



Examination of the Career and Work Adaptability Levels of Care Leavers*

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ABSTRACT

Career adaptability is important in the adaptation of care leavers to social life. The objective of this study was to examine of the career and work adaptability level of care leavers working in public bodies. This research is a cross-sectional study within the general screening model. Data was obtained from 91 care leavers who work in public bodies in Amasya province in Turkey. The Career and Economic Status Survey and Career and Work Adaptability Scale was used in collecting data. Results indicated that 67% of the participants were mostly satisfied with their workplaces. 64.8% of the participants were mostly satisfied with their work, 56% were mostly satisfied with their managers, and 70.3% were mostly satisfied with their colleagues. The overall career and work adaptability levels of care leavers are at a good level, but the ability to act cooperatively is greater. It is believed that the results will guide the policies towards care leavers.

ÖZ

Koruma altında yetişenlerin sosyal hayata uyumlarında kariyer uyumu önemlidir. Bu araştırmada, kamu kurumlarında çalışan koruma altından ayrılan bireylerin iş ve meslek hayatına uyum düzeylerinin incelenmesi amaçlanmıştır. Bu araştırma genel tarama modelinde kesitsel bir çalışmadır. Araştırmanın verileri, koruma altından ayrılan ve Amasya ilinde kamu kurumlarında çalışan 91 kişiden toplanmıştır. Verilerin toplanmasında kariyer ve ekonomik durum anketi ile iş ve meslek hayatına uyum ölçeği kullanılmıştır. Araştırmanın bulguları, katılımcıların %67'sinin çoğunlukla iş yerlerinden memnun olduklarını göstermektedir. Katılımcıların %64.8'i işlerinden çoğunlukla memnun, %56'sı yöneticilerinden çoğunlukla memnun, %70.3'ü çalışma arkadaşlarından çoğunlukla memnundur. Koruma altından ayrılan bireylerin iş ve meslek hayatına uyumları iyi düzeydedir ancak işbirlikli hareket etme yetenekleri daha yüksektir. Araştırma bulgularının koruma altında yetişenlere yönelik politikalara yol göstereceği düşünülmektedir.

1. Introduction

It is an accepted fact that care leavers are one of the disadvantaged groups exposed to social exclusion (Stein, 2006; Gilligan & Arnau-Sabatés, 2017; Bengtsson et al., 2018). For this reason, the interest in better preparation of them for life beyond care is increasing and the process of leaving state care is considered an important step of child protection policies (Ibrahim & Howe, 2011). Care leavers are not a homogeneous group, and their past experiences and experience of care influence their leaving process (Ferguson, 2018). They can also have deficiencies in terms of basic life skills such as spending money, cooking, and cleaning (Malvaso et al., 2016). Failure to maintain a regular relationship with foster families or with the staff of the relevant institution is a factor that can cause them to remain unsupported after leaving care (Höjer & Sjöblom, 2010).

New further research in several countries clearly demonstrates that many care leavers experience employment problems (Wade &

Dixon, 2006; Ibrahim & Howe, 2011; Cassarino-Pereza et al., 2018). Studies in literature show that care leavers have a lower employment rate and are employed in jobs with lower income than their peers (Arnau-Sabatés & Gilligan, 2015). The careers of care leavers also affects their life satisfaction (Buchanan, 1999). For this reason, it can be claimed that career and work life is one of the important mediators in the adaptation of care leavers to social life.

1.1. Employment of Care Leavers in Turkey

It may be considered that care leavers in Turkey have some advantages in terms of employment opportunities compared to their peers in other countries. There is significant state support for employment of care leavers in Turkey. According to Article 1 of the Social Services Law No. 2828, children who are subject to a protection order or alternative care placement under the Ministry of Family and Social Policies (institution care, foster family, family care with social-economic support) for not less than two years and who continue to benefit from these services up to the age of 18, have

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the right to be given a job in the public sector. In case of employment of care leavers in private sector, insurance premiums to be paid by the employer are covered by the government for a period of five years.

The first regulation on the employment of care leavers in the public sector in Turkey was made via Law No. 3413, which entered into force on 25/02/1988 (Annex 1 of Law No. 2828). According to this piece of legislation, care leavers are employed by the public sector and organizations at a rate of one-thousandth of the total personnel cadre. Thus, about 1,500 young care leavers start to work in the public sector every year (Ministry of Family and Social Policies [MFSP], 2014). From the year 1988, when an employment benefit provision came into force, until end of 2019, a total of 50,147 care leavers were placed in the public sector (General Directorate of Children's Services, 2020).

While public institutions previously employed care leavers according to their own policies and procedures, after the new regulations in 2014, it was decided to use the results of the central examination (KPSS), or selection by lot, in the placement of care leavers who have the right to employment in public institutions. Thus, in accordance with another regulation, it was stipulated that care leavers who are graduates of high school and higher education should be appointed to civil servant staff according to their KPSS exam result, and primary and secondary school graduates should be appointed to janitor staff positions, according to the result of the selection by lot (MFSP, 2016a). Recently, with the amendment made in the Law 2828 in 2018, it was finally stipulated that only the selection by lot should be used in the job placement of the beneficiaries and that the priority in the job placement was given to the graduates of undergraduate, associate and secondary education respectively.

Considering that the primary and secondary school graduate care leavers in Turkey are employed as janitors in public sector, it can be inferred that some of the care leavers continue to pursue high school and higher education after their employment. However, when they complete a higher education, it is not easy for them to change their job positions in accordance with their educational level. For this reason, the Social Services Law No. 2828 was amended in 2018 in Turkey and care leavers were given the right to be assigned to the positions appropriate to their educational status based on the staff and needs of the institutions in which they work (Social Services Law, provisional article 16). This positive discrimination has been made only for care leavers working in the public sector.

1.2. Challenges Facing Care Leavers

It can be said that care leavers face some challenges such as employment, housing, social adaptation. Therefore efforts are being made to reduce their problems in Turkey. For example, in the Circular No. 2016/01 issued by the MFSP, issues to be taken into consideration in preparing care leavers for society and life are stated. According to this circular, young people raised under protection should be equipped with skills related to adaptation to society and life (MFSP, 2016b). Likewise, in the articles of the MFSP dated 10/09/2013 and numbered 94236, it is stated that some of the care leavers have problems in their work and personal lives due to poor family ties and lack of social support (MFSP, 2013).

It can be said that there has been an increase in recent years in NGO activities to tackle the problems care leavers face in Turkey. For example, the Amasya Care Leavers' Association (Amasya Yurtayder) provides advice and support to care leavers and the

volunteers from the organisation often report that care leavers, despite having job security, experience many problems which affect their personal and working life. Care leavers who are employed in public sector often report that they lack self-confidence in professional life, fail to overcome various psycho-social problems experienced in the adaptation process to profession, and often have feelings of inadequacy in human relations and problems that cannot be solved during work, and therefore they cannot maintain a good quality of working life (Hayat Sende Association, 2018). In an analysis conducted within the scope of the "Me at Work Project (İşte Ben Projesi)" conducted by Amasya Care Leavers' Association, it was seen that care leavers have similar problems such as taking out loans for someone else, being guarantors, inability to manage money, exclusion and having problems with their superiors and colleagues (Amasya Care Leavers' Associations, 2016).

It can be said that one of the important problems care leavers face is to be guarantors for someone else's bank loan. The reason for this is that they have a public sector job, which offers job security for life. Thus, in Turkey, many public sector employees may be approached by friends or members of their family – who do not have such secure employment – on if they will act as a guarantor for a bank loan. Of course, this places them in a very difficult situation if their friend or family member fails to keep up the repayment of the loan. In addition, even though the percentage of those who take a bank loan for someone else is not too high, it is too important to be ignored. It is stated that care leavers in Turkey often have problems when they are employed due to reasons such as taking bank loans for someone else or being a guarantor for others (Amasya Care Leavers' Association, 2016; Hayat Sende Association, 2014). When care leavers are employed, relatives whom they have never met can contact and ask them to be a guarantor for a bank loan or to take a bank loan for themselves. Apart from their relatives, care leavers may also take a bank loan and be a guarantor for their colleagues and friends. However, it is not right to claim that experiencing problems due to taking a bank loan or being a guarantor for others is only valid for care leavers. Some other people, other than care leavers, may also have economic difficulties because of taking a bank loan or being a guarantor for someone else.

1.3 Career and Work Adaptability

Super and Knasel (1981) defined career adaptability as readiness to cope with changing work and working conditions (cited Ebberwein et al., 2004, p.293). Similarly, Savickas (1997, p.254) defines career adaptability as the readiness to cope with the predictable tasks of preparing for and participating in the work role and with the unpredictable adjustments prompted by changes in work and working conditions. Savickas and Porfeli (2012) emphasize four syndromes of career adaptability. These are concern, control, curiosity and confidence. Nota et al. (2012) added "cooperation" as a fifth career adaptability dimension. Concern is the interest and planning ability of a person to develop a positive attitude towards the future in terms of their ability to adapt to work and professional life, while control is the ability of a person to manage and make decisions to be influential and partly influential on the future or the situations to occur. Curiosity is the desire and curiosity of a person to be open to discovering opportunities or possibilities, and confidence is the confidence in one's self and ability to achieve goals and problem-solving capability. Finally, cooperation refers to the ability of a person to act in co-operation with other employees and to act in partnership with the group in changing environmental conditions (Kaya et al., 2012; Savickas & Porfeli, 2012; Polat, 2017).

As it is accepted that career and work adaptability problems are widely experienced among care leavers in Turkey, a “Work Life Adaptation Training Program” has been organized by MFSP for the young care leavers who have started to work in the public sector since 2014. This training program covers topics such as civil servants legislation, communication, stress and anger management, and budget and money management. Thus, it is aimed to support the young care leavers’ adaptation to their workplaces and work life, rights of being a civil servant, duties and responsibilities at work, and the administrative structure of the institution and the protocol organization of the institution. “Work Life Adaptation Training Program” is implemented by the Provincial Directorates of the MFSP for the one-day period for care leavers who are employed in public sector in relevant provinces (MFSP, 2015).

1.4 Objectives

The general purpose of this study was to examine the career and work adaptability levels of care leavers working in the public sector. The sub-objectives of the research were: (1) What are the satisfaction levels of care leavers in work life?, (2) What is the economic debt status of care leavers?, (3) What are the career and work adaptability levels of care leavers? and (4) Do the career and work adaptability levels of care leavers differ according to age, gender, experience, educational level, marital status, and job?

2. METHOD

This research was a cross-sectional study in the general survey model. Cross-sectional research was the single data collection from the target population or a sample of it, in a short period of time (Özdamar, 2013).

2.1 Participants

The research population is composed of care leavers working in the public sector. The research sample involves the care leavers working in the public sector in Amasya in Turkey. Due to the limitation of the research population, no specific sampling method was used and it was aimed to reach all care leavers working in the public sector in Amasya province. In this context, 98 care leavers were contacted and 91 data collection tools in accordance with the research rules were analyzed. General demographics of the participants are shown in Table 1.

As shown in Table 1, 18.7% of the participants were female and 81.3% were male. Most of the participants were between 36-45 years old with a rate of 40.7%. The ratio of those who have 6-10 years of seniority was 14.3%, while it was 14.3% for those who have 6-10 years of experience, and the ratio of those who have 11-20 years of experience is 42.9%. It was seen that 48.4% of the participants were high school graduates. 72.5% of the participants were married. Lastly, 40.7% of the participants were janitors and 59.3% of them were civil servants.

Table 1. Demographics of participants

| | f | % | | f | % |
|---------------|----|-------|--------------------------|----|-------|
| <i>Gender</i> | | | <i>Marital Status</i> | | |
| Female | 17 | 18.7 | Married | 66 | 72.5 |
| Male | 74 | 81.3 | Single | 25 | 27.5 |
| Total | 91 | 100.0 | Total | 91 | 100.0 |
| <i>Age</i> | | | <i>Educational Level</i> | | |
| 18-25 | 21 | 23.1 | Primary school | 5 | 5.5 |

| | | | | | |
|------------------|----|-------|-----------------|----|-------|
| 26-35 | 24 | 26.4 | Middle School | 17 | 18.7 |
| 36-45 | 37 | 40.7 | High school | 44 | 48.4 |
| 46+ | 9 | 9.9 | Associate | 12 | 13.2 |
| Total | 91 | 100.0 | Undergraduate | 12 | 13.2 |
| <i>Seniority</i> | | | Master's Degree | 1 | 1.1 |
| 1-5 years | 23 | 25.3 | Total | 91 | 100 |
| 6-10 years | 13 | 14.3 | <i>Job</i> | | |
| 11-20 years | 39 | 42.9 | Janitor | 37 | 40.7 |
| 21+ | 16 | 17.6 | Civil Servant | 54 | 59.3 |
| Total | 91 | 100.0 | Total | 91 | 100.0 |

2.2. Data Collection Tools

In this research, a personal information form as well as “Career and Economic Status Survey” and a “Career and Work Adaptability Scale” were used as data collection tools. The Career and Economic Status Survey is a questionnaire consisting of 11 questions developed within the scope of “Me at Work Project (İşte Ben Projesi)” implemented by Amasya Care Leavers’ Association. This survey involves questions about the satisfaction levels of care leavers in career and colleagues and their economic debt status. The Career and Work Adaptability Scale was developed by Nota et al. (2012) and adapted to Turkish by Kaya et al. (2014). For this study, the Career and Work Adaptability Scale’s KMO value was calculated as 0.88 ($p < 0.01$) and the Cronbach’s alpha value was 0.96.

2.3. Data Analysis

SPSS 22 software was used to analyze the data. Parametric or non-parametric tests were used in the analyses according to whether or not data showed the normal distribution in terms of the scores obtained according to the relevant variables. Kolmogorov Smirnov and Shapiro Wilk tests were used to determine normal distribution. Eta squared correlation coefficient (η^2) was calculated to determine the effect size. According to Cohen’s (1992) criteria small, medium and large effect size was accepted respectively as 0.20, 0.50, 0.80 for t test and Mann Whitney U test, and 0.10, 0.25, 0.40 for Kruskal Wallis H test.

3. RESULTS

Table 2 shows the satisfaction levels and experiencing problem status of care leavers in their career. As seen in Table 2, 67% of care leavers were mostly satisfied with their workplaces. The rate of those who were not satisfied with their workplace was 3.3%.

Table 2. The satisfaction levels and experiencing problems

| | | f | % |
|--|----------------------|----|-------|
| Satisfaction with the workplace | Very Satisfied | 61 | 67.0 |
| | Partly Satisfied | 27 | 29.7 |
| | Not at all Satisfied | 3 | 3.3 |
| | Total | 91 | 100 |
| Satisfaction with the work | Very Satisfied | 59 | 64.8 |
| | Partly Satisfied | 29 | 31.9 |
| | Not at all Satisfied | 3 | 3.3 |
| | Total | 91 | 100 |
| Satisfaction with managers | Very Satisfied | 51 | 56.0 |
| | Partly Satisfied | 32 | 35.2 |
| | Not at all Satisfied | 8 | 8.8 |
| | Total | 91 | 100.0 |
| Satisfaction with colleagues | Very Satisfied | 64 | 70.3 |
| | Partly Satisfied | 27 | 29.7 |
| | Not at all Satisfied | 0 | 0 |
| | Total | 91 | 100 |
| Appropriateness of the work | Inappropriate | 11 | 12.1 |
| | Somewhat Appropriate | 26 | 28.6 |
| | Appropriate | 34 | 37.4 |
| | Very Appropriate | 20 | 22.0 |
| | Total | 91 | 100.0 |
| | Yes | 17 | 18.7 |
| Discrimination in the workplace | Neutral | 19 | 20.9 |
| | No | 55 | 60.4 |
| | Total | 91 | 100.0 |
| Experiencing problems in the workplace | Not Experiencing | 36 | 40.9 |
| | Rarely Experiencing | 44 | 50.0 |
| | Often Experiencing | 7 | 8.0 |
| | Always Experiencing | 1 | 1.1 |
| | Total* (3 lost data) | 88 | 100.0 |
| Disciplinary punishment | Yes | 13 | 14.3 |
| | No | 78 | 85.7 |
| | Total | 91 | 100 |

The economic debt status of care leavers is given in Table 3. Table 3 demonstrates that 48.4% of care leavers had guaranteed for someone else for a bank loan. The percentage of care leavers who took a bank loan for someone else was 28.7%. Although 31.9% of care leavers suggested that they do not have significant economic debt, 18.7% have debts which they have difficulty in paying, and 30.8% of them pay home loans.

Table 3. Economic debt status of care leavers

| | | f | % |
|---|---|----|-------|
| Guaranteeing someone else for a bank loan | Guaranteed | 44 | 48.4 |
| | Did not guarantee | 47 | 51.6 |
| | Total | 91 | 100.0 |
| Taking a bank loan to someone else | Took a loan for someone else | 27 | 29.7 |
| | Did not take a loan for someone else | 64 | 70.3 |
| | Total | 91 | 100.0 |
| Economic debt situation | Have debts difficulty in paying | 17 | 18.7 |
| | Have debts without difficulty in paying | 22 | 24.2 |
| | No significant debt | 29 | 31.9 |
| | Paying home loan | 28 | 30.8 |
| | Paying car loan | 9 | 9.9 |
| | Paying someone else's loan as a guarantor | 1 | 1.1 |
| | Paying someone else's loan debt | 0 | 0 |
| | Paying enforcement order | 3 | 3.3 |
| | No Response | 2 | 2.2 |

The career and work adaptability levels of care leavers are presented in Table 4 according to the whole scale and its sub-dimensions. As shown in Table 4, the mean score ($\bar{X}=4,05$) of the career and work adaptability levels of care leavers has taken a value at the level of "I agree" for the whole scale. It is also inferred that among all sub-dimensions of the scale, care leavers have the highest score ($\bar{X}=4,25$) in cooperation dimension and the lowest score ($\bar{X}=3,75$) in control dimension.

Table 4. The Career and work adaptability levels of care leavers

| Dimensions | n | \bar{X} | Level of participation |
|-------------|----|-----------|------------------------|
| Confidence | 91 | 3.96 | Agree |
| Control | 91 | 3.75 | Agree |
| Cooperation | 91 | 4.25 | Strongly Agree |
| Curiosity | 91 | 4.00 | Agree |
| Concern | 91 | 4.06 | Agree |
| Total Scale | 91 | 4.05 | Agree |

The results of the Mann Whitney U test are given in Table 5 to determine whether there is a significant difference among work and career adaptability levels of care leavers according to gender. Table 5 shows that there is no significant difference among work and career adaptability levels of care leavers according to gender.

Table 5. Mann Whitney U Test Results by Gender

| Dimension | Gender | n | Mean of ranks | Sum of ranks | U | p | η^2 |
|-------------|--------|----|---------------|--------------|---------|------|----------|
| Confidence | Female | 17 | 42.35 | 720.00 | 567,000 | .527 | 0.00 |
| | Male | 74 | 46.84 | 3,466.00 | | | |
| Control | Female | 17 | 44.09 | 749.50 | 596,500 | .738 | 0.00 |
| | Male | 74 | 46.44 | 3436.50 | | | |
| Cooperation | Female | 17 | 45.12 | 767.00 | 614,000 | .878 | 0.00 |
| | Male | 74 | 46.20 | 3,419.00 | | | |
| Curiosity | Female | 17 | 40.56 | 689.50 | 536,500 | .344 | 0.01 |
| | Male | 74 | 47.25 | 3,496.50 | | | |
| Concern | Female | 17 | 45.97 | 781.50 | 628,500 | .996 | 0.00 |
| | Male | 74 | 46.01 | 3,404.50 | | | |
| Total Scale | Female | 17 | 43.59 | 741.00 | 588,000 | .676 | 0.00 |
| | Male | 74 | 46.55 | 3,445.00 | | | |

The results of the Kruskal Wallis H test are given in Table 6 to determine whether there was a significant difference among work and career adaptability levels of care leavers according to age. As presented in Table 6, there is a significant difference in the total of the scale and in the cooperation dimension among work and career adaptability levels of care leavers according to age. According to the results of the Mann Whitney U test conducted to determine which groups cause the difference, it was found that career and work adaptability levels of those in the 26-35 age group were lower than 18-25 and 46+ age groups. The calculated eta squared statistic showed that the effect size is small for the total of the scale. On the other hand, the effect size is medium for the cooperation dimension.

The results of the Kruskal Wallis H test are given in Table 7 to determine whether there is a significant difference among work and career adaptability levels for care leavers according to seniority. Table 7 demonstrates that there is a significant difference in the total of the scale and confidence, control and cooperation dimensions among work and career adaptability levels of care leavers according to seniority.

Table 6. Kruskal Wallis H Test Results by Age

| Dimension | Age | n | Mean of ranks | sd | χ^2 | p | η^2 | Significant Difference |
|------------|-------|----|---------------|----|----------|------|----------|------------------------|
| Confidence | 18-25 | 21 | 48.26 | 3 | 7,574 | .056 | 0.05 | - |
| | 26-35 | 24 | 36.06 | | | | | |
| | 36-45 | 37 | 46.91 | | | | | |
| | 46+ | 9 | 63.50 | | | | | |
| Control | 18-25 | 21 | 49.60 | 3 | 5,090 | .165 | 0.02 | - |
| | 26-35 | 24 | 36.27 | | | | | |
| | 36-45 | 37 | 48.00 | | | | | |
| | 46+ | 9 | 55.33 | | | | | |

| | | | | | | | | |
|-------------|-----------|----|-------|---|--------|-------|------|-----|
| Cooperation | 18-25 (1) | 21 | 53.29 | 3 | 15,036 | .002* | 0.14 | 1-2 |
| | | | | | | | | 2-4 |
| | | | | | | | | 3-4 |
| | 26-35 (2) | 24 | 33.08 | | | | | |
| | 36-45 (3) | 37 | 44.39 | | | | | |
| | 46+ (4) | 9 | 70.06 | | | | | |
| Curiosity | 18-25 | 21 | 51.19 | 3 | 3,305 | .347 | 0.00 | |
| | 26-35 | 24 | 38.88 | | | | | |
| | 36-45 | 37 | 45.86 | | | | | |
| | 46+ | 9 | 53.44 | | | | | |
| Concern | 18-25 | 21 | 55.31 | 3 | 7,450 | .059 | 0.05 | |
| | 26-35 | 24 | 37.15 | | | | | |
| | 36-45 | 37 | 43.62 | | | | | |
| | 46+ | 9 | 57.67 | | | | | |
| Total | 18-25 (1) | 21 | 52.02 | 3 | 9,983 | .019* | 0.08 | 1-2 |
| | | | | | | | | 2-4 |
| | 26-35 (2) | 24 | 34.38 | | | | | |
| | 36-45 (3) | 37 | 45.72 | | | | | |
| | 46+ (4) | 9 | 64.11 | | | | | |

*p<.05

Table 7. Kruskal Wallis H Test Results by Seniority

| Dimension | Experience | n | Mean of ranks | sd | χ^2 | p | η^2 | Significant Difference |
|-------------|------------|----|---------------|----|----------|-------|----------|------------------------|
| Confidence | 1-5 (1) | 23 | 48,37 | 3 | 8,672 | .034* | 0.07 | 1-2 |
| | | | | | | | | 2-3 |
| | | | | | | | | 2-4 |
| | 6-10 (2) | 13 | 26,19 | | | | | |
| | 11-20 (3) | 39 | 49,09 | | | | | |
| | 21+ (4) | 16 | 51,16 | | | | | |
| Control | 1-5 (1) | 23 | 49,22 | 3 | 12,446 | .006* | 0.11 | 1-2 |
| | | | | | | | | 2-3 |
| | | | | | | | | 2-4 |
| | 6-10 (2) | 13 | 22,42 | | | | | |
| | 11-20 (3) | 39 | 49,62 | | | | | |
| | 21+ (4) | 16 | 51,72 | | | | | |
| Cooperation | 1-5 (1) | 23 | 53,33 | 3 | 18,259 | .000* | 0.18 | 1-2 |
| | | | | | | | | 2-3 |
| | | | | | | | | 2-4 |

| Dimension | Experience | n | Mean of ranks | sd | χ^2 | p | η^2 | Significant Difference |
|-----------|------------|----|---------------|----|----------|-------|----------|------------------------|
| | 6-10 (2) | 13 | 17,69 | | | | | |
| | 11-20 (3) | 39 | 48,18 | | | | | |
| | 21+ (4) | 16 | 53,16 | | | | | |
| Curiosity | 1-5 (1) | 23 | 52,28 | 3 | 7,585 | .055 | 0.05 | |
| | 6-10 (2) | 13 | 28,19 | | | | | |
| | 11-20 (3) | 39 | 48,32 | | | | | |
| | 21+ (4) | 16 | 45,78 | | | | | |
| Concern | 1-5 (1) | 23 | 51,63 | 3 | 4,677 | .197 | 0.02 | |
| | 6-10 (2) | 13 | 32,27 | | | | | |
| | 11-20 (3) | 39 | 46,86 | | | | | |
| | 21+ (4) | 16 | 46,97 | | | | | |
| Total | 1-5 (1) | 23 | 51.57 | 3 | 13,795 | .003* | 0.12 | 1-2 2-3 2-4 |
| | 6-10 (2) | 13 | 20.92 | | | | | |
| | 11-20 (3) | 39 | 49.23 | | | | | |
| | 21+ (4) | 16 | 50.50 | | | | | |

*p<.05

Table 8. Kruskal Wallis H Test Results by Educational Level*

| Dimension | Educational Level | n | Mean of ranks | sd | χ^2 | p | η^2 | Significant Difference |
|-------------|-------------------|----|---------------|----|----------|-------|----------|------------------------|
| Confidence | Primary school | 5 | 47.70 | 4 | 2.926 | 0.570 | -0.01 | - |
| | Middle School | 17 | 41.06 | | | | | |
| | High school | 44 | 44.74 | | | | | |
| | Associate | 12 | 42.50 | | | | | |
| | Undergraduate | 12 | 56.67 | | | | | |
| Control | Primary school | 5 | 46.60 | 4 | 0.552 | 0.968 | -0.04 | - |
| | Middle School | 17 | 42.71 | | | | | |
| | High school | 44 | 45.10 | | | | | |
| | Associate | 12 | 46.21 | | | | | |
| | Undergraduate | 12 | 49.75 | | | | | |
| Cooperation | Primary school | 5 | 42.70 | 4 | 1.930 | 0.749 | -0.02 | - |
| | Middle School | 17 | 40.29 | | | | | |
| | High school | 44 | 45.11 | | | | | |
| | Associate | 12 | 47.54 | | | | | |
| | Undergraduate | 12 | 53.42 | | | | | |

| | | | | | | | | |
|-----------|----------------|----|-------|---|-------|-------|-------|---|
| Curiosity | Primary school | 5 | 55.10 | 4 | 1.312 | 0.859 | -0.03 | - |
| | Middle School | 17 | 42.24 | | | | | |
| | High school | 44 | 44.31 | | | | | |
| | Associate | 12 | 49.17 | | | | | |
| | Undergraduate | 12 | 46.83 | | | | | |
| Concern | Primary school | 5 | 40.20 | 4 | 2.799 | 0.592 | -0.01 | - |
| | Middle School | 17 | 42.65 | | | | | |
| | High school | 44 | 43.55 | | | | | |
| | Associate | 12 | 48.33 | | | | | |
| | Undergraduate | 12 | 56.08 | | | | | |
| Total | Primary school | 5 | 48.00 | 4 | 2.183 | 0.702 | -0.02 | - |
| | Middle School | 17 | 40.91 | | | | | |
| | High school | 44 | 44.03 | | | | | |
| | Associate | 12 | 47.38 | | | | | |
| | Undergraduate | 12 | 54.46 | | | | | |

* A graduate of master's degree education is not included in the analysis.

According to the results of the Mann Whitney U test conducted to determine which groups cause the difference (Table 7), it was concluded that career and work adaptability levels of those in 6-10 years of experience group were lower than the other groups in terms of the total of the scale, and the confidence, control, and cooperation dimensions. Calculated eta squared statistics show that the effect size is medium for the total of the scale and for the cooperation and control dimensions. On the other hand, the effect size is small for the confidence dimension.

The results of the Kruskal Wallis H test are shown in Table 8 to determine whether there is a significant difference among work

and career adaptability levels of care leavers according to educational level.

As seen in Table 8, there is no significant difference among work and career adaptability levels of care leavers according to educational level.

The results of the Mann Whitney U test are shown in Table 9 to determine whether there is a significant difference among work and career adaptability levels of care leavers according to marital status. Table 9 demonstrates that there is no significant difference among work and career adaptability levels of care leavers according to marital status.

Table 9. Mann Whitney U Test Results by Marital Status

| Dimension | Marital Status | n | Mean of ranks | Sum of ranks | U | p | η^2 |
|-------------|----------------|----|---------------|--------------|---------|------|----------|
| Confidence | Married | 66 | 47.41 | 3,129.00 | 732,000 | .407 | 0.01 |
| | Single | 25 | 42.28 | 1,057.00 | | | |
| Control | Married | 66 | 47.69 | 3,147.50 | 713,500 | .316 | 0.01 |
| | Single | 25 | 41.54 | 1,038.50 | | | |
| Cooperation | Married | 66 | 47.57 | 3,139.50 | 721,500 | .356 | 0.01 |
| | Single | 25 | 41.86 | 1,046.50 | | | |
| Curiosity | Married | 66 | 45.83 | 3,024.50 | 813,500 | .918 | 0.00 |
| | Single | 25 | 46.46 | 1,161.50 | | | |
| Concern | Married | 66 | 45.00 | 2,970.00 | 759,000 | .555 | 0.00 |
| | Single | 25 | 48.64 | 1,216.00 | | | |

| | | | | | | | |
|-------|---------|----|-------|----------|---------|------|------|
| Total | Married | 66 | 46.97 | 3,100.00 | 761,000 | .569 | 0.00 |
| | Single | 25 | 43.44 | 1,086.00 | | | |

The results of the t-test and Mann Whitney U test are shown in Table 10 to determine whether there is a significant difference among work and career adaptability levels of care leavers according to the type of job (janitor-civil servant). As seen in Table 10, while there was no significant difference in trust, control and curiosity

dimensions among work and career adaptability levels of care leavers according to the type of job, there was a significant difference in the cooperation and concern dimensions, in addition to the total of the scale. The work and career adaptability levels of care leavers working as a civil servant were higher than those working as a janitor in terms of cooperation and concern dimensions and the total of the scale.

Table 10. t- Test and Mann Whitney U Test Results by Job

| Dimension | Job | n | \bar{X} | S | sd | t | p | η^2 |
|-------------|---------------|----|---------------|--------------|----|---------|-------|----------|
| Confidence | Janitor | 37 | 30.6757 | 6.22742 | 89 | -1.582 | .117 | 0.03 |
| | Civil Servant | 54 | 32.5370 | 4.96673 | | | | |
| Dimension | Job | n | Mean of ranks | Sum of ranks | | U | p | η^2 |
| Control | Janitor | 37 | 42.27 | 1,564.00 | | 861,000 | .260 | 0.01 |
| | Civil Servant | 54 | 48.56 | 2,622.00 | | | | |
| Cooperation | Janitor | 37 | 38.77 | 1,434.50 | | 731,500 | .030* | 0.05 |
| | Civil Servant | 54 | 50.95 | 2,751.50 | | | | |
| Curiosity | Janitor | 37 | 41.76 | 1,545.00 | | 842,000 | .202 | 0.02 |
| | Civil Servant | 54 | 48.91 | 2,641.00 | | | | |
| Concern | Janitor | 37 | 37.64 | 1,392.50 | | 689,500 | .012* | 0.07 |
| | Civil Servant | 54 | 51.73 | 2,793.50 | | | | |
| Total | Janitor | 37 | 39.42 | 1,458.50 | | 755,500 | .049* | 0.04 |
| | Civil Servant | 54 | 50.51 | 2,727.50 | | | | |

*p<.05

4. Discussion

In this research that was carried out in Amasya province of Turkey, it was aimed to determine and analyze the status of care leavers in work life and their work and career adaptability levels.

The majority of the research participants are male, and this is because of the fact that there are more boys than girls in care and a majority of those who leave at age 18 are male. For example, although the statistics published in recent years did not specify the number of male and female care leavers separately, there were a total of 10,045 children in Turkey, including 3,094 girls and 6,951 boys, in 109 orphanages in 2006 (Social Services and Child Protection Agency, 2006). Although approximately one-fourth of the care leavers in this study are primary and middle school graduates, almost half of them work as janitors.

Research findings also suggest that almost half of the care leavers are guarantors for someone else's bank loan. They may be

guarantor for reasons such as having a job under state security, willingness to help people, trusting people unconditionally, and not foreseeing the possibility of a negative situation arising.

According to research findings, it is understood that most of the care leavers are satisfied with their colleagues, workplaces, and managers. The rate of those who have frequent problems in the workplace is also very low. However, it can be said that there is a perception in society and public officials that the care leavers often experience problems in adaptation to the work life (Amasya Care Leavers' Associations, 2016; Hayat Sende Association, 2014). It is important to clarify how much these negative perceptions are based on facts. It is possible that a few negative examples are brought to the forefront with the effect of prejudices, and false generalizations can be made about care leavers.

As suggested by the research findings, the overall career and work adaptability levels of care leavers are at a good level, but the ability to act cooperatively is greater. The cooperation ability of care leavers between 18-25 years of age and 46 years of age is higher than

those between 26-35 and 36-45 years of age. Care leavers aged between 18-25 years of age are more likely to adapt to work and career than care leavers aged between 26-35 years of age, and those aged 46 years and more have more work and career adaptability than care leavers aged between 36-45 years of age. Although care leavers in Turkey become adults at the age of 18, they leave care at the ages of 19 and 20 because of completion of high school education. Therefore, they start their professional life in their 20s. Care leavers can be optimistic about work life and social life in the first years of employment. For this reason, they may encounter problems in work life and social life after several years, but not in the first years when they were introduced into work life. They can overcome these problems for a certain period of time and cope with them and become optimistic again. In other words, there is an optimistic period in which problems are not experienced between the ages of 18-25, another period in which problems are challenged with between the ages of 26-45, and a final period in which problems are dealt with and the optimistic point of view emerges again after 46 years of age. On the other hand, the difference between the levels of work and career adaptability by age groups may be due to the reasons for the protection of the participants. As it is known, the children were mainly taken under protection for reasons such as the death of parents and poverty (Elmacı, 2010). However, especially after the Child Protection Law was adopted in 2005, the number of children who were taken under protection due to neglect, abuse, and juvenile delinquency was higher. Hence, the reasons for the protection of the participants aged 46 years or more in this research group can be mostly orphanhood or poverty. Consequently, this group, which has not experienced any traumas such as abuse or abandonment, may have higher levels of work and career adaptability.

According to the research findings, generally, the work and career adaptability levels of those who have 6-10 years of experience are lower than the others in the confidence, control, and cooperation dimensions. Considering that care leavers start their work life at the 20s, it can be regarded that those who have 6-10 years of experience are usually in the 25-30 age range. Therefore, the fact the work and career adaptability levels of those in this experience group are lower than the others in the confidence, control, and cooperation dimensions can be because of the reasons explained in the previous paragraph.

Based on the research findings, the work and career adaptability levels of care leavers working as civil servants are higher than those working as a janitor in terms of the total of the scale, and the cooperation and concern dimensions. It is accepted that the working conditions and status of civil servants are more positive than janitors. Therefore, it is expected that the work and career adaptability levels of civil servants are high. A study (Cassarino-Perez et al., 2018) found out that education and gender are important factors affecting the employment of care leavers. Another research conducted by Okpych & Courtney (2014) shows that education is important in the employment of care leavers. In this research, education and gender were not found to be the factors that directly affect the work and career adaptability levels of care leavers. However, it can be claimed that the educational level affects employment as a civil servant or janitor in the public sector and thus indirectly affects the work and career adaptability.

5. Conclusion

Despite about half of care leavers having guaranteed someone else for a bank loan, less of them took a bank loan for someone else. Most of the care leavers are satisfied with their colleagues, workplaces,

and managers. The proportion who experiencing problems often and always in the workplace is quite low. Career and work adaptability levels of care leavers are at a good level, but the ability to act cooperatively is greater. The work and career adaptability levels of care leavers working as civil servants are higher than those working as a janitor. Age and seniority also affect career and work adaptability of care leavers.

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