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CAREER ADAPTABILITY FOR VULNERABLE SOCIAL GROUPS:

Research Findings and Implications

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TODAY'S AGENDA

What we'll discuss:

01

Defining
career
adaptability
and its
significance

02

How career
adaptability
supports
vulnerable
individuals

03

Research
findings
from an
empirical
study

04

Obstacles
individuals in
recovery
face when
seeking
employment

05

How tailored
vocational
counseling
can enhance
career
adaptability

06

Recommendations
for policymakers
and suggestions

The background features a light gray base with several overlapping organic, blob-like shapes. Some of these shapes are filled with a dark gray color, while others are white with thin, dark gray curved lines. The overall aesthetic is modern and minimalist.

PART I

Defining Career Adaptability

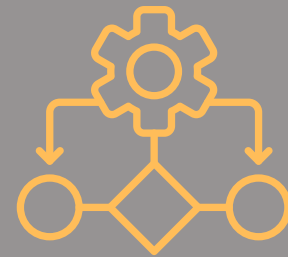
WHAT CAREER ADAPTABILITY IS?



Is the ability to cope with tasks, challenges and transitions



Help to pre-empt and manage professional transitions



It is a process which can refine and build on through one's career



Being more adaptable ultimately leads to more career satisfaction



Is a person's ability to create positive outcomes in times of transition

BUILDING CAREER ADAPTABILITY



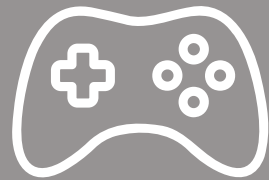
The four 'C's are the four stages where someone can practice adaptability – problem solving strategies and coping behaviours

4 'C'



01

CONCERN=Focus on the future



02

CONTROL=Be prepared



03

CURIOSITY=About possible future roles



04

CONFIDENCE=Turning your goals into reality



WHY CAREER ADAPTABILITY MATTERS

Individuals from vulnerable groups face barriers such as stigma, low self-efficacy, and a lack of tailored career guidance.

For individuals in recovery, career adaptability provides a lifeline—helping them manage professional transitions, regain confidence, and integrate back into the workforce.

TYPES OF TRANSITION



LEAVING

Moving from Study
to Employment



PROGRESSING

Moving from one
level to another



TRANSITION

Changing job roles or
occupation



DISRUPTION

Changing direction
due to the pandemic

PART II

Significance & Findings of an Empirical Study.

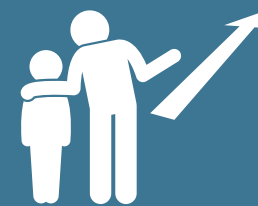
GOALS OF THE STUDY



Investigate the relationship between personality traits (RIASEC & FFM) and career adaptability.



Identify indicators for employment success and social inclusion in individuals in recovery.



Explore how career guidance for people in recovery enables them to regain control of their lives and actively reintegrate into society in terms of employability and work preferences.

TARGET GROUP'S SPECIAL CHARACTERISTICS

Low level of basic knowledge



Due to the interruption of their studies

Lack of specialisation and vocational training



Total absence and/or piecemeal employment in low-skilled jobs

Lack of stable income and working environment



Lack of consistency and engagement

Poor information on occupations and job prospects



and educational pathways

Feelings of frustration and disappointment



Due to previous educational failures and professional experiences

Low Self-Esteem & Self-Image



generalised disorganisation occurs at a very young age



HOW WE CONDUCTED THE STUDY

- Sample size: 400 individuals in addiction recovery programs.
- Correlational design examining relationships between personality traits and adaptability.



DATA COLLECTION TOOLS

Three questionnaires were used to collect the research data:



Occupational Finder: Based on Holland's RIASEC typology.



International Personality Item Pool (IPIP-50), Goldberg, 1992, 1999



Career Adaptability Scale (CAAS): Measures career adaptability Savickas & Porfeli, 2012

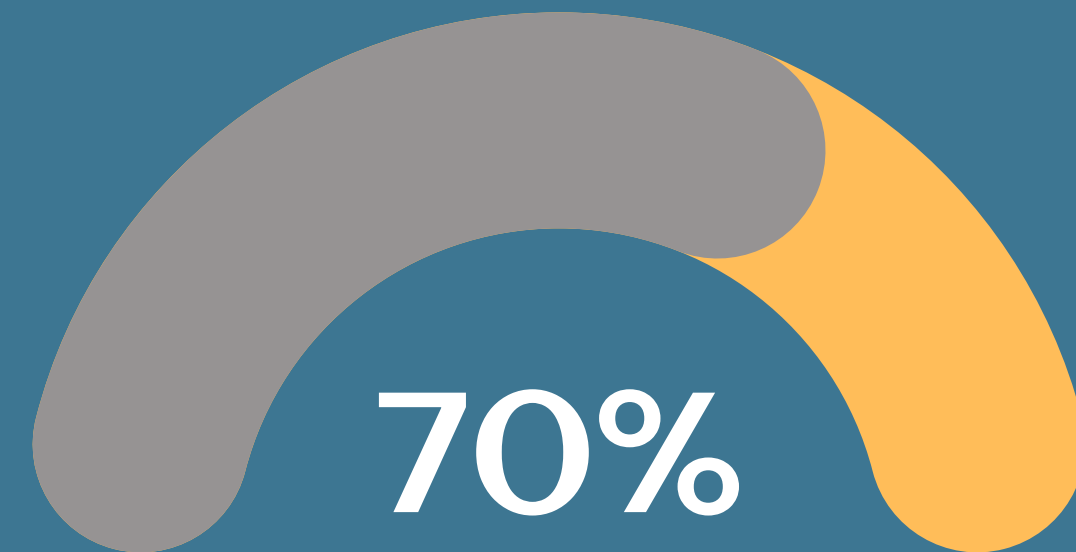
RESULTS

Participants' Demographics

80% MALE PARTICIPANTS



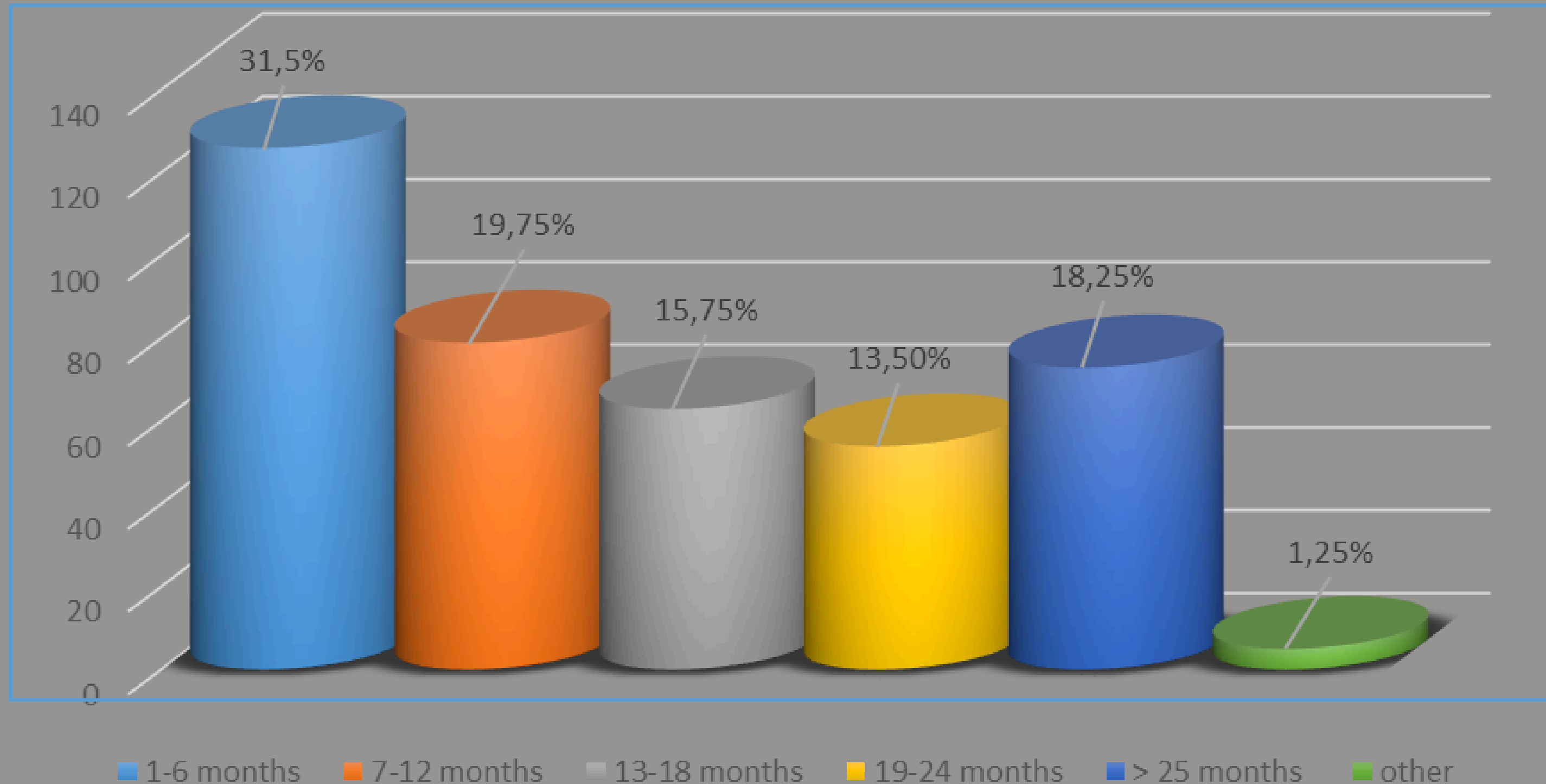
THE MAJORITY OF THE POPULATION
WAS BORN IN GREECE (70%).
30% WERE FROM OTHER COUNTRIES.



RESULTS

Participants' Demographics

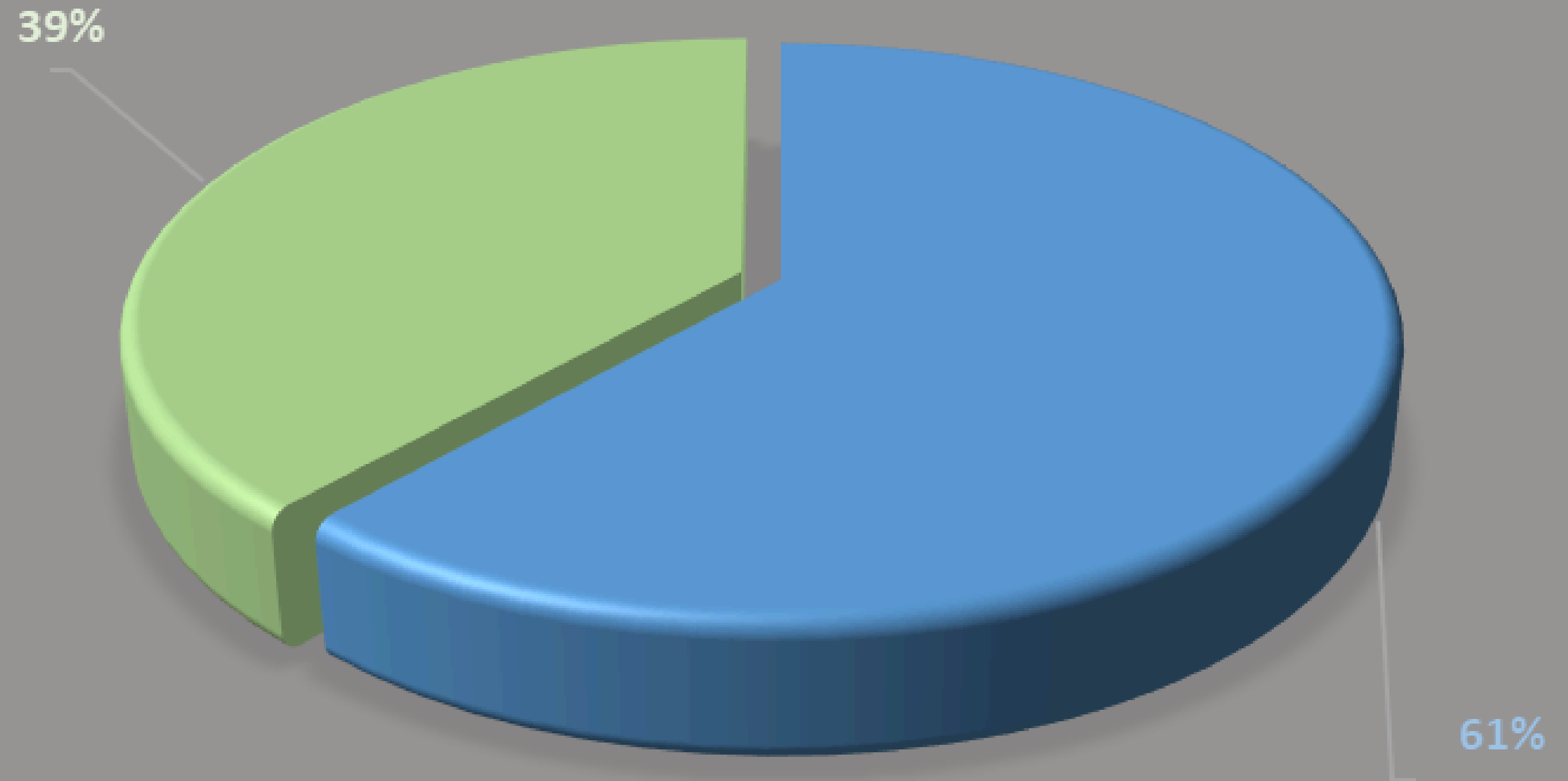
Most had completed secondary education (38.8%), with 31.5% in recovery for 1–6 months..



RESULTS

Participants' Demographics

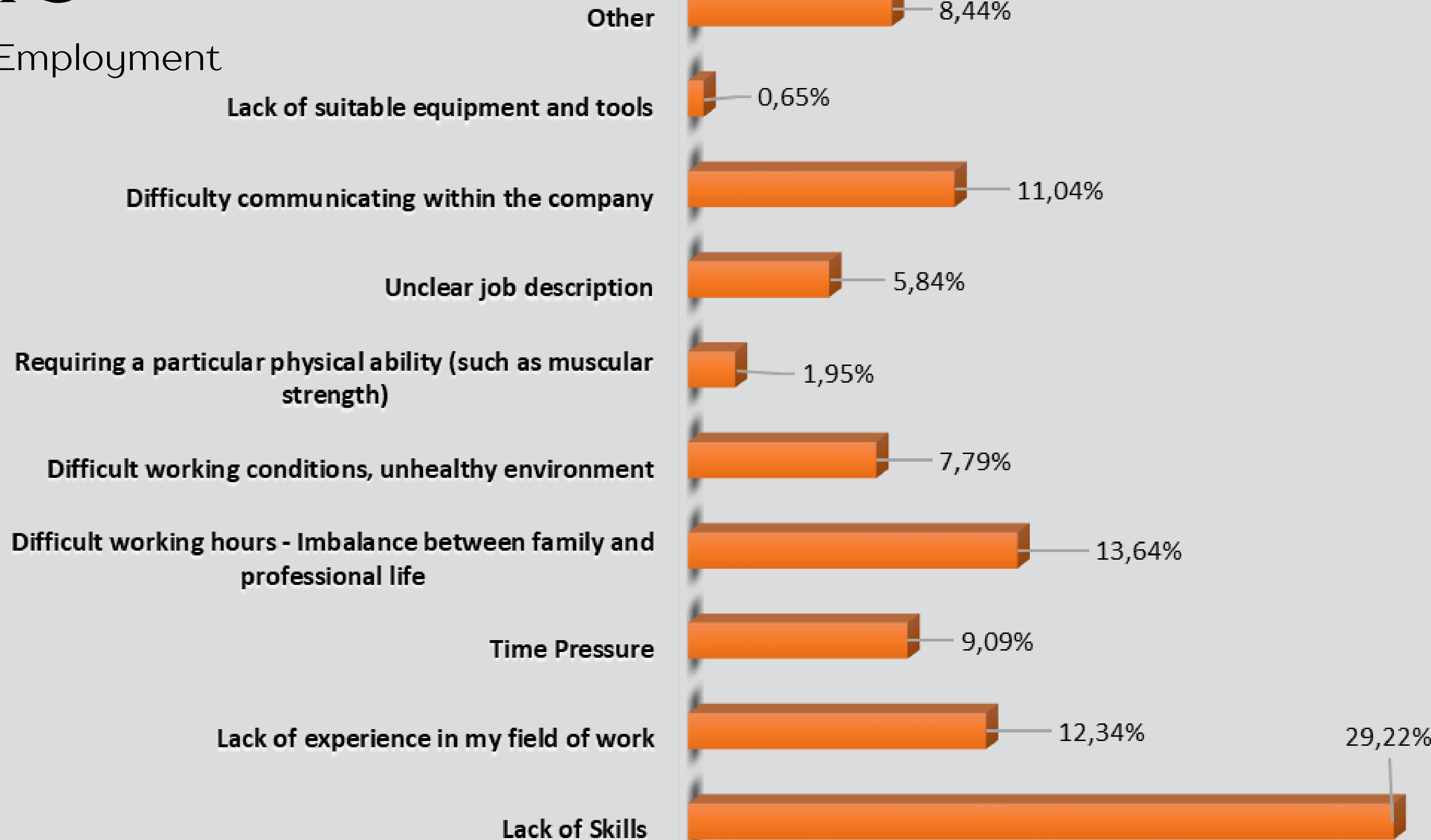
61% employed.



RESULTS

Barriers while in Employment

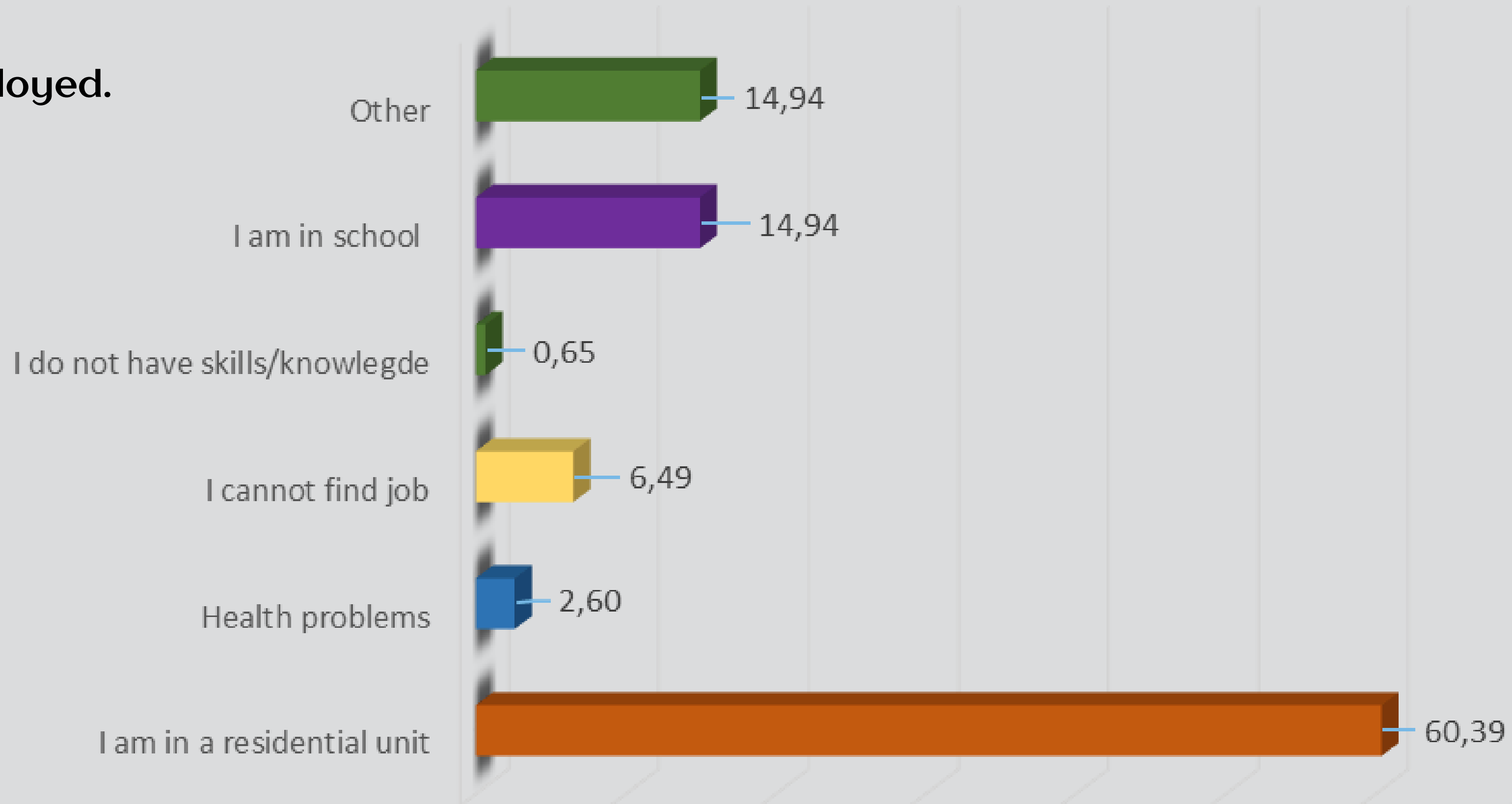
61% employed



RESULTS

Barriers for Employment

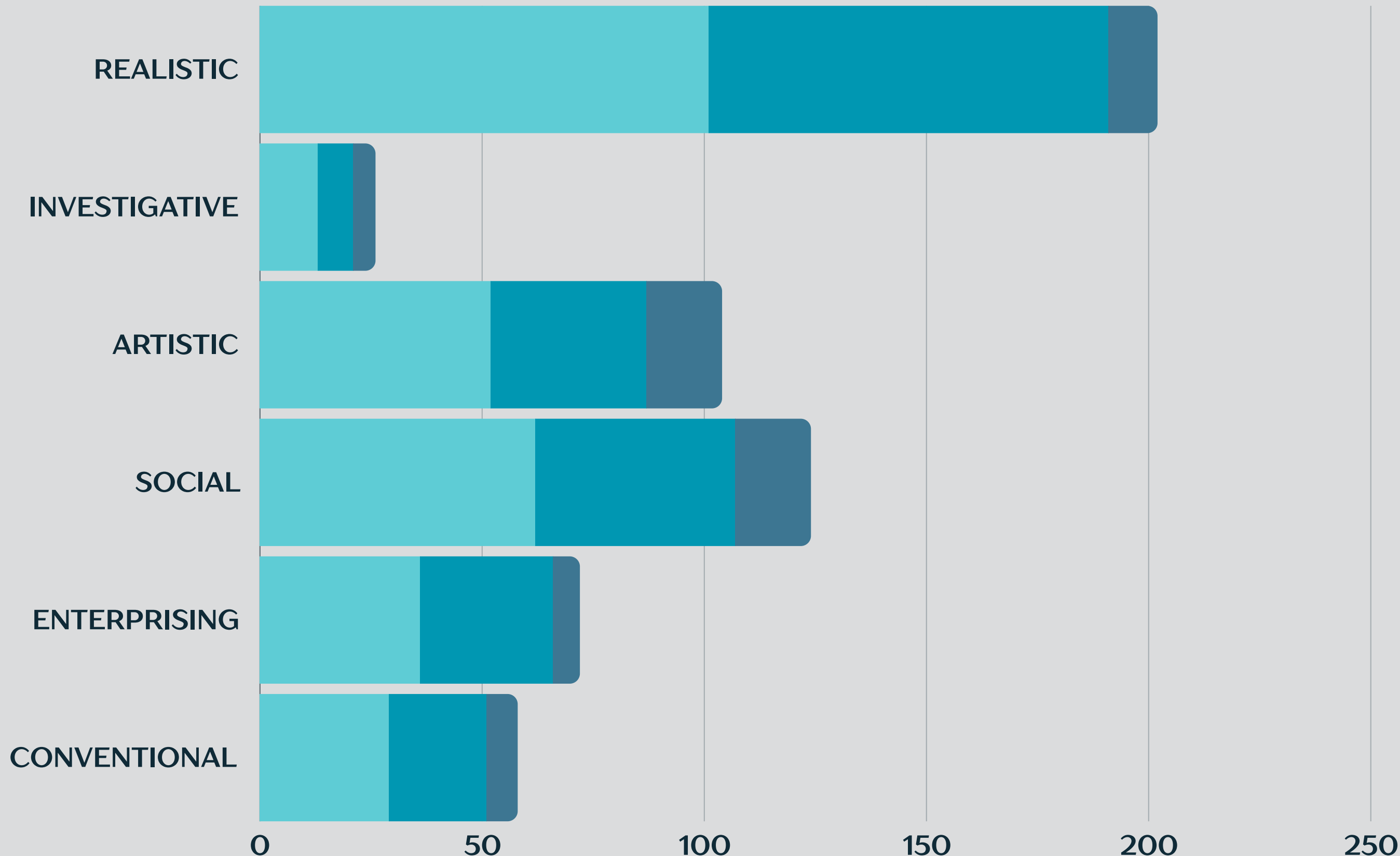
39% un-employed.



RESULTS

RIASEC Descriptive Measures

TOTAL MEN WOMEN



MEN

In the overall majority, men seem to focus on personality types that are more associated with being realistic, entrepreneurial and conventional in their thinking

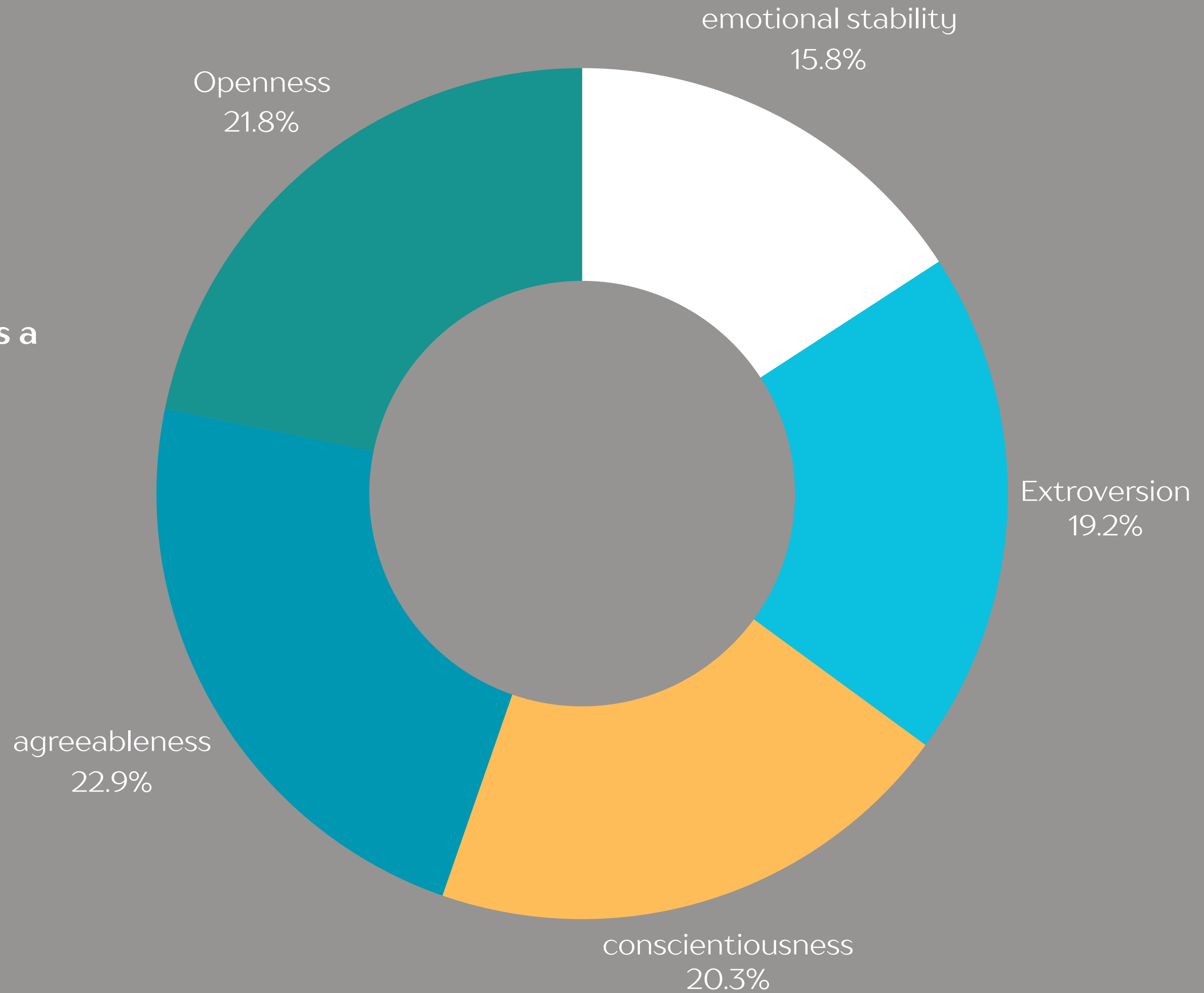
WOMEN

In contrast, women seem to focus more on personality types that are more related to social, artistic and research thinking.

RESULTS

BIG 5

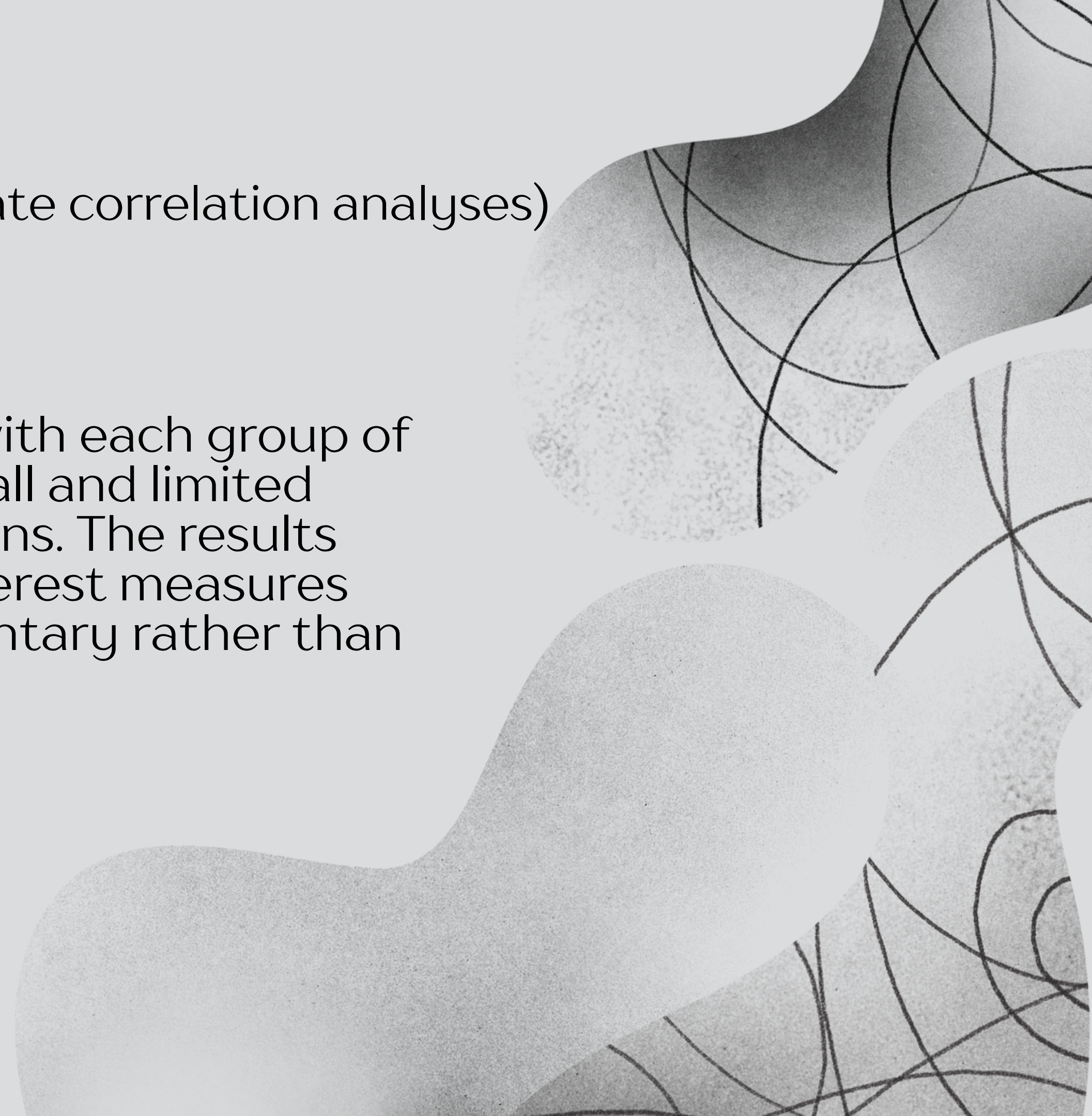
The emotional stability variable shows a low medium mean for all participants



RESULTS

Correlation RIASEC & FFM (bivariate correlation analyses)

Correlation of all RIASEC types with each group of FFM characteristics revealed small and limited statistically significant associations. The results suggest that personality and interest measures should be considered complementary rather than predictive indicators.



RESULTS

Testing the Impact of Personality/FFM and Career Adaptability Dimensions

Personality/FFM dimensions are positively correlated with occupational adaptability. This suggests that personality may influence how one adapts to the professional environment and professional performance.

Some aspects of personality are important for occupational performance: in particular, conscientiousness, emotional stability, receptiveness to experience, responsiveness to experience, and agreeableness seem to influence occupational adaptability.

Analysis of the correlations between personality dimensions and occupational adaptability with Pearson's r values and p -values ($p < 0.01$)

RESULTS

Career Adaptability: A Key Predictor

Career adaptability is positively related to personality and its various dimensions. Possibly, this can be classified as a positive factor affecting employment, as the ability to adapt to new situations and job requirements is important in the modern labour market.

- Career adaptability helps individuals regain control over their lives and reintegrate into society.
- It boosts self-confidence and prepares individuals to navigate the job market.

SUGGESTIONS

Implications for Vocational Counseling

TAILORED GUIDANCE:

Personalized interventions are necessary to address both vocational and psychological needs.

SUGGESTIONS

Implications for Vocational Counseling

EMOTIONAL SUPPORT:

Career counseling should integrate emotional resilience training.

SUGGESTIONS

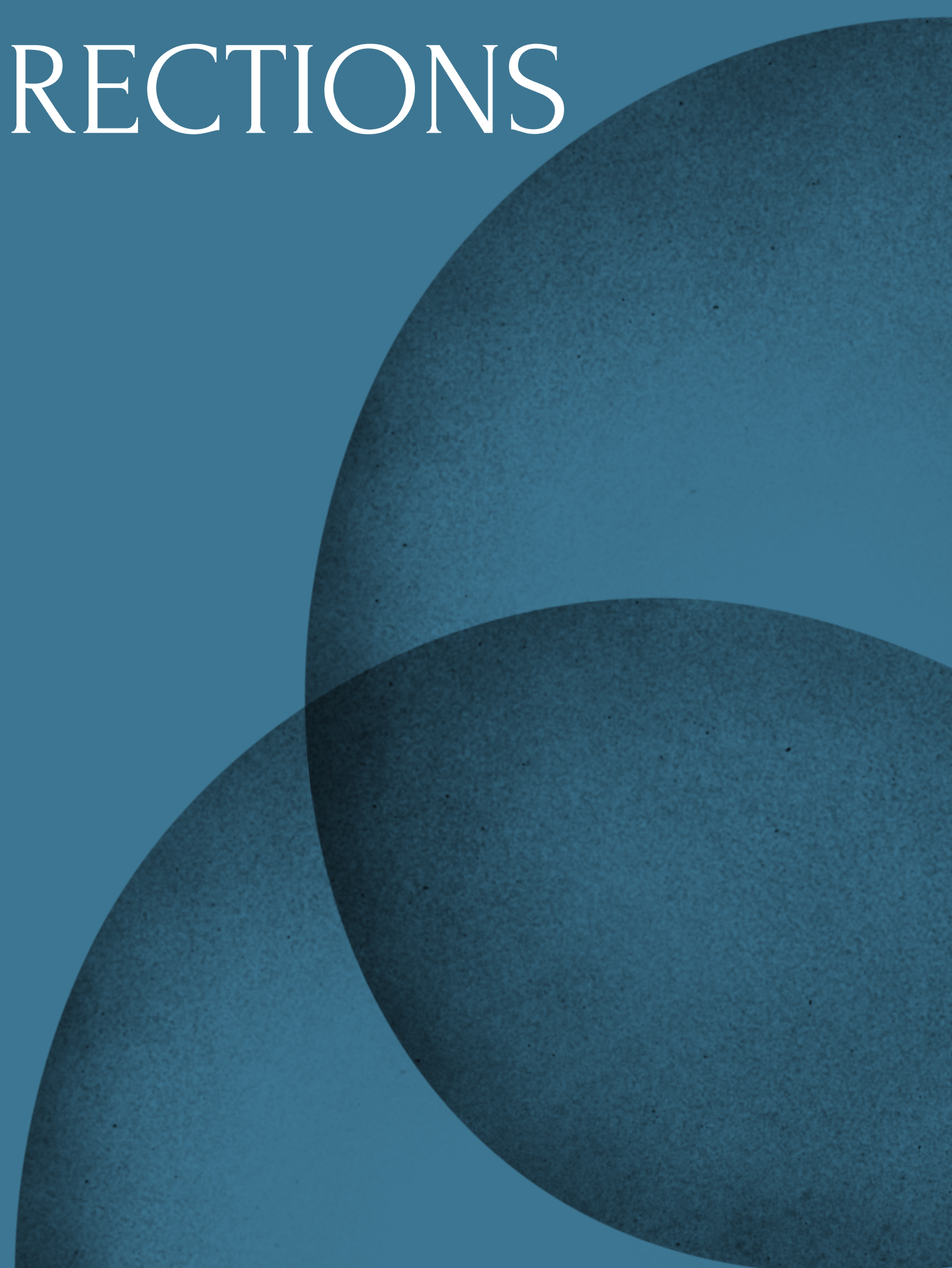
Policy Recommendations

- Policymakers should support the creation of vocational programs that focus on career adaptability for vulnerable populations.
- Ongoing support is needed beyond the recovery phase to ensure employment success.

FUTURE RESEARCH DIRECTIONS



- Explore the long-term effects of career adaptability interventions.
- Investigate specific vocational training programs for individuals in recovery.



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THANK YOU!

Email me at olychai@hotmail.com
if you have more questions.