

IMPORTANCE OF VOCATIONAL GUIDANCE TOWARDS CAREER DEVELOPMENT – A NARRATIVE REVIEW BASED ON LITERATURE

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ABSTRACT

Introduction: Guidance is beneficial for the individual as well as to the society. Vocational guidance helps an individual by providing assistance in solving problems relating to choice of career, occupational change and adjustments.

Method: A systematic search was conducted with PRISMA guidelines. The search was completed by 11th of July 2018. Two databases were examined: PubMed and EBSCO.

Results: The search identified 200 articles initial matches which were screening by inclusion and exclusion criteria. Seven full text studies included in this narrative review and it does confirm that there is a relationship between vocational guidance and career development, but studies were heterogeneous to permit systematic meta analysis.

Conclusion: The findings suggested that Vocational guidance is a continuous process, the fundamental principles of which are the same irrespective of the age of the individuals being counselled. These principles have an immediate importance for the welfare of individuals everywhere and for the prosperity of all countries. This narrative review noted that, when students see that there is relevance between their studies and future career aspirations, they tend to exhibit more involvement and motivation in school. Result of this narrative review was important for the researcher's interests to find out the evidence regarding the importance of vocational guidance towards career development.

Keywords: Vocational guidance, Career development, Education, Employment, Counselling.

INTRODUCTION

Opportunities don't happen, you create them

Giving young people the tools and knowledge to realistically plan for their futures is a primary goal of education. Guidance is beneficial for the individual as well as to the society. It helps an

individual by providing assistance in solving problems related to choice of career, occupational change and adjustments. From the standpoint of the society, it is one of the means of achieving proper utilization of manpower. Indirectly, it helps in raising productivity and in minimizing

unemployment/under-employment. Vocational guidance is vitally important for today's youth, who are more than ever "motivated but directionless" (Schneider & Stevenson, 1999). Conference of International Labour Organization (1954) stated that "Vocational guidance is an assistance given to an individual in solving of problems related to occupational choice and progress with due regard for the individual's characteristics and their relation to occupational opportunity. Worldwide, western nations have done much work concerning vocational guidance, particularly in the U.S.A. in India vocational guidance is not easily available as few other technical and specialized services. Besides the efforts of government of India, have also opened some of the centers this in turn is supplemented by non- governmental agencies, Among them Y.M.C.A. and Rotary Club have achieved things that a nation deserves. Even a little progress in the direction of vocational guidance for a large country like India is worthy of praise. Guidance has been defined and understood differently by different people, administrators, statesmen, philosophers, leaders and educationists in different time for which guidance has two types of meaning—one is old or traditional meaning and another is modern meaning. Like other contents and subjects, the modern meaning of guidance came into picture when the emphasis shifted and more attention was given on economic problems, placement or employment and occupational trends. After that it became a felt need to provide more and more assistance to the employers in order to make him effective in his work. This

trend is continuing now in the rapid manner covering all the disciplines of humanities, arts, science, commerce and professional sectors. So the modern meaning of the concept "Guidance" doesn't restrict itself to any one discipline. Hence it is being influenced by sociology, economics and education. Literally, guidance means to direct, to point out and to show the path. But guidance is not exactly the process of directing while directing one imposes his opinion on others. Rather guidance means providing some help or assistance to somebody. If we accept this meaning, guidance will be as old as mankind. Because man at each and every stage or sphere of life needs guidance from others. If this will be the meaning of guidance then this treatment will come under the purview of a very broader and general meaning of guidance which will also convey the modern meaning of guidance. But in narrower view and perspective, guidance is interpreted as a specialized service to help the individual to solve certain major problems—personal, educational, vocational and the like. In fact, the term guidance interpreted so far is not properly defined and accepted. The reason is that for some it is a concept, a point of view, for others it is a process and for others it is a group of services and for some it is a field of study. So guidance is accepted as both a concept and a process and must be interpreted accordingly in the educational process. As a concept, guidance is concerned with the maximum development of the individual to make his own decisions. As a process, it makes the individual aware of his abilities and potentialities. The purpose is to make

him confident in selecting appropriate course of action for adjustment in various walks of life and helping the individual for balanced development. To have a clear cut picture and better understanding of the term guidance, let us have a look on the definitions given by some experts in the concerned field or area. The Federal Employment Agency plays a key role in integrating young people into the workplace and training system, as it offers vocational guidance and career counseling to youth and adults. The Agency compiles information on the supply and demand of training places and jobs in a variety of ways, including job and employment listings on the Internet; advertisements in printed media; and the job and training placement services of employment offices. The Employment Agency can also assign the placement task to private labour market service providers. The authorities providing basic income support for jobseekers support young people eligible for benefits in being placed in work and training. The scope of guidance is too wide. In the words of Crow and Crow, "Guidance touches every aspect of an individual's personality- physical, mental, emotional and social. It is concerned with all aspects of an individual's attitudes and behavior patterns. It seeks to help the individual to integrate all of his activities in terms of his basic potentialities and environmental opportunities." Any needy person can be guided. This can include the persons of different age, different interests, various characteristics and persons of different nature. Hence, we cannot draw boundaries around the process of guidance.

Career counseling and **career guidance** are similar in nature to other types of counseling (e.g. marriage or clinical counseling). What unites all types of professional counseling is the role of practitioners, who combine giving advice on their topic of expertise with counseling techniques that support clients in making complex decisions and facing difficult situations. The focus of career counseling is generally on issues such as career exploration, career change, personal career development and other career related issues. There is no agreed definition of career counseling worldwide, mainly due to conceptual, cultural and linguistic differences.^[1] This even affects the most central term counselling (or: counselling in British English) which is often substituted with the word guidance as in career guidance. For example, in the UK, career counseling would usually be referred to as careers advice or guidance. Due to the widespread reference to both career guidance and career counseling among policy-makers, academics and practitioners around the world, references to career guidance and counseling are becoming common.

NEED OF THE STUDY

In some of the recent studies it is mentioned that the world is filled with various career choices ranging from medicine to mass communications, engineering to event management and marine biology to information technology. To select the right career from the various options available today has become a daunting and challenging process. A large number of students continue to choose a career based merely on the fact that their friends are doing the same thing or because their

parents told them to do so. This, however, may not be the best way to go about it. In this manner the objective of vocational guidance is the proper and complete utilization of a nation's manpower through helping the individual to achieve his development and satisfaction in his profession. Hence, it was found essential for investigating the importance of vocational guidance. This review is defined to summarize and report the importance of vocational guidance. The concept emanated from the fact that:

1. Both human personalities and the economic order are in the process of continuous Change and development.
2. People differ in their potential and capacity for work, but can qualify for a number of occupations.
3. Each occupation requires a characteristic pattern of abilities, interests and other Personal qualities;
4. There are variations among individuals with respect to the nature and tempo.
5. The career pattern of an individual is influenced by parental and socio-economic Factors as well as unique patterns of abilities, interests and other personality Characteristics.
6. Vocational guidance is a long process extending through the school and working life. Hence, there is a need to:
 - a) Possess a thorough knowledge of aptitudes and interest patterns.
 - b) Study personality traits that are important for successful adjustment and achievement.

- c) Have a knowledge of unique patterns of physical and health assets and liabilities.
- d) Know about temperamental trends, needs, attitudes, values, aspirations, ambitions, general mental ability, socio-economic status .etc
- e) Have adequate information regarding the world of work.

AIM

The aim of this narrative review is to find out the evidence regarding the importance of vocational guidance in career development.

OBJECTIVES

To conduct a narrative review examining and analyzing the importance of vocational guidance-

- To suggest measures for enhancing the employability of an individual or groups of individuals.
- To offer assistance to an individual or groups of individuals in preparing to choose, change and adjust to occupational life.
- To evaluate the strengths and weaknesses of the individuals and match them with the job requirements.
- To generate awareness and appreciation of the realities of employment market in the community.
- To collaborate or co-operate with other agencies in the field of guidance to stimulate and promote joint efforts.
- To promote self-employment.

MATERIALS AND METHOD

Eligibility criteria of the articles were done on the basis of the following criteria:

- Qualitative approach
- Longitudinal design

Search Strategy Method: This narrative review is consistent with the Preferred Reporting Items for Systematic reviews and Meta-Analysis (PRISMA) guidelines. A comprehensive screening was performed using two databases – PubMed and IJVG. The search was till 5th JULY 2018. All relevant titles and abstracts were read to assess the eligibility based on inclusion criteria. After reading the full-texts, the researcher removed non relevant articles where potentially relevant Articles were evaluated by the other author to confirm eligibility. Initial search retrieved 200 articles over which 10 were selected manually. 40 articles were excluded because of duplication in two databases. 24 records screened, then out of that 15 were excluded full-text not related to the topic Hence, 7 articles were screened which include 6 quantitative studies and 1 qualitative study. Researcher excluded books, were published in the languages other than English, manuscripts, conference abstracts without full text and non- full- text articles.

RESEARCH DESIGN

- Quantitative approach (exploratory design)

Table 1: A detailed description of included studies

Author & year	Research design	Findings of the study

Type of Participants:

- Students

Settings:

- Schools and colleges

Outcomes:

The primary outcome is that there is effect of vocational guidance on students in terms of employment opportunities.

Publication Time Scale:

Articles included in this narrative review from 2004 onwards.

Availability of Full-Text:

Studies availability in full text form in two databases include: PubMed and IJVR.

FINDINGS

There were very limited studies published on the Importance of vocational guidance towards career development. Search strategy screened 200 articles, and no additional article was screened by bibliographies and reference list. All the, three studies revealed that vocational guidance increases the employment opportunities. A detailed explanation of the three studies is given in Table 1. The sample size ranged 6200 participants.

Oliver & Spokane, 1988	Intervention study	Career intervention positively influenced subjects' career decision-making, understanding of careers and career-related adjustment. They found that career interventions have the most impact on the development of career decision-making skills, as compared to other possible outcomes (such as career-related knowledge or career-related self-concept development).
Whiston, Sexton & Lasoff (1998)	Intervention study	Career guidance interventions have a positive (though moderate) effect on intervention group rather than comparison group. They also found that interventions were successful with most age groups like junior high school.
McWhirter, Rasheed, & Crothers, 2000.	Comparative study	Participants in a high school career course saw small but statistically significant increases in both their career decision-making and vocational skills self-efficacy, indicating that they felt better able to make career-related decisions and perform career-related tasks than a comparison group, and these gains were maintained over time. Students in the course also increased their expectations that they would obtain a satisfying career, although these gains did not last after the course ended.
Watts and Fretwell, 1977	Case study	Career guidance and orientation services have been defined as services intended to assist individuals, of any age and at any point throughout their lives so as to make educational, training and occupational choices and to manage their careers. They include three main elements: (1) Career information, (2) Career counselling, and (3) Career education. Career guidance in schools usually focuses on career information that provides information on courses, occupations and career paths; it also includes labourmarket information.

		The aim of Career counselling in schools is to hold a one-to-one interview or in small groups, distinctive career issue faced by individuals such as career in education, as part of educational curriculum, and attention is paid to help groups of individuals to develop their competence to manage their career development.
Bysse, Hughes & Bowes,2002.	Exploratory study	Researches revealed that career guidance increases job exploration and search activities among jobseekers, thus, it is proven to be helpful in reducing unemployment by informing people to improve their qualification and seek new kinds of jobs in different areas.
Lapan, Gysbers & Sun, 1997).	Descriptive study	An American study found that providing comprehensive guidance services to students at schools can have a positive impact on the quality of their educational and professional decisions, and also on their educational performance and the overall climate of the school. .
Perry, Liu and Pabian (2010)	Descriptive study	When students see that there is relevance between their studies and future career aspirations, they tend to exhibit more involvement and motivation in school. The ECG lessons will provide students with opportunities to explore and investigate various industries, jobs and possible further education options, enabling them to see the relevance between their studies and aspirations. This heightens learning motivation and engagement.

SUMMARY OF FINDINGS:

This narrative review was conducted to find out the evidence of importance of vocational guidance towards career development. As reported

searching the evidenced for the important question of Does vocational guidance is necessary for career development .seven of the evidence reviewed that vocational guidance gives assistance to an individual to choose a vocation,

prepare for it, enter upon it and progress in it. In other words it helps a

person to have a satisfactory vocational adjustment. Studies reported that there was significant correlation between vocational guidance and career development. Overall, current findings increasingly support that vocational guidance given to an individual in solving of problems related to occupational choice and progress with due regard for the individual's characteristics and their relation to occupational opportunity. Summing up, the majority of study supported that vocational guidance is necessary to develop and accept an integrated and adequate picture of himself and of his role in the world of work, to test this concept against reality and to convert it into reality with satisfaction to him and benefit to society. Vocational guidance is geared towards young people and adults. In particular, vocational guidance comprises the provision of advice and information about the choice of a career, specifics on individual careers and career requirements, ways of funding vocational education and training, important trends in the world of work, information on the situation and development of the labour market, and advice on how to find employment or a training place. The vocational guidance counsellors work together with interested adolescents and young adults to ascertain goals and objectives, and identify vocational opportunities and alternatives.

Young people wishing to study can avail of special study advisory services at their local employment offices. One-on-one meetings can be

arranged with vocational guidance counsellors at the employment offices to discuss the choice of study programme, entry requirements and other requirements of the degree courses, employment prospects and financing schemes. Systematic career counselling seeks to have a positive influence on the choice of career and thus the future personal and professional life of youth and young adults. Comprehensive information on vocational training, the responsibilities, requirements and prospects associated with various professions, as well as information on employers, ways of accessing and funding vocational training, and developments and trends in the training and labour market help young people to choose their future career path. Identifying people's individual interests, skills, competencies and talents is central to making a reliable choice of career. In this context, information is also provided on job application processes and closing dates for applications. Talks held in schools with senior-year pupils, career counselling events at career information centres (BIZ), as well as a wide range of digital and printed media, provide a framework for encouraging young people and adults to specifically discuss and examine these issues. Furthermore, the Employment Agency can also support pupils at general schools by providing career counseling programmers so pupils are better prepared to choose their future career. These programmers are implemented by educational institutions on behalf of the Employment Agency, and require at least 50

percent to be co-funded by third parties, usually the Länder.

FUTURE SIGNIFICANCE:

The results extended in this review supports that vocational guidance is necessary as it plays vital role in developing expectations and capabilities from the earliest age. Choosing a career is a serious concern for students soon after completing 10th standard when one is required to make a choice of subjects for 11th grade. While still very young, many of us hardly know what is good for us and which field is best. Vocational guidance for students and adults is one of the best ways to choose the right career path. With a plethora of career choices out there, sound vocational guidance plays a pivotal role in ensuring that right career choices are made. This is rewarding, considering that an individual can choose the right career path as per the strengths and talents he possesses. Very few published articles evidenced the Importance of vocational guidance towards career development. Therefore, research is needed to prove the exact relation between vocational guidance and career development and higher methodological qualities is needed to reduce the risk of bias. Thus guidance is a continuous, complex, dynamic and comprehensive process. Guidance is concerned with educational, vocational and other problems along with personal problems. Guidance work can occur anywhere and can be provided even through magazines, books and correspondence.

Strength:

- There is no previous narrative review on the importance of vocational guidance towards career development.
- A systematic search consistent with PRISMA guidelines.

LIMITATIONS:

- This narrative review is having a potential limitation that researcher excluded manuscripts of different language except English and conference studies without full-text. Database search was limited.
- Search strategy was refined to importance of vocational guidance towards career development.
- Meta-analysis will give more accuracy to findings.

RECOMMENDATIONS

Based on all 7 studies which included in this narrative review, importance of vocational guidance towards career development. After analyzing these studies, some valuable points are found which are:

- Special measures should be taken on a co-ordinated basis, to promote public and private research and experiment in methods of vocational guidance.
- The public employment service should co-operate in such research.
- Wherever appropriate in the circumstances such research should include examination of such questions as-

(a) Methods of interviewing;

- (b) The analysis of the requirements of the different occupations;
 - (c) The provision of industrial and occupational information appropriate for vocational guidance;
 - (d) Aptitude and other psychological testing;
 - (e) The development of model vocational guidance forms; and
 - (f) The measurement of the result of vocational guidance.
- Systematic efforts should be made by the authorities responsible for vocational guidance in co-operation with employers' and workers' organisations and where appropriate with other bodies concerned, to promote wide public understanding of the purposes, principles and methods of vocational guidance.

CONCLUSION

A vocation is a career or calling and the word is derived from the Latin vocare, which means "to call." Vocational guidance means helping someone find his or her calling or at least a suitable career choice. Vocations or careers can be loosely categorized into areas such as service, technical, mechanical, creative, health and business. Vocational training rather than vocational guidance is available at career colleges and this is usually for entry-level careers. For example, a career college with a health vocational curriculum may offer education and training

programs for nurse's aide and medical assistant careers, while business-oriented vocational schools may have marketing assistant and bookkeeping program offerings. A career college or vocational school differs from regular colleges and universities as the focus isn't on academics, but rather on training students for a specific career. Vocational or career colleges are also sometimes referred to as community colleges or trade schools. Vocational guidance is often started in high school although some high schools also have vocational training programs. Vocational exploration courses offer students the opportunity to research different career possibilities as well as learn which vocational areas they have aptitude or talent in. For instance, many vocational guidance classes give tests to the students that test their ability with numbers, words, mechanical concepts and many more subjects. Tests designed to measure an individual's personality traits, intelligence quotient (IQ) as well as his or her main values and interests are administered and analyzed by career counsellors. Researcher have done electronic systematic searched for and screened those studies that evaluated the importance of vocational guidance towards career development. The findings suggested that Vocational guidance is a continuous process, the fundamental principles of which are the same irrespective of the age of the individuals being counselled. These principles have an immediate importance for the welfare of individuals everywhere and for the prosperity of all countries. This narrative review noted that, when students see that there is relevance between their studies

and future career aspirations, they tend to exhibit more involvement and motivation in school. Result of this narrative review will be importance for the researcher's interests to find out the evidence regarding the importance of vocational guidance towards career development. The main purposes of the vocational guidance are to serve the individual and society, to prevent maladjustment and dissatisfaction, and to ensure efficient use of manpower. An individual's potentialities are discovered and developed through his own efforts for his personal happiness and social usefulness.

Conflicts of Interests:

There was no conflict of interest in this article.

Funding Sources:

It was not a funded research study.

Ethical approval & consent to participant:

In this narrative review, ethics approval and consent is not applicable.

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