Best Practices in Careers and Employability Learning

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Do career interventions work?
- Spokane & Oliver, 1983
- Oliver & Spokane, 1988
- Whiston, Sexton, & Lassof, 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

What do they work on?
- Vocational identity
- Career maturity
- Career decidedness
- Career decision-making self-efficacy
- Perceived environmental support
- Perceived career barriers
- Outcome expectations

Job search interventions: 2.67 times more likely to secure employment

What works best?
- Repeated interventions
- Structured group interventions
- Facilitated by an expert
- Targeted to client needs
- Grounded in theory
- Include critical ingredients
### Critical ingredients

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<thead>
<tr>
<th>Brown &amp; Ryan Krane, 2000</th>
<th>Whiston et al., 2017</th>
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<tbody>
<tr>
<td>Writing exercises</td>
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<td>Personalised feedback</td>
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