



Your Career Fitness Journey

The Career Fitness Journey is a reflective learning journey designed to empower (**neurodivergent**) students with the knowledge and skills necessary to navigate, shape, and thrive in their unique career paths.



Lars Veerhoff & Jelle Tiepel
l.veerhoff@fontys.nl jelletiepel@fontys.nl

AWARD CATEGORY: Innovation in Higher Education



Typical students: 85% labor-market participation; students with autism: **15-35%**

Giannantonio et al. (2023)



Neurodivergent students are **challenged** by the transition

Vincent (2020)



A **smooth** school-to-work transition is essential to experience long-term job fit

Akkermans et al. (2021)



Graduation year is a **timely** place to develop career competencies because of the felt urgency

Grosemans & De Cuyper's (2021)

Context/Problem

Evidence-based content



- Choice making processes (Zimmerman, 2015; Scot & Bruce, 1995)
- Paradox of choice (Schwartz, 2014)
- Grit (Duckworth, 2013)
- Career Crafting (Van Leeuwen, 2021)
- World of work (Hooley, Blustein, official governmental data)
- Sustainable careers (De Vos, et al. 2020)
- Contemporary career competences (Akkermans, et al., 2015)
- Book: Een leven lang kiezen (Meens, 2020)

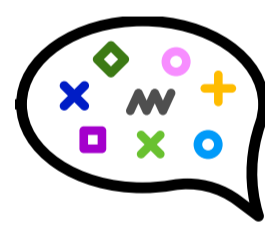


Evidence-informed learning design

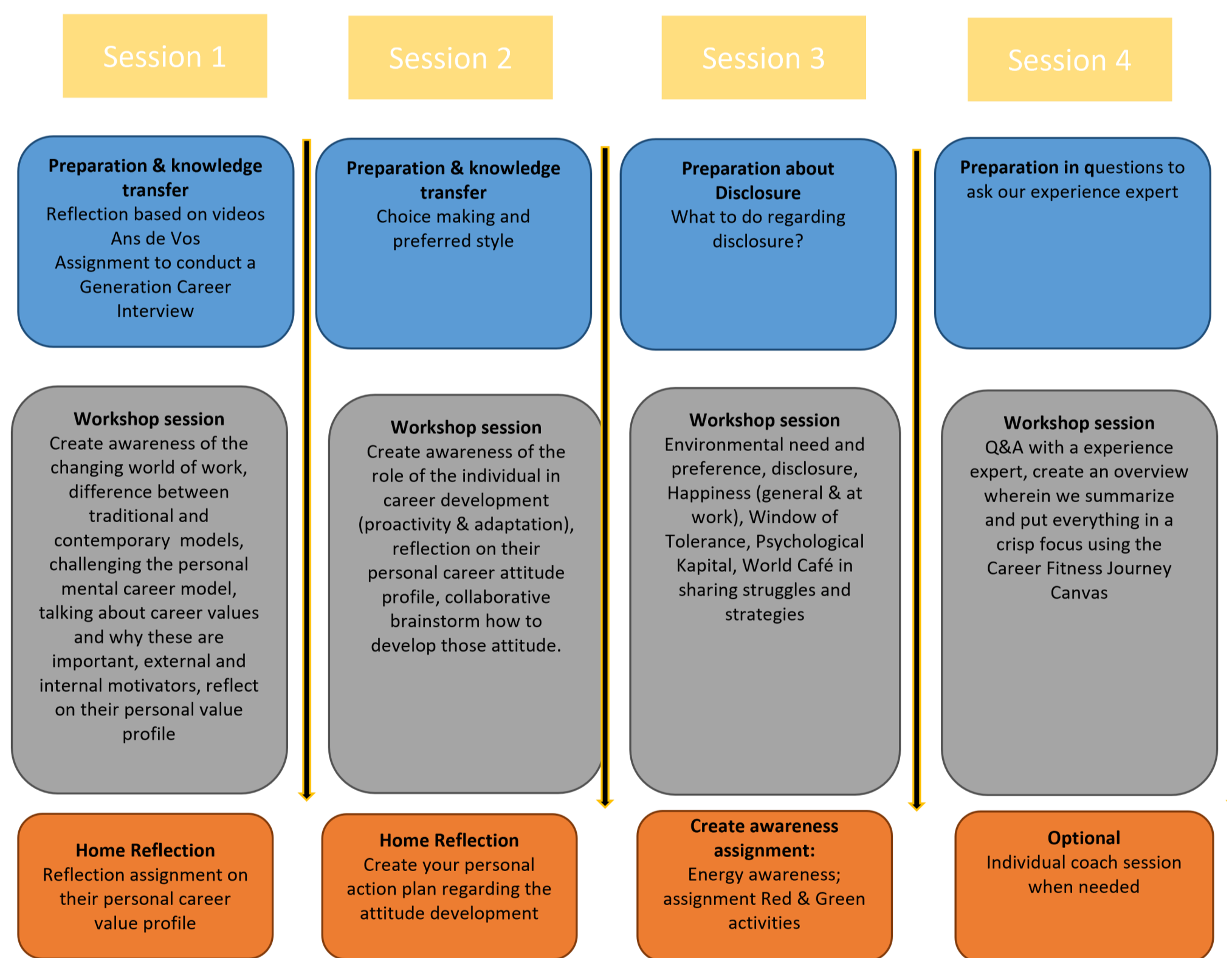
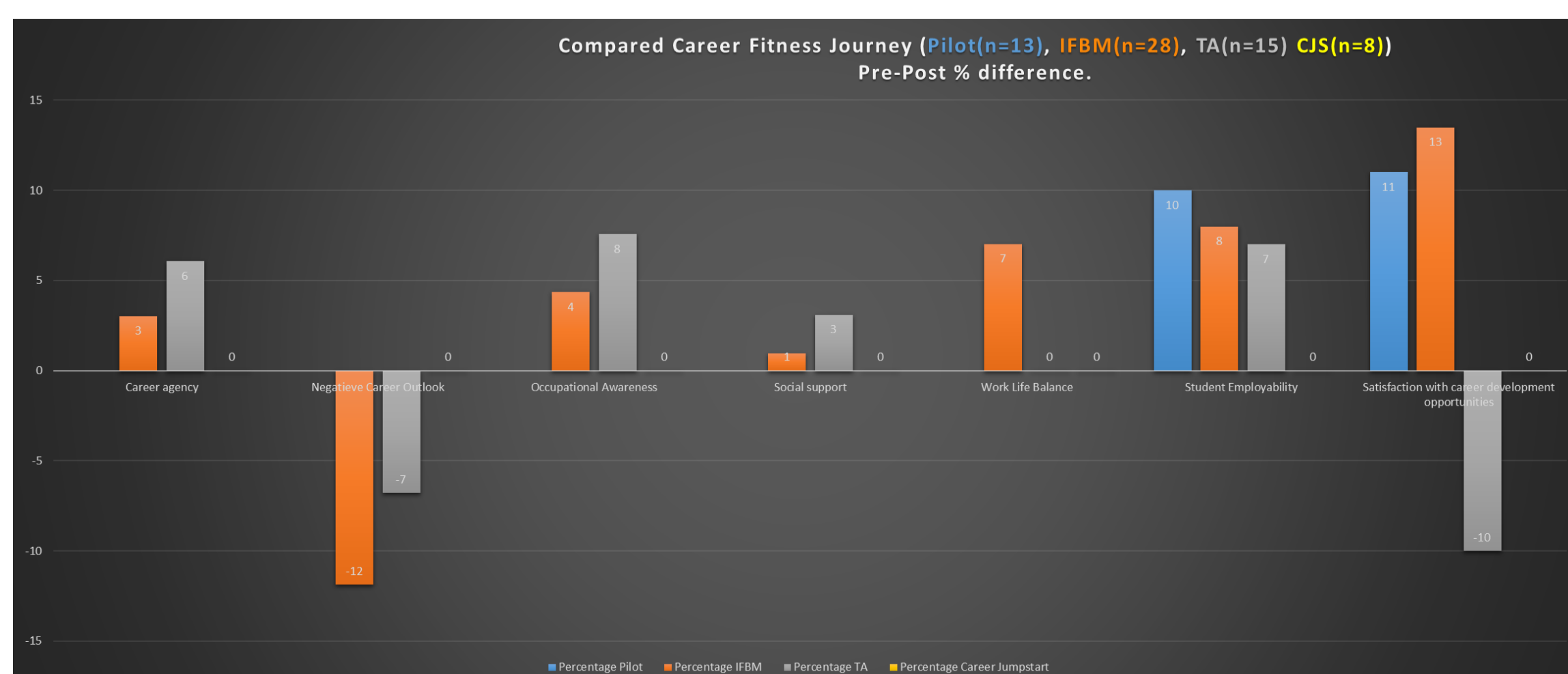
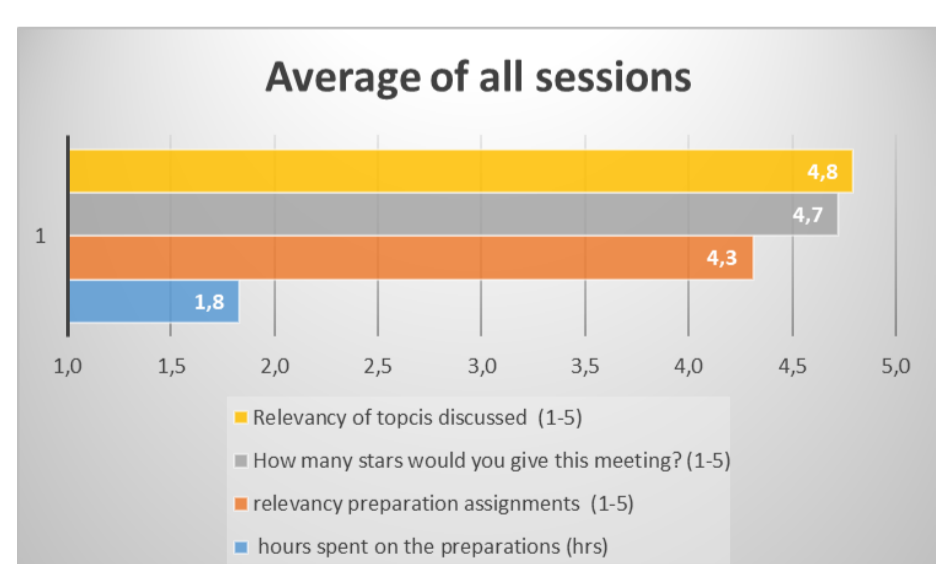
Difference for Neurodiverse Students?

Content
Specific challenges and needs
Disclosure
Proactive vitality/energy management

Design
More reflection time in between
Workshop
Not the themes, but the topics discussed sometimes differ



Focus on impact

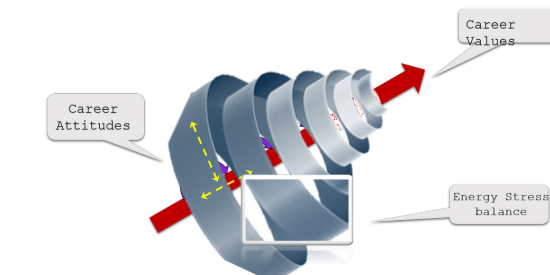


Evidence-based tooling



- 1 Career Motivators
2. Career Orientations
3. Energy-Stress balance

The CFP career model



YOUR SCORES - OVERVIEW
Your Career Fitness Index (CFI): 73%

I. Career Focus
How pronounced and focused are your career preferences and interests? 8/10

II. Career Power
How well-developed are your career management skills? 8/10

III. Career Energy
How well-balanced is your career stamina? 8/10

EXPLORES