

The Impact of Scientific Vocational Training for Career Choice

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Abstract

Objectives: This study will focus on gauging the impact of scientific vocational training on career choices.

Methods: Without proper vocational training, students are not able to get proper jobs, not satisfied whether at the personal life. Previous literature reviews, journals, books, etc., have been considered for the study.

Findings: Vocational Education programs for youth will make them a better individual to know and accept their personality and interest, as they select a vocation of their choice where they can develop a self-reliant life in future without seeking for a white-collar job or be floating in the labor market.

Novelty: Novelty in the training themes and methods helps in engaging students initially. It helps in encouraging them to apply and practice their freshly learned knowledge in new circumstances and situations. This is very important for consolidating their understanding, memory, and transfer of knowledge.

Keywords – Impact, Scientific, Vocational training, Career, choice

I. Introduction

Vocational education programs have made a real difference in the lives of countless young people nationwide; they build self-confidence and leadership skills by allowing students to utilize their unique gifts and talents.

Conrad Burns

A career is a lifetime opportunity for an individual where it can apply his or her learnings. The process of making a career choice allows an individual to utilize their potential to the fullest. Vocational training helps in making the right choice in the career as it enhances the talent and potential of an individual.

For scientific vocational training, everyone requires guidance because it is succor which aids learner to choose a profession. Frank Parson, who is also known as “The Father of Vocational Guidance”, in the year 1908, talked about vocational guidance in a book. He developed the concept of scientific vocational training and gave it a systematic form to obtain guidance.

A career is not an end but a process that comprises a series of jobs and job-related responsibilities over some time. The career of a person belongs to a specific occupation where the person evolves with time and as he gathers experience. (Freire, 2012) opines that selection of a career and related development should start at the elementary level of a student and as the student progresses through his schooling it eventually gets a proper shape.

Although Govt. Of India and elsewhere importance is given to have vocational training since it provides a chance to every student to check his or her potential/aptitude and focus on appropriate career accordingly but

it needs appropriate guidance as vocational training is serving a special purpose in the professional lives of people.

Systematic scientific vocational training is useful to both the education system of a country as well as the labor market. As far as the education system is concerned, the scientific vocational education part of the system plays a vital role in the career development of the students and the economic development of a country. The foundation that vocational training develop in a student includes self-assessment, decision-making skill, core competencies, and career management.

In the recent past, a good proportion of the existing schools are having vocational studies as a part of the curriculum, with an endeavor to enable students to enter into occupation at the end of the secondary course as semi-skilled workers or for setting up a small business of their own. Therefore, there are plans to set up 90 junior technical schools. In these institutions, there would be provided for general and technical education and workshop training for a period of three years to boys of the age group 14 to 17 years.

II. Vocational training helps a person develop strong knowledge or skill in the following aspects:

- Understand the professional career
- Purposeful decision-making
- Self-awareness

III. Role of vocational training in the development of socio-economic, labor-market quality, and the education System:

Some researchers have highlighted that vocational training has greatly contributed to the systematic development of the education sector as well as improving labor market quality. Vocational training makes it possible through their consistent endeavor to raise people's interest in vocational training and helping them select the right career paths through formal and informal learning. The infrastructure that vocational training has created for students and everyone directly linked to it. Students have directly and positively influenced people's interest in vocational training and job search activities. This has been proved that it is very helpful by improving awareness regarding different vocational training sectors and types of jobs available in the market. In the USA some studies have been accomplished that show that vocational training has positive effects on the vocational decisions of the students and evolving professionals. The studies also show that vocational training improves the quality of education in educational institutions.

IV. Vocational training for lifelong learning and Social Equity

Vocational training develops the culture of lifelong learning in both adolescents and adults. It helps to develop a human resource which is a key to the economic development of the nation. Vocational training contributed significantly to the development of a strong linkage between education and career choice.

Many countries around the world have acknowledged the necessity of vocational training for establishing updated course curriculums in educational institutes and enhancing the quality of the human resource.

Another hallmark of vocational training is social equity. In some European countries like Norway, Germany, and the Netherlands, it's believed that vocational training brings harmony among migrant and native populaces. It can even address the ever-increasing polarization of the labor market, enhancing female participation in the labor force of a nation, and decreasing gender disparity in the labor market [4]. Education and employment are two scalable parameters of social equity. Both these parameters show positive signs when vocational training is implemented in academic institutions.

Vocational training is not restricted to providing students' training or mobilizing information on the job market to the people looking for openings. It takes care of the lifelong goals of today's adolescents. It shows them how to develop decision-making skills or understand personal traits. Personal development is a key part of

vocational training. Through personal development at the micro-level, vocational training helps in strengthening the human resource of a country.

Vocational training shows how to develop the skill for the right career selection. This is a vital area of personal development, especially for unemployed people who are in search of the right occupation. With the right vocational training, students can pick the right career and occupation. This is called career management that makes human capital a true asset for the nation.

V. Functions of vocational training

The functions of vocational training are as follows:

1. **Adjustments** – Vocational training makes adjustments in the educational institutions, working environments, in the society, and within families rather smooth sailing.
2. **Orientation** – Vocational training makes career selection, career selection, and long-term personal goals easy and fast.
3. **Development** – Vocational training helps the students in getting rid of personal problems and personal development. It also helps the students in self-assessment and self-realization that in turn contributes positively to the overall development of the society.

Vocational training at the advanced level inculcates a professional attitude in people. According to Robert Henry Mathewson, vocational training is concerned with helping the students in planning board education and giving them the direction, which may or may not necessarily be their final choice but acts as a step towards the broader aspect for further study and future exploration.

According to Miller, even though students are ready for exploring the vocation options available to them but they are not ready to choose and plan for the specialized professions.

Providing occupational information to the students in their final years in secondary or tertiary levels is considered enough vocational training. That is to say, just the introduction to the occupations is sufficient. At this stage, the collection of vital information like abilities, traits, aptitudes, and interests is considered important. Information about the students could be gathered through observation and different psychological tests. After the collection of vital information, those should be discussed with the students to give them an idea regarding their personality traits; which will help them in understanding their abilities more candidly.

VI. Importance of vocational training

The importance of vocational education training in the life of youths cannot be overemphasized especially in this 21st century where technology is taking the lead. Significance of vocational education training:

- Vocational education makes job placements more appropriate and result-oriented.
- Vocational education helps the students in choosing the right vocation that they would love to continue in the future.
- Vocational education strengthens the education system through its right information and guidance to students.
- Vocational education makes people more confident which further results in a stronger economy.
- Vocational education provides need-based information regarding job opportunities in different disciplines that make students aware of the job market.
- Vocational education encourages students to be self-reliant and make the best of decisions about their careers.
- Vocational education lets people understand the problem of unemployment and why is it a subject of concern for the Government.
- Vocational education empowers students to understand how choices are made and the possible consequences of their decisions.

- Vocational education let student understand themselves in a much better way providing them information of their abilities, traits, aptitudes, and potential skills.
- It empowers students to gain knowledge of the applied procedures needed for applying for and getting a job.
- Vocational education assists students to focus on their abilities, interests, and qualifications that help them to be visible in the job market.

VII. The 3 stages of making career choice

Ginsberg's theory depicts that one achieves vocational maturity and makes occupational choices in three consecutive stages. These three stages are described below:

The first stage:

This first stage is called the fantasy stage. At this stage, the child may show some interest in vocational training but may not be aware of personal traits and choices. This is the stage when a child ideates different high and extraordinary professions but not much aware of the consequences or demands of those professions. In this stage, the child is also influenced by others.

The second stage:

The second stage is called the tentative stage. In this stage, one starts ideating a future profession and collecting information on it. In this stage, the student is a bit responsible about his choices and tries to bring some sort of rationality in whatever he thinks and expresses regarding what future profession he wants to choose.

The third stage:

The third stage is called the realistic stage. This is when one starts showing actual interests in different occupations available in his surroundings.

All three stages of vocational maturity are the three consecutive levels that come one after the other and include some professional development in a student. There are three indicators of professional or vocational maturity:

- Indicator 1: Recognition of the need to decide on various vocational choices.
- Indicator 2: One's capability of managing and handling responsibility, making career plans, and taking specific decisions regarding vocational choices.
- Indicator 3: One's enhanced in somewhat detail knowledge about different workplace environments related to different professions.
- Indicator 4: One's feeling about the profession that he is practicing. He is either satisfied or dissatisfied with this profession (Szabo & Suen, 1998).

VIII. Role of vocational interests

One's vocational interest depends a lot on several factors. The most obvious factors are the selection of major and the selection of vocation. (Asian Development Bank, 2008) asserts that there is a close link between a student's interest and the selection of a major. They further reveal in their research paper that this relationship is stronger in smart and older people. Understanding this aspect well, teachers can influence students regarding career choices by finding their actual interests.

Students need strong support in exploring different occupations and understanding the workplace environments related to those professions. Counselors can undertake psychological tests for the vocational interests of the students in a school for finding the fields of interests of the students (EU Commission, 2005). Counselors should fetch and provide all basic information the students should know before taking professional interests to grow in them. Having the information of the interest, capability, personality trait, and aptitude of a student also provides strong support to the counselors in helping the students in career choices which will in the future make them a content professional who would be happy with his choice of career.

Personal interest has a multifarious influence over the occupational choice that one makes. Success and happiness come out of a profession later in life when a preferred profession is in perfect tandem with personal

interest. According to (Apple, 2014) developing interest in a specific occupation is a matter of maturity and the right information. The right choice in the early stage of life makes people happy and proud of their profession and career choices. Guilford, an American psychologist defines personal interest as a natural behavioral tendency that attracts an individual towards a particular type of activity, not others.

IX. Personal interest has the following dimensions:

- **Emotive Dimension:** This dimension refers to the feelings associated with practicing a specific activity that an individual personally likes or dislikes. Such feelings can be positive such as happiness and enthusiasm or negative such as anger and hatred.
- **Cognitive Dimension:** This dimension refers to a person's acquired information and related knowledge regarding the activity in which he has a keen interest. For example, a student may have a strong preference for a specific major because the knowledge or information he has gathered has created a positive opinion about the activity. Such information may be right or wrong. However, the individual thinks the information is right from his perspective.
- **Behavioral Dimension:** This dimension refers to the activity's consequence of the above-mentioned information and knowledge and then the developed feelings [9]. Dr. John Holland who was an American psychologist and Professor and an inventor of the career development model in his theory which is known as Holland's theory illustrates the way people make their occupational preferences. The theory finds a process for making occupational choices and consistency in practicing the occupation or developing skills related to the occupation according to the personality trait of the individual. According to Holland, people who practice a specific profession might have several common traits. He further opines that students are different in terms of vocational interests. Such differences in vocational interests are created due to differences in finding opportunities, family or social pressure, self-knowledge and self-awareness, and family or personal conditions. These factors have multi-dimensional effects on the personal career choice of individuals. Holland opines that people need individual attention during the developmental stages that in turn makes knowledge and interest in various fields stronger (Agir, 2014).

X. The importance of vocational information for youth and working adults

(Ogundele, 2010) opines that the vocational development of the youth and the preparation and training they receive to get employed should be of interest to them. The author further states that the youths and working people should have relevant employment skills that enhance their demand in the job market which in the long run will make the nation economically strong and prosperous. So, it becomes imperative to offer formal and non-formal training to the students. This is the reason why the following aspects related to various occupations are important:

1. Both non-employed youths and employed people should be exposed to various occupational prospects
2. Both should know the workplace environments and hazards.
3. The minimum requirements in terms of qualifications or work experience to get a job.
4. How the successful people in different professions are doing and why are they successful?
5. What kind of education, vocational education, and vocational training is required to get a particular job?
6. What are the advantages and disadvantages of a particular job?
7. Both non-employed and employed people should be aware of licenses and other requirements related to jobs.
8. Knowledge of wages, how the wages are paid, and what can stop a wage related to a job.
9. Other benefits in the short-term and long-term that a particular job could fetch.

According to (Albalawi, 2013) technical education and training makes people suitable for a job and also prepares them to accept the challenges that the job could create in the future. From this aspect, vocational training plays a vital role in technical education. Here are those vital roles –

- It makes students aware of themselves that helps them discover their hidden potentials.

- It helps the students make personal choices regarding occupation and career without taking much help from reference groups or parents or surrendering to social or familial pressure.
- Professional training assists the students in their talents and self-interests.
- Professional training helps the students discover strengths and weaknesses, social and familial expectations, and expectations of the nation.
- It helps them understand the minimum entry requirements in occupations, workplace issues and hazards, and rewards and career prospects related to a specific occupation.
- With proper training, people become more advanced in terms of career choice.
- With proper training, it becomes easy for the professional to be aware of feelings like anger, frustration, and depression and the ways to deal with them.
- It helps non-employed and employed people find alternative career paths in case the chosen paths fail for some reason.

XI. Changing scenario in the working world

Modern society is rapidly changing. A few occupations are slowly becoming obsolete while newer occupations are emerging. A few decades ago, people did not know about computer professionals, perhaps not even dreamt about them. On the other hand, it is difficult for many youths of today to believe that there used to be an occupation called 'runner', the fastest form of sending information. One must know that a few professions as we know them today will cease to exist tomorrow. Perhaps by the middle of the next century, we will not have any postmen or human customer services in banks. Robots will replace many industrial operations. With sophistication in the industrial sciences, there will certainly be further such redundancies, to serve the need of time and there will be appropriate addition in the list of professions too. Hence, it is imperative for one to know, not only about the present trends but also the emerging scenario in the world of work so that he can make the right decision and select the right career (Chen, 2010).

A time comes in one's life when he has to decide on the type of occupation, he is best suited for, the type of vocation he would like to pursue and the career he wants to build through his or her life. This process of decision-making has been a subject of study and a topic of interest for many psychologists, sociologists, and educationists.

Thus, choosing a career is undeniably a very crucial decision in an individual's life. Career development is a part of one's overall development and is a continuous process. (Chhavi, 2014) suggested a working classification of vocational development theories.

XII. The essence of career oriented education

In today's world of rapid technological and economic change, uncertainty about skill requirements in the workplace, and abundant learning and vocational paths, vocational planning is more difficult than ever. Nevertheless, where youths have the relevant skills that match their interest and ability, they tend to have a saleable profession.

The essence of career education among youths cannot be undermined. They have several advantages:

- It helps youths to develop the knowledge and skills they need to determine a career path.
- Youths can make an informed decision in developing a career through the study of various occupation tools that facilitates learning through hands-on training in conjunction with academic subjects.
- Occupational training provides a means of developing the youths' knowledge, understanding, and experience of opportunities in education, training, and employment. With the current trend of the global environment of employment, youth should be capable of adopting appropriate steps that will lead to a good career choice. The youths should be able to
 - learn and understand themselves and their abilities
 - learn about their values, interests, and skills
 - be in contact with career counselors for advice
 - discover and look over the lists of available occupations
 - check occupations that have been considered previously which are now appealing

- look at the job description, educational and other requirements, job outlook, advancement opportunities, and earnings
- contact individuals who have firsthand knowledge of the occupations
- consider and capable of earning the advanced degree/certificate in such careers
- put a plan in place and set some goals and decide on how to reach the goals set
- When someone develops the ability to the right choice of career, it results in making profitable employment after graduation.

XIII. Introducing different careers to the youth

When the students are exposed to different careers in their early lives, it will arouse their curiosity and interest. It can be facilitated in the following ways:

- Inviting professional experts and business leaders to address youths on job opportunities.
- Assigning need-based activities to explore their talents in a future career.
- Matching individual personalities and considering how they would fit a particular career with their traits will also involve their temperament.
- Considering socio-economic and ethnic values of a community and how they relate to careers in the community where they live.
- Inviting male and female role models in different fields to address youths.

XIV. Literature review

The study of (Jarwan, 1986) tries to explore the utility of vocational guidance on developing vocational maturity among public school students in Amman at secondary and tertiary levels. The researcher segregated the students into two groups, viz. the experimental group and the control group. The study made it clear that vocational guidance plays a prominent role in enhancing vocational and occupational decision-making abilities in students at different levels of schooling.

The study of (Flied, 2002) aimed to explore the influence of vocational guidance in developing vocational maturity among 9th-grade students. In this experiment, the researcher segregated the sample into two sections. One section belonged to the experimental group and another section belonged to the control group. The researcher conducted 12 sessions per week for the experimental group who were imparted vocational guidance systematically whereas the controlled group was not given any such classes. This study pointed out that vocational training has profound effects on the career choices of students. It also pointed out that there is a gender difference in personal understanding of the relevance of career choices where male students are more enthusiastic in career choices personally than their female counterparts.

The study of (Al-Miskr et al., 2009) aimed to explore the personal career preference differences between male and female students. The sample of the experimental study belonged to BA students in seven diverse departments in three different Malaysian universities. There were 238 male and female students with an average age of 21.65 years. The study was segregated into two parts. The first part included several questions related to demographic characteristics of the students such as age, gender, major, native place, economic status of the family, etc. whereas the second part included vocational guidance where Holland's vocational guidance aspects were considered. The research outcomes were statistically analyzed. It was discovered that vocational maturity is gender-sensitive, especially in the matters of gathering real-world information and ideating entrepreneurship. The latter was more prominent in female students.

The need for vocational guidance was felt a few decades ago but the concept is still in its early stage. Youngsters or adolescence are still facing the problem of unemployment (Jarwan, 1986). At present schools are offering a greater variety of subjects. The concept of multipurpose schools has come up with a variety of occupational courses, private coaching classes offer training courses for excellence in different skills, yet the employer and employees are not satisfied with the actual work situation. These circumstances reveal that youngsters need guidance in career selection. Students at the age of 14 or 15 years in class Xth are mostly

confused about the course they can select for a better and brighter career later in life. This happens due to the lack of knowledge regarding various vocational courses and the scopes of those vocations. A student is neither aware of the different vocational courses nor is capable of analyzing his own needs and abilities (Al-Miskr et al., 2009). Youngsters can go to state-organized bureaus for guidance and do psychological tests. This sort of guidance would be superficial due to the influence of various unavoidable factors. Vocational guidance will be more effective if given in the school environment, during the educational process where individuals can be observed in their natural capacity. Besides students will feel more comfortable in the school atmosphere, with guidance experts in resolving their vocational guidance needs, which will infuse in the student a positive attitude towards suggestions made by guidance experts. They must accept suggestions of guidance experts willingly rather than taking them as a constraint on them (Bubany & Hansen, 2011).

XV. Impact of vocational education on career choice

Vocational education acts as a fundamental instrument during the growing years of a student, as at this stage a student grows both socially and mentally. Secondary school level is an important phase in a child's life for professional development when understudies are confronted with continuous scholastic and professional choices during college. The guidance on career choices enables the students to make the best decisions regarding their career for a better future (Sirohi, VOCATIONAL GUIDANCE AND CAREER MATURITY AMONG SECONDARY SCHOOL STUDENTS: AN INDIAN EXPERIENCE, 2013). Hence, (Oats, Reginald, & Rukewe, 2020) suggest that mentoring programs that can effectively cater to the career-related needs of the students should be developed and implemented in schools regularly. Author further states that because of the evolving character of the vocational choices, the decision about a career becomes complex and confusing and requires thorough guidance to ensure that the best and a thoughtful career decision is been made which a student enjoys all his life.

Author (P. Dani & H. Desai, 2018) did a study to find out the factors that can impact the career-making decision of students of secondary school, it was discovered that the understudies were not given adequate information about different streams, which turned out to be a deterrent in the process of decision making about a career. The author further asserts that if the understudies are offered proper guidance and information in context with the available career choices, it will be easy for the students to direct their thoughts wisely and settle on a steady choice. At the secondary level, the objective is to score more marks and position in class and select a career which is very rewarding without even understanding, if that career is what a child is looking for or is best suited for him keeping in mind his/her potential which later prompts disappointment among understudies.

To resolve the issue which can result in stress and frustration among the students, schools should come up with programs that are more systematic to aid students to understand their potential and choose a career basis their abilities. Such programs will just not be effective in enriching the education quality globally but will also ease out the stress among students and allow them to enjoy their professional life.

XVI. Conclusions

A career is a lifelong process and Vocational training plays an integral role in the career choice among the youth. In today's time, there exists plenty of opportunities for the youth to build a meaningful career choice through vocational training.

- Vocational training has become indispensable as long as making a career choice is concerned and also to a great extent it influences the career choice of the students. Vocational training practically reduces the level of unemployment among school leavers. Thus, it is essential to develop vocational training programs that aim at promoting awareness among students about the relationship between making a vocational choice and the labor market demands.
- Vocational training needs to be introduced as an integrated component of the curriculum at all stages of the school curriculum with diverse objectives depending upon the needs of the students in each stage of education. This would ensure a strong foundation to make career decisions appropriately at the secondary and

senior secondary stages of education. Moreover, during the secondary stage, well-formulated and realistic concepts about self and the world of work need to be developed which would make for an easier transition from school to work.

Recommendations: Using vocational training in addressing career choice and technical education should be intensified, so that the future of our youth does not get ruined. This will not only enable them to utilize their potentialities to the fullest but will also allow them to contribute to the making of an enviable society. And so, the availability of adequate funds will pave the way to fund vocational training in a true sense which will add color to the recruitment of qualified personnel such as technicians, technologists, career counselors, etc. and all these will re-orientate our youth towards a promising future in their choice of career.

Limitations: Current study is all about assessing the effect of vocational training on career choice for students at their young age. That is why the focus has been narrowed down to the implication which is suitable for the study.

- Considered only the secondary data.
- Time and money constraints have confined the study only to the specified region and sample areas.
- This kind of academic research is bound by certain boundaries.

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