



Finnish Institute of
Occupational Health

Impact of preventive interventions for the unemployed. What is the evidence ?

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Presentation content

Preventive interventions for the unemployed: JOBS

- Intervention theory, preparedness for job-search

Two experiments evaluating efficacy of JOBS

- Efficacy results, comparison with practice-based interventions

Other related career management interventions

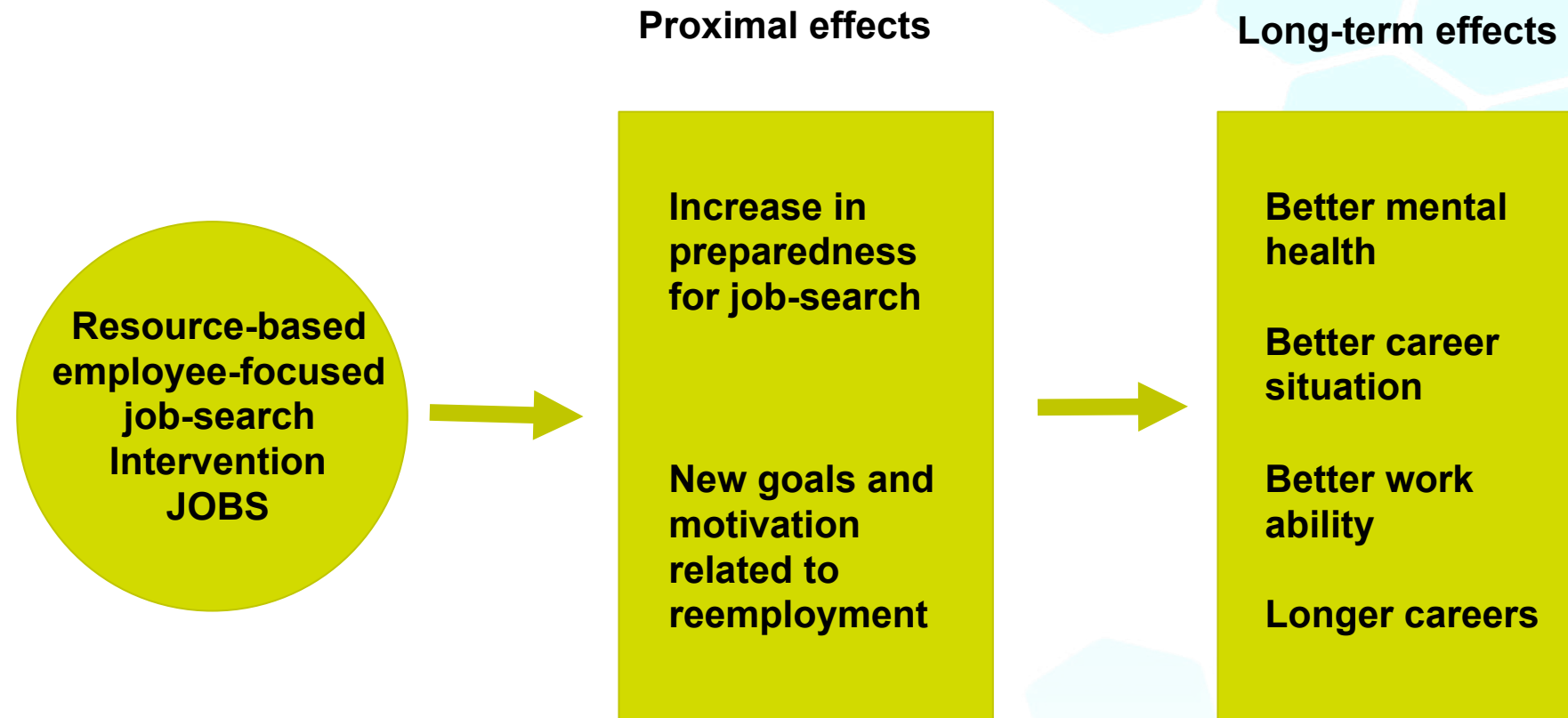
- Efficacy of School to Work

Conclusions

Preventive interventions for the unemployed - background

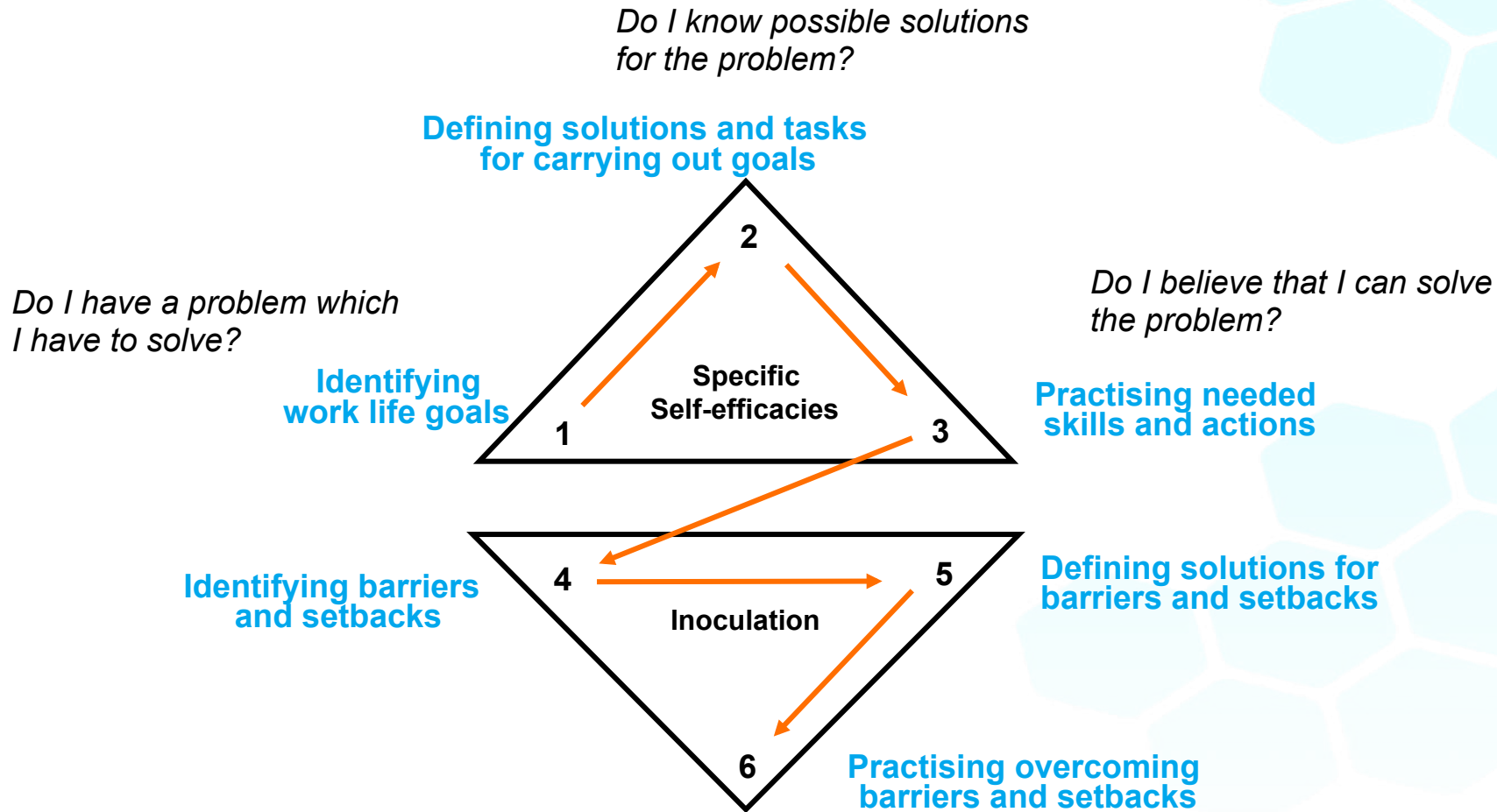
- Job loss and unemployment represent loss of vital resources affecting mental and physical health (for a review, see Wanberg, 2012)
- Several approaches to mitigate the harmful effects of unemployment have been developed (e.g. vocational training, subsidized work); generous unemployment benefits seem to mitigate the harmful effects on mental health (e.g. Strandh, 2001); similar results in the Finnish Basic Income Experiment (Kangas et al., 2019)
- During prolonged unemployment the situation seems to be most severe among those job seekers who are at higher risk for depression (Kessler, Turner & House, 1988).
- Reemployment restores mental health and well-being (Vesalainen & Vuori, 1999).

Mental health through preparedness for job-search: intervention theory



Preparedness for job-search

(Vuori & Vinokur, 2005); based on MPRC group training principles (Price & Vinokur, 1995; Vuori et al., 2005).



Primary and secondary analyses of two data sets from the 1990's

The Finnish JOBS data consists of 1,261 job-seekers during years 1997-1998.

- mean age 37,0 years
- 78 % women
- Mean duration of unemployment 10,7 months
- 70 % on higher level of benefits

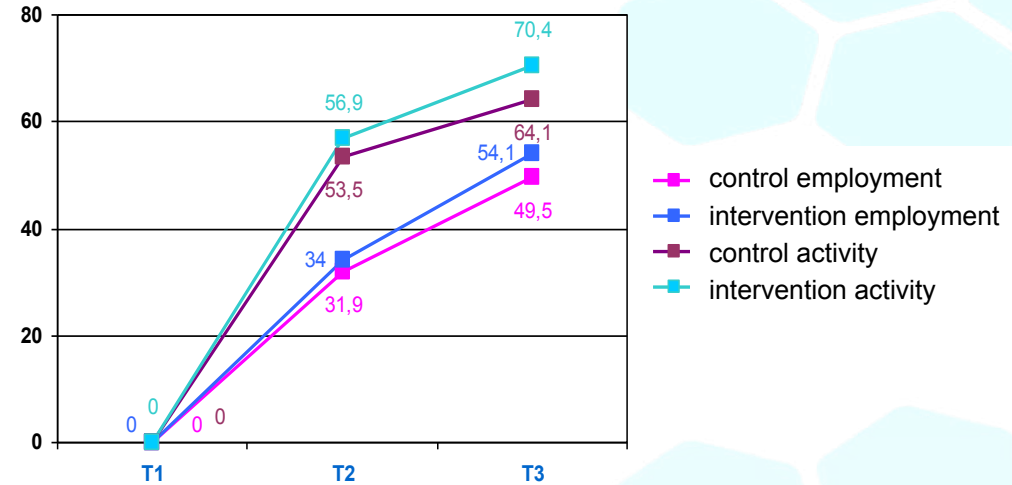
The Job-Search Evaluation data consist of 1,041 job seekers from 19 employment offices nationwide during years 1998-2000

- mean age 38,5 years
- 62 % women
- Mean duration of unemployment 13,5 months
- 22 % on higher level of benefits
 1. In 9 offices (50 % of groups) research-based JOBS was used as the method
 2. In 10 offices (50 % of groups) practice-based job-search training

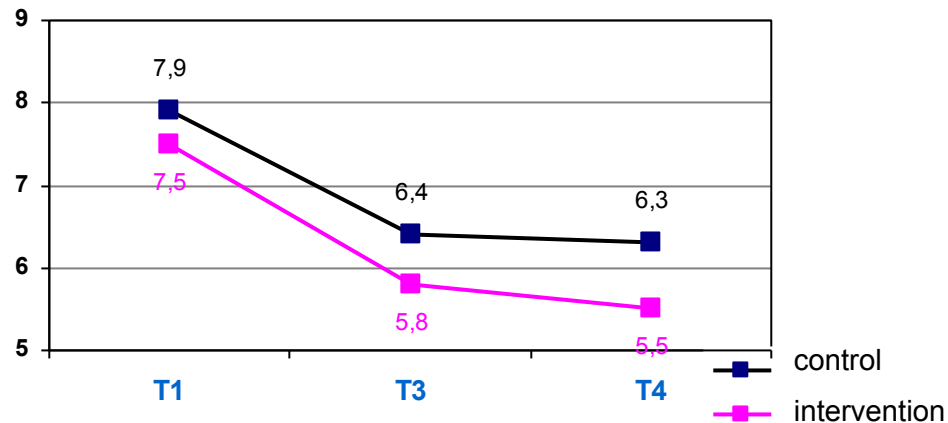
Effects of The Finnish JOBS -training on reemployment and mental health (RCT; N = 1261) T1=baseline, T3=1/2 year follow-up, T4=2 year follow-up



Reemployment and labour market activity



Symptoms of depression

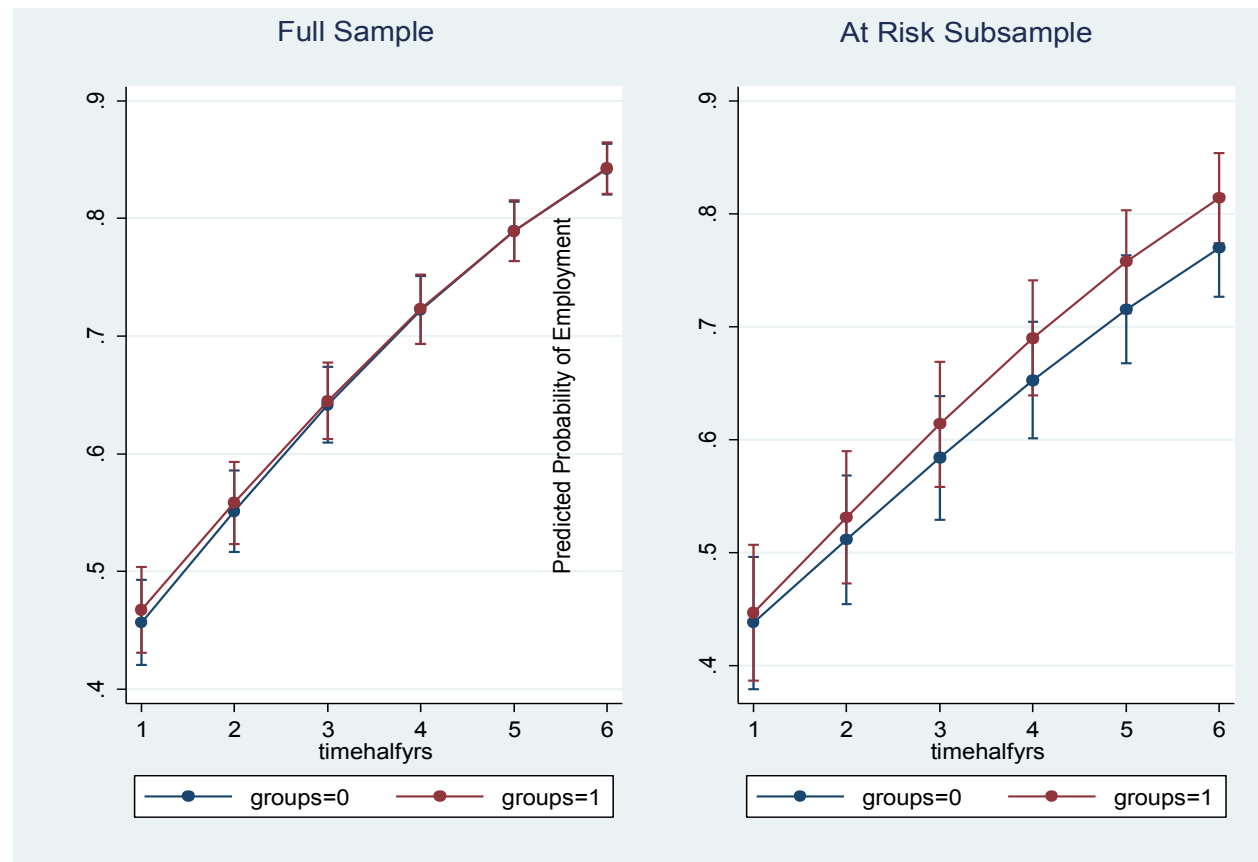


Vuori, J., Silvonen, J., Vinokur, A., & Price, R. (2002). The Työhön Job Search Program in Finland: Benefits for the unemployed with risk of depression or discouragement? *Journal of Occupational Health Psychology*, 7, 5-19.

Vuori, J., & Silvonen, J. (2005). The benefits of a preventive job search program on re-employment and mental health at two years follow-up. *Journal of Occupational and Organizational Psychology*, 78, 43-52.

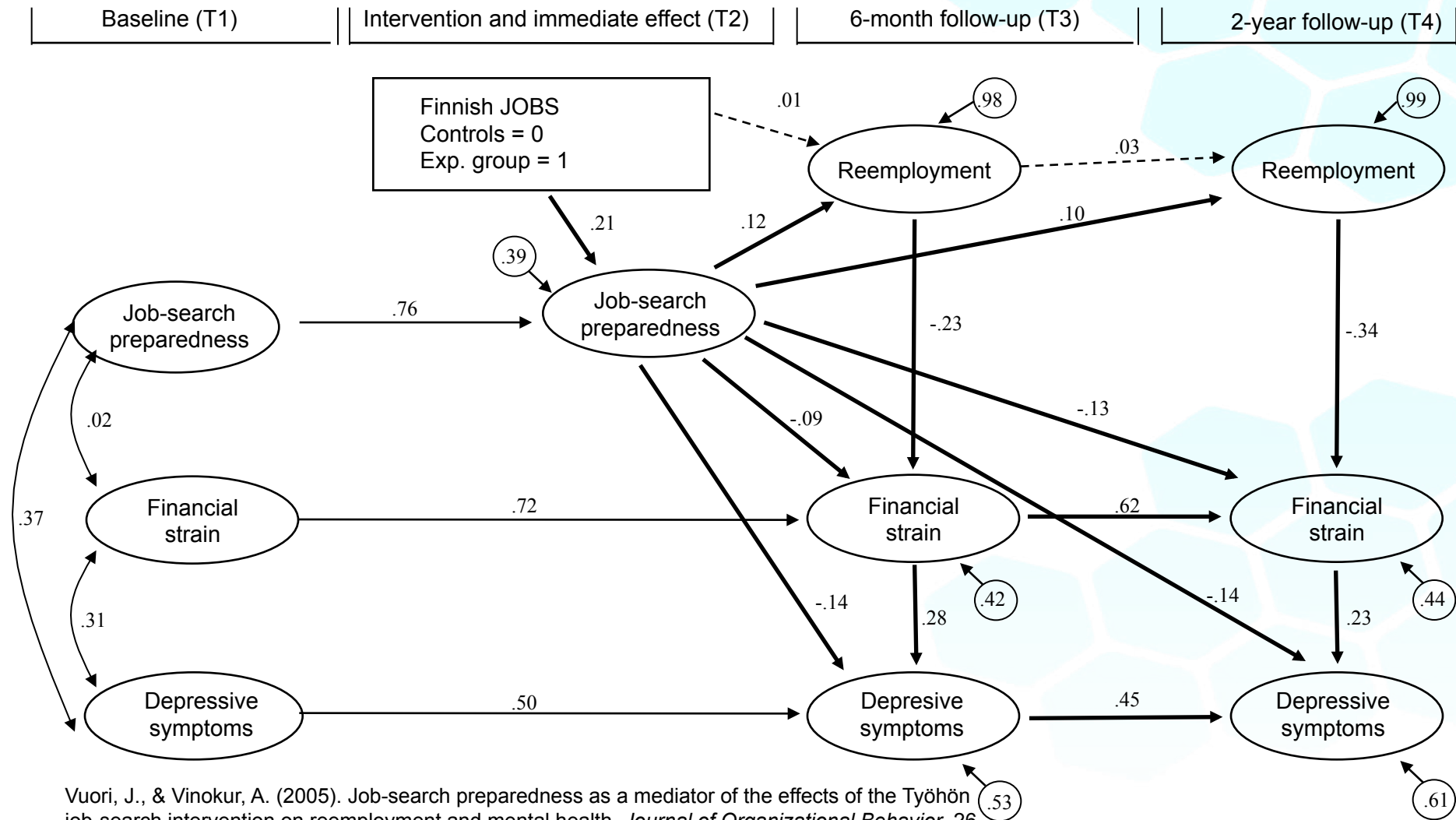
The Finnish JOBS data and reemployment: time x intervention for all participants and for participants at risk of depression

-multilevel multinomial logistic regression models to the repeated employment outcome data (control group = 0, experimental group = 1)



The Finnish JOBS data:

Job-search preparedness as a mediator of the beneficial effects



Vuori, J., & Vinokur, A. (2005). Job-search preparedness as a mediator of the effects of the Työhön job-search intervention on reemployment and mental health. *Journal of Organizational Behavior*, 26, 275-291.

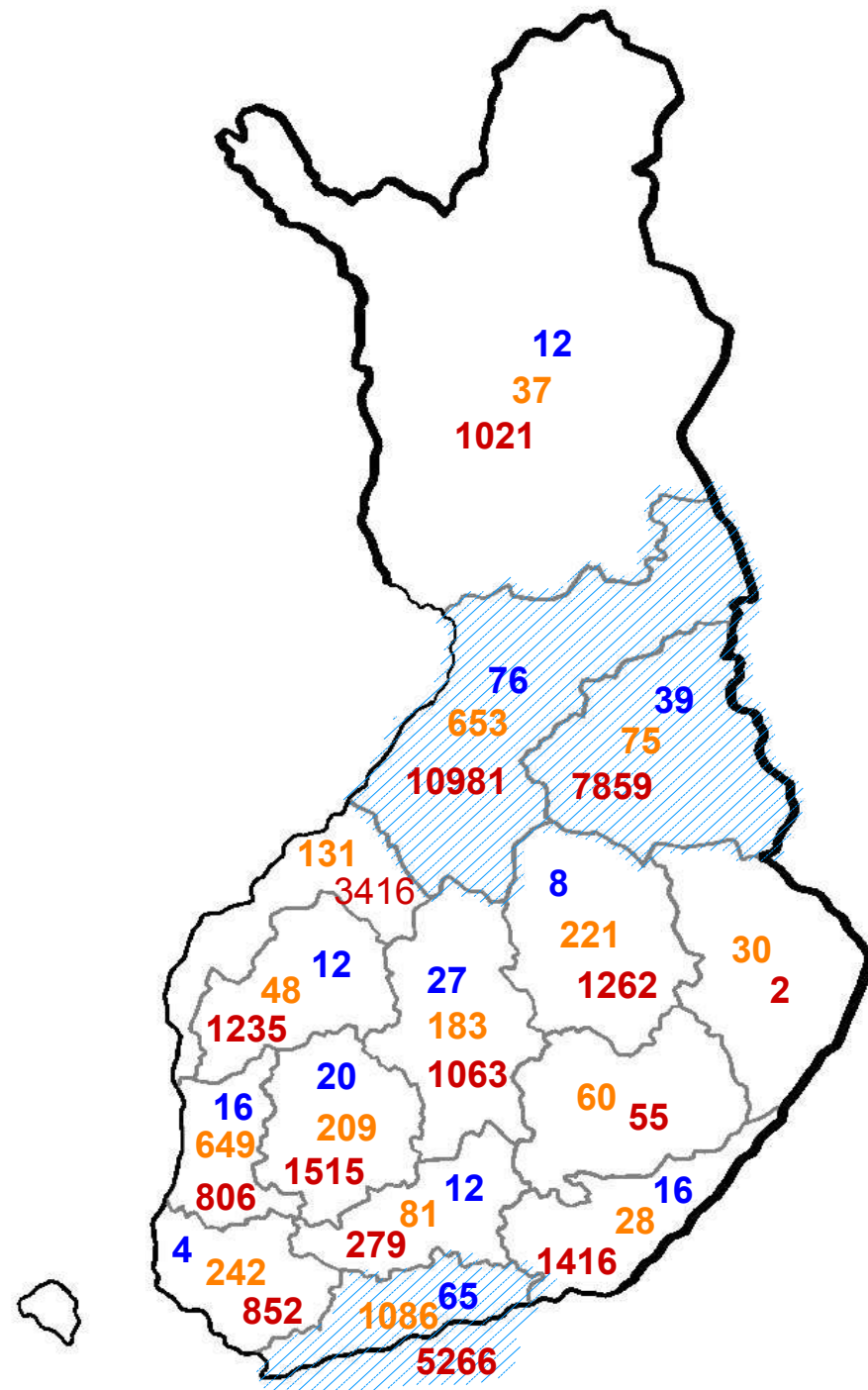
Dissemination of the Finnish JOBS (Työhön) method during 1997-2000

Trained trainers 305
(year 2000)

Method packages 3574

Participant's workbooks
37 028

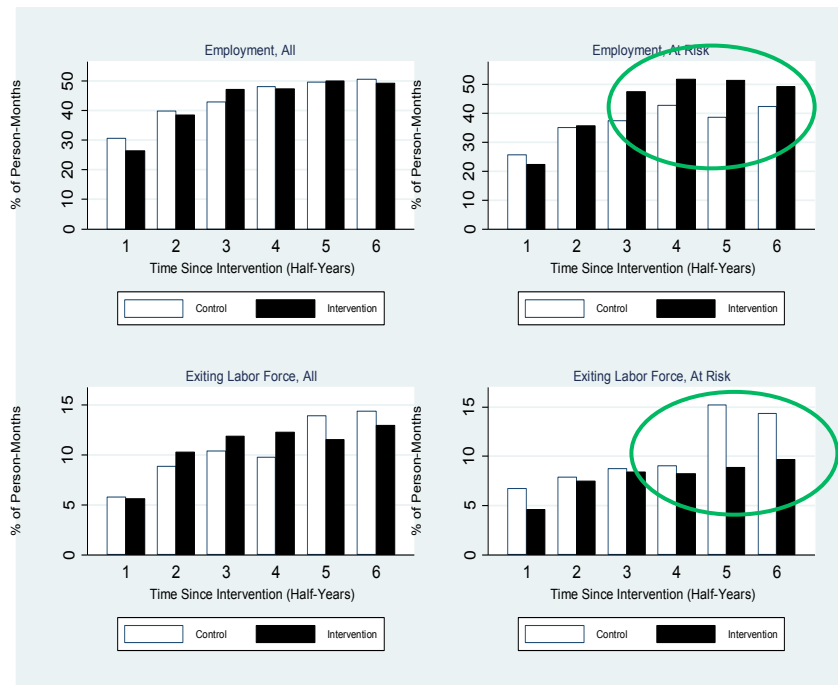
 Trainer networks



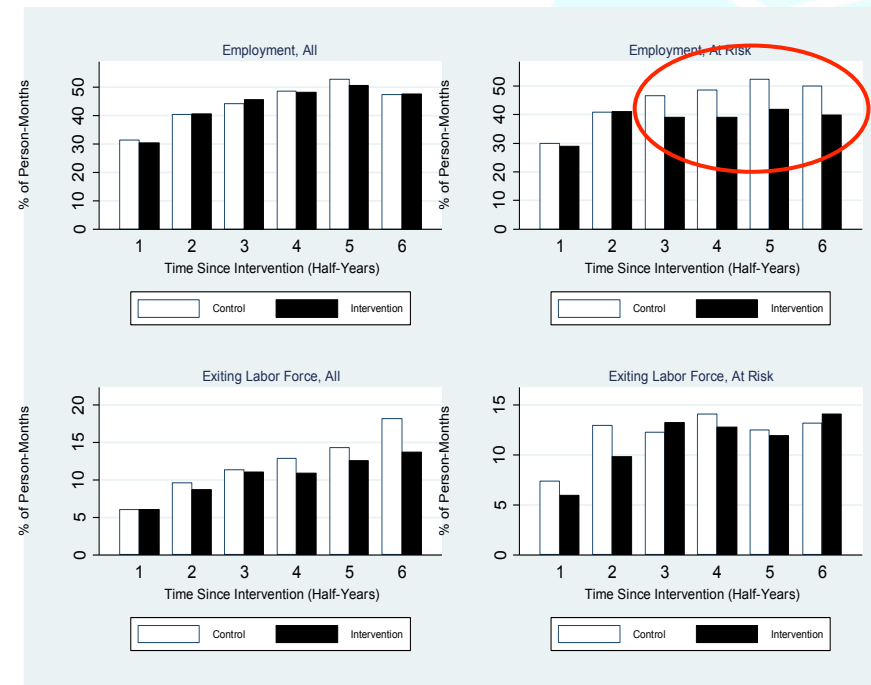
The Job-Search Evaluation data

JOBS vs Practice-Based job-search interventions; Risk of depression at baseline

Research-Based JOBS Intervention



Practice-Based Job Search Interventions

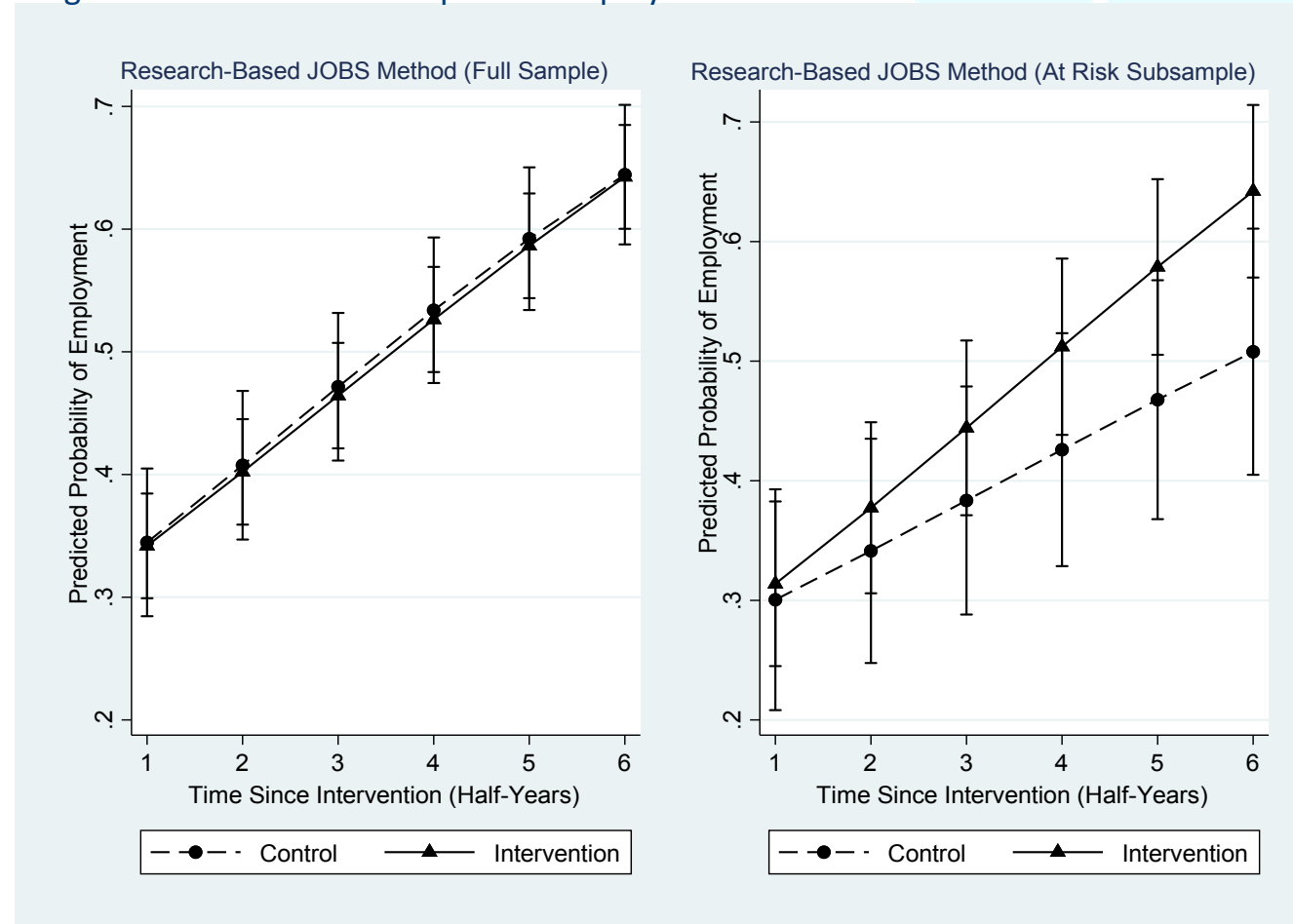


Malmberg-Heimonen, I., West, B., & Vuori, J. (2017) Long-term Effects of Research-based and Practice-based Job-Search Interventions: Re-Evaluation of an RCT. *Research on Social Work Practice*, 29, 36-48.

The Job-Search Evaluation data:

Re-employment for the full JOBS sample and those at risk of depression

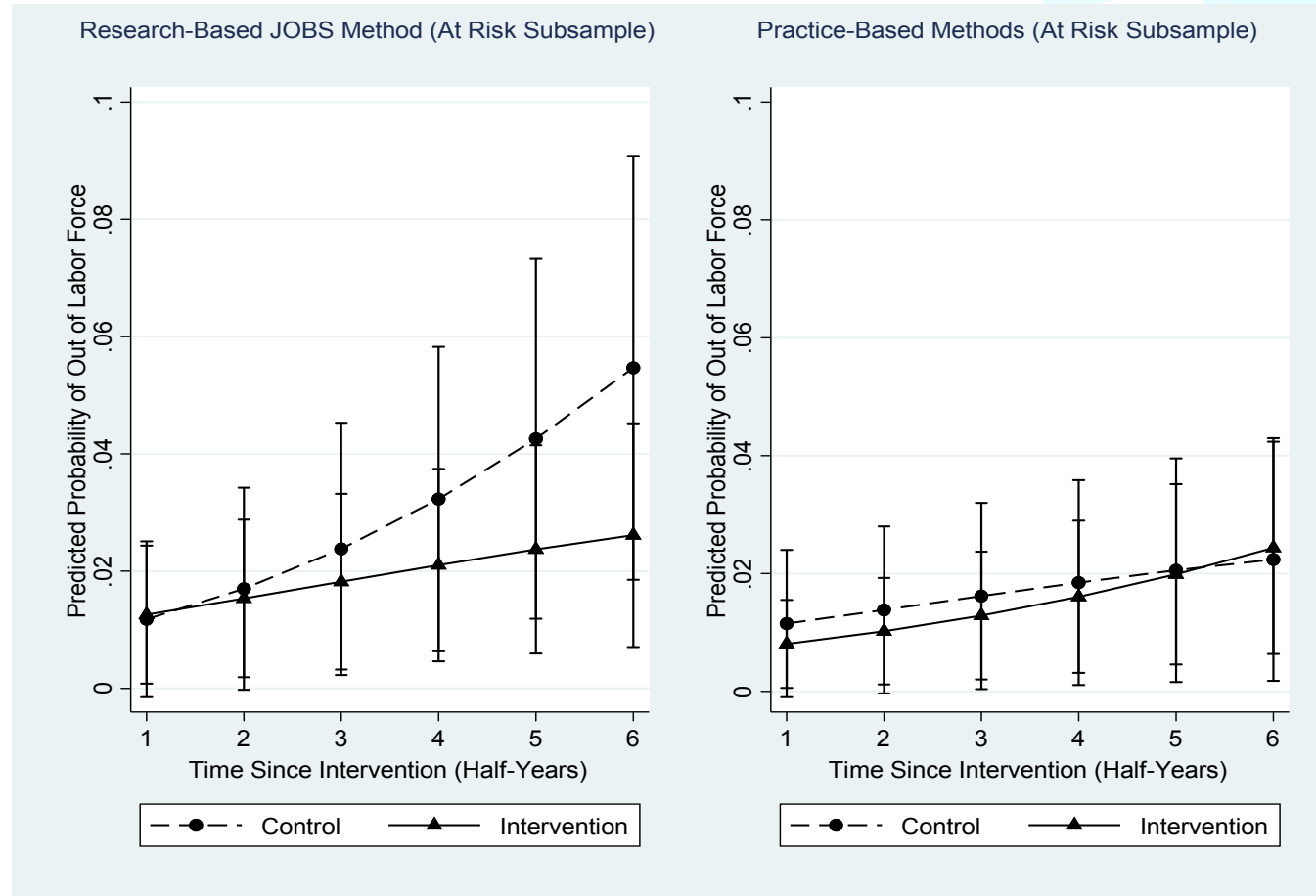
-multilevel multinomial logistic regression models to the repeated employment outcome data



Heimonen, I., West, B., & Vuori, J. (2017) Long-term Effects of Research-based and Practice-based Job-Search Interventions: Re-Evaluation of an RCT. *Research on Social Work Practice*, 29, 36-48.

The Job-Search Evaluation data: Exiting the labor force among unemployed at risk of depression

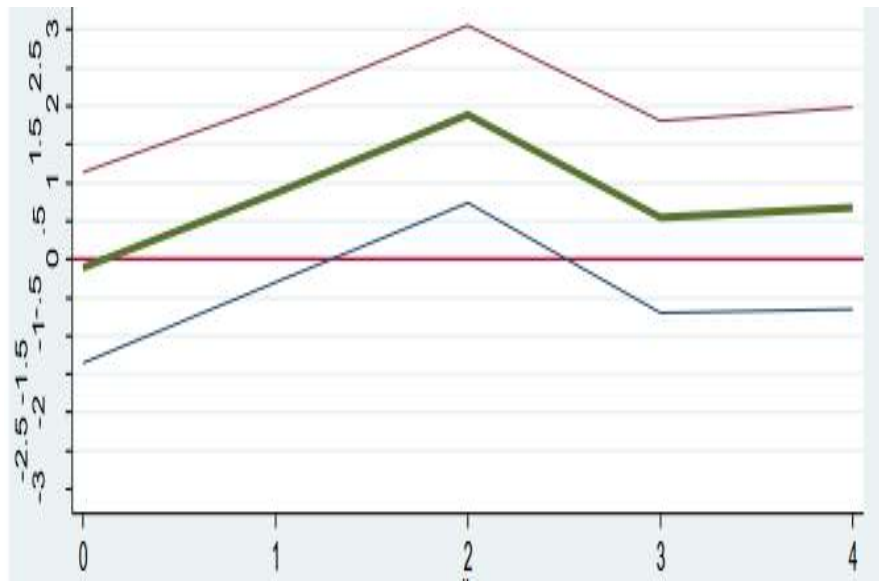
-multilevel multinomial logistic regression models to the repeated employment outcome data



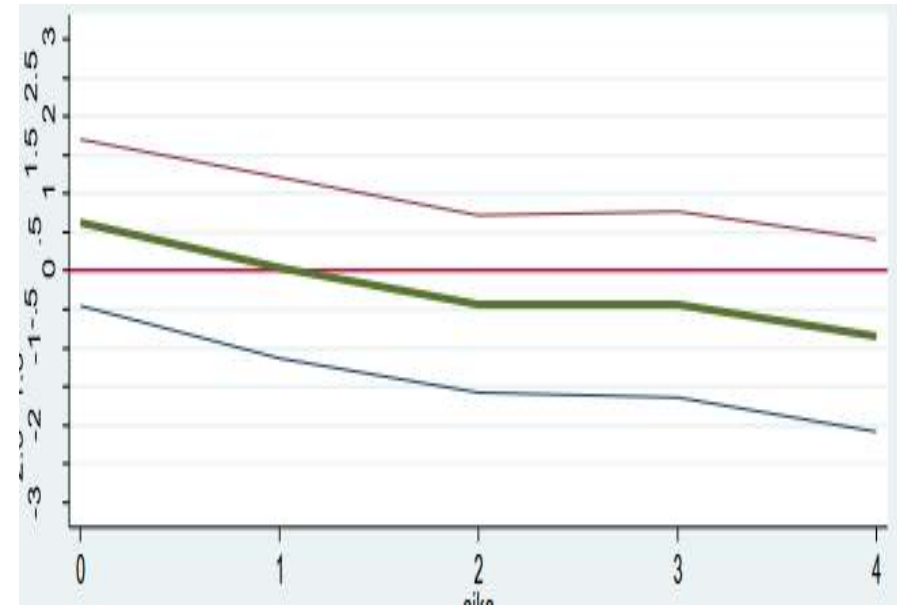
Malmberg-Heimonen, I., West, B., & Vuori, J. (2017) Long-term Effects of Research-based and Practice-based Job-Search Interventions: Re-Evaluation of an RCT. *Research on Social Work Practice*, 29, 36-48.

The Job-Search Evaluation data: Income for participants at risk of depression

Research-based JOBS program



Practice-based methods

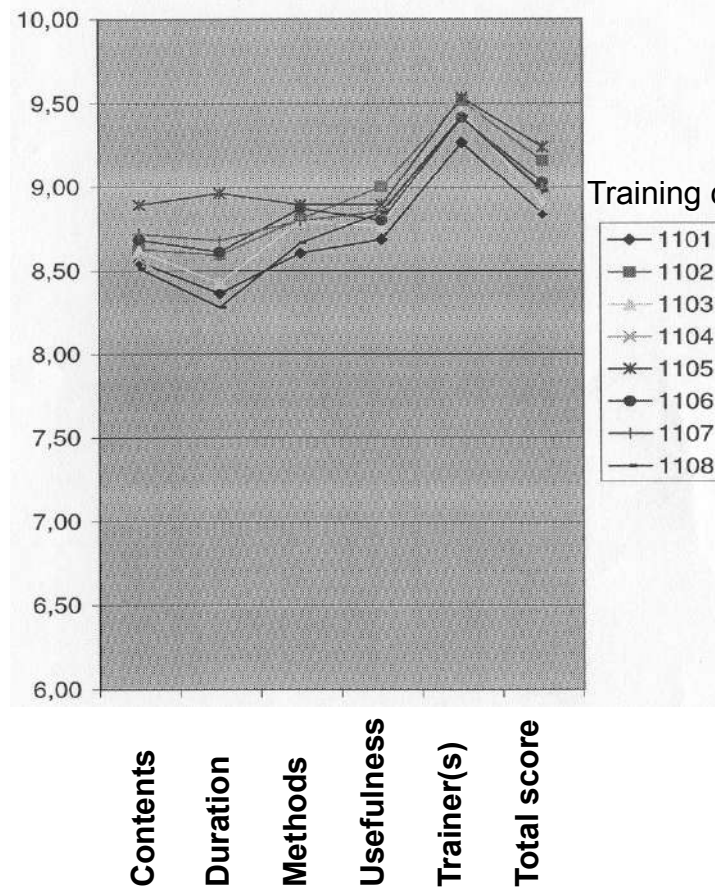


Hämäläinen, K., Nykyri, E., Uusitalo, R., & Vuori, J. (2007). Are effect evaluations correct: the case of job search training. Labour political study No. 329. Helsinki: Ministry of Labour, 87p. (In Finnish with an English summary)

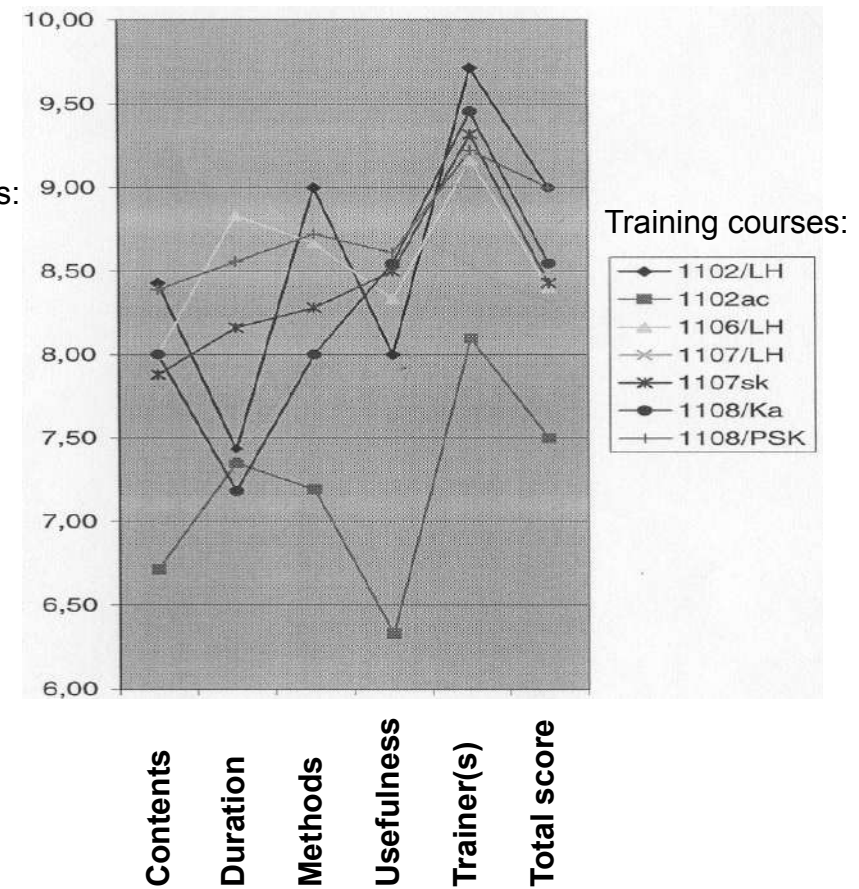
Job-search training and participant satisfaction

Labor training in Eastern Finland

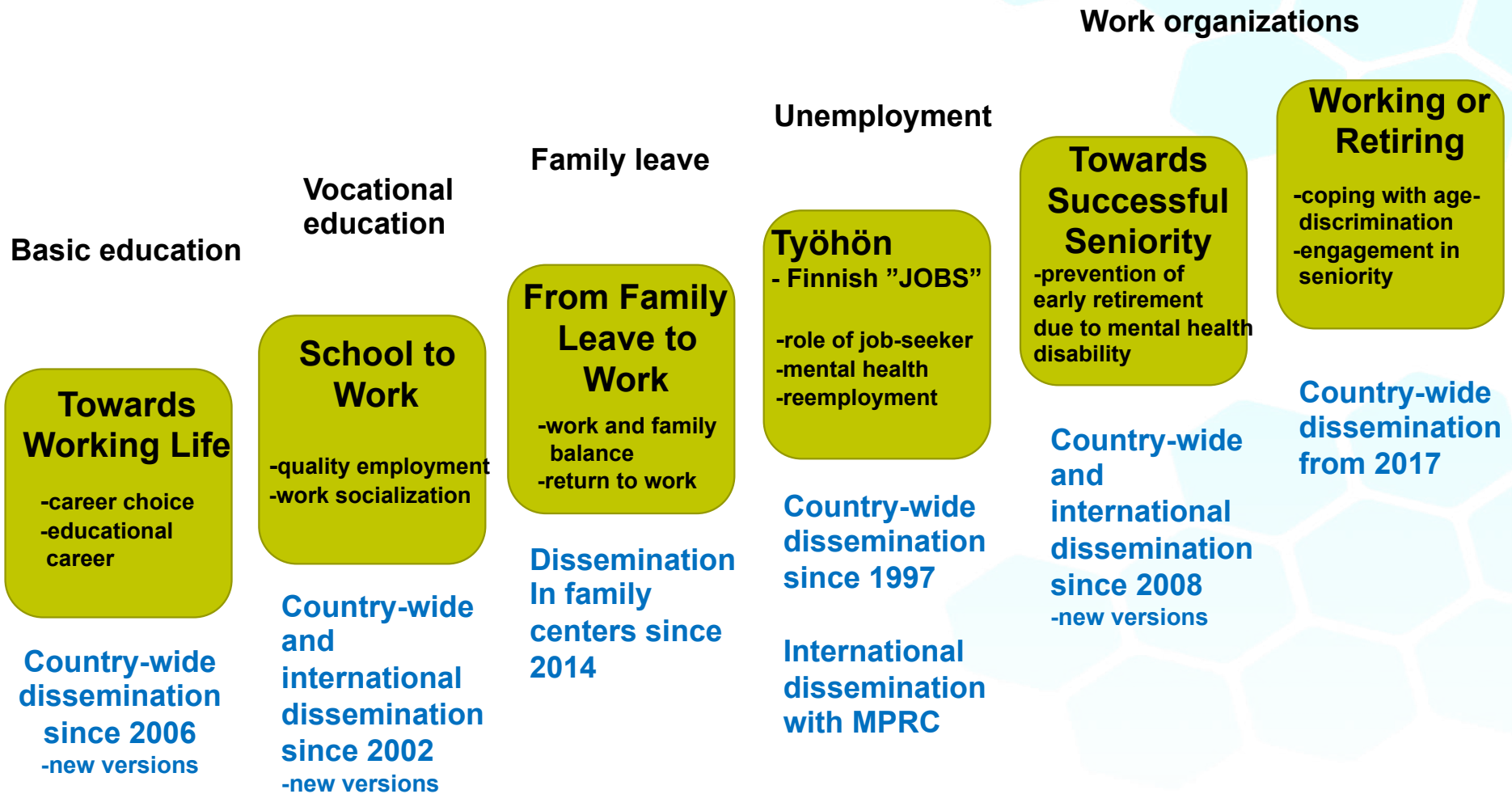
Research-based JOBS



Practice-based methods



Theory-based preventive interventions across the work-life course – enhancing career management and mental health



School to Work group method (2002, 2014 2nd ed.)



Enhancing employment preparedness

- Quality employment after studies
- Socialization to work life

Effects on employment and mental health:

Koivisto, P., Vuori, J., & Nykyri, E. (2007). Effects of the School-to-Work Group Method among young people. *Journal of Vocational Behavior*, 70, 277-296.

Mediating model:

Koivisto, P., Vuori, J., & Vinokur, A. D. (2010). Transition to work: Effects of preparedness and goal construction on employment and depressive symptoms. *Journal of Research on Adolescence*, 20, 869-892.

Effects of the School to Work at one-year follow-up; RCT-study;

n=416

	Employment 20h/week ^a	Quality of emp. ^a	Psychol. distress ^b	Depression ^b	Work life goals ^a	Economic goals ^a
Intervention	1.65*	2.08*	.06	-.02	2.30*	2.48**
Control of outcome variable(T1)	---	1.81 ^c	.33** ^d	.43**	2.05 ^e	1.92 ^f
Age (T1)	1.06	1.07	.00	.02	1.00	1.14
Gender	.89	.59	.00	-.01	.98	.94
Employment self-efficacy (T1)	1.16	1.40	.23**	-.25**	1.37	.93
Employment status (T1)	3.18**	0.95	-.09	.05	.50	.95
Prior education (T1)	1.50	0.94	-.03	-.07	1.28	1.22
R ² explained by intervention	.01	.01	.02	.00	.03	.03

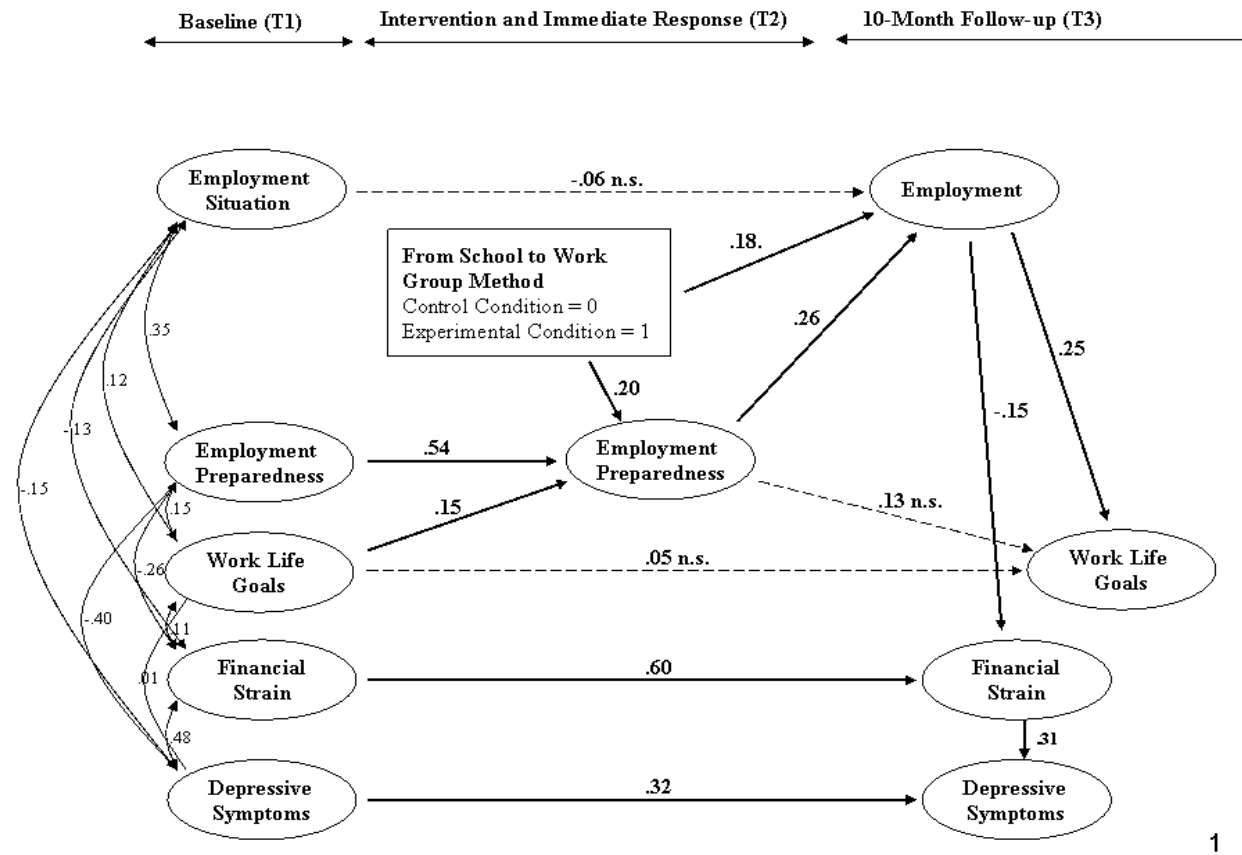
Interactions^g:

Interv.*psychol. distress	65	1.07	.28*	-.25*	1.78	.83
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Notes ^aFigures are standardised odds ratios (logistic regression, OR), ^bFigures are non-standardised parameter estimates (linear regression).

Koivisto, P., Vuori, J., & Nykyri, E. (2007). Effects of the School-to-Work Group Method among young people. *Journal of Vocational Behavior*, 70, 277-296.

School to Work; mediation of effects

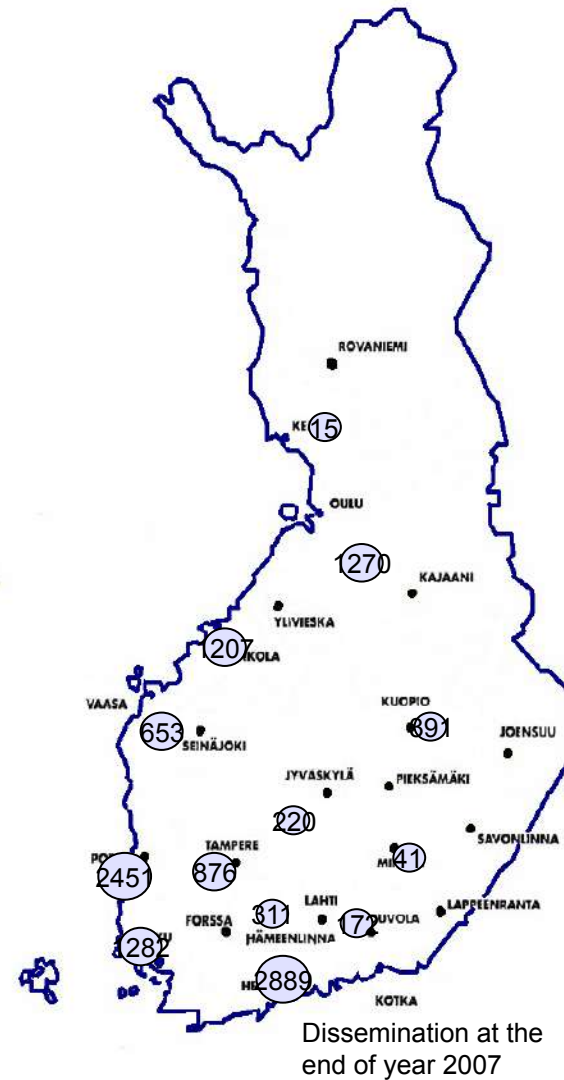


Koivisto, Vuori & Vinokur (2010). Transition to Work: Effects of Preparedness and Goal Construction on Employment and Depressive Symptoms. *Journal of Research on Adolescence*, 20, 869-892.

Dissemination of the School to Work method

17 500 copies of participant's workbook distributed

505 trained trainers



Conclusions

- Theory-base is a vital prerequisite for effective preventive interventions. Intervention theory also guides intervention development.
- Specific self-efficacies are effective tools for building interventions aiming at behavioral change. Inoculation against setbacks prevents relapse and enhances mental health. As an example, preparedness for career challenges comprises both of these components.
- Transitions and times of changes are effective periods for behavioral interventions. As people debate their prospects they are more motivated to seek external support.
- The challenge of reemployment relates to one focal career transition, other transitional phases are for example: from school to quality employment, back to work from family leave or sick leave, retiring due to disabilities or age etc.



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