

This resource is an output from a Collaborative Enhancement Project supported and funded by QAA Membership. The project is led by The Careers Group of the University of London in partnership with City University of London, King's College London and the Centre for Online and Distance Education at the University of London. Find out more about [Collaborative Enhancement Projects on the QAA website](#).



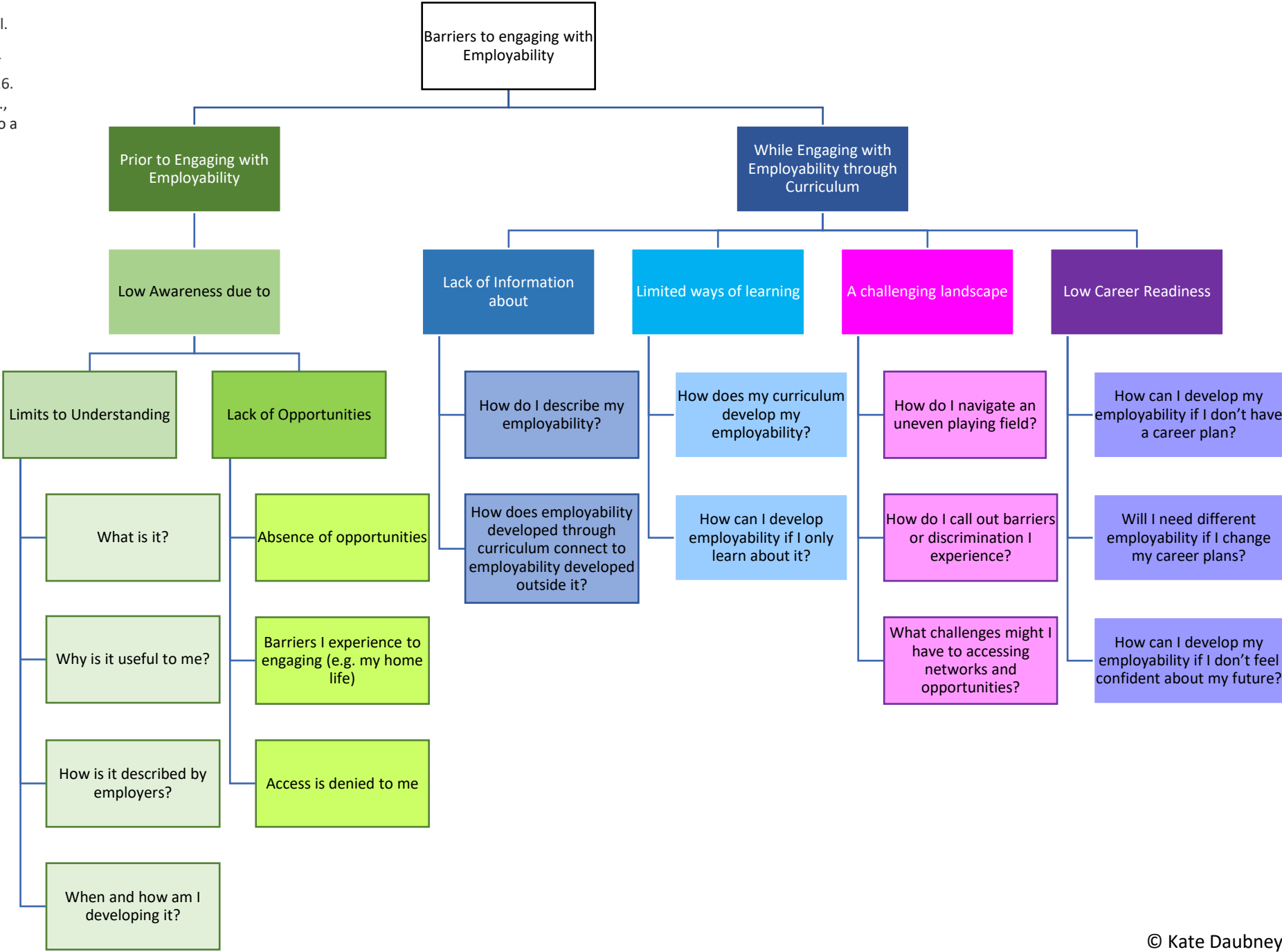
**UNIVERSITY  
OF LONDON**  
CENTRE FOR ONLINE &  
DISTANCE EDUCATION

# Barriers to Employability Engagement and Development

- Gati *et al* (1996)\* developed a taxonomy of difficulties that are experienced during career decision-making
- This model has been adapted by Kate Daubney to propose the range and source of barriers that students might face in engaging with their employability development
- A proposed taxonomy of Barriers to Employability Engagement is shown on slide 2.
- Gati *et al*'s original model has been formatted for this Toolkit on slide 3.

\*Gati, I., Krausz, M. & Osipow, S.H. 1996. "A Taxonomy of Difficulties in Career Decision Making", *Journal of counseling psychology*, 43:4, 510-526.

Adapted from Figure 6 in Gati, I et al. 1996. "A Taxonomy of Difficulties in Career Decision Making", *Journal of counseling psychology*, 43:4, 510-526. Draws also on Hooley, T., Sultana, R., Thomsen, R. 2021. "Five signposts to a socially just approach to career guidance." *Journal of the National Institute of Career Education and Counselling*. 47: 59-66.



Reformatted graphical version of Gati's original Taxonomy of Difficulties:

Figure 6 (p.520) in Gati, I., Krausz, M. & Osipow, S.H. 1996. "A Taxonomy of Difficulties in Career Decision Making", *Journal of counseling psychology*, 43:4, 510-526.

