

Group counseling to enhance career development and adaptive functioning in adolescents

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Vocational Designing and Career Counseling

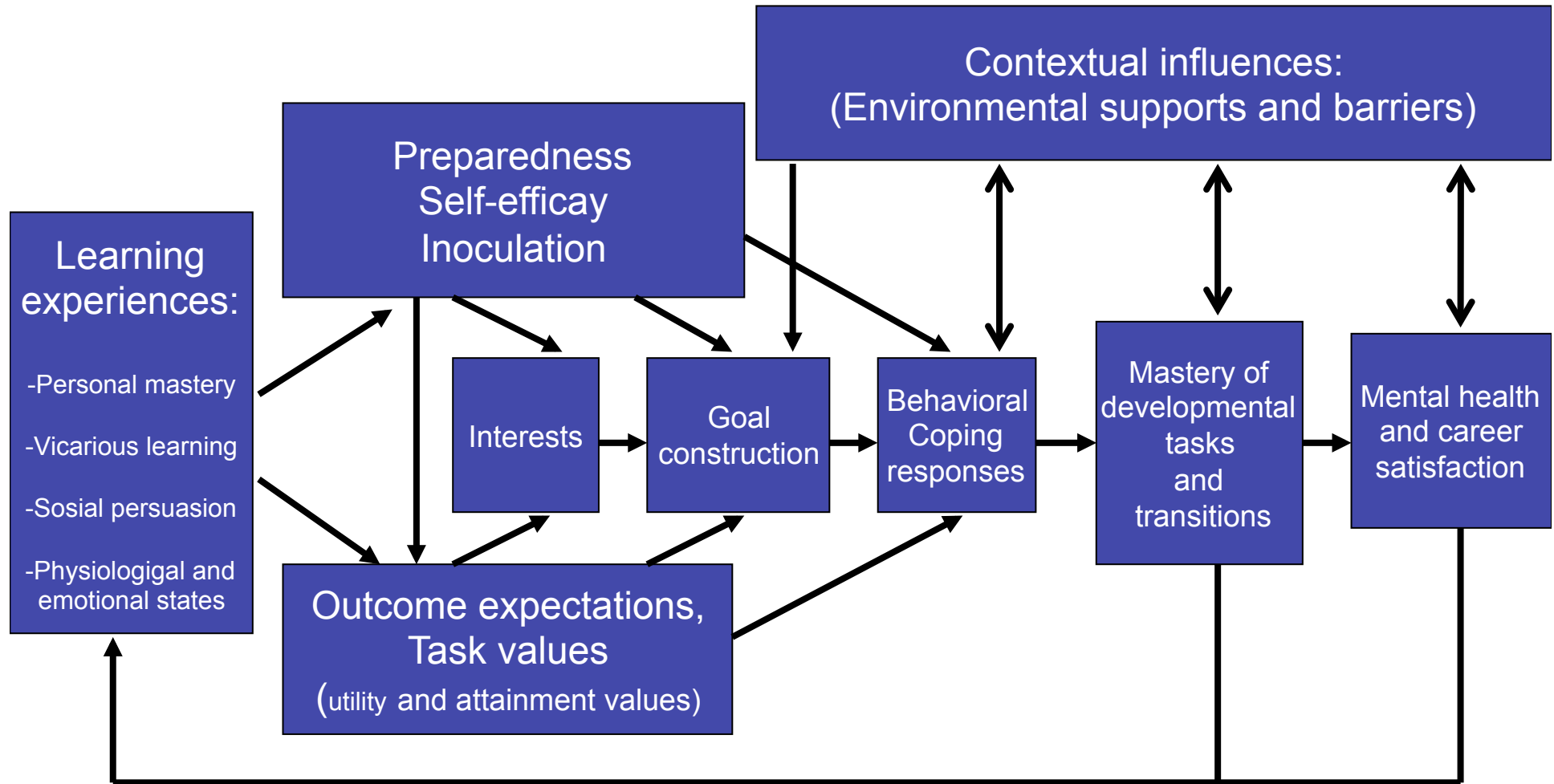
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Aims of the two experimental effectiveness trials

(Koivisto, 2010)

1. What are the long-term effects of career counseling on career development?
2. Does career counseling has an influence on mental health?
3. What is the mediating role of the immediate outcomes or learning outcomes?
4. Who benefit most and at whom should the career counseling interventions be targeted?

An integrative framework to the key constructs of the dissertation and social cognitive career theory (Koivisto, 2010; adapted from Lent, Brown & Hackett, 1994; Lent, Hackett & Brown, 1999)



The Towards Working Life group intervention

(Koivisto, 2010; Koivisto, Vinokur, & Vuori, 2011; Vuori, Koivisto, Mutanen, Salmela-Aro, & Jokisaari, 2008, 2009)

- **Timing:** transition from senior high school (grades 7th to 9th) to secondary education (grades 10th to 12th)
- **Distal goals:** promote career choice, transition to secondary education and mental health, and prevent mental health problems
- **Participants:** 14-15 year old 9th graders of senior high schools in Finland (N=1034)

The TWL Study: Post-treatment assesment

(Koivisto, Vuori, & Vinokur, 2011)

- Group by time interaction effect on career choice self-efficacy in decision making
($F(1, 836) = 11.06, p < .01, \text{partial } \eta^2 = .01$)
- Group by time by baseline level interaction effect on career choice self-efficacy in decision-making
($F(34, 764) = 2.10, p < .001, \text{partial } \eta^2 = .09$)

Five-month follow-up

(Kiuru, Koivisto, Mutanen, Nurmi & Vuori, 2011)

The immediate effect on career choice preparedness (career choice self-efficacy and inoculation against setbacks) was faded away.

One-year follow up (post-transitional phase)

(Vuori, Koivisto, Mutanen, Salmela-Aro & Jokisaari, 2008, 2009)

The intervention prevented...

1. symptoms of depression among those who initially had elevated symptoms of depression.
2. school burnout among those who had elevated symptoms of depression and learning difficulties. 6

The School-to-Work group intervention

(Koivisto, 2010; Koivisto, Vuori & Nykyri, 2007; Koivisto, Vuori & Vinokur, 2010)

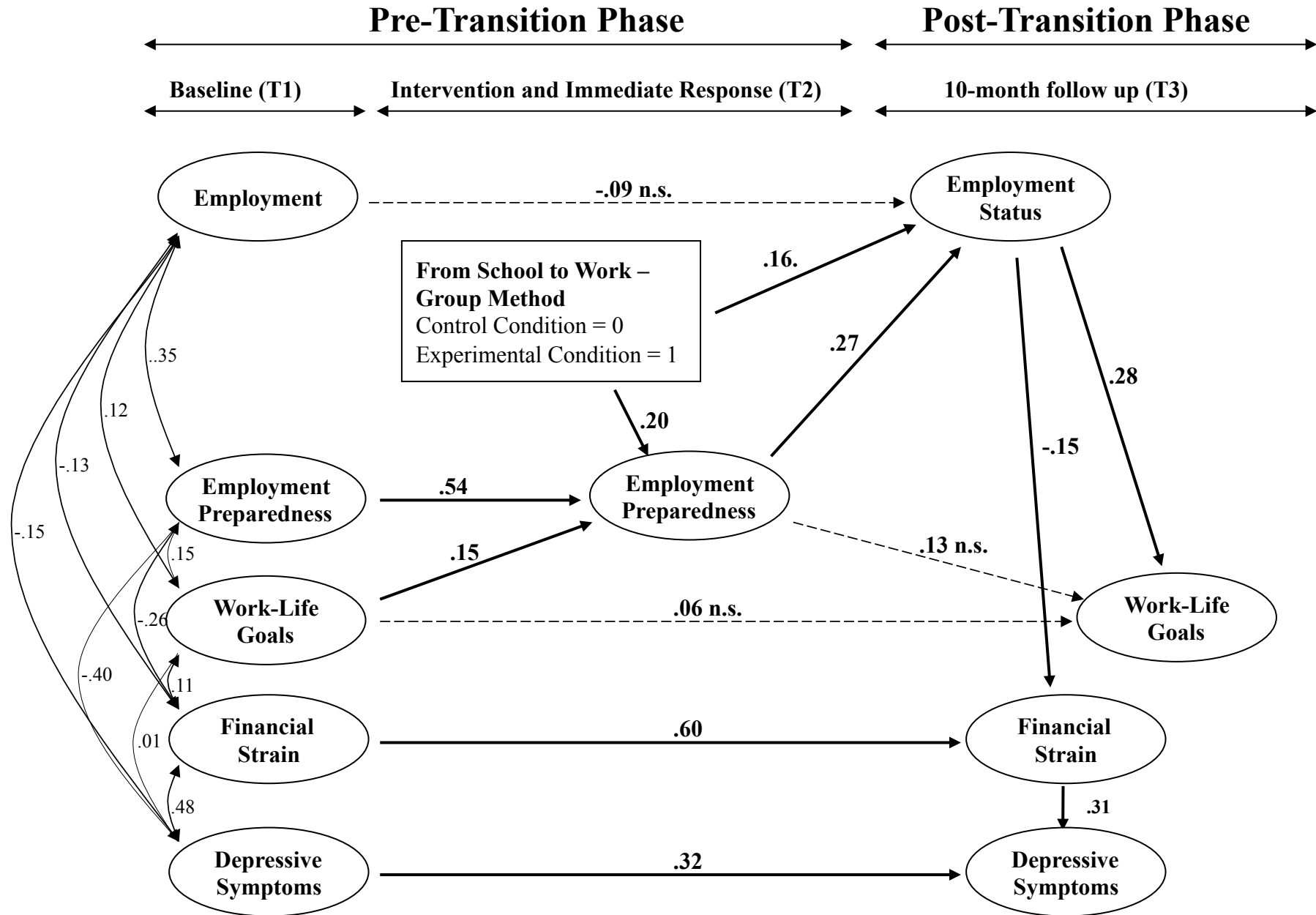
- Timing: transition from vocational education to working life
- Distal goals: promote transition to work, implementation of vocational choice, and mental health, prevent mental health problems, and anticipate career establishment
- Participants: 17-24 year old graduates of vocational schools in Finland (N=416)

Results of 10-month follow-up

The intervention...

- 1.enhanced employment and implementation of vocational choice and
- 2.increased construction of personal goals related to working life.

In addition, the intervention prevented psychological distress and symptoms of depression among those who had elevated symptoms of psychological distress.



(Koivisto, Vuori & Vinokur, 2010)

Practical implications

(Koivisto, 2010)

1. Beneficial long term effects on career development and adaptive functionin can be achieved by means of social cognitive career counseling.
2. The long-term effects are expected to be relatively small when intervention are targeted at whole age group.
3. Some of these effects appear only among sub groups.
4. The results suggest that the effects can be strengthened by carefully targeting and further developing career counseling programs at those who benefit most, i.e. those who exhibit deficient career preparedness, have learning difficulties,or have elevated level of psychological distress or depressive symptoms, and whose personal goals match well with goals of such interventions.
5. Optimal timing of the this type of interventions shoud be considered carefully.

Thank you for your
attention!

