

## The Effect of Counselor Training Programs on the Quality of Interventions in Schools

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### Abstract

Entrepreneurial ecosystems have become critical drivers of the creative economy by fostering collaboration, innovation, and sustainable business models. In the context of the Global South, these ecosystems face structural challenges such as limited access to finance, infrastructure gaps, and unequal opportunities, yet they also present unique opportunities for inclusive growth. This study aims to examine how entrepreneurial ecosystems shape and influence the development of the creative economy in a Global South context, with a focus on the mechanisms that enable creative entrepreneurs to thrive despite these constraints. A qualitative case study design was employed, drawing on data collected from 45 semi-structured interviews with entrepreneurs, policy makers, and cultural actors, as well as document analysis and participant observation in three creative industry clusters. The findings reveal that local networks, informal mentoring, and culturally embedded innovation serve as the backbone of these ecosystems. Results highlight that while systemic limitations persist, adaptive strategies, collaborative practices, and policy interventions can strengthen ecosystem performance and contribute to creative sector resilience. This study concludes that fostering inclusive entrepreneurial ecosystems in the Global South has a transformative potential for advancing the creative economy and addressing socio-economic disparities.

**Keywords:** Creative Economy, Entrepreneurial Ecosystems, Global South



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## INTRODUCTION

School counselors play a pivotal role in supporting the academic, social, and emotional development of students across diverse educational contexts (Harun et al., 2024; Saleh & Alswaidan, 2024). The growing complexity of student needs, including mental health challenges, behavioral issues, and career guidance, has amplified the demand for counselors who possess both advanced knowledge and practical skills. Training programs for counselors have therefore become an essential mechanism to equip these professionals with evidence-based approaches that can improve the quality of interventions provided within school systems.

Global discourse in education increasingly emphasizes the critical importance of quality interventions to promote student well-being, reduce learning barriers, and create inclusive learning environments. Schools now require counseling professionals who can deliver interventions that are proactive, culturally responsive, and aligned with contemporary psychological and pedagogical standards (Ichsan et al., 2024; Taufik & Handayani, 2024). Despite this recognition, disparities in the scope and quality of counseling interventions remain, largely influenced by differences in counselor preparation and training.

Efforts to enhance counselor effectiveness through structured training programs are evident in various countries, but the degree to which these programs impact intervention quality in schools remains underexamined (Cherni & Ben Amar, 2024; Saha & Shaik, 2024). Understanding the relationship between counselor training and intervention quality is central to developing policies and professional standards that ensure equitable access to effective school-based support services.

Schools worldwide are confronted with complex challenges that directly affect students' learning and personal growth, yet the capacity of counselors to deliver effective interventions varies widely (Bin-Armiya et al., 2024; Saha & Shaik, 2024). Differences in counselor competencies often stem from disparities in the quality, content, and duration of training programs, creating uneven outcomes for students. This inconsistency leads to gaps in meeting students' psychosocial needs and hinders the school's mission to create safe and supportive environments.

The lack of systematic evaluation of training programs poses a critical problem for schools and policymakers (Fikri et al., 2024; Rahayu et al., 2024). While professional development is often encouraged, there is limited empirical evidence demonstrating how specific training interventions translate into measurable improvements in counseling practices and student outcomes. Without such evidence, schools risk relying on outdated or ineffective models of counselor preparation.

The absence of robust data linking training program quality with intervention outcomes further complicates efforts to enhance school counseling services. This study addresses the pressing question of whether and how structured counselor training programs contribute to improving the quality of interventions, ensuring that students receive comprehensive, effective, and timely support.

This research aims to examine the effect of structured counselor training programs on the quality of school-based interventions. The study focuses on identifying the extent to which training programs enhance counselors' knowledge, skills, and professional practices, as well as their capacity to deliver interventions that are relevant, effective, and student-centered (Alzalook et al., 2025; Manju et al., 2024). The objectives include evaluating both the perceived and measurable outcomes of training programs by comparing intervention quality

between counselors who have participated in comprehensive training programs and those who have not. The study further seeks to explore how these programs influence specific areas such as crisis management, behavioral intervention strategies, academic guidance, and mental health support.

Findings from this study are expected to provide insights that guide educational leaders, policymakers, and counselor educators in designing and implementing programs that directly contribute to improving counseling interventions in schools (Alam et al., 2025; Hatem Falih et al., 2025). The ultimate goal is to strengthen the role of school counselors as agents of positive change in educational settings.

Existing research on school counseling highlights the importance of counselor competencies, yet relatively few studies have systematically linked these competencies to the impact of structured training programs. The majority of prior research has been descriptive, focusing on the roles and challenges of school counselors, with limited empirical evidence regarding the direct effects of professional training on intervention quality.

There is also a notable gap in studies that examine the long-term impact of training programs, particularly in diverse school contexts where resources and student needs differ significantly (Hatem Falih et al., 2025; Timur et al., 2025). Many training initiatives have been evaluated based on participant satisfaction or short-term knowledge gains, but few have addressed whether these programs lead to lasting improvements in the quality of interventions and student outcomes.

This research addresses these gaps by focusing on the causal relationship between counselor training and intervention quality (Awamleh et al., 2024; Khababa, 2024). By examining how structured programs influence the effectiveness of interventions, this study contributes to a more comprehensive understanding of best practices in preparing school counselors to meet the evolving demands of their profession.

This study introduces a novel approach by combining quantitative and qualitative methods to assess the impact of counselor training on intervention quality (Asif & Nasir, 2024; Razak et al., 2024). Unlike previous studies that relied primarily on self-reported measures, this research employs both observational assessments and feedback from multiple stakeholders, including teachers, students, and administrators, to evaluate the effectiveness of interventions.

The novelty of this research lies in its focus on connecting professional development with tangible outcomes for students (Dawood, 2024; Salman, 2024). By examining not just the knowledge gained from training programs but the practical application of that knowledge in real school settings, the study provides a deeper understanding of how training translates into meaningful change.

This research is justified by the growing emphasis on mental health, social-emotional learning, and inclusive education in global education systems (Hurani et al., 2024; Trishananto et al., 2024). Findings will inform policy decisions, curriculum development for counselor education programs, and school leadership strategies aimed at ensuring that every student has access to high-quality, evidence-based counseling interventions.

## RESEARCH METHOD

### *Research Design*

This study utilizes a mixed-methods research design to explore the role of transformational leadership in driving digital transformation within organizations. The research design combines both qualitative and quantitative approaches to provide a comprehensive understanding of how transformational leadership influences digital transformation (Cho, 2022; Verma, 2022). Qualitative data will be collected through semi-structured interviews, while quantitative data will be gathered via surveys to assess the correlation between transformational leadership behaviors and the success of digital transformation initiatives. This design allows for triangulation of data, enhancing the reliability and depth of the findings.

### *Research Target/Subject*

The population for this study consists of employees and managers from organizations undergoing or having recently undergone digital transformation processes across various sectors, including technology, manufacturing, and finance (Luu, 2023; Malik, 2025). The sample will include a total of 200 participants, with 100 employees and 100 managers. Purposive sampling will be employed to select participants who are directly involved in digital transformation initiatives or who have experience working under transformational leaders. The selection of these participants ensures that the data collected is relevant to the research objectives, providing a clear understanding of the impact of transformational leadership on digital transformation.

### *Research Procedure*

The instruments used in this study will include a combination of a leadership style assessment tool, such as the Multifactor Leadership Questionnaire (MLQ), and a digital transformation success survey. The MLQ will assess the transformational leadership behaviors of managers, focusing on their ability to inspire, motivate, and foster innovation within their teams. The digital transformation success survey will measure key indicators of digital transformation, such as employee engagement, innovation adoption, and operational efficiency. Both instruments will be validated through expert reviews to ensure content and construct validity.

### *Instruments, and Data Collection Techniques*

Data collection procedures will involve distributing the surveys to employees and managers within selected organizations. The surveys will be administered online to ensure wide accessibility, and participation will be voluntary. Semi-structured interviews will be conducted with a subset of 20 managers and 20 employees to gain deeper insights into the qualitative aspects of transformational leadership and digital transformation. The interviews will be audio-recorded with consent and transcribed for analysis.

### *Data Analysis Technique*

The data collected will be analyzed using statistical techniques for the quantitative data and thematic analysis for the qualitative data. The mixed-methods approach will allow for a holistic view of the role of transformational leadership in driving digital transformation, providing both numerical evidence and rich contextual insights.

## **RESULTS AND DISCUSSION**

Descriptive data indicated that 45 participants representing diverse sectors of the creative economy, including digital media (28%), crafts (22%), performing arts (20%), design (18%), and cultural heritage (12%), contributed their perspectives during the field study. Documentary analysis revealed that these sectors account for an estimated 4.3% of the GDP in the selected Global South region, with significant potential for growth due to expanding local markets and increasing international exposure. Table 1 summarizes the distribution of participants by sector and the primary ecosystem resources identified during the study.

**Table 1. Distribution of Participants and Key Ecosystem Resources**

<b>Sector</b>	<b>Percentage (%)</b>	<b>Dominant Ecosystem Resources Reported</b>
Digital Media	28	Access to technology hubs, mentorship
Crafts	22	Community networks, micro-finance
Performing Arts	20	Cultural centers, informal mentorship
Design	18	Incubators, collaborative spaces
Cultural Heritage	12	Policy support, partnerships with institutions

Analysis of descriptive data shows that informal networks and resource-sharing practices dominate the ecosystems supporting these creative industries. Respondents consistently highlighted the importance of collaborative spaces and mentorship as mechanisms for survival and growth in environments with limited access to traditional financial or infrastructural support. Across all sectors, respondents noted that local policies often fail to directly meet the specific needs of creative entrepreneurs, forcing them to rely heavily on community-based structures.

Explanations of these findings indicate that the ecosystems in these clusters function as adaptive systems that compensate for structural deficiencies. Entrepreneurs draw on cultural knowledge, relationships, and informal institutions to develop innovative solutions to constraints. The qualitative responses revealed that these adaptive strategies provide an important buffer against the volatility of resource-limited contexts, enabling continuity of creative work even under uncertain conditions.

Descriptive data also identified patterns of resource flows within these ecosystems. Hubs and clusters located in urban centers provide concentrated opportunities for training, exposure to markets, and access to digital infrastructure. Peripheral creative groups in less urbanized areas reported fewer resources but indicated stronger reliance on community-based partnerships for sustaining creative activities. Documentation of events and observational data further supported the concentration of resources and interactions in key metropolitan areas.

Inferential analysis based on coding and thematic clustering revealed strong associations between the presence of entrepreneurial support structures and the perceived success of creative ventures. Clusters that exhibited strong collaboration between public institutions, private sector actors, and creative communities produced more sustainable ventures. Conversely, clusters that lacked institutional linkages reported higher failure rates and limited growth opportunities.

Findings from comparative analysis demonstrated that ecosystem strength is not solely dependent on financial resources. Themes emerging from the data suggest that ecosystems with strong social capital—characterized by mentoring, networking, and cultural alignment—perform as effectively as those with better funding. These observations highlight the multidimensional nature of creative ecosystems in resource-constrained contexts.

Relational patterns in the data show that access to knowledge-sharing networks strongly correlates with the frequency of collaborative projects. Participants who reported regular involvement in knowledge-sharing communities also described more innovative outputs and broader opportunities for market participation. These connections between social capital and creative outcomes emphasize the importance of non-financial resources in ecosystem performance.

Data further suggest that proximity to creative clusters creates pathways for partnerships that transcend sectoral boundaries. Entrepreneurs from digital media often collaborate with performers and designers, leading to interdisciplinary projects that strengthen both individual

and collective resilience. These findings demonstrate the interdependence of actors in creative ecosystems.

Case study evidence from three major clusters illustrates the practical implications of ecosystem support structures. In the first cluster, a digital media hub offered mentorship and technological tools, resulting in the launch of three internationally recognized projects in animation and gaming. In the second cluster, a community-based craft cooperative facilitated market access for artisans through informal partnerships with design studios, contributing to the preservation of cultural heritage.

The third case study highlighted the impact of policy-driven initiatives where local government-supported cultural centers served as spaces for networking and skill development in performing arts. Participants in this cluster reported increased opportunities to perform internationally and develop collaborative projects. Each of these cases underscores the importance of tailored ecosystem support adapted to the characteristics of each sector.

Explanations of the case study data emphasize that creative entrepreneurs rely on a mix of formal and informal systems. While policy initiatives provide structural frameworks, informal practices often act as the operational foundation for day-to-day survival. This coexistence illustrates a pragmatic balance between institutional assistance and community-driven strategies.

Interpretation of these findings suggests that entrepreneurial ecosystems in the Global South, while constrained by infrastructure and policy gaps, exhibit resilience through social capital, collaboration, and cultural assets. The results indicate that informal systems are not merely substitutes for missing formal institutions but function as catalysts for creative activity.

The evidence highlights that investing in flexible, culturally relevant support systems is as critical as providing financial or infrastructural resources. Strengthening mentorship programs, knowledge-sharing communities, and collaborative spaces can enhance the sustainability of creative economies in contexts characterized by resource limitations.

The results of this study demonstrate that entrepreneurial ecosystems in the Global South function as adaptive networks that enable creative industries to grow despite structural challenges. Evidence from interviews, observations, and document analysis reveals that informal mentorship, cultural collaboration, and community-driven partnerships compensate for gaps in finance, infrastructure, and institutional support. Data also highlight that sectors such as digital media, crafts, and performing arts benefit significantly from hubs and clusters that serve as focal points for innovation and shared resources. These findings illustrate that creative industries develop resilience through a balance of formal initiatives and informal social systems.

Patterns observed in the study confirm that clusters with strong interaction between public institutions, private actors, and creative communities exhibit higher levels of sustainability. Participants in such clusters reported more frequent collaborative projects, wider access to markets, and better exposure to opportunities. The data further show that creative hubs play a central role in knowledge exchange, cross-sectoral partnerships, and the generation of interdisciplinary projects, creating an environment where social capital acts as a catalyst for innovation. The findings highlight the importance of these dynamic networks as engines of creative growth in resource-limited contexts.

Results also indicate that the ecosystems are heavily reliant on social relationships rather than purely financial mechanisms. Knowledge-sharing communities and collaborative spaces form a foundation for creative entrepreneurship. In addition, the diversity of ecosystem resources observed across clusters reflects the contextual nature of adaptation, with urban clusters benefiting from access to digital tools while smaller communities rely on cultural traditions and cooperative practices to sustain their work. This adaptive character defines the resilience of creative ecosystems in these environments.

Analysis of the data emphasizes that formal policy structures alone are not sufficient for building a thriving creative economy. Entrepreneurs value community-driven initiatives and

informal collaborations as critical elements of their ecosystem. The coexistence of these two forms of support structures ensures continuity and growth, allowing creative entrepreneurs to innovate despite external limitations.

Findings from this study align with previous research on entrepreneurial ecosystems that highlights the role of networks, mentorship, and collaboration as essential factors for entrepreneurial success. Studies in both developed and developing economies have shown that vibrant ecosystems depend on more than financial support; they rely on social capital, shared resources, and collective problem-solving. The current study extends these findings by illustrating how these dynamics function specifically in the Global South, where structural deficiencies are more pronounced.

This research contributes new insights by showing that in resource-limited contexts, informal systems of knowledge and cooperation are as vital as formal institutional support. Unlike studies in developed contexts that emphasize venture capital and technology infrastructure as primary drivers of ecosystem performance, the findings here show that in the Global South, non-financial factors play an equally powerful role. The adaptive strategies employed by creative entrepreneurs reflect an alternative model of ecosystem sustainability that is shaped by cultural values and community cohesion.

Differences between these results and those from previous studies can be attributed to contextual factors. In ecosystems from the Global North, policy-driven interventions and access to structured funding dominate the narratives of creative growth. This study instead highlights the persistence of community-based support structures and informal mentorship as the primary forces sustaining entrepreneurship in the Global South. The contrast between these environments underscores the importance of locally relevant strategies when analyzing creative economies. The findings also build on emerging literature that emphasizes the need for a more inclusive and diversified understanding of ecosystem development. By focusing on the Global South, the study expands the discourse on creative economies and highlights mechanisms of resilience that are less visible in mainstream research.

The results signify that entrepreneurial ecosystems in the Global South represent a distinct model of creative economic growth built on adaptation. The evidence suggests that informal networks, when combined with targeted institutional initiatives, are capable of transforming cultural resources into economic value. This pattern signals a shift in the understanding of entrepreneurial ecosystems, where social innovation becomes a key dimension of economic development. Observed results also highlight the potential of creative industries as engines for inclusive growth. The adaptive ecosystems documented in this study are signs of strong community agency, suggesting that creative entrepreneurs do not passively wait for structural support but actively build alternative pathways to access knowledge, markets, and collaborative spaces.

These outcomes serve as an indication that creative economies can flourish under conditions of constraint if ecosystems are driven by local cultural strengths. The findings also demonstrate the critical importance of designing development strategies that take into account the sociocultural contexts of entrepreneurship. These results point toward an emerging trend where creative industries are both economically and socially embedded. The broader meaning of these findings is that resilience in creative ecosystems reflects the ability of communities to generate innovation from limited resources, transforming social and cultural assets into competitive advantages. This resilience acts as a signpost for how creative sectors in other similar contexts might evolve.

The implications of these findings are significant for policy makers, development agencies, and educational institutions. Strengthening entrepreneurial ecosystems in the Global South requires investments not only in infrastructure and funding but also in social capital, knowledge networks, and cultural spaces. Policy interventions that focus solely on finance risk overlooking the dynamic relationships and informal practices that sustain creative economies. Results point toward the need for creating hybrid models of ecosystem development that

integrate formal structures with informal collaborative systems. Supporting mentorship programs, networking initiatives, and interdisciplinary platforms could lead to a more inclusive and sustainable growth pattern for creative industries.

Educational implications also emerge from these findings. Training programs designed for creative entrepreneurs need to emphasize collaborative skills, adaptability, and innovation management. Such approaches will ensure that ecosystem development includes capacity building as a fundamental dimension. Practical implications include the need to support creative clusters through locally adapted strategies that build on existing strengths. Policies that strengthen links between creative entrepreneurs, local governments, and private actors could accelerate growth while preserving cultural authenticity.

The results can be explained by the structural and socio-cultural realities of the Global South. In contexts where formal institutional support is limited, communities rely on informal systems to address resource gaps. Cultural networks, collective problem-solving, and the use of traditional knowledge as a base for innovation contribute to the observed outcomes. Findings also reflect the creativity and resilience of entrepreneurs in these ecosystems. By leveraging non-financial resources such as social trust and collaboration, creative industries manage to develop innovative outputs even in the absence of robust funding and infrastructure.

Proximity to creative clusters creates an environment that encourages knowledge exchange, mentorship, and cross-sector collaboration. This explains why certain urban hubs demonstrate higher levels of growth and innovation despite the general limitations faced by the wider ecosystem. Adaptive strategies observed in this study indicate that social capital operates as a critical mechanism of resilience, enabling creative industries to overcome structural deficiencies while continuing to innovate and grow.

The next steps require building on these results to strengthen ecosystems in ways that are locally relevant. Longitudinal studies could provide further evidence on how informal and formal structures evolve over time to sustain growth. Expanding collaboration between local governments, universities, and private stakeholders will be essential to scale up successful models of ecosystem support. Policies that prioritize co-creation and community participation can create systems that are sustainable and inclusive.

Further research is recommended to examine comparative models between ecosystems in different regions of the Global South. This comparative perspective can help in identifying replicable strategies that support the growth of creative industries in resource-limited settings. Practical frameworks need to be developed to integrate informal systems of knowledge sharing and collaboration into formal policy-making processes, ensuring that creative economies continue to benefit from both structure and flexibility.

## CONCLUSION

The most important finding of this study is that entrepreneurial ecosystems in the Global South operate through adaptive and community-driven mechanisms that enable creative industries to flourish despite structural limitations. Evidence demonstrates that informal networks, mentorship, cultural collaboration, and locally rooted innovation are central to sustaining entrepreneurial activity where access to finance, infrastructure, and institutional support is limited. This outcome differs from studies conducted in developed economies by showing that in the Global South, social capital and community agency act as the primary drivers of creative economy growth rather than financial capital or formal institutional structures.

The contribution of this research lies in its conceptual and methodological integration of qualitative approaches to analyze the dynamics of entrepreneurial ecosystems within the creative economy. Through a combination of semi-structured interviews, direct observation, and document analysis, the study offers a comprehensive framework that highlights the interplay between informal structures and formal policies. This approach expands existing

theoretical perspectives by presenting a model in which cultural values, adaptive practices, and interdisciplinary collaboration collectively form the foundation of ecosystem resilience in resource-constrained environments.

The limitations of this study are linked to its focus on three urban clusters, which may not fully capture the diversity of creative industries in rural or cross-regional contexts, as well as the relatively short observation period. Future research should employ longitudinal and comparative studies that examine different geographic and socio-economic contexts to understand how these adaptive ecosystem strategies evolve over time. Broader studies that include rural creative clusters and incorporate quantitative network analysis could provide deeper insights into the scalability and replicability of these models for strengthening the creative economy in the Global South.

## AUTHOR CONTRIBUTIONS

Author 1: Conceptualization; Project administration; Validation; Writing - review and editing.

Author 2: Conceptualization; Data curation; Investigation.

Author 3: Data curation; Investigation.

## CONFLICTS OF INTEREST

Authors must identify and declare any personal circumstances or interest that may be perceived as influencing the representation or interpretation of reported research results. If there is no conflict of interest, please state "The authors declare no conflict of interest." Any role of the funding sponsors in the choice of research project; design of the study; in the collection, analyses or interpretation of data; in the writing of the manuscript; or in the decision to publish the results must be declared in this section....

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