
Career Education - Important Factor in Socio-Professional Integration

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ABSTRACT

Socio-economic changes at the national level have led to considerable changes in the education system. The labour market becomes more complex, so it the beneficiaries of educational services need to take realistic decisions regarding their career. This requires adjustments not only when one is employed but also throughout his/her education. To integrate into the labour market graduates must be prepared to adapt to new market and society requirements, which are always changing. This mechanism can be achieved only through knowledge of internal resources and their further development should be continuous preoccupation.

Keywords: *Career Education, Permanent Education, Educational Counseling, Professional Training, Counseling*

In the present socio-economic context, human integration in a society means, mainly, the professional accomplishment. The basic principle of the today society is quality education, an initial aspect in the development of general knowledge and, later, of professional formation. It is an activity which takes time and needs permanent and qualitative professional assistance.

“Every aspect of educational process implies both personal involvement and also external influences, which enable “to better understand the circumstances in choosing the professional route and to help the client/person in finding a comfortable and realistic professional identity. To set the necessary functional context for career guidance in order to assist a person in projecting his/her career mainly means to give equal chances for individual development and social integration”.

Furthermore, future graduate must have a clear image of what his/her career will look like; what job he/she will choose; which job will be the most suitable for him/her; what labor conditions and what motivations he/she will have in the following activity, as a whole, what a certain job has to offer according to personal expectations.

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Nowadays, this is a challenge for the society because migration had a marked effect on educational system which faces the lack of qualified teachers, especially in rural areas.

Another challenge is the professional training for career education. Career counseling asks for both good knowledge in the domain and for personal dedication. It is necessary to have a professional development during the years of activity and this is asked by the permanent changes and variations in socio-economic life which lead to adjustments in the career of a graduate or an employee.

G. Lemeni defines career as being “the professional route of a person through learning and work”. Other authors say that “career is promotion or advancement in the hierarchy of an activity or an organization that is, being successful”. Although the authors have different explanations for the concept, they still all emphasize the educational factor enabling reaching the success [7].

CONTENT

“*Career education* is an educational interference meant to develop the necessary skills and abilities to manage one’s career”. The fundamental function of career education is the formation-development of the necessary conscience to socio-professionally integrate in the present society.

The necessity of a permanent education is discussed in “Career guidance and projection in the context of permanent education” and it is considered to be premise, context and product of the existing interference between humans and their environment. This is done in a diversity of states and aspects and the author of the work, O. Dandara, underlines the idea that “career education, as part and method, is the main mechanism which enables the final, major purpose of education – a successful socio-professional integration of the individual”.

Even though the literature of the domain operates with such terms as career guidance, learning and professional guidance, career counseling, career education, all these terms are different from one another both theoretically and in terms of their influential area on the beneficiary.

They all have basic common activities but, the researchers try to demonstrate that they are characterized by different ways and distinct finalities.

The term career guidance covers the largest areas of activities, starting with information and evaluation to career counseling and education, being thus the concept to include the activities in the field. As for career counseling, it refers to the development of abilities of a person or a group of persons, necessary to solve specific career problems (indecision, anxiety, academic dissatisfaction, career plan etc., and, pointedly, it is a psychological interference).

Career education seems to be more efficient when the beneficiary is supported in choosing a career according to personal values, interests and abilities and when there is assistance in the

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decisions about professional future. This means that, career education must be part of the educational route a person selects to socially and professionally integrate in the society.

In his book, Mihai Jigau says that” career counseling must be an educational process, dynamic and continuous, corresponding to the system of interests, motivations and skills of the counseled; it must help the individual in personal development, being a stimulatory challenge and a source of satisfaction and affirmation. More than that, the beneficiaries of vocational counseling services must be informed about the socio-economic situation, at national, regional or local scale, and to have a perspective of the probable evolution of labor market while the professional guidance must harmonically bridge the abilities, the aspirations and the choices of the counseled person”.

Career decision making has an important significance in personal life, starting with the moment of determination the substance and the field of socio-professional activity. A correct reevaluation of personal potential-skills, abilities and knowledge has a considerable role. Career decisiveness is the result of individual and specific formation process performed by school and it appears as a vector to guide the beneficiary in society. This decision has to guarantee a balance between individual potential and socio-professional integration.

Counseling is a complex process with a wide range of special training base interferences. The word describes the human relation and the professional support given by the counselor to another person asking for assistance, the client.

Some other authors in the domain explain counseling as being” the process when the specialists in socio-human area guide the individual/the group/the communities by providing information, finding alternatives, aims identification:

- facilitating behavior improving changes;
- strengthening subjects’ capacity to face situations appeared in their evolution and
- growth, in moments of conflicts;
- supporting decision making process;
- improving interpersonal relations;
- learning the techniques to solve conflicts;
- stimulating personal potential in order to realize and efficiently use own abilities;
- reaching a superior point in personal independence in connection with personal and
- external limits;
- maximizing individual efficiency and teaching the subject to control the
- Circumstances around and the own answer to these circumstances”.

Given the present socio-economic conditions, labor market meets structural transformations which both employees and employers are obliged to get prepared to manage. These

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transformations directly influence the counselor's area of activity and cause changes in the job description and the occurrence of new occupations; they also imply new abilities at work, professional mobility or unemployment risks. Career counselor's activity is considered an active method to eradicate unemployment, to occupy and train/re-qualify the beneficiary.

Important roles in career education have both the beneficiary, responsible for his/her personal career, and the counselor, the person who does the educational act. The latter has to adapt to the social changes, to find new ways of interference and support, its part being permanently reconsidered.

Career counseling implies the development of the ability to solve a distinct, specific problem in the domain. A.Băban says that career counseling is part of educational counseling, offering psycho-educational elements of the mental, emotional, physical, social and spiritual health of children and teenagers, being an intense process of giving psycho-pedagogical assistance to pupils, students and other persons connected to the educational process (teachers, parents, authorities).

Career counseling is needful for most of those having an active life and the competences the counselor must have impose specialization because the cases and the beneficiaries are varied and they ask for different, sometimes difficult, solutions to specific situations; these cases may need re-orientations, re-qualifications, dramatic changes in career and assistance and support for a long period of time.

The relation between counselor and the counseled person is an alliance of mutual participation and collaboration.

O. Dandara, in her work, made a list of essential characteristics a counselor must have starting with the competences and the necessary qualification to give support in crisis situations and to show a proper attitude towards the person to be counseled. "The counseling relation means positive interaction, mutual respect and special attention to the client and his/her problems. During the counseling activities, the counselor is a professional and a human as well, showing empathy with the subject, offers help to understand the problems, to accept them and to look for suitable solutions".

The author defines counseling as being a process when the client becomes familiar to adequate and efficient attitudes and behaviors with the help and guidance of the counselor, the result of this learning being the acquisitions of the necessary abilities and procedures with which the client can make the best decisions in real, various life situations.

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At the same time, this work states that career counseling can be done by the class masters, by the school psychologists if they have special training, but, it is better to do these activities with a career counselor.

M. Jigău affirms that "the practical reality of recent and future activity in this domain authorizes, more and more, to use the name of career counseling instead of school professional orientation". School and family give the young person the necessary support for growth, to take decisions by giving information about jobs, professions and personality characteristics required.

In the research work *Adult Career Counseling* the authors underline the idea that the activity of many adult career counselors is focused more on corrective activities, on management of crisis situations, on administrative and planning issues than on direct counseling, individual, face-to-face meetings and in very few situations the counselors try to find a job for their clients or prepare them for interviews or active jobs.

The term career projection, seen as a permanent process, is considered within the limits of the conscious life of an individual and it implies a sum of activities with clearly defined final aims and directed to the identification of the possibilities to reevaluate, at its best, the personal potential. This process needs personal involvement and effort and the planned life projection needs permanent systematization.

The substance in career projection is to find, develop and use the competences a person has and the main role belongs to the counselor whose activity is directed to:

- self - knowledge;
- educational and occupational exploration;
- setting attitudes and a system of values, and socio-professional competences;
- Career planning.

Self – knowledge means to have all information about oneself and the relations with the others for correct evaluation and for future use according to personal needs. A good thing about this direction is that a connection can be done between the person and his/her profession and between the personal parameters and the decisions to make. Thus, the person is motivated to perform an activity and the professional failure can be avoided.

Having information about educational and occupational offers, and about the requirements on labor market gives the possibility to search and understand the educational routes and the movement on labor market. To do this, it is necessary the co-operation between the educational factors and the socio-economic realities to eliminate any form of imbalance.

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Career projection cannot be done without knowing the individual potential. According to dictionaries, individual are different from one another in point of their aptitudes. “Aptitudes represent the potential of a person to show performance in a domain” while the efficient use of all will give success in an activity.

“To discover these and, most of all, to use them in a proper way will lead to a person’s self accomplishment in his/her profession”. Added to this, we find the system of values which gives the identity of a person and is a guide on every professional route. Attitudes and values are real landmarks in career decision making and bring success in the following activity. “To form a system of values and attitudes is a long and complex process. To show and demonstrate the system various activities are to be done, with volitional implication and effort, with decisions that obliges the person to get on unknown, uncomfortable areas”. The author suggests that, in such situations an individual can identify, use and consider the personal system of values.

All these taken together build the system of competences as a result of education and very useful for socio-professional integration.

This complex process of projection needs a career plan to guide the person towards the aimed purposes of professional future. As the plan is drawn on a determined period of time, permanent adjustments must be done, continuous revaluations are to be made taking into account personal characteristics, educational and occupational offers.

CONCLUSION

It is a good thing to mark the necessity of *career education* as part of the educational system because a change in attitude towards future career is required as a key-element of the tomorrow society. This could deeply improve the attitude a graduate has at the beginning of his/her professional career and self-education and self-development would thus become basic points in professional evolution.

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Conflict of Interests

The author declared no conflict of interests.

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