

## CAREER INNOVATION AS AN INSTRUMENT YOUTH EMPOWERMENT AND NATIONAL ECONOMIC DEVELOPMENT

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### Abstract

*This paper has her focus on Career Innovation as an Instrument to Transform the Nigerian Economic Standard through the Youth; this has to be actualized through the adequate education of the youth on how to make their choices of occupational career selection to foster the growth of the nation. The paper enlightened the populace on the reason that career education should be granted to the youth of a given community or society. It also examined the career choice theory of John Holland which maintains that a career choice should be realistic, investigative, artistic, social, and conventional. Some career determinants were stated as; psychological factor, sociological factors, economic factor, situational factor, educational factors, political factor, and religious or Value factor. We also discovered the mode of dissemination of information via; the community, the company, through the media (Radio and Television, newspaper, and magazine), the Federal, State and Local government, bulletin board, and exhibition of career. Some recommendations on the ways forward for career choice among the youth of our nation were made. It becomes quite certain that if the youths are well guidance towards their future ambition it creates room for growth in the standard of living among that nation. Data are obtained from secondary sources.*

**Keywords:** *Youth Empowerment, Economic Development, Career Innovation*

### Background to the Study

The most common and necessary instrument to impact education on the youth is the career or occupation and this should be related to the appropriate career that catch the interest of that particular youth in question which is geared towards societal development and national growth. This aspect of education will in a greater way guard the youth on the right skills that will enable them to make a rightful occupation or career selection and prevent career maladjustment, this will also eliminate the issue of round pegs on square holes. Denga, (2001) stated that, career choice is one of the difficult decisions in a man's life, as it gives room for a man's total life and well being, because career determines the man 's income, status, choice of peer group, fashion, societal hierarchy and his risky exposure to the world which might not be conversant to their life style.

Our present day's life has revealed the difficult task it takes for a youth to overcome the uncertainty of the prevailing labour market situation. Denga (2001) said, in Nigeria nowadays people start working on the day they graduate and start seeking for a gainful employment because looking for work in our Nigeria today is already a work of its own. We see graduates roaming the looks and crannies of the streets and towns with their certificate but could not find a job; some of these graduates are the potentials that could revive the nation's degrading economic situation. These in most instances are due to career education maladjustment and career selection. Lapan e tal (1997) is of the opinion that, comprehensive career education can create a positive impact on the life of a man's educational achievement and career decisions, which will play a critical role in modeling the masses for global world of work by inculcating in him/her the appropriate skills to compete in the ever growing world economy and be productive and useful for a social development and reconstruction, which will aid the nation to transform her educational standard.

Ministry of Education (2014), in her view stated that education and career guidance is a process of facilitating the acquisition of attitude, skills and knowledge that empowers the mass to a better understanding of his/her real person and explore viable education and career options, makes informed decisions and develop plans to achieve their goals. However, if the masses are properly guided to his/her career aspiration, it gives room for a better chance of utilizing the information and skills they have acquired from their schooling era and be placed in the right working environment, which will help him/her to properly function well for better Nigeria. These processes are better started from the primary school period of the child to better them for the high school period which gives them better and proper selection of the fixable career. Worthington (1991) opined that career education is the development of skills and knowledge through which individual can fulfill her unique aspiration with regards to occupational choice, social responsibilities, leisure and personal social development. He also continues to say that career education is the totality of ways in which one learns about work. Furthermore, he added that, career education is the totality of way to re-center formal education and uplift ones skills in an establishment or to enter a near career and it embraces all occupations and professions including the masses either in or out of school process. The focus of this study is therefore to examine career innovation as an instrument to transform the Nigerian Economy.

### Objective of the Study

The aim of this study is to examine career innovation as an instrument to youth empowerment and National development.

### Literature Review and Theoretical Framework

#### Reasons for Career Education amongst the Youth

The importance of career education in an individual has become very obvious because it provides the requisite knowledge, assistance and guidelines towards a better future for that individual. It also leads a better tomorrow, as well lead to social reconstruction and transformation amongst the members of a particular society or nation in general. This can be achieved only if the youth of that particular society is gainfully engaged in a properly guided career choice, then they will be able to channel their skills and abilities towards a particular direction of their interest which will lead them to a better status in the community and their personal growth. Denga (1983) stated that the need for a career education among the youth in Nigeria includes:

- i. The choice of occupation of interest
- ii. The choice of the related academic preparation to job, like the choice of discipline that will usher one to future anticipation.
- iii. The choice to develop effective job hunting skills
- iv. The choice to understand self-potentials
- v. The choice to consult an expert about career plan
- vi. The choice to develop skills for job interest
- vii. The choice of an occupation that is acceptable to their parents and is significant to the society they belong
- viii. The choice of a career that has prospects

#### John Holland's Theory of Career Choice

According to John Holland's (1985) theory, there are 6 types of vocational personality which could make individuals better predisposed to certain occupations. Holland's fundamental underlying hypothesis is that people will have the most job satisfaction in occupations that match their personality type and so tend to choose a career that is reflective of their personality. Quoting John Holland himself, "people can function and develop best and find job satisfaction in work environments that are compatible with their personalities" (ICDM, 1991, p. 4-4).

These are the six personality types in brief. While each type is normally a part of us, usually one type is evidenced most strongly

**Realistic:** outdoor type. These people tend to like and be good at activities that require strength and co-ordination. They are not too keen on socializing. They also like working with things (tools, machines etc). Examples of suitable jobs: Farmer, Truck driver, Pilot, Builder, Carpenter, etc

**Investigative:** interested in logic and concepts. These people tend to enjoy and be good at abstract thought. They are often interested in science. They also like working with information (abstract ideas and theories) Examples of suitable jobs:

Chemist, Mathematician, Pharmacist, Dentist, Researcher, etc

Artistic: tend to use their imagination a lot. They like to express their feelings and ideas. Dislike rules and regulations and enjoy music, drama and art. They also like creating things. Examples of suitable jobs: Artist, Actor, Dancer, Designer, DJ, Composer, Painter etc

Social: enjoy the company of other people especially to help them. Tend to be warm and caring people. Example of suitable jobs: Nurse, Librarian, Counselor, Physiotherapist etc

Enterprising: also enjoy the company of other people, but mainly to dominate or persuade rather than help them, Enjoys actions more than thought. They also like to be the leaders. Examples of suitable jobs: Sales Rep, Headmaster, Lawyer, Managers, Journalist etc

Conventional: likes rules and regulations, structure and order. These people tend to be well organized with little or no imagination. Examples of suitable jobs: Secretary, Typist, Clerk, Factory worker etc. Interestingly, it has been observed that most females frequently tend to score predominately in three personality types: Artistic, Social, and Conventional, whilst males score more predominately on the Realistic, Investigative and Enterprising types.

#### The Determinants of Career Choice

Lots of factors can be determinants to the choices of a career.

Denga, (2001), & Farry, (2006), & Kochung & Migunde, (2001), viewed the determinants of career choice from the following perspectives;

- i. Psychological factor, here they looked at the interest, abilities, intelligence, and aptitude of the person involve in the career choice
- ii. Sociological factors, at this point the person choice can be determined by the influence of the family, the social class, the societal expectation and ranking of occupation
- iii. Economic factor, the financial status of an individual determines the level of choice he/she makes in the career choice
- iv. Situational factor, the syndrome of man-know-man has rendered some people useless in the society where they have skills that could have seen them through in the ever growing economic situation of the country
- v. Educational factors, one need to be highly educated to cope with the choice of an effective career choice that will have an effect in the society and the nation in general
- vi. Political factor, the issues of segregation has also rendered some jobless as the issues of race and ethnicity has the order of the day, many are denied job opportunity reason being that they are not from a particular ethnic group as such making the economic growth of the nation powerless. Kochung and Migunde (2011), on their view stated that, job allocation to the son of the soil not with merit of the discipline but because they are indigenes of that society has prevailed in our country today making the job not to be perfectly carried out and the issue of instability in the political climate has also handicapped the economic situation of the country.

- vii. Religious or Value factor, we also find out that in the search for a career choice it has to do with the religion of the seeker and the person to give out the career. As one's faith can be related to the faith of the leader in the job aspiration. For instance, When a Christian occupies a position to grant job opportunity to the populace it becomes difficult for a Muslim to gain job opportunity in that particular establishment the same thing is applicable to the Muslims and other religious bodies, and this situation cannot help in the economic and social growth of the nation.

#### Mode of Passing Information to the Youth about Career Availability

According to Reamen (2002), the processes of career information dissemination are as follows;

1. The community which gathers all her youth and inform them of the prevailing career currently on ground and guide them on how to acquire it.
2. The companies can pass information about a career opportunity that is available through the use of their company's directories book or catalogues.
3. Through the media (Radio and Television, newspaper, and magazine) via advertisement informing the populace of an existing opportunity in the field of work.
4. The Federal, State and Local government can inform the people of an existing career opportunity through special announcement, handbills, posters, and ethics.

On the view of Denga (2001), he viewed career information dissemination in the following points;

1. Career week; this is a process where information of an existing career opportunity is been transmitted via the councilor and some educated personnel in the field will be invited to address the youth in their area of specialization.
2. Bulletin board, in this vain a board will be built in a strategic point with a vital information on it about the career opportunity available at a particular moment. This will be based on a prevocational courses as well as occupational information from the Medias, even information on training programmes will also be made available in this board.
3. Exhibition of career, to assist the youth on the choice of their career, most times an expert in the field will be invited to demonstrate the career practically to the view of the youth so that they can see the benefit of such endeavour as such encouraging the interested ones to model their mind set towards such career aspiration.
4. The minister of labour publication, the minister of labour can pass information of a particular career through a booklet and it will be published by the career master for the consumption of the youth, which helps them in furthering their decision on that career choice.
5. The recording of the career activities can also be an avenue to disseminate career information as the doctors, accountants, lawyers, and other professional bodies put their daily activities on a video tape/disc and play same to the view of the youth. This will also help in the rapid decision of the youth's career choice aspiration.
6. Excursions is another vital place where information about a career choice can be disseminated, as an excursion will be organized for the youth it makes them

- to see things about a particular career for themselves and know the one that can fit their situation and be profitable to them and the society.
7. The use of the website is another way of enlightening the youth of the existence of a career opportunities, where the information of the availability of such career will be posted to the internet.

#### Skills for Adequate Career Choice

Denga (2001) viewed the skills as;

1. Ones personal abilities
2. The capability to implore exploratory recourses to reality test of personal attributes.
3. Ones educational, social and occupational strength
4. The ability for one to make appropriate career choice for future life endeavour
5. Interpersonal skills in relationship to duty performances
6. Time consciousness
7. Knowing relationships that exist between educational qualification and job requirement.

According to Shertzer & Stone (1976), viewed career choice skills from the following perspectives;

1. Competent in the academic modalities that can achieve a change in the society
2. Being surrounded with valuable work attributes
3. Being capable of choosing a meaningful work values that can lead one to gain a degree of upliftment in the labour market and contributes meaningfully to the society they belong.
4. Being grinded with vocational experiences that will allow them to foster a degree of success in their life and the society in general.
5. Being able to make a career decision based on their educational and vocational background as such knowing the kind of job opportunity they can fit in with the qualification at hand and aspire for it, for higher future.

#### Conclusion

The achievement of the better standard of living amongst a community, society and a Nation, is a factor that are more determined by the strength of the youth of that particular Nations. When a youth is equipped with the right kind of future aspiration it gives light to the society and the growth of such society will be at a rapid rate. The society should endeavour to eliminate every obstacle that stands on the way of the youth and her choice of an enviable career; such as; religion, tribe, politics, godfatherism, and sex discrimination. It is pertinent that a properly selected career motivate the growth of the society, the society or the nation will begin to experience a better standard of living if the youth is well guided and given the right kind of assistance they needed to foster the growth of their Nation.

#### Recommendations

1. The youth should be meaningfully engaged with the right type of occupation that will help the youth to become a man of his own tomorrow.
2. A career counselor should be invited to educate and guide the youth on how to make the choice of their career.
3. Career information should be made available to the youth frequently to help them on their employment procedure.

4. The issue of ethnicity should be addressed, to help the youth not to be discriminated from job opportunity
5. Religious bodies should always think of forwarding the growth and development of the youth, community, society and the nation in general, not being based on faith and brotherhood.
6. Career education program should be organized frequently in the community to equip the right kind of information on career availability.
7. The government through the school should develop collaborative career programmes with innovation strategies that will fully involve the youths.
8. The role of the parents in guiding their children towards their own career (the child's) interest should not be left out, as a proper home training of the child gives a wilder hope of future anticipation and achievement.
9. Career guidance and counseling unit should be made available and accessible to the youth irrespective of tribe, religion, sex, age and ethnicity.

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