To employability and beyond
Sustainable careers within contextual boundaries

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Chapter 4
Supplementary material

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MEASUREMENT INVARIANCE

Measurement Invariance

Table S11. Measurement invariance of scales across refugees in Greece and the Netherlands

	χ2	df	RMSEA	CFI	Δ RMSEA	Δ CFI
Model 1 unconstrained (configural invariance) [CAAS]	821.69	496	.60	.91	-	-
Model 2a 1st order factor loadings (metric invariance) [CAAS]	847.13	516	.60	.91	.00	.00
Model 2b 1st and 2nd order factor loadings (metric invariance)	848.66	519	.60	.91	.00	.00
Model 3a 1-st order intercepts (scalar invariance)	901.08	542	.60	.90	.00	.10
Model 3b 1-st order and 2nd order intercepts (scalar invariance)	908.40	543	.60	.90	.00	.00
Model 1 unconstrained (configural invariance) [PSYCAP]	169.70	100	.70	.92	-	-
Model 2a 1st order factor loadings (metric invariance) [PSYCAP]	179.26	108	.70	.92	.10	.00
Model 2b 1st and 2nd order factor loadings (metric invariance) [PSYCAP]	183.30	111	.70	.92	.10	.00
Model 3a 1-st order intercepts (scalar invariance)	199.14	122	.70	.91	.00	.10
Model 3b 1-st order and 2nd order intercepts (scalar invariance) [PSYCAP]	203.53	123	.70	.91	.00	.00
Model 1 unconstrained (configural invariance) [JSSE]	112.39	67	.70	.96	-	-
Model 2 factor loadings (metric invariance) [JSSE]	134.32	76	.70	.95	.10	.10
Model 3 intercepts (scalar invariance) [JSSE]	162.32	85	.80	.93	.10	.20
Model 1 unconstrained (configural invariance) [SOCIAL BARIERS]	13.73	8	.70	.98	-	-
Model 2 factor loadings (metric invariance) [SOCIAL BARIERS]	17.23	12	.50	.98	.20	.00
Model 3 intercepts (scalar invariance) [SOCIAL BARIERS]	36.12	16	.90	.92	.14	.60
Model 3M intercepts (scalar invariance) [SOCIAL BARIERS]	24.10	15	.60	.96	.10	.20
Model 1 unconstrained (configural invariance) [ADMIN BARIERS]	9.510	8	.40	.99	-	-
Model 2 factor loadings (metric invariance) [ADMIN BARIERS]	13.47	12	.30	.99	.10	.00
Model 3 intercepts (scalar invariance) [ADMIN BARIERS]	37.44	16	.90	.91	.60	.90
Model 3M intercepts (scalar invariance) [ADMIN BARIERS]	15.54	15	.20	1.00	.10	.00

Note. ΔRMSEA<.05. ΔCFI<.01