

Career Guidance: A Way of Life

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Abstract: Career guidance plays an important role in helping product markets work and education systems to meet their goals. Because the choice of a career is undeniably one of the most crucial decisions one makes in life. The irony is that such an important decision is often made quite early in the life of an individual and is sometimes made without giving much thought to it. A career should be chosen with utmost care, thought, and planning. Individual have different innate capacities and abilities and hence aptitudes for different kind of work. The purpose of Career Guidance is to match the individuals and the occupation optimally for mutual benefits. It also promotes equity. Recent evidence suggests that social mobility relies on wider acquisition not just of knowledge and skills, but also understanding how to use them. In this context, the mission of career guidance is very vast, to become part of lifelong learning. In this paper, we become to know about the needs and importance of Career Guidance and its proper implementation. And we know how to improve C.G for making children's beautiful life as well as for all of us. But today in some places of our country this service is already started and adapted, departing from a traditional model of occupational interviewing students about to leave school.

Index Terms - Career Guidance, Innate capacities, Social Mobility, Life Learning, and Traditional Model.

I. Objectives of the Study:

In this paper, we try to attempt to fulfill the following objectives:

- 1.1 To know about the concept of Guidance and Career Guidance.
- 1.2 To know about the main objectives and Needs of Career Guidance.
- 1.3 To elicited the Importance of Career Guidance at the school level.
- 1.4 To discuss of Career Guidance for Unemployed Adults and Disadvantaged Groups.
- 1.5. To some suggesting point-out for improving Career Guidance.

II. Introduction:

Career guidance helps us to reflect on our interests, ambitions, abilities, qualifications, etc. It helps us to understand the product market and education system and relate this to how we know about ourselves. Overall, career guidance trying to teach us to plan and make decisions about work and learning. Career guidance is given to us information about the product market and about educational opportunities more accessible by organizing it, systematizing it, and making it available when and where we need it. In its contemporary forms, career guidance elicited upon a number of disciplines, like education, sociology, psychology, and labour economics, etc.

Today in most countries, career guidance is provided by people with a very wide range for training and academic qualifications. But here some are specialists, some are not and some are very extensive and expensive training. This type of career guidance training programmes is still heavily based upon developing skills with help in one-to-one interviews. On the other side, psychological testing is now received to reduced emphasis in many countries as counselling theories have moved from the practitioner as an expert and as facilitators of individual choice and development.

III. Concept of Guidance:

In general, Guidance means helping people to know wise choice and solve their educational, personal and vocational problems. It is a process, through individuals are assisted in making adequate adjustments to life's situations. It is an organize service which aims to help the individual understand themselves, it means enabling them to know their needs, aptitudes, abilities, interests, perceptions, purposes and their own limitations. It is a process which also aims to provide the individuals necessary and relevant information about himself/herself and also about the world around him.

“Guidance may be defined as assisting the individual to prepare for his future life to fit him for his place in society.” (Husband’s Book ‘Applied Psychology’).

IV. Characteristics:

- 4.1.** Guidance is a process of understanding one's self.
- 4.2.** It is a process to know one's relation to other people.
- 4.3.** It is a service to understand solving personal problems.
- 4.4.** Guidance is a process to able to make decisions.

V. Dimensions of Guidance:

5.1. Philosophical Foundations of Guidance - Uniqueness of a person, the nature of man, Supremacy of the Dignity of the Individual, Freedom of choice or free will, Chaos and Confusion in life, all-round development, to achieve maximum growth, Value system.

5.2. Socio-cultural Foundations of Guidance - The school, The family, Modern Complex Society, Regulation of Social Behaviour, Occupational Adjustment, Guidance for Societal and National Solidarity, Social change, Universalisation of Elementary Education.

5.3. Psychological Needs, Individuality and Guidance - Psychological Needs, Self-Realization, Adjustment and Development, Heterogeneous Groupings in Schools, Dimensions of Individuality.

VI. Objectives Career Guidance:

6.1. Career Guidance provides quality life planning education and proper career service which are classified with our developmental needs of different stages of growth.

6.2. It supported to create good career decisions according to their abilities, interests, orientations, etc.

6.3. It empowered to make responsible and informatics choices on our education, career goals and other aspects for leading to a meaningful life.

6.4. It helps us to assist in adapting and managing to the transition of life from school to the workplace.

6.5. Career Guidance prepared us for the actualization of life potential through the pursuit of our personal and career goals.

6.6. It assists to understand our own career and academic aspirations.

6.7. It develops positive attitudes towards learning and works.

6.8. It connects our career and academic aspirations with everyone's development and life-long learning.

6.9. It helps to properly utilize the acquired knowledge, attitudes and skills whenever necessary.

VII. Needs for Career Guidance:

Career Guidance is needed where the problems are created. Some needs and importance of Career guidance are followed:

7.1. Career Guidance assists us to know self-understanding and self-direction. It helps in understanding one's strengths and limitations. And helps individual to developed own ability to solve problems and to take decisions.

7.2. It needed for knowing the optimum development of individuals and solve different problems.

7.3. For Academic growth and developments.

7.4. To understand vocational maturity, vocational adjustments, and vocational choices.

7.5. Social and personal adjustment for a better life.

7.6. For make good citizenship.

7.7. For reserve and proper utilizing of human resources.

7.8. And it helps to ultimate national development.

But, Career Guidance helps not only students and teachers in an educational institution but it also helps the parents, administrators, planners and community members for doing well and be good in life.

VIII. Career Guidance in Secondary Level:

Like everyone school students are also needed to acquire the knowledge, attitudes, and skills that contribute to effective learning and subsistence in life. At the secondary level, they need to choose from the base of courses in different streams available in the schools and from special skill training courses available in the community. Students also need to fix future academic and vocational goals after the +2 level. Because, this level demands that, they relate their academic achievement with the world of work and overall in life. Career Guidance is not only as an instruction, but it is also a plan to move our life to a good way. It helps students' development through –

- Academic Information.
- Career Information.
- Group Guidance.
- Counselling.
- Orientation.
- Assessment.

IX. Career Guidance and Education in Schools:

In compulsory school Level -

9.1. The general features of career self-management skills like, decision making, self-awareness, self-confidence are started from an early age. Where career guidance and education help in primary school students to explore qualities made for his/her systematic life.

9.2. It helps to select good and proper way to meet life achievement as per his/her ability. And these choices that they make this time have major implications for the next stage of education and work options. Because career guidance needs to be part of the process that helps them to transition life smoothly.

9.3. In current days career education is important to present in the curriculum at the lower secondary school level, either as a separate subject. That is to meet the goal of school students and developing their future careers. But it is often seen that career education has few connections to the wider school curriculum.

9.4. In lower secondary school level personal career guidance is to help students to decision-making points for choosing subjects, transition the knowledge and understanding to the next level. However, it is used through personal interviews for selected on the basis of well-defined need, ex: low vocational maturity; readiness for decision making.

In secondary school level -

9.5. It is very important in secondary students, where they are cannot choose their specific education and careers. Here we can be assumed, this is especially made for school students to select vocational education pathways. In many countries where they are received significantly this career assistance way for students achievement.

9.6. This is taken for increasing flexibility that included in secondary vocational education programs, or meets the wide range of career options and jobs that can possible through training.

9.7. In general education, career guidance spends substantial time preparing students to choose and compete for tertiary education. It can also help to meet the occupational and product market consequences of particular tertiary education choices.

X. Organizations of Career Guidance Service in India:

10.1. National level guidance and counseling institution –

- National Council of Educational Research and Training (NCERT, New Delhi, 1961).
- The Department of Educational Psychology and Foundation of Education (DEPFE, New Delhi).
- PanditSunderlal Sharma Central Institute of Vocational Education (PSSCIVE, Bhopal, 1993).
- Career Study Centre (CSC).
- Self-Employment Guidance Cell (SEGC).
- Directorate General of Employment and Training (DGE&T, Ministry of Labour).
- University Grants Commission (UGC, New Delhi, 1956).

- *All India Council for Technical Education (AICTE, New Delhi, 1945), etc.*

10.2. State level guidance and counseling institution -

- State Bureaus of Educational and Vocational Guidance (Punjab).
- Guidance and Counselling Cells.
- Units in SCERTs/ SIEs/ DoEs/ DIETs.

10.3. Employment Exchanges / University Employment Information and Guidance Bureaus.

10.4. Guidance and Counselling Cells in Psychology/Education Departments of Universities and Colleges / Counsellor Training Institutions.

10.5. Child Guidance Clinics.

10.6. Vocational Rehabilitation Centres.

10.7. NGOs / Private Practitioners.

XI. Career Guidance and Education for Unemployed Adult:

11.1. Career guidance is immediate require in our country for many jobs needed the person to increase their employability. This type of career guidance is included in proper instruction, training, and work experience. And it is very important to ensure this service for all.

11.2. This service is prohibiting flows into unemployment person, particularly who have long-term unemployment, preventing skill mistaking, encouraging local labour mobility and develop employability skills as part of European, national and international employment technique and strategies. In some countries, public employment services (PES) in the most lead roles through such strategies. So career guidance is playing key role for every person to meet their goals, otherwise, any country may underdeveloped.

11.3. However, PES tend to have limited specialized training for career guidance personnel. Because this type of training's target is the development of organizational and administrative skills than career guidance competencies.

11.4. Many groups of unemployed persons have completely different from their characteristics and problems (example for women returning to work after child-rearing, older workers, people with disabilities and ethnic minorities). Where the career guidance available to them not fulfill for their distinctive needs.

11.5. These community-related career guidance services are very close to the needs of citizens and where it is more effective in filling targets of adult groups.

11.6. Through providing this career guidance services to unemployed adults many country are significantly progress in modernizing way. The PES is excessive use in many countries. But it is

very cost-effective to delivered, such as outreach-work through related self-service, professionals, ICT, one-stop shops or services of differing intensity to needed in different levels.

XII. Career Guidance and Education for Disadvantaged Group:

12.1. In some countries have found an effective level between extensive career guidance services available equal for all and target to give special priority to some disadvantaged groups who have some specific needs.

12.2. The career guidance help and identity, motivate of under-achieving student for significantly down the drop-out rates and to attract disaffected young for back into education and training.

12.3. For achieving life's goals of many marginalized and disadvantaged groups targeted by career guidance services through formal institutional context. So, it is a challenge to reach out to these groups and give familiar or bring them in the mainstream society.

12.4. This training and education program design for some disadvantaged group's need for good career guidance elements to promote engagement with learning and many course completion and to secure fulfill transition to sustainable employment.

XIII. Improving Career Information:

13.1. Today there is a huge gap between the collected product market information and its transformation in real places. Where career guidance is helping us to learn about proper knowledge of working material.

13.2. Many industries provided shortages of skill courses. Where youth people and adults know about these skill developed course very little. So in the present day, it has become very important to develop this type of skill-based course.

13.3. Updating career-related information today is a major challenge for excessive and improved for any person as well as the country. Where those countries with relatively low Gross Domestic Product (GDP) per capita.

13.4. However, it is seen that some countries' career guidance related information is not extensive and very poor qualities. Which are serious problems for the possibility of good citizens making a well informed and satisfying career decision.

13.5. There is a lack of collaboration between various government agencies with particular, between education and labour portfolios, in particular between national and regional

governments for providing and sharing proper career guidance information. So, this leads to costly, fragmentation, lack of transparency and comprehensiveness.

13.6. There is much lack of collaboration results in a failure to integrated information on the information on education, the content of jobs and training options, and information about product-market supply and demands. These problems are closely related to integrated career information with career planning tools, self-assessment tools, and job search tools.

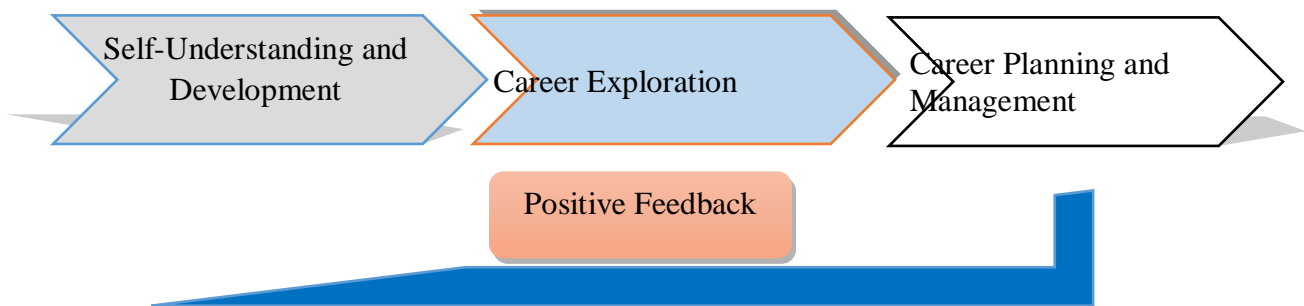
13.7. A lot of career guidance and educational information are produced in private sectors. However, only some countries have either voluntary guidelines or mandated standards for information collection, dissemination and production for career information by the private and public sectors.

13.8. Our government makes very little use of expertise in the private sector for marketing and in media when they produce and published career information products. So, as a result, a lot of career guidance and educational information is uninteresting, poorly planned, and does not reach the actual goals.

13.9. Very few career guidance information is design for using research as per client needs through different types of career guidance information and it is used with little importance on their preferences in different ways of delivering it.

13.10. Today is modern situations based on ICT. But we can't see ICT linking with for providing career guidance and educational information. Where this ICT-based system can give people a much more flexible, interesting and intuitive way to learn and understand career guidance education.

XIV. Three Components of Career Guidance about Life's Planning:



XV. Conclusion:

So, it is significant challenges for changing the conventional system to modern career guidance service for helping people to decide courses or a good job, through the broader development of career guidance management skills. For educational institutions, it means to build a good career education in the curriculum and linking it with students' overall developments. Some countries already have integrated it with school core subjects. Where career guidance and educational service remains concentration around the last or end of compulsory schooling. In school levels' secondary and tertiary education, these career services focus on immediate choice for wider decision making and personal development. We know this service is very complex in making career guidance more available to adulthood. But Career Guidance is very much effective to our career achievement and as well as life achievement if it became starting in our institutions.

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