



Enhancing Campus Capacity for Leadership- Strategies in Career Counseling

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Abstract

This paper explains Career counseling or career guidance includes an extensive diversity of professional activities which help people to deal with career-related challenges. Career counselors work with young people seeking to search career options, experienced professionals who are contemplating on a career change, parents who want to return to the world of work after taking time to raise their child, or people seeking employment. It opens opportunities for counselors to participate in an education and training system.

Key Words: *Advancements, Career, Counseling, Skill Training*

"The crowning fortune of a man is to be born to some pursuit which finds him in employment and happiness, whether it be to make baskets, or broadswords, or canals, or statues, or songs."

(Ralph Wald Emerson)

Introduction: Career counseling professionals who are or career guidance includes a contemplating on a career change, extensive diversity of professional parents who want to return to the activities which help people to deal world of work after taking time to with career-related challenges. raise their child, or people seeking Career counselors work with employment.

young people seeking to search Career counseling is also offered career options, experienced in various settings, including in



groups and individually, in person or by means of digital communication. Several approaches have been undertaken to systemize the variety of professional activities related to career guidance and counseling. The word career means a journey or a race we all need career help to reach out for a better living career counseling helps you to make a fully informed career decision. (Howard Figler & Richard B Boles -The Career Counselors Hand book) . The counselor will provide with career advice which is qualified and client centered on you. Our registered careers guidance professionals can open up career choices and provide independent, impartial careers advice. Their primary focus will be career development. (Howard Figler and Richard B Boles -The Career Counselors Hand book introduction pp 1-22)

Objectives of counseling comprehensive developmental program:

It is a comprehensive developmental program designed

to assist individuals in making and implementing informed educational and occupational choices (Swanson, J.L. (1995). The process and outcome of career counseling).

All-round Competencies: A program development an all-round competencies of the individuals. It educates him in self knowledge educational and occupational exploration and career planning .It helps him to acquire knowledge skills and experience necessary to identify options explore alternative to succeed his career

benefits of career counseling: These programs better prepare individuals for the changing workplace of the 21st century by:

1. Career guidance helps to teaching labor market changes corporate developments and widening complexity of the job requirements
2. Career guidance helps to broaden knowledge, skills, and abilities towards attaining a good career



3. Career guidance helps to improve decision making skills on students and clientele
4. Career guidance helps to increase self-esteem and motivation
5. Career guidance helps to build interpersonal effectiveness
6. Career guidance helps to maximize career opportunities
7. Career guidance helps to improve employment marketability and opens new and innovative opportunities
8. Career guidance helps to promote effective job placements
9. Career guidance helps to strengthen employer relations

The beneficiaries are:

Youth and adults, Male and female, Disabled, Disadvantaged, Minorities, Limited English proficient people, School college dropouts, Single parents, Displaced homemakers, Teachers, Administrators, Parents Employers

Universal beneficiaries:

Elementary Schools, Junior And Senior High Schools, Community Colleges, Technical Institutes, Universities, Career Resource Centers, Correctional Services, Community-Based Organizations, Human Service Agencies, Community And Business Organizations, Skill and Aptitude Tutorials, Employment and Placement Services Job Consultancies, Talent Resource Management Services

Components of successful career guidance

1. Career guidance should be outcome oriented
2. A planned Career guidance involves sequence of activities and previous experiences to achieve specific competencies such as self-appraisal, decision making, goal setting, and career planning are needed
3. Career guidance needs accountability and program improvement (based on results



- of process/outcome evaluations)
4. Career guidance needs qualified leadership
 5. Career guidance requires effective management needed to support comprehensive career guidance programs in HEIs
 6. Career guidance needs a team approach with certified counselors are central to the program
 7. Career guidance needs adequate facilities, materials, resources
 8. Career guidance needs strong professional development activities so that counselors can regularly update their professional knowledge and skills
 9. Different approaches to deliver the program such as outreach, assessment, counseling, curriculum, program and job placement, follow-up, consultation, referral (Swanson - 2013).

The Implications

- Career guidance ensures qualified leadership and supervision
- Career guidance Continues expenditures for program support
- Career guidance ensures program quality and effectiveness
- Career guidance requires career development and activities for special populations
- Career guidance promotes counselor training and retraining
- Career guidance encourages elimination of sex bias and stereotyping
- Career guidance strengthens tech prep programs through recruitment, retention and placement

Conclusion

An effective career counseling thus opens opportunities for counselors to participate in an



education and training system that integrates academic and vocational education to encourages individuals to superior participation in further education by articulating secondary and post secondary education to refurbish their assurance to serving the most underprivileged classes of society to promote programs outcomes and performance measures and to react to business, economic and commercial development. Our generation is facing instability they have to resist change and adaptation towards this change comes through good counseling.

References

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