



**UNIVERSITY
OF SOUTHERN
QUEENSLAND**

**Best Practices in Careers and
Employability Learning**

Michael Healy
@mojohealy
michael.healy@usq.edu.au

CRICOS QID 00248 | NSW 022204 70204 | PRIV 2001

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36 years of meta-analyses

Do career interventions work?

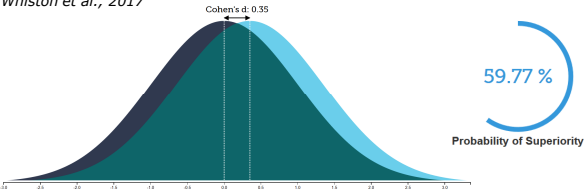
- Spokane & Oliver, 1983
- Oliver & Spokane, 1988
- Whiston, Sexton, & Lassoof, 1998
- Brown & Ryan Krane, 2000
- Liu, Huang, & Wang, 2014
- Whiston, Li, Goodrich Mitts, & Wright, 2017
- Langher, Nannini, Caputo, 2018

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36 years of meta-analyses

Yes, career interventions do work
Whiston et al., 2017




Cohen's *d*: 0.35

59.77 %

Probability of Superiority

3




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

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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

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Best practices

What works best?

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

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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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www.linkedin.com/pulse/what-best-practice-careers-education-outline-evidence-michael-healy/

@mojohealy


michael.healy@usq.edu.au



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

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 **Michael Healy**
Careers & Employability Educator | PhD candidate 3 articles

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