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Best Practices in Careers and Employability Learning

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36 years of meta-analyses

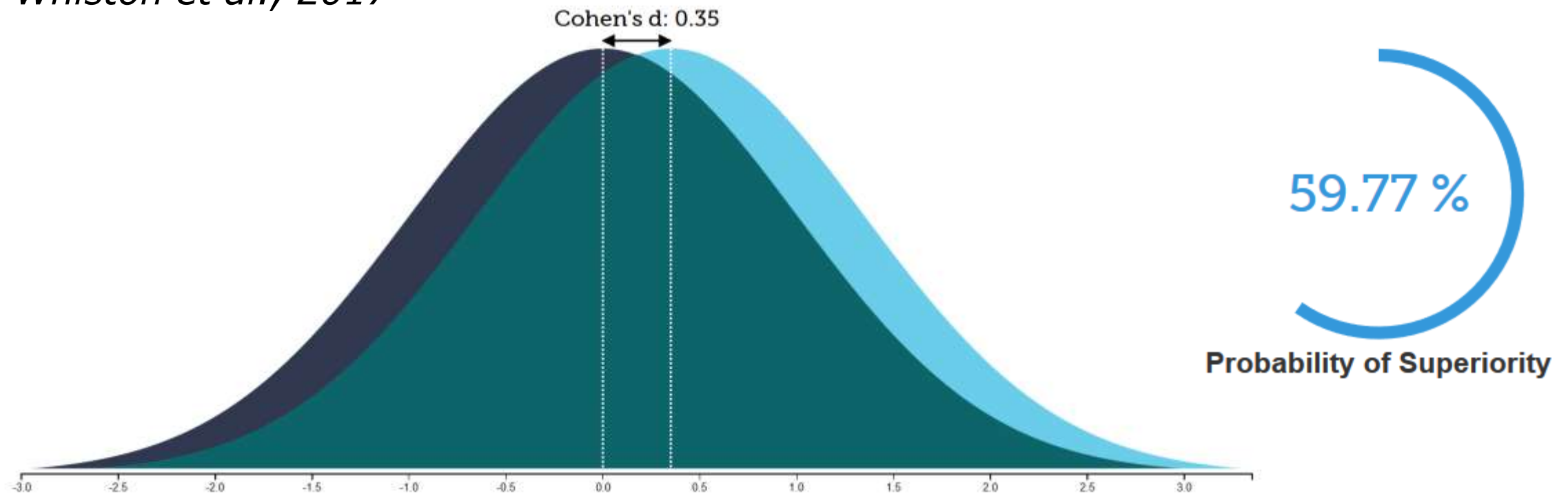
Do career interventions work?

- Spokane & Oliver, 1983
- Oliver & Spokane, 1988
- Whiston, Sexton, & Lassoof, 1998
- Brown & Ryan Krane, 2000
- Liu, Huang, & Wang, 2014
- Whiston, Li, Goodrich Mitts, & Wright, 2017
- Langher, Nannini, & Caputo, 2018

36 years of meta-analyses

Yes, career interventions do work

Whiston et al., 2017



36 years of meta-analyses

What do they work *on*?

- Vocational identity
- Career maturity
- Career decidedness
- Career decision-making self-efficacy
- Perceived environmental support
- Perceived career barriers
- Outcome expectations

Whiston et al., 2017



36 years of meta-analyses

What do they work *on*?

Job search interventions:

2.67 times more likely to
secure employment

Liu, Huang, & Wang, 2014

Best practices

What works best?

- Repeated interventions
- Structured group interventions
- Facilitated by an expert
- Targeted to client needs
- Grounded in theory
- Include *critical ingredients*

Critical ingredients

Brown & Ryan Krane, 2000	Whiston et al., 2017
Writing exercises	✓
Personalised feedback	✓
World of work information	✓
Modeling from others	✗
Social support	✗
	Counsellor support
	Values clarification
	Psychoeducation

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What is best practice in careers education? An outline of the evidence.

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