

**Supplement 3.** Differences in career readiness levels between the pre- and post-test CRI scores

| Career Readiness Inventory items               | Pre-test    | Post-test   | t-value | P-value |
|--|-------------|-------------|---------|---------|
| <b>Career development</b>                      |             |             |         |         |
| Career maturity                                |             |             |         |         |
| Planning                                       | 57.03±8.72  | 58.88±9.25  | -2.087  | 0.040   |
| Independence                                   | 51.42±8.94  | 50.73±7.85  | 0.731   | 0.466   |
| Self-knowledge                                 | 56.01±8.79  | 57.62±9.78  | -1.599  | 0.113   |
| Career search behavior                         |             |             |         |         |
| Experience of career activity                  | 51.48±11.86 | 58.99±10.85 | -6.510  | 0.001   |
| Understanding oneself                          | 55.27±12.11 | 62.81±8.39  | -6.528  | 0.001   |
| Experience of academic career-planning program | 53.25±10.18 | 59.15±8.70  | -5.196  | 0.001   |
| Support from colleagues and peers              | 57.43±9.86  | 61.77±8.13  | -4.673  | 0.001   |
| <b>Career decision</b>                         | 59.13±12.55 | 53.26±14.33 | 4.242   | 0.001   |
| <b>Employment preparation behavior</b>         |             |             |         |         |
| Active job search                              | 47.39±11.34 | 53.29±12.48 | -4.153  | 0.001   |
| Preliminary job search                         | 53.03±10.62 | 55.68±10.01 | -2.155  | 0.034   |
| Formal job search                              | 47.58±13.34 | 54.55±12.50 | -5.548  | 0.001   |
| Informal job search                            | 53.10±11.79 | 57.69±11.87 | -3.908  | 0.001   |
| Employment preparation effort                  | 48.06±11.44 | 53.41±11.28 | -4.569  | 0.001   |
| Strength of employment preparation             | 49.88±12.56 | 50.45±10.55 | -0.573  | 0.568   |

Values are presented as mean±standard deviation, unless otherwise stated.

CRI, Career Readiness Inventory