

# The Effectiveness of School-to-Work Transition Skills Program on Final Year Turkish University Students' Career Adaptability and Career Optimism

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## 1. Abstract

The present research study aims to examine the effectiveness of school-to-work transition skills program among final year students' career adaptability and career optimism. In the frame of this purpose, first of all the Career Optimism Scale was developed and the Career Navigation program successfully used in US was adapted to Turkish culture. After that, the program was implemented to final year students for 12 week; pre-test and post-test were used to collect data. According to results, the program was effective to help students increase their career adaptability and career optimism.

## 3. Focal Point

*Career Optimism Scale (COS)* that is regarded as unidimensional; contains 23 items was developed. The response scale ranged from Strongly disagree (1) to Strongly agree (5). The min. score on the scale is 23 while the max. score is 115.

*Focus Group Interviews* were carried out with students to identify their career needs.

*Career Navigation Program (CNP)* developed by Lara in 2009 is based on career construction theory and offers more than guidance on career decision making and support students to gain insights and knowledge in the complex world of work. CNP was adapted by considering cultural needs and results of focus group interviews.

## 2. Importance of This Research

Career is a life-long process that requires challenge, change and preparation. University students experience many career challenges in their university life such as school to work transition. They may need knowledge and skills to adapt new roles and situations that await for them in the future, to cope with struggles and to be optimistic about their career future. These can be developed by training such as psycho-educational program. Ryan (2001) stated that the school-to-work agenda embraces many long-standing issues concerning schooling, employment and training. In Turkey there is no theory-based, psycho-educational program to support university students' school-to-work transition. Because of this need in Turkish culture, The Career Navigation program was adapted and implemented.

## 4. Method

| Group                  | Pretest  | Intervention | Posttest |
|------------------------|----------|--------------|----------|
| Experimental<br>(n=16) | CAAS     | CNP          | CAAS     |
|                        | &<br>COS |              | &<br>COS |
| Control<br>(n=16)      | CAAS     | -            | CAAS     |
|                        | &<br>COS |              | &<br>COS |

CAAS: Career Adapt-Abilities Scale



## 5. Results

Experimental group's career

adaptability ( $Z=3.28, p<.05$ ) and career optimism ( $Z= 3.31, p<.05$ ) posttest results were higher than pretest.

- Experimental group's career adaptability ( $U= 28.00, p<.05$ ) and career optimism ( $U= 24.00, p<.05$ ) were higher than control group.
- Practitioners and researchers can consider to develop new career intervention programs and/or adapt the present ones in order to contribute individuals' career related issues.



Takig into account all of these, some of the sessions and activities were changed or eliminated; some of them were added.