

Career Readiness Module Evaluation

November 2025

Overview

Using a prevention science framework, Preparing Individuals for Adulthood and Life (PIAL) is a comprehensive life skills program aimed at educating middle and high school students about the emotional, social, and financial aspects of parenting and relationships. PIAL delivers several unique modules that cover life skills, including (1) Healthy Relationships, (2) Cost of Raising a Child, (3) Resiliency, (4) Mental Health, and (5) Career Readiness. The current report focuses on the [Career Readiness](#) module.

The Career Readiness module was administered during the 2024-2025 academic year. The module content and delivery were a new addition to the PIAL curriculum. Students completed a pre-survey ($n = 125$) before attending the module and a post-survey ($n = 114$) after attending the module. Overall, 96 identifiable students completed both the pre-survey and post-survey. Their responses were matched and allowed analysis of how perspectives changed across surveys.

How does the Career Readiness module impact students?

On the post-survey, participating youth answered “How will you use what you’ve learned about career readiness in the future?” ($n = 96$)
Seven unique themes emerged across the open-ended responses.

“I will use it by reminding myself that you can do whatever you want to do. Because it's my life.”

Stay motivated and shift my mindset

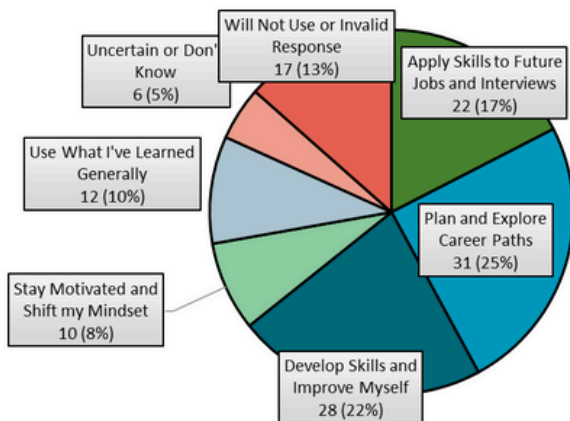
“i will use it to know how to pick what to do in life”

Plan and explore career paths

“Use skills I learned for future interviews.”

Apply skills to future jobs and interviews

“How will you use what you’ve learned about career readiness in the future?”

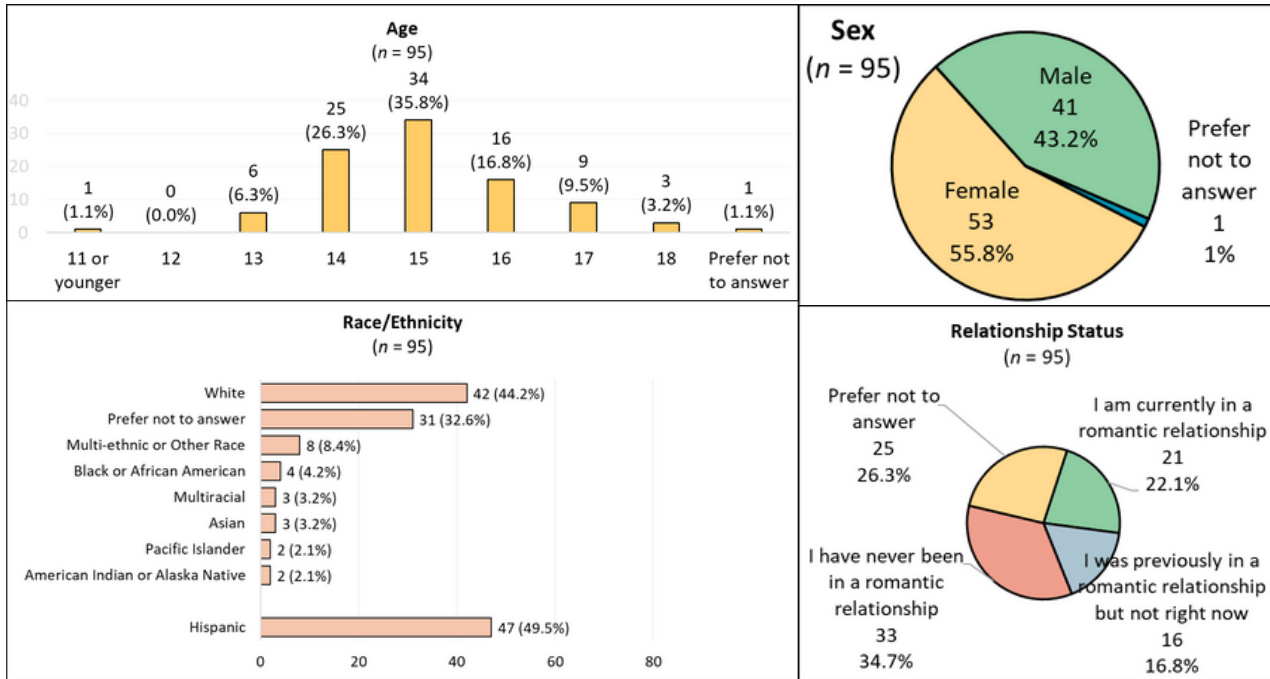


At the end of the post-survey, we asked students to “Rate your overall experience going through the Career Readiness module.” Of all students who provided a response ($n = 114$), students overwhelmingly had a positive experience.

92%
of students rated the Career Readiness module as Excellent/Good

1 Who participated in the Career Readiness module?

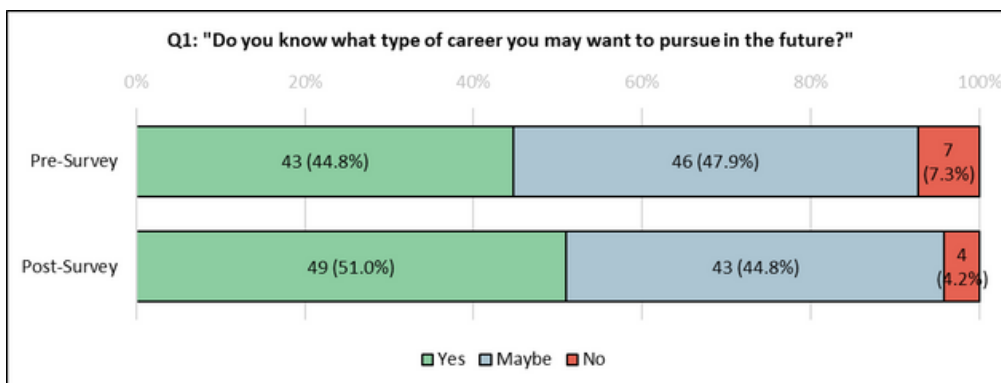
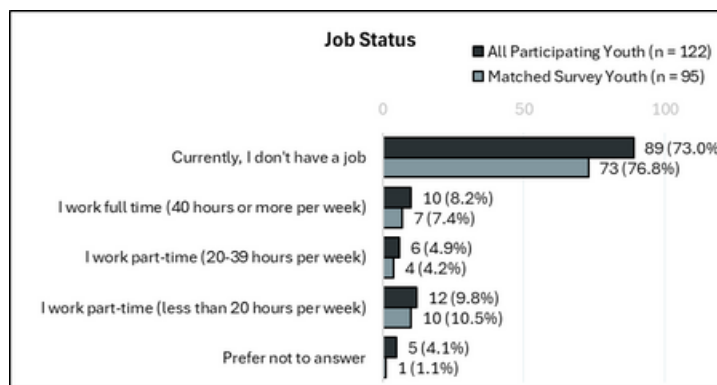
Demographic data were calculated based on responses to the matched pre- and post-surveys ($n = 96$) and are displayed in the figures below. Youth were predominantly white, majority aged 15, and mostly female.



*One youth (1.0%) was missing information on age, sex, race, and relationship status.

2 How did students' perspectives on career readiness change?

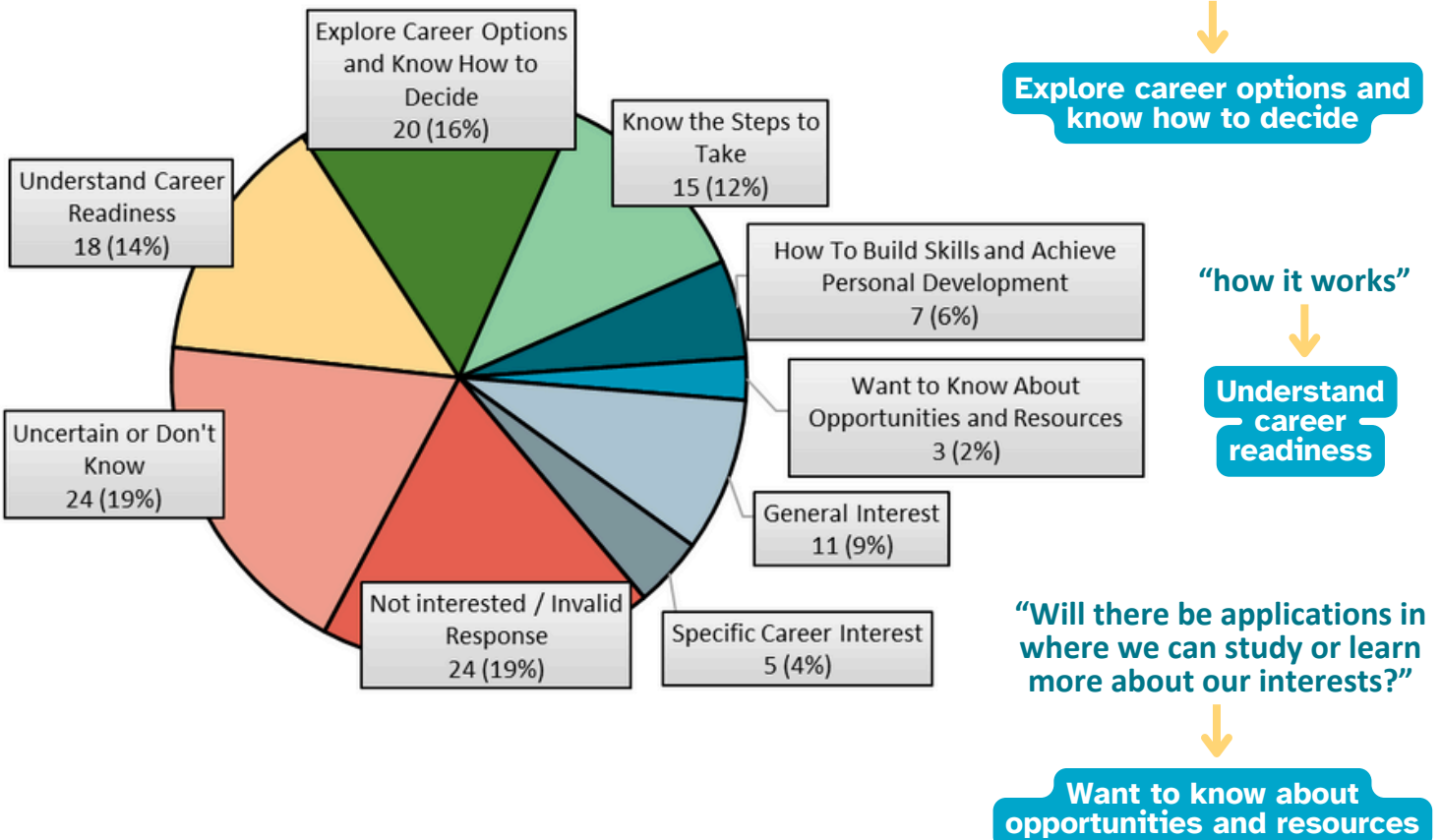
Descriptive statistics present the distribution of responses across questions from the pre-survey to the post-survey. Findings suggest positive change in students' perceptions of what career they would like to pursue in the future. Notably, most youth had no prior work experience. (See the long report for more details on statistical analyses and results)



3 Does the Career Readiness module teach students what they want to know?

Prior to attending the Career Readiness module, youth were asked what they would like to learn about career readiness on the pre-survey through an open-ended response. Using responses from all participating youth ($n = 96$), responses were categorized into nine emerging themes. Youth may have provided a response that spanned across multiple themes. Most youth (62%) identified they wanted to learn about a specific concept, and 19% of youth did not know what they wanted to learn. While module facilitators are trained to accurately answer student questions in the classroom, the Career Readiness module curriculum covers all students' general topics of interest and provides resources for career guidance.

"What do you want to learn about career readiness?"



4 Conclusions and Future Directions

Nearly all students (92%) expressed positive experiences with the module, noting that it helped them think about their own career readiness and provided them with practical tools and insight they intend to use in their personal lives. The evaluation of the Career Readiness module highlights the need for a more sensitive quantitative assessment that can better capture the nuances of the module's impact. To address this, we are currently working on developing enhanced assessment tools that will be more effective in measuring the program's influence on students' learning.

To read the long report and to learn more about PIAL, visit <https://childwelfareproject.hs.iastate.edu/>