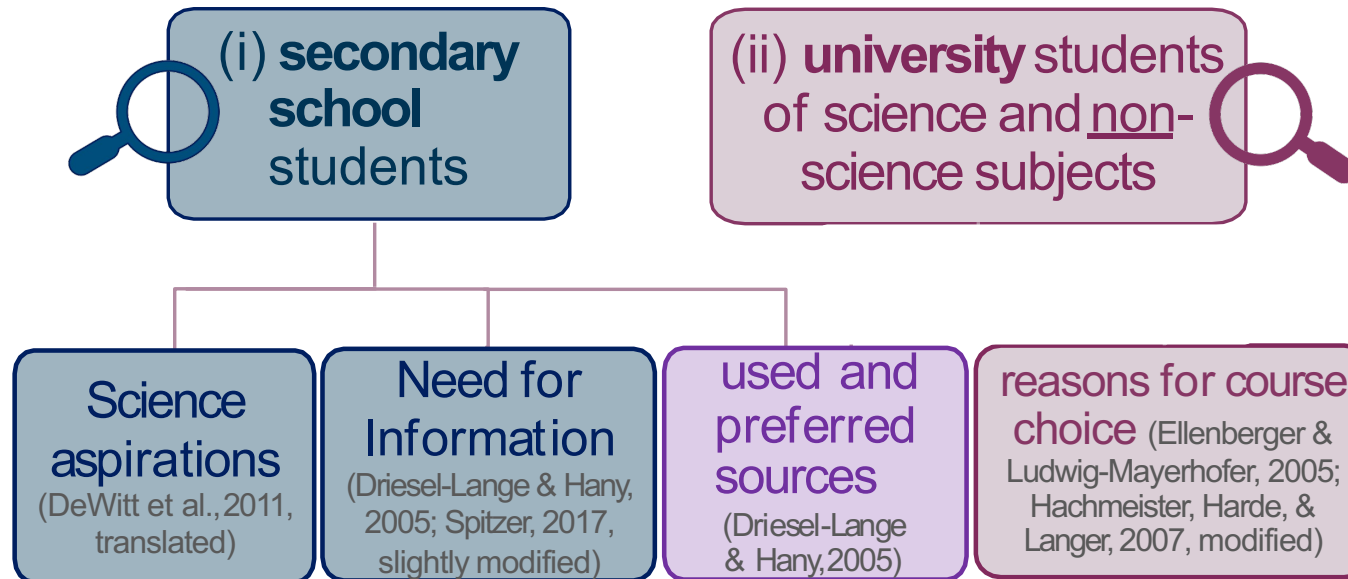
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***How could young women with
migration background be
supported in vocational orientation
in science?***



Research Design



Participants

Secondary school students

- 450 students
- 13 - 19 years old (M=15.3)
- paper-based questionnaire
- 45.8% female
- 49.6% migration background
- 20.9% girls with migration background

University students

- 342 students
- 18 - 53 years old (M=23)
- online survey on 4 German universities
- 86.0% female
- 16.4% migration background
- 58.2% study one science subject

Summery of important results

Secondary school students

- no differences in science aspiration and the need for information
- German girls and boys with migration background use more sources
- boys more likely to use online videos
- girls more likely to consult
 - female family members
 - to visit fairs
 - to wish for open days at the universities



Summery of important results

University students

- used type of sources for vocational orientation
 - teacher advice
 - fairs
 - Girls'/Boys' Day
- desire types of sources for vocational orientation
 - homepages
 - company visits
 - work placements

Boys seem to prefer
online videos more
than girls



Career fairs are
important for
German girls



**Differences in the
preferred sources for
vocational orientation**



face-to-face conversations and **university
visits** were interesting for girls with a
migration background.



Possible interventions

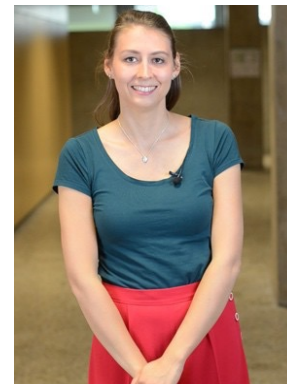


career fairs with female consultants with different cultural backgrounds to avoid language barriers

developing online videos with science role models



regular **workshops** at **universities** in science for selected girls



Sarah, 23, mechanical and plant engineer



Film portraits





disensu
DiversitySensibler Support

Teilnehmerin Familien-Unterstützung: 1 / 5 Selbsteinschätzung Coaching beenden

1. ★	anderen helfen
2. ★ ★	Aufstiegsmöglichkeiten
3. ★ ★ ★	Flexible Arbeitszeit
4. ★ ★ ★ ★	Eigene Ideen verwirklichen
5. ★ ★	hohes Einkommen
6. ★ ★ ★ ★	Selbständig Entscheidungen treffen
7. ★ ★ ★	nützlich für Allgemeinheit
8. ★ ★ ★	Unbekanntes erforschen
9. ★ ★ ★	Vereinbarkeit von Familie/Beruf
10. ★ ★	wissenschaftliche Tätigkeit

praktische Übung

Ø Selbsteinschätzung Haptik 3 / 5

Erwartung richtiger Lösungen 2 / 3

1. Versuch: 1,00 g
2. Versuch: 1,09 g
3. Versuch: 1,00 g

Glück 1 / 5 Pech 1 / 5
Fähigkeit 5 / 5 Aufgaben zu schwierig 1 / 5
Mühe 5 / 5 Bessere Leistung nächstes Mal 5 / 5

Räumliches Denken

Ø Selbsteinschätzung räumliches Denken 3 / 5

Erwartung richtiger Lösungen 1 / 3 richtige Antworten: 1 / 3

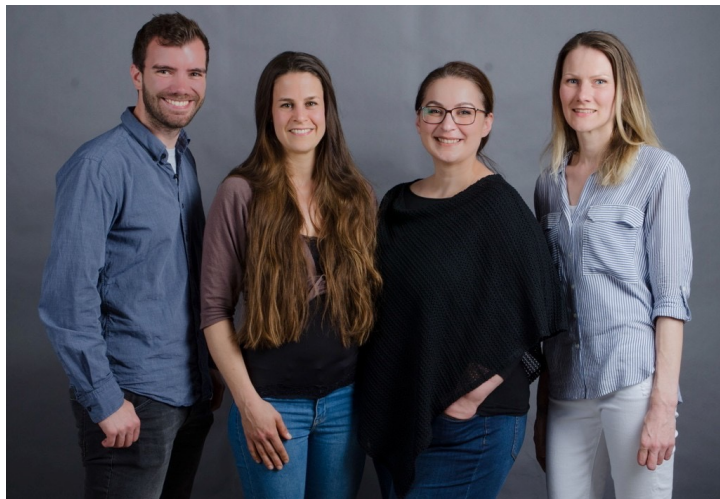
Ø Einschätzung Schwierigkeit der Aufgabe: 4 / 5

Glück 1 / 5 Pech 1 / 5
Fähigkeit 4 / 5 Aufgaben zu schwierig 2 / 5
Mühe 5 / 5 Bessere Leistung nächstes Mal 5 / 5



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Thank you very much for your attention!



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GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



NATIONALER PAKT
FÜR FRAUEN
IN MINT-BERUFEN



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