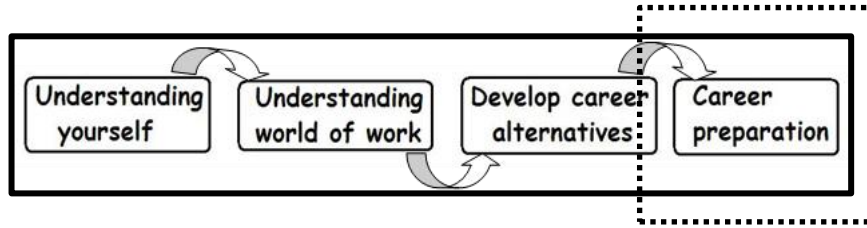


## 6. Career Preparation



Having made choices and identified alternatives, the career aspirant must now begin systematic career preparation. Preparation to enter a career has two components.

- One aspect of career preparation is related directly to a specific career and is closely tied in with preparing for entrance examinations, academic performances and so on.
- Our concern is focused on the deeper, foundational aspects, which are essential for all career aspirants irrespective of the careers they have chosen. The activities in this section will focus on three specific areas related to effective career preparation.

### The Career Development Plan

This is a clear blueprint for career development that the career aspirant develops along with the counsellor. The target before the career aspirant is to find out more about each of the Career Alternatives chosen. This includes defining the careers, developing a detailed description of the path leading to these careers, a listing of the eligibility criteria, entrance examinations, important addresses and dates and deadlines that the career aspirant must follow. It is important to remember that it is the career aspirant who develops the career plan – not the counsellor!

### Skill Literacy and Work Experience

Promoting skill literacy is an essential aspect of career preparation. Skill literacy refers to helping the career aspirant gain work experience through internships and placements. Parents are a valuable network that can be used to plan internship programmes. In group situations, students could share their internship experiences with the rest of the class and this in turn disseminates careers information.

### Start Small and Grow Tall

This perhaps is the most important attitude that the young person must develop. All careers start small. It is essential that the young person comes to terms with this fact. However, all careers need not remain small. With careful planning and systematic career preparation, it is possible to 'start small... but grow tall'. A critical career counselling target therefore is to raise this in the awareness of the career chooser as well as his or her parents.

### Consolidated Career Path

This is skill that you must develop. A consolidated career path puts all the career alternatives together in one "map". The student should be able to see all the milestones linked together in the consolidated career path.

Some examples of consolidated career paths from other countries are given in the following pages.

## 1. Skills for Career Success

### 5.1. Be untouchable and remain employed

People who are likely to remain safe in a volatile labour market include those who can *collaborate, synthesize, explain, leverage the power of information technology, and develop fresh skills in a short time*. It refers to those who can adapt to changing situations, deliver services with a personal touch, and take advantage of *global* facilities to serve *local* communities.

### 5.2. Skills for learning how to learn

It has been said, "Tomorrow's illiterate will not be the man who can't read; he will be the man who has not learned how to learn". Lifelong learning has been repeatedly pointed to as being vital for success in the current labour market characterized by increasing skill redundancy. Workers today are required to continually enhance their skills in order to remain employable. In addition to job specific skills, a set of generic skills also known as employability skills, key competencies, or foundational skills are considered essential for positive career development in today's labour market.

### 5.3. Employability Skills

Getting good marks is important but not enough. Employability skills have been defined as transferable core skill groups which enable the knowledge, skills, and attitudes necessary for career success at all levels of employment and for all levels of education. Various organizations have operationalized this idea in different ways. Some of the most important employability skills are:

- Communication skills
- Adaptability to new situations
- Ongoing education
- Getting along with others
- Ability to lead
- Ability to solve problems independently.

## 6. Conclusion

One of the central goals of career guidance is to prepare young people for employment and simultaneously enhance their self-development. Perhaps, that is why, career information, guidance, and counselling services have been described to be a public as well as a private good.

A critical skill that contemporary career guidance needs to foster in the worker is the skill of agility. Unanticipated yet significant changes may occur in one's work environment, calling for multiple career transitions during one's work life. The employee of the 21st century should be able to reassess his/her priorities and options and continuously readjust to changing trends in the labor market.

### Assignment

The final step to complete your self-learning of this unit is to submit a simple assignment.

- Click on the link below. You will be taken to the assignment.
- Click on the **Submit** button at the end of the assignment. Your responses will be sent to us automatically.
- Proceed to the next unit.
- You will receive the evaluation from us.

**Link:** <https://forms.gle/mMinFeRXjPmejwqd6>

**Important:** You must submit all 7 assignments before the face-to-face virtual training session.