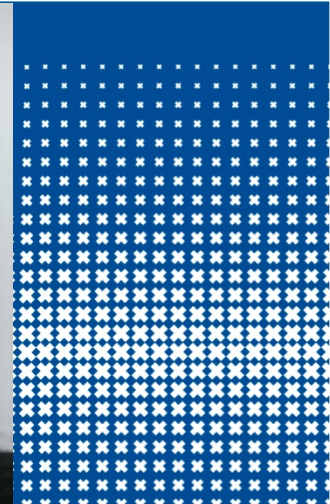




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Training career adaptability among university graduates: short-term and long-term effects



Career Preparation

- Career preparation is important for a successful career.
- Central to preparation is career adaptability:
“readiness to cope with career transitions and willingness to explore one’s career possibilities” (Savickas, 2005)
- People with higher career adaptability are more successful in mastering career transitions and coping with unemployment.



University Graduates

- Graduating university students face an important career transition.
- Career adaptability can enhance the chance on finding a suitable job, career success and well-being (Hirschi, 2010; Koen et al., 2010; Skorikov, 2007).
- Assisting students in developing their career adaptability might help them to find a suitable job, even during crisis.



Career Adaptability *(Savickas, 2002; 2005)*

“readiness and resources”

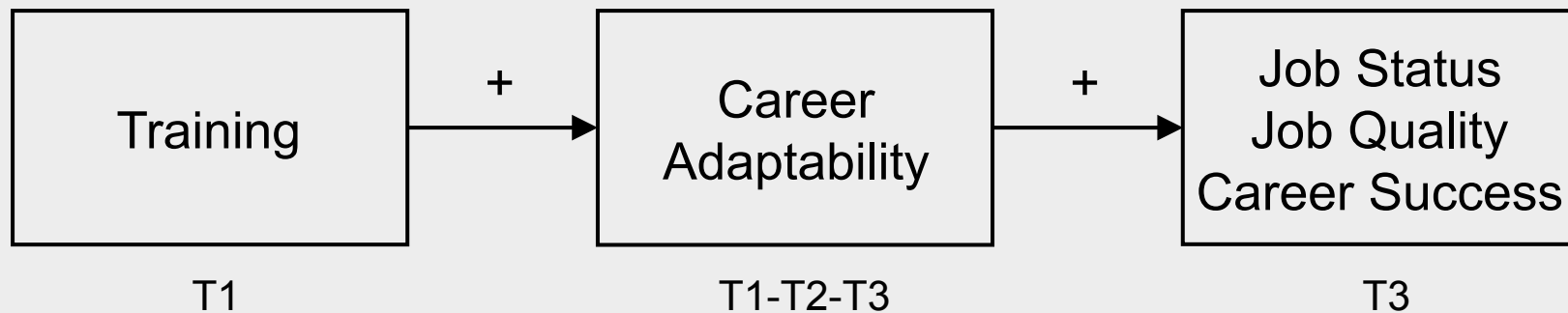
- **Concern:** *look ahead and prepare for what might come next*
- **Curiosity:** *exploration and information-seeking*
- **Control:** *responsible for shaping the self and environments; self-discipline, effort, and persistence*
- **Confidence:** *self-efficacy to pursue one's aspirations*

Career Adaptability Training

Dimension	Activity	Exercises
Concern	Planning	Planning: awareness of future career steps and implementation of goals.
Curiosity	Exploring options	Concretize expectations (visualize) and discussing information seeking strategies/values (what & how).
Control	Making decisions	Discuss choices, clarification and stimulation of expressing concrete actions.
Confidence	Problem solving	Practice job-interviews and discuss past career accomplishments/KSA's.

- Training (1 full day) based on suggestions (Savickas, 2002; Hartung et al., 2008) to improve each activity.
- Structure: what → concretize → how → practice

Hypotheses





Methods

■ Participants

- Graduation date max. 3 months before/after the training (UvA)
- Recruited via e-mail to participate in training and/or online questionnaire
- 42% men, 58% women; Mean age = 25 ($SD = 2.80$)

■ Measures

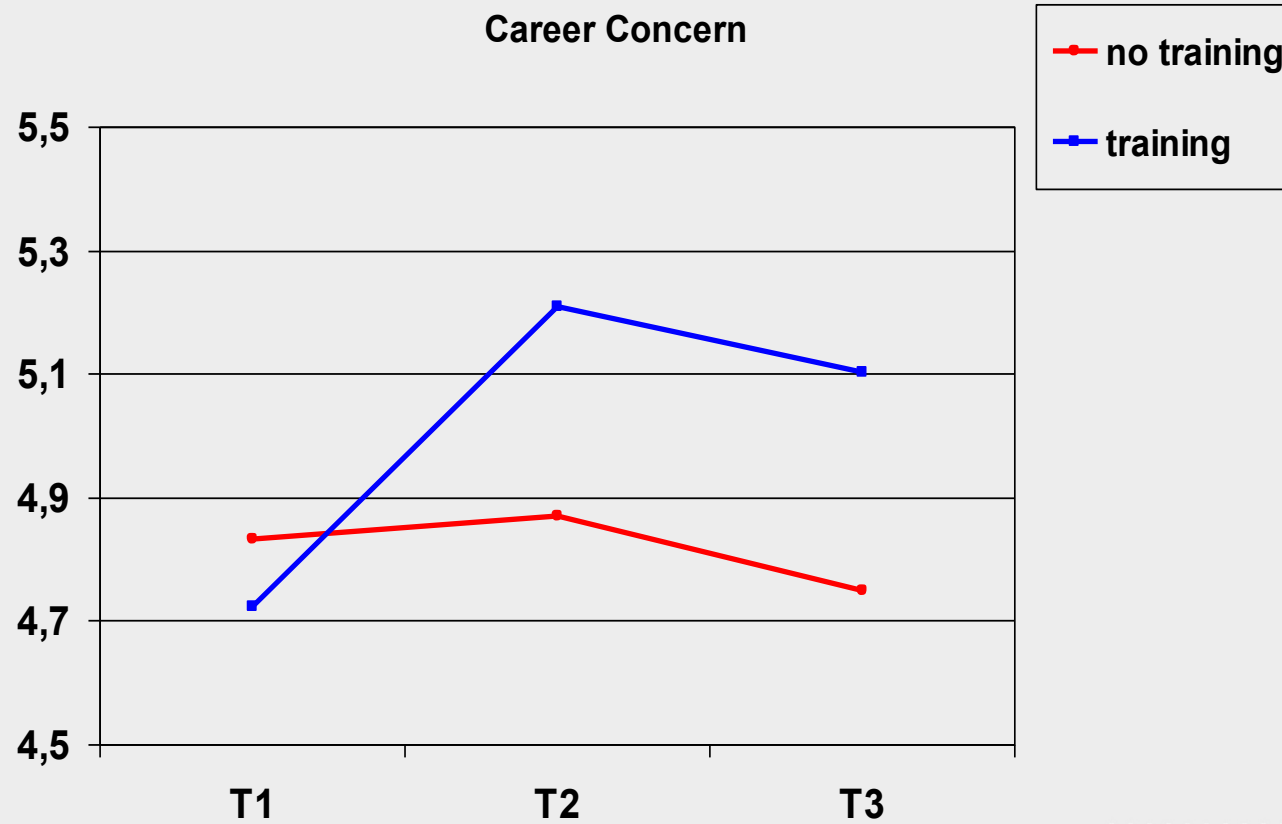
- Career Concern (Savickas et al., in prep.)
- Career Curiosity (Savickas et al., in prep.)
- Career Control (Savickas et al., in prep.)
- Career Confidence (Savickas et al., in prep.)
- Job Satisfaction (Judge et al., 2003)
- P-O Fit (Cable & de Rue, 2002)
- Subjective Career Success (Rothwell & Arnold, 2007)

Design

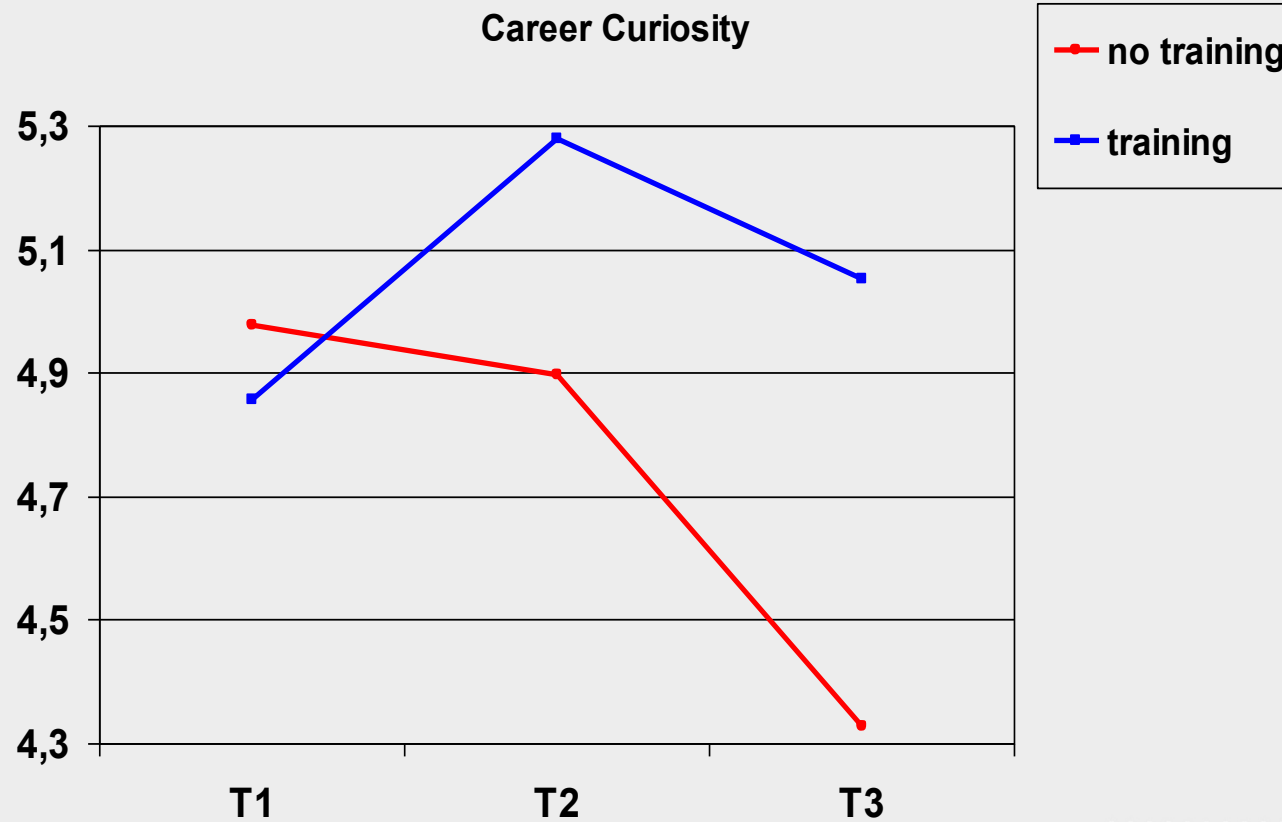
	T1	X	T2 (+ 1 week)	T3 (+ 6 months)
Training Group	Demographics Career Adaptability (<i>n</i> = 47)	Training	Career Adaptability (<i>n</i> = 47)	Job Status Job Quality Career Success (<i>n</i> = 32)
Control Group	Demographics Career Adaptability (<i>n</i> = 46)		Career Adaptability (<i>n</i> = 46)	Job Status Job Quality Career Success (<i>n</i> = 24)

Training at a professional recruitment agency aimed at career starters

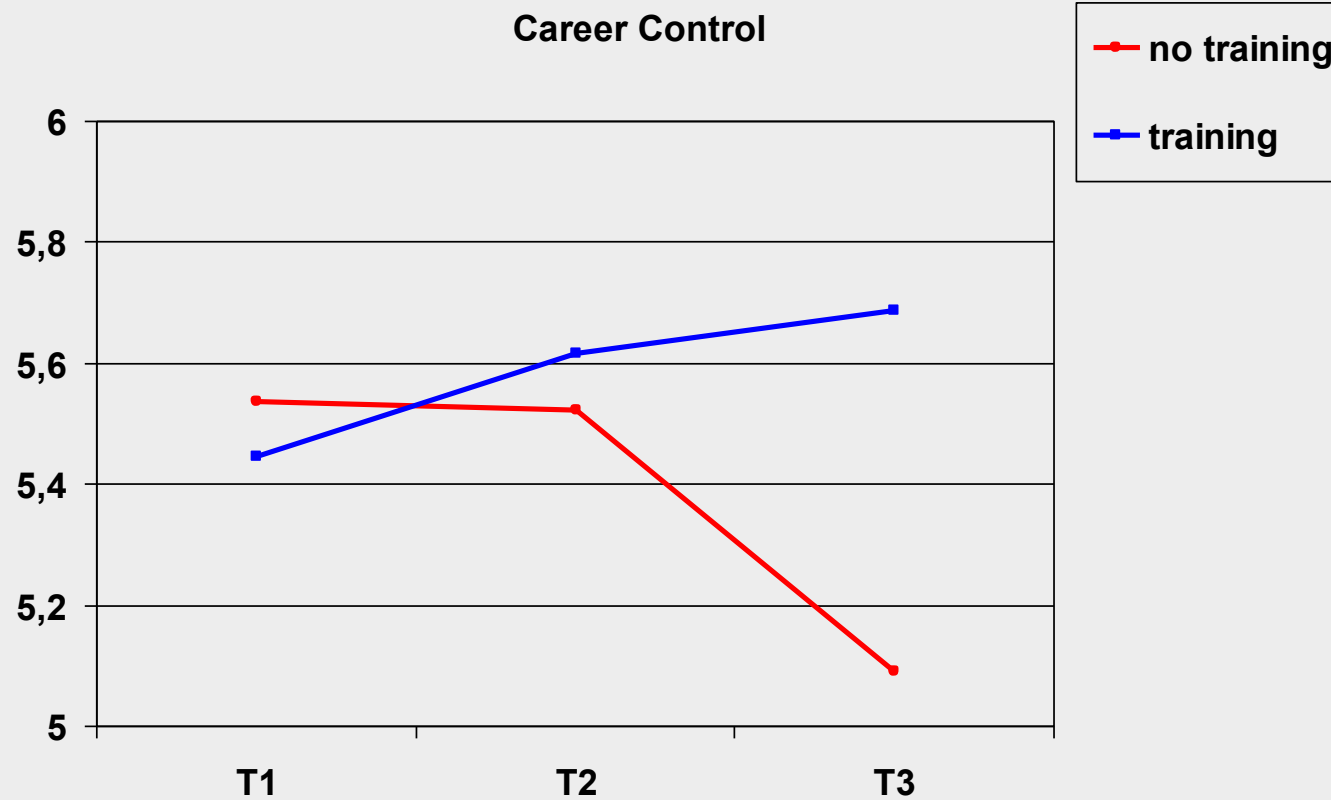
Results: Development Career Adaptability



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Results: Development Career Adaptability

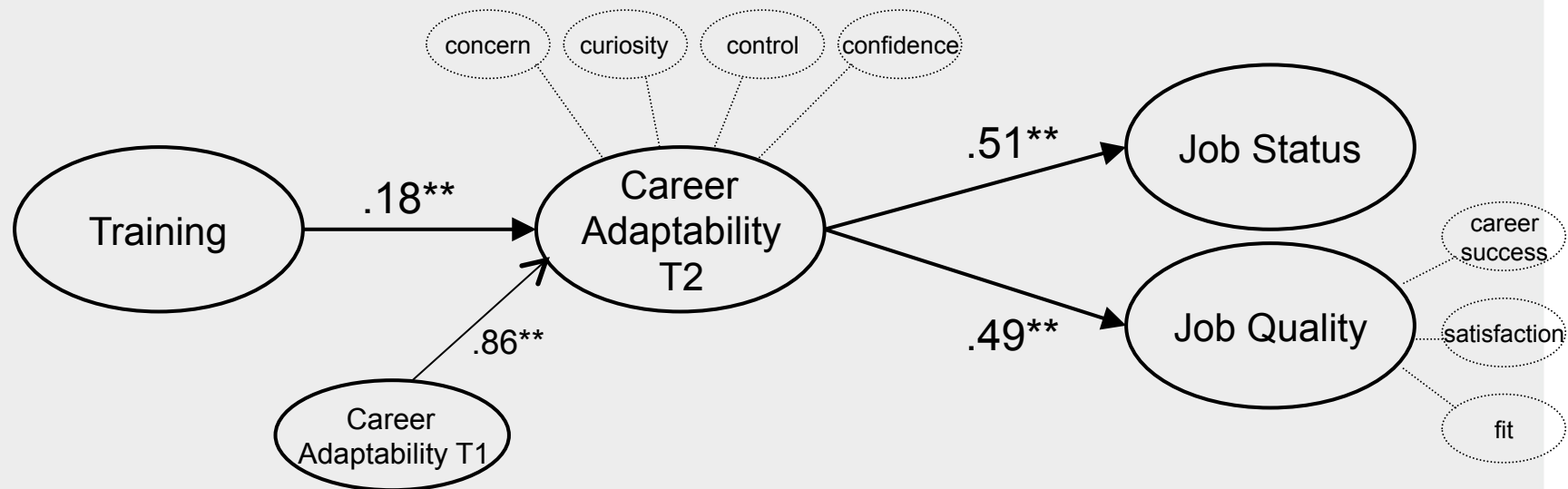


Results: Job & Career Success

	No job	Job	Satisfaction	P-O Fit	Career Success
Training	<i>n</i> = 14	<i>n</i> = 18	M = 6.07	M = 5.90	M = 5.96
No training	<i>n</i> = 13	<i>n</i> = 11	M = 4.95	M = 4.64	M = 4.87

- T-tests show that differences are significant between training and control group.
 - Repeated measures ANOVA's showed a higher increase on career adaptability for the training group.
- **Does training lead to these different outcomes because of an increase on the dimensions of career adaptability?**

Results: Job Status & Job Quality

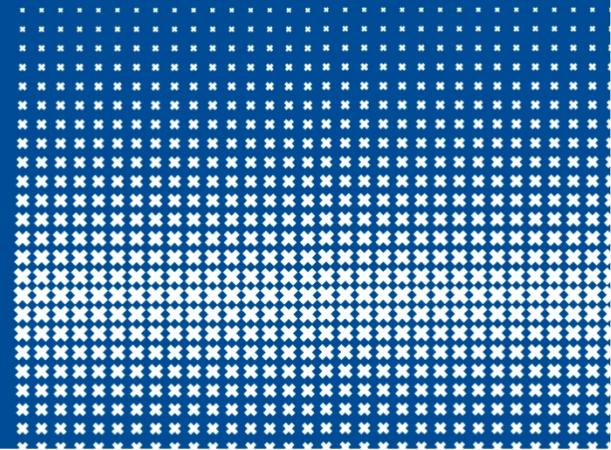


- Model fit: $\chi^2 = 92.70$, $\chi^2/df = 1.59$, $p = .00$, CFI = .93, RMSEA = .08
- Controlled for career adaptability at T1
- Career Adaptability (T1 and T2) and Job Quality modeled as latent variables
- Including Job-search Intensity did not significantly change the model fit

Conclusion

- Training can help to increase career adaptability (concern, curiosity and control), which in turn can predict employment and employment quality
 - Concern and curiosity seemed to drop after finding a job.
 - Confidence seems hard to increase by a one-day training.

→ Just one day of career preparation can help university graduates to find a (more suitable) job.



Thank you!



Career Adaptability training content

Curiosity (exploration) – what?

- Exercise 1; cards with values
- Exercise 2; KSA's
- Exercise 3; Visualization

Curiosity (exploration) – how?

- Exercise 4; Information gathering strategies

Concern (planning) – what & how?

- Exercise 5; Christmas tree plan
- Exercise 6; Connect values, visualization and christmas tree goals

Control (decision making)

- Exercise 7; Action plan (start-stop-different-more)

Confidence (self-efficacy)

- Exercise 8; Role-play job interview
- Overall; discuss, feedback, practice