



# The Need for Career Guidance Programs and the Role of Counselors in Supporting Career Development: A Review of Literature

## Empowering Individuals to Navigate Career Transitions and Achieve Professional Success through Effective Counseling

**Bhanu Priya Swain, Behara Shrivatsava Patnaik, Basavaraj, B Giridharan**

<sup>1</sup>Designation of 1st Author-Student Corporate Relation Executive at GIBS Business School,

<sup>2</sup>Designation of 2nd Author- CSR Executive at GIBS Business School

<sup>3</sup>Designation of 3rd Author- Student at GIBS Business School

<sup>4</sup>Designation of 4th Author- Student at GIBS Business School

Global Institute of Business Studies, B School, Bangalore, India

**1.1 ABSTRACT:** This research aims to provide career guidance to individuals who are uncertain about their career paths. The study will explore various factors that influence career choices and provide insights into the importance of self-awareness, education, and experience in career decision-making. The research will also examine the role of career counselling, mentoring, and networking in helping individuals to navigate their career paths. The research will employ both qualitative and quantitative research methods. The qualitative method will involve in-depth interviews with individuals who have successfully navigated their career paths and those who are struggling to make career decisions. The quantitative method will involve administering questionnaires to a larger sample of participants to identify common trends and patterns in career decision-making. The findings of the study are expected to provide insights into the factors that influence career decision-making and to help individuals make informed decisions about their career paths. The research will also contribute to the development of career counselling programs that can assist individuals in making successful career transitions.

### 2.1 INTRODUCTION

Choosing a career path is a crucial decision that can have a significant impact on an individual's life. However, with so many options available, it can be overwhelming for individuals to make an informed decision about their career paths. This is where career guidance programs come in, providing individuals with the necessary knowledge and resources to make informed decisions about their career paths. In this report, we will discuss the effectiveness of career guidance programs in helping individuals make informed decisions about their career paths.

### 3.1 NEED OF THE STUDY.

Several career guidance programs have been developed to help individuals make informed decisions about their career paths. Studies have shown that these programs are effective in providing individuals with the necessary knowledge and resources to make informed decisions about their career paths.

In today's extremely tough competitive world people are continuously losing hope to survive on this planet, due to various reasons like large population, tough competitions, and various difficulties that children are facing but gradually students are realizing that they want to pursue a career in which they are passionate about. But in reality, most of the students unable to identify this passion and for that the most reliable way to find out their career passion, Career counselling holds huge significance in the student's life which can simply turn around the scenario upside down for them.

#### 4.1 WHY DO WE NEED A COUNSELLOR?

Once the famous German-born scientist Albert Einstein said that – Everybody is a genius but if you judge a fish by its ability to climb a tree, people will believe that the fish is quite stupid. The fish's best ability is to swim in the water. The value here is that each person or a child possesses a unique character and to pull out that unique character the concerned person needs a mentor or a counsellor. These days life is becoming full of challenges and with so many career opportunities students are getting confused and puzzled up in making the right decision and therefore career counsellor with his counselling, advice, analysis, research can play a major role in making the right decision for students.

#### 4.2 WHO NEEDS CAREER COUNSELLING AND WHY IT IS EXTREMELY IMPORTANT?

As human beings, each and everyone needs guidance so that he/she can improve performances. Now few points through which career counselling can help in making careers: –

##### 4.2.1 PICKING UP THE RIGHT CAREER

Career counsellor's expert can analyse your interest personality character through which you can evaluate yourself with the best possible career options which suit you.

##### 4.2.2 DECIDING TIME TABLE AND CAREER STRATEGY

Career counselling not only helps in making you a great personality but it will help you to make you a more organized and a better person by various modern methods.

##### 4.2.3 HELPS IN GAINING RIGHT SKILL.

Career counselling helps you to gain focus which can truly reflect in our deeds & work.

Career counsellor can also interact via various means of communications so that student can easily learn and interact with them.

#### 4.3 VARIOUS OTHER SKILLS THAT CAN BE LEARNED VIA CAREER COUNSELLING

1. Through different career counselling sessions students can develop a problem-solving attitude which can be helpful in resolving their career queries.
2. According to various reports it is said that a student can learn a lot more through Communication skills therefore the student can enhance his communication skills.
3. Student can research on himself with the help of a counsellor to explore new opportunities according to the latest trends.
4. Career counsellor always helps the concerned student about having patience and also help them to learn about listening skills.

For example, a cricketer needs a coach to guide him, a student needs a teacher to teach him similarly a person who is unable to decide about his / her career needs a counsellor for counselling.

If we were to draw a parallel between the youth of today vis-a-vis the previous generations, today's youngsters seem to be better equipped with knowledge and skills. This can be attributed to the fact that they are more exposed to technology and have additional years of education than their predecessors before they enter the workforce.

Despite this tremendous advantage, a huge percentage of young people struggle to find suitable employment. Recent studies have revealed that as much as 90% of students opt for a wrong career path due to a lack of career guidance and the persisting gap between skills and aptitudes.

#### 4.4 CAREER CONFUSION

Despite acquiring higher education, a majority of students aren't sure about what career is best for them. This demonstrates that academic scores aren't the only thing important for securing good placements and having a great career. There are several factors that affect a student's career journey.

Understanding the Significance of Career Guidance and Student counselling. The United Nations Educational, Scientific and Cultural Organization

(UNESCO) elucidates that the career counselling of youth comprises of four main components:

- (a) providing assistance to the individuals to acquire greater self-awareness in areas such as interests, values, abilities, and personality style,
- (b) linking individuals to sources so that they can become more well-informed about occupations and professions,
- (c) involving human beings in the decision-making process so that they can choose a career path that is well suited to their own interests, values, abilities, requirements and personality style, and

(d) supporting individuals to be dynamic administrators of their career paths including management of career transitions and balancing various life roles as well as becoming lifelong learners in the sense of professional development over the lifetime (Career Development, n.d.). There have been individuals who choose career counselling as a profession and provide guidance and assistance to individuals who need counselling regarding the selection of subjects or programs. When individuals graduate from high school; they are at times confused between two or more fields or subjects, when they have the required percentage and both engineering as well as medical college offers them admission, then they seek career counselling whether they should choose to become an engineer or a medical doctor. Career counselling and guidance is provided to an individual on the basis of one's interests, abilities, requirements, values and personality traits. Career counselling and guidance is provided to an individual on the basis of one's interests, abilities, requirements, values and personality traits.

As many evidence-based concepts in psychology suggest, there are two major players in every career success: aptitude and interest. Aptitude is the inborn capacity that develops in the process of human growth and matures during the time. The aptitude, the natural ability of the brain to perform tasks spontaneously and in ease, gives people confidence, perfection and satisfaction in any position in each career. In India, except a few metro cities, psychological tools to assess the inner potential of young people are scarce. The scientific psychological assistance young people receive in the developed countries is often replaced by pitiable parental guidance, unprofessional teacher's advice or neighbors' naive directions and friend's sympathetic influence. Studies identify the role of IQ, parental socioeconomic status, parental control, the impact of available courses in the nearby colleges, economic security needs and popular social values become influential factors for young people to choose their career in India. A study done on college placement cells in Kerala identified the non-availability of psychological testing services in the urban and semi-urban areas leading to young people's surrender to parental compulsion. Identifying this natural talent plays a crucial role in discerning the right education for skills development and career path for every single success. Similarly, interest for a specific job, though it changes as people grow, and open to many existential realities of life, need to go in tune with their inner talents. Only when both these factors (aptitude and interest) merge amicably, one can expect optimal success in his or her career.

Services intended to assist individuals, of any age and any point throughout their lives, to make educational, training and occupational choices and to manage their careers.

#### **They include three main elements:**

- Career information, covering information on courses, occupations and career paths. This includes labor market information. It may be provided in print form, but increasingly is web-based in nature.
- Career counselling, conducted on a one-to-one basis or in small groups, in which attention is focused on the distinctive career issues faced by individuals.
- Career education, as part of the educational curriculum, in which attention is paid to helping groups of individuals to develop the competences for managing their career development.

This reflects a move from a psychological to a pedagogical approach: from testing to tasting, with a primary focus on helping individuals to develop their career management skills. At the same time, there is evidence from a Dutch study in vocational education that concretes learning experiences need to be accompanied by opportunities to participate in career-oriented dialogues if students are to develop career competencies effectively.

Having been familiarized with only a chosen few out of the myriad of work spheres out there, throughout school, a student steps out into the world with a narrow view. They are then bombarded with choices that they either never give much thought to or overthink about. This is where career counselling steps in. As a country that has never been one to invest in counselling of any type, we have failed to provide guidance, a beacon, a pathfinder, that our young generation desperately needs.

India ranked 139 out of 149 countries in the annual World Happiness Report 2021. And of the numerous factors that contributed to this low happiness index, job dissatisfaction is a major factor. The biggest issue with the Indian population has been that we make choices by limiting ourselves to the narrow spectrum of opportunities that we are familiar with.

The education sector has also been constantly changing in the past decade. The introduction of smart classrooms, online/digital learning, National Education Policy, and the likes have opened the sector to a promising future. As the technology evolves over time, newer techniques, and methods to blend education and technology have also come up. One of the resulting trends of these changes has been ease of access to the psychometric tests that have been in use for decades in various capacities. Psychometric tests are tools to objectively assess, measure, and identify a person's personality traits, aptitude, intelligence, skills, cognitive abilities, and behavioral styles. These are being increasingly used in career counselling to match students and employees to a suitable career or role. Career counsellors are using such tests to determine a student's absolute potential, innate skills, and interests. The psychometric test is the key to self-realization. A self-aware person understands his/her personality traits, it helps to lock the goals and the need for upskilling to the right skills to achieve the goals.

#### **4.5 IMPROVING CAREER INFORMATION:**

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



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.
5. There is a lack of collaboration between various government agencies with particular, between education and labor 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.
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.
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.
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.
9. Very few careers 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.

India's biggest asset is that we are home to a fifth of the world's youth demographic. According to the Ministry of External Affairs, this demographic will prove an advantage to us, if properly sourced, till 2055. Yet, companies are faced with a lack of suitable candidates due to the skill gap as newer professions are added and existing professional roles are changing. The existing workforce needs to upskill themselves to adapt to these dynamic roles. The young generation needs to receive exposure to the countless, unknown career opportunities out there. They need to know themselves and make choices with the help of career counselling experts.

The past few years have brought about more changes than we can cope with the post-pandemic world has already left us all mentally exhausted and dormant. Recovery is in order. And skill deficit is one of the many aspects of this recovery. Bridging the gap between the students' skills and employable skills needed by the students is the need of the hour. Most of the students are unaware of the additional skills required in the constantly changing environment to explore greater opportunities. In these uncertain scenarios, career counsellors embody the guiding light for the students by assisting them to understand their passion and goals, and work towards acquiring the skills needed to achieve their goals. Right counselling and guidance are the most important avenues to bridge the gap between skills and employment, parents, students, educational institutions need to explore it to the fullest to recover our country from the still deficit crisis.

In India, 93 percent of students have no idea what career options are available to them right now.

It becomes extremely important to know what kinds of careers will be available in the near future and develop skills that will hold them in good stead in the coming years.

Career counselling is the panacea for people who are confused about the potential paths they should pursue in their higher education and career aspirations.

If adequate career counselling is provided in school itself, students will be able to enter the world of higher education and careers armed with self-knowledge and information on important questions like what to study, where to study, what kind of job they would like to do, and how their chosen education path can help them reach career and life goals they aspire to.

When students are given the resources and guidance to explore their interests and related careers, there is a very high probability of job satisfaction and purposefulness later in life. Not only does career counselling help with information, it can also guide students on the skills they need to develop to succeed.

The post-pandemic world needs more soft skills in the workforce than ever before -- flexibility and adaptability, resilience, the potential to learn and unlearn, and problem-solving skills so people can continuously adapt as the world changes. These are skills that cannot be taught in classrooms, but need to be nurtured over time.

In times of external stress, people are forced to look within and find joy in their everyday lives. Since our jobs make up a great chunk of that life, it is extremely important that they give us a sense of purpose and happiness.

Career counselling for students in schools is an extremely critical tool as they seek to make long-term decisions about careers and higher education, helping them by assessing their skills, needs, and desires in order to find a career that suits them and brings them fulfilment.

## 5.1 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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