

## CAREER COUNSELLING AND ITS ROLE IN THE DEVELOPMENT OF YOUNG PEOPLE

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**Abstract:** This article presents a relatively new niche that emerged at the beginning of the 20th century in response to the social pressures imposed by the progress of industrial development, namely career counselling for young people. Career counselling and guidance is a complex process of guiding and training young people according to their aptitudes, abilities and interests for the development and management of their own careers, which enables them to decide to build their own careers. Career counselling is also essential to help them choose, change or progress in their career throughout their lives and make the best decisions about their educational and professional path that will ensure their opportunity to succeed. At the level of educational institutions, the implementation of a career counselling programme has a major impact on the performance of young people, as early identification of career counselling needs can be the ideal solution for adolescents to find their vocation and success in their personal and professional lives.

**Key words:** counseling, career, youngs, students, professions

### INTRODUCTION

We spend more than a third of our lives in the workplace, for which we trained in our first 20-25 years, so it is essential that this place is in harmony with our personality and lifestyle. Sometimes we can choose our own career path, but it is often beneficial to get help from those who can see and understand things that we can't perceive on our own.

Career development counselling is a relatively new niche and involves a complex approach aimed at preparing young people for personal, professional and social success.[1]

Therefore, career counselling is a fundamental process for supporting young people in their personal and professional development. This process involves guidance and support to help young people discover their interests, skills and career options, thus facilitating their transition from education to the labour market. Career is also influenced by a multitude of factors, such as "personal needs, social and economic context, interests, other adult life concerns that reflect the specific concerns of each of us as actors on the stage of life" [7].

According to R. Nelson-Jones (2007) the task of counselling is to provide the client with the opportunity to explore, discover and clarify ways of living by harnessing their resources, leading to a sense of inner well-being. [4]

The purpose of career counselling is not limited to assisting in decision making at the beginning of the journey, but also to provide information about the knowledge and skills needed to make informed choices about one's future career. [11, 12, 6, 5]

Recently, school and career counselling and guidance activities in the Romanian educational system have received increased attention, becoming areas of interest for both students and teachers. This is due, in part, to the essential role that these activities play in the harmonious development of students from the early years of school. [14]

## MATERIALS AND METHODS

This article aims to highlight the role of counselling in the lives of young people. The working methods used by the authors include: data identification and collection, data processing, analysis, observation and interpretation.

## RESEARCH RESULTS

Career counselling is a specialised activity that helps people of all ages to clarify their goals and aspirations, to accept themselves, to receive support in making decisions and in establishing a professional development plan.

Career counselling and guidance focuses on personal development and the provision of information needed for effective career management, as well as the development of skills essential for young people's social success.


In today's social context, career counselling in the school environment is an essential process to mitigate or avoid imbalances in the adjustment of young people as they move from the school to the social environment after leaving school.


This process harnesses young people's potential, empowers them and helps them to adapt dynamically to social demands, contributing to their personal and professional success [8, 2, 12]. Therefore, career counselling plays an essential role in the professional and personal development of young people. It also provides young people with the tools and support to build a successful career path based on sound knowledge, developed skills and increased confidence in their own abilities.


The Stockholm Declaration of the International Association for Educational and Vocational Guidance (1995) on the aims of counselling states that the service is intended to help young people:


- better understand and evaluate themselves;
- communicate effectively with each other;
- develop plans for their own careers and the appropriate training needed;
- to successfully cope with various obstacles, earning their place in society and the labour market. [10, 3, 15]

*Last but not least, it is important to take a look at the main factors involved in the career counselling and guidance process, which are:*

 **The school**, through all its structures, is an institution with essential roles in the counselling and guidance process.

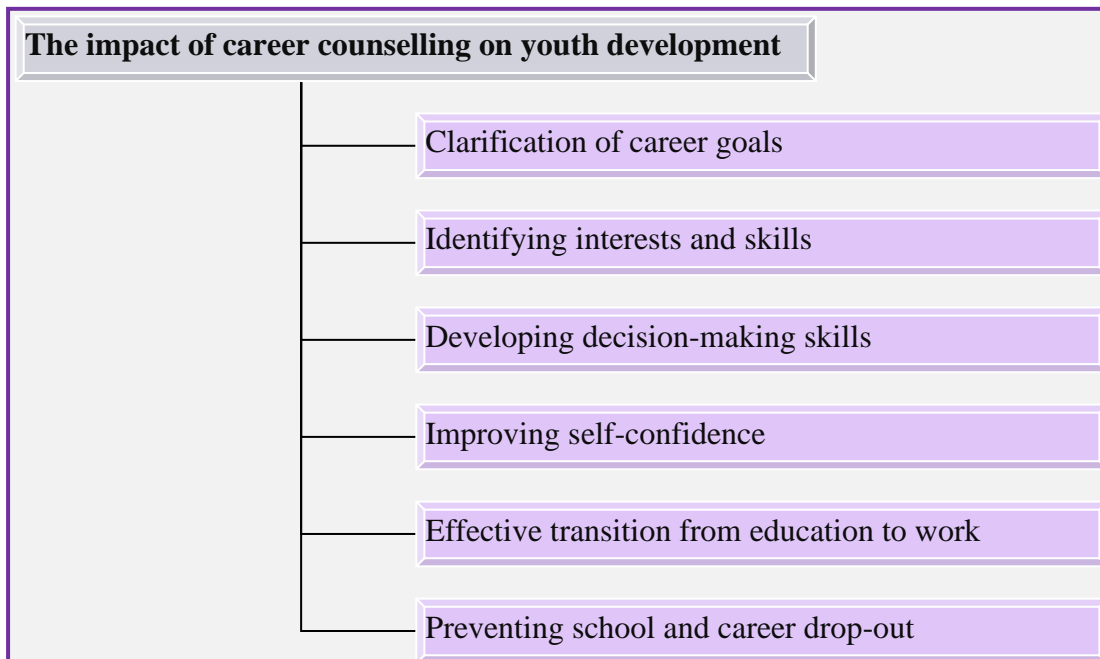
 **The family** has a strong influence on pupils' and students' school and career choices, both through the transmission of cultural and educational models from parents to children and through the projection of parents' ambitions and unfulfilments onto their career plans. In the absence of a recognised tradition of school counselling, the important role of the family in pupils' and students' career decisions is well known.

 **Business units**, through their partnership with education and training institutions, play a key role in shaping career paths. They contribute by offering practical experience that complements the theory taught and by internships integrated into the university or pre-university curriculum. In addition, students benefit from meetings with specialists and experts in various fields, company and product presentations, sponsorship of educational events and scholarships for the best pupils or students.

 **The media**, through educational programmes and the presentation of different types of schools and specialisations, play an important role in school and career guidance. In addition to traditional mass media, we must also consider the contribution of social media platforms and the internet to informing students for educational purposes, thus facilitating appropriate school and career guidance.

✚ **Other specialised institutions** include school and career guidance offices, county psycho-pedagogical assistance centres, university career guidance and counselling centres, the Institute of Educational Sciences under the jurisdiction of the Ministry of Education, as well as career counselling centres and directorates of the Ministry of Labour, Family and Social Solidarity. [9]

The impact of career counselling on the development of young people is significant and encompasses several key aspects, as follows:



**Figure 1. The impact of career counselling on youth development**

1. **Clarification of career goals:** Counselling helps young people to set clear and achievable career goals, contributing to their career orientation. Counsellors can provide information about different professions, their requirements and available career opportunities.

2. **Identifying interests and skills:** Through various assessments and discussions, counsellors help young people discover their passions and skills, making it easier for them to choose a suitable career.

3. **Developing decision-making skills:** Counsellors teach young people how to analyse information and make informed decisions, essential for career success. They can also suggest courses, training programmes and extra-curricular activities to improve these skills.

4. **Improving self-confidence:** The support and guidance provided by counsellors helps to boost young people's self-confidence, motivating them to pursue their goals. Through constructive feedback and recognition of progress, young people can develop a positive attitude towards their own ability to achieve their goals.

5. **Effective transition from education to work:** Counselling facilitates the integration of young people into the labour market by providing them with resources and strategies to find job opportunities and adapt to the professional environment.

6. **Preventing school and career drop-out:** By providing support and guidance, career counselling can reduce the risk of school drop-out and encourage young people to continue their education and pursue their career goals.

Career counselling therefore has a profound impact on the development of young people, preparing them for a successful career path and personal fulfilment.

In addition to the influence of the above-mentioned factors, the labour market is constantly changing and the rapid evolution of science and technology requires adaptation to the dynamics of the professions. From this perspective, the need for counselling and awareness of this need is a realistic and effective approach for those faced with choosing a suitable educational pathway or a suitable job. Pupils and students generally succeed in understanding the importance of making meaningful choices in their lives; however, from the multitude of solutions, opportunities and options available, they must choose those that best align with their desires, aspirations, attitudes, aptitudes and abilities. This is why school and career counselling and guidance are indispensable. [13]

In conclusion, career counselling is a valuable tool in the development of young people, giving them the resources to make informed choices and build a successful career. Through personalised support and strategic guidance, young people are better prepared to navigate the complexities of the labour market and realise their full potential. This investment in youth development has a positive impact not only on individuals, but also on society as a whole, helping to create a skilled and competitive workforce.

A well-defined career plan can motivate young people to focus on their studies and achieve better academic performance, thus preparing them for career success.

## CONCLUSIONS

Career counselling is an effective way to gain a deeper understanding of yourself and, as a result, make informed and appropriate decisions about your educational and career path.

Counselling is particularly useful for students who are looking for a direction and are unsure about what they want to pursue, as well as for professionals who want to change their field.

Career counselling plays an essential role in the development of young people, helping to shape a clear career path and personal development. Through this process, young people are guided to better understand their skills, interests and available options, enabling them to make informed decisions about their professional future.

Career counselling does not guarantee a generous salary, but it can guide you to identify a job that suits your skills and performance, offering personal satisfaction, work-life balance and career stability.

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