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Towards a successful career: investigating the effect of an occupational wellbeing program among young workers

Submission date	**Recruitment status**	[X] Prospectively registered
04/03/2021	No longer recruiting	[_] Protocol
Registration date	**Overall study status**	[_] Statistical analysis plan
18/03/2021	Completed	[_] Results
Last Edited	**Condition category**	[_] Individual participant data
17/12/2025	Other	[X] Record updated in last year

Plain English summary of protocol

Background and study aims
A successful and supported start is important for a person's working career. "Towards a successful career" is a study that aims to gain more knowledge regarding the efficacy of resource-based occupational wellbeing training programs delivered using videoconference software. The target group includes young workers (under the age of 30) who have been employed in their current job for a maximum of one year. The study will also explore the learning outcomes of a supervisor training program to increase guidance-related preparedness among supervisors.

Who can participate?
Employees of all genders aged between 18-30 years old and their supervisors.

What does the study involve?
The participating young workers will be randomly allocated to one of two groups to receive one of the two supportive processes, with an equal chance of being in either group (like tossing a coin). The first group will receive an occupational wellbeing group training program delivered via videoconference software. The second group will be provided with a self-study reading material regarding occupational wellbeing.

In addition, supervisors of participating young workers will receive training in giving feedback and supporting young employees. Employees and supervisors participating in the study respond to the questionnaires before training or receiving support material, and about 1 month and 6 months after receiving them.

What are the possible benefits and risks of participating?
The possible benefits of the study include improved occupational wellbeing and organizational adjustment among the participating young workers and improved supervisor skills among participating supervisors. No risks are anticipated.

Where is the study run from?
The Finnish Institute of Occupational Health (Finland). The study will be conducted in Helsinki and various other locations in Finland.

When is the study starting and how long is it expected to run for?
From August 2020 to August 2023

Who is funding the study?
The Finnish Work Environment Fund (Finland), the Finnish Institute of Occupational Health (Finland), and the participating companies.

Who is the main contact?
Otto Pankkonen, otto.pankkonen@ttl.fi

Contact information

Type(s)
Scientific

Contact name
Dr Otto Pankkonen

ORCID ID
https://orcid.org/0009-0007-7532-0622

Contact details
Finnish Institute of Occupational Health (Työterveyslaitos)
P.O Box 18
Helsinki
Finland
00032
+358 30 4741 (switchboard)
otto.pankkonen@ttl.fi

Additional identifiers

Protocol serial number
200091

Study information

Scientific Title
Randomized controlled trial to assess the efficacy of a resource-based occupational wellbeing program among young workers

Study objectives
1. The intervention group (intervention arm 1) will experience a greater increase in work-related sense-of-coherence, newcomer preparedness (self-efficacy, inoculation against setbacks), role-clarity, proactive work behavior, task-mastery, organization-based self-esteem, and perceived supervisor and co-worker support compared to the control group (intervention arm 2) from T1

(baseline) to T2 (immediately after intervention)
2. The intervention group will experience a more beneficial impact on job engagement, psychological resources, and lower perceived stress compared to the control group from T1 (baseline) to T3 (7 months after baseline measurement)
3. Intervention effect on self-efficacy mediates the beneficial impact on proactive work behavior
4. Intervention effect on newcomer preparedness mediates the intervention effect on work-related sense-of-coherence
5. Intervention effect on organization-based self-esteem (OBSE) mediates the beneficial impact on job engagement
6. The intervention will enhance supervisors' preparedness to guide young employees

Ethics approval required
Old ethics approval format

Ethics approval(s)
Approved 19/02/2021, Finnish Institute of Occupational Health ethics committee (Finnish Institute of Occupational Health, P.O. Box 40, FI-00032, Työterveyslaitos; +358 30 474 1; maria.tiikkaja@ttl.fi), ref: 3/2021

Primary study design
Interventional

Study design
Multicenter interventional two-arm randomized controlled trial

Study type(s)
Prevention

Health condition(s) or problem(s) studied
Young worker occupational wellbeing and organizational socialization

Interventions
Previous:
Study participants (young workers) will be randomized within workplaces on a 1:1 allocation ratio by using simple randomization with computer-generated random numbers to the following trial arms:

Updated 08/04/2021:
Study participants (young workers) will be randomized within workplaces on a 1:1 allocation ratio by using block randomization with computer-generated random numbers to the following trial arms:

1. The intervention arm 1 (intervention condition) will receive a resource-based occupational wellbeing training program. This training program involves three (3 h each) group meetings delivered via a videoconference tool.
2. The intervention arm 2 (control condition) will receive self-study reading material including information on the same topics discussed in the resource-based training program. The main difference between these two conditions is that arm 2 does not participate in the group training sessions delivered via videoconference tools.

In addition, the supervisors of young workers in both arms receive training on how to provide feedback and support. Supervisor training is delivered using a videoconference tool and involves three group meetings (2 h each).

The resource-based occupational wellbeing training and supervisor training is implemented within one month for each group. The interventions will run from May 2021 to February 2023. Surveys for young workers and supervisors will take place from March 2021 to August 2023. Young workers participating in the study respond to the survey approximately 1 month before the intervention, immediately after the intervention and 7 months after the baseline measurement. Supervisors participating in supervisor training respond to the survey before the training, immediately after the training, and 7 months after the baseline measurement.

Intervention Type
Behavioural

Primary outcome(s)
1. Newcomer preparedness (self-efficacy and inoculation against setbacks) measured using a questionnaire (16 items) at baseline, immediately after the intervention, and after 7 months
2. Work-related sense-of-coherence measured using a questionnaire (9 items) at baseline, immediately after the intervention, and after 7 months
3. Perceived supervisor and co-worker support measured using a questionnaire (18 items) at baseline, immediately after the intervention, and after 7 months
4. Work-related goals measured using a questionnaire (9 items) at baseline, immediately after the intervention
5. Organization-based self-esteem (OBSE) measured using a questionnaire (10 items) at baseline, immediately after the intervention, and after 7 months
6. Role clarity measured using a questionnaire (2 items) at baseline, immediately after the intervention
7. Job engagement measured using a questionnaire (9 items) at baseline and 7 months
8. Psychological resources measured using a questionnaire (3 items) at baseline and 7 months
9. Perceived stress measured using a questionnaire (1 item) at baseline and 7 months
10. Proactive work behavior measured using a questionnaire (3 items) at baseline, immediately after the intervention, and after 7 months
11. Task mastery measured using a questionnaire (2 items) at baseline, immediately after the intervention

Key secondary outcome(s)
1. Supervisors' preparedness to guide young employees measured using surveys (16 items) at baseline, immediately after the intervention, and after 7 months

Completion date
31/08/2023

Eligibility

Key inclusion criteria
Current interventions as of 03/06/2021:
Employees:
1. Aged between 18-30 years
2. Fluent Finnish language skills

Supervisors:
1. Work in a supervisory position within the organization
2. Have young employees, as defined above, as their subordinates

Previous interventions:
Employees:
1. Aged between 18-30 years
2. A maximum of one year in the current job
3. Fluent Finnish language skills

Supervisors:
1. Work in a supervisory position within the organization
2. Have young employees, as defined above, as their subordinates

Participant type(s)
Healthy volunteer

Healthy volunteers allowed
No

Age group
Adult

Lower age limit
18 Years

Upper age limit
30 Years

Sex
All

Total final enrolment
250

Key exclusion criteria
Does not meet inclusion criteria

Date of first enrolment
23/03/2021

Date of final enrolment
02/12/2022

Locations

Countries of recruitment
Finland

Study participating centre
Finnish institute of Occupational Health
Topeliuksenkatu 41 B
Helsinki
Finland
00032

Sponsor information

Organisation
Finnish Institute of Occupational Health

ROR
https://ror.org/030wyr187

Funder(s)

Funder type
Government

Funder Name
Työsuojelurahasto

Alternative Name(s)
Finnish Work Environment Fund, Työsuojelurahasto Arbetarskyddsfonden, Työsuojelurahasto | Helsinki, TSRahasto

Funding Body Type
Government organisation

Funding Body Subtype
National government

Location
Finland

Funder Name
Finnish Institute of Occupational Health

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary

Not expected to be made available

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Participant information sheet	Participant information sheet	11/11/2025	11/11/2025	No	Yes
Study website	Study website	11/11/2025	11/11/2025	No	Yes