

CAREER GUIDANCE: A KEY TO SUCCESS IN LIFE

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Paper Received On: 25 OCTOBER 2022

Peer Reviewed On: 31 OCTOBER 2022

Published On: 01 NOVEMBER 2022

Abstract

Career guidance plays a vital role in helping product markets work and education systems to meet their goals. Because the choice of a career is one of the most crucial decisions one makes in life. It should be taken with discussion of different career experts. 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. 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 to improve Career Guidance for making student's beautiful life as well as for all of us. Career is by choice not by chance. Career Guidance is the guidance given to individuals to help them acquire the knowledge, information, skills and experience necessary to identify career options and narrow them down to make one career decision. This career decision then results in their social, financial and emotional wellbeing throughout. Career Guidance is given on career related problems and education.

Index Terms: Career Guidance, Innate capacities, social Mobility, lifelong learning.



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Objectives of the Study

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

- To know about the concept of Guidance and Career Guidance.
- To know about the main objectives and needs of Career Guidance.
- To elicited the importance of Career Guidance at the Higher Secondary School level.
- To point-out for improving Career Guidance.

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 form, Career Guidance elicited upon a number of disciplines, like education, sociology, psychology and labour economic, 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.

Concept of Guidance

In general, Guidance means helping students to know wise choice and solve their educational, personal and vocational problems. It is a process, through students are assisted in making adequate adjustments to life's situations. It is an organize service which aims to help the students 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’).

Characteristics

- Guidance is process of understanding one's self.
- It is a process to know one's relation to other people.
- It is a service to understand solving personal problems.
- Guidance is a process to able to make decisions.
- Guidance is a process of understanding the society members.

Definition of Career Guidance

The word “Guidance” is defined as the process of directing conduct. Career Guidance can be defined as a comprehensive, developmental programme designed to assist individuals in making and implementing informed educational and occupational choices. In simple words it is a journey on which people develop to make mature and informed decisions. It is the act of guiding or showing the way. It is the act of seeking advice.

Definition of Career Counselling

Career Counselling is a type of advice- giving and support provided by career counsellors to their clients, to help the clients manage their journey through life, learning, and career. It is a process that will help the students to know and understand themselves and the world of work in order to make career, educational and life decisions. Career Counselling is the process of exploring career choices, options and directions by bringing out interests, skills, values and aptitudes.

Objectives of Career Guidance

- To provide quality life planning education and proper career service which are classified with our developmental needs of different stages of growth.
- To create good career decisions according to the students’ abilities, interests, orientation etc.
- To make responsible and informed choices on our education, career goals and other aspects for leading to meaningful life.
- To assist in adapting and managing to the transitions of life from school to the workplace.
- Career Guidance prepared us for the actualization of life potential through the pursuit of our personal and career goals.
- It assists to understand our own career and academic aspirations.
- It develops positive attitudes towards learning and works.
- It connects our career and academic aspirations with everyone’s development and life-long learning.
- It helps to properly utilize the acquired knowledge, attitudes and skills whenever necessary.

Needs for Career Guidance

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

- Career Guidance assists us to know self-understanding and self-directions. It helps in understanding one's strengths and limitations. And helps individual to developed own ability to solve problems and to take decisions.
- It needed for knowing the optimum development of individuals and solve different problems.
- For Academic growth and developments.
- To Understand vocational maturity, vocational adjustments, and vocational choices.
- Social and personal adjustment for a better life.
- And it helps to ultimate national development.

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

Career Guidance in Higher 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 higher secondary level, they need to choose from the base of courses in different streams available in the country and from special skills training courses available the community. Students also need to fix future academic and vocational goals after the +2 level. Because, this level demand 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
- Assessment

Career Guidance and Education in Higher Secondary Schools

In Compulsory School Level

- 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 Higher Secondary School students to explore qualities made for his/her systematic life.

- 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 parts of the process that helps them to transition life smoothly.
- In current days Career Guidance is important to present in the curriculum at the Higher Secondary School level, either as a separate subject. That is to meet the goal of Higher Secondary students and developing their future careers.

Organizations of Career Guidance Service in India

National level guidance and counselling Institution

- National Council of Education Research and Training (NCERT, New Delhi, 1961).
- The Department of Education Psychology and Foundation of Education (DEPFE, New Delhi)
- Pandit Sunderlal 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.

State Level Guidance and Counselling Institution

- State Bureaus of Educational and Vocational Guidance (Punjab).
- Guidance and Counselling Cells.
- Units in SCERTs/ DIETs.
- Employment Exchanges/University Employment Information and Guidance Bureaus.
- Guidance and Counselling Cells in Psychology/Education Departments of Universities and Colleges/ Counsellor Training Institutions.
- Child Guidance Clinics.
- Vocational Rehabilitation Centres.
- NGOs/Private Practitioners.

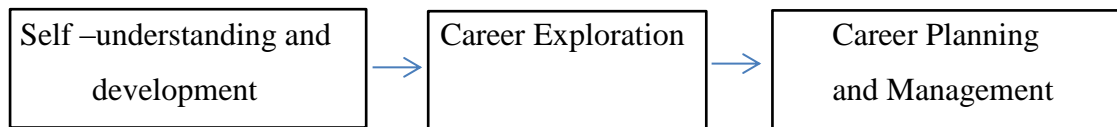
Improving Career Information

- 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.

- 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.
- Updating career –related information today is a major challenge for excessive improved for any person as well as the country. Where those countries with relatively low Gross domestic product (GDP) per capita.
- 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.
- 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.
- There is a 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.
- 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.
- 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 is uninteresting, poorly planned and does not reach the actual goals.
- 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.
- 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.

Three Components of Career Guidance about Life's Planning



Conclusion

It is significant challenges for changing the conventional system to modern Career Guidance service for helping students 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 Higher Secondary School levels', the career services focus on immediate choice for wider decisions making and personal development. We know this service is very complex. But Career Guidance is very much effect to our career achievement and as well as life achievement if it became starting in our institutions.

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