



CAREER DEVELOPMENT PLAN: IMPACTS ON STUDENT'S LIVES

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ABSTRACT

Career Development Plan is one of the most important developmental processes in a student's university experience. Deciding on a career is a developmental process, marked by significant events and experiences. Employers want well-rounded students that enhance their in classroom education with key career-related experiences. Students should strive to fine tune their career goals carefully. So creating Career Development Plan is a major issue of student life. Career Development Plan is to provide an action plan for students to follow during his undergraduate years. That will help student's acquire knowledge of him, career paths, and academic and career opportunities. Career decision-making is a process, and while activities are suggested over a four-year timeline student can set his own pace in pursuing career development and use the timeline accordingly.

Introduction

The term career development, describes both the constellation of psychological, sociological, educational, physical, economic, and change factors that combine to shape individual career behavior over the life span [1]. Career development also refers to the interventions or practices that are used to enable a person to make more effective career decisions [1]. According to Betz et al., career development involves the person's creation of a career pattern, decision-making style, integration of life roles, values, expression, and life-role self-concepts [2].

Giving young people the tools and knowledge to realistically plan for their futures is a primary goal of education. Career development is vitally important for today's youth, who are more than ever "motivated but directionless" [3]. Career guidance and academic counseling can provide students with the necessary tools to set career goals, and give them an understanding of the education and skills they need to meet their goals.

The History of Career Development

The National Vocational Guidance Association panel defines the term career as "the totality of work one does in his/her lifetime." [4]. Over the years, counselors have based their practices on specific theories and derived their frames of references from the philosophy, beliefs and techniques of their theoretical practice. Career counseling theories provide guidelines for counselors. And without a theoretical basis, the counselor lacks credibility and structure and lacks a basis on which understanding and insight can be developed [4].

Career counseling has a long and illustrious past, dating back to the contributions of Frank Parsons and including notable the-

ories and substantial research related to career development [5]. According to Whiston et al., one of career counseling's strengths is its rich history and substantial body of literature [5]. The roots of career counseling can be traced to Frank Parsons, and his three-step model still influences many practitioners' approach to career counseling [5]. Whiston et al. states that often in career counseling, there are elements of assisting the client in knowing himself or herself, gaining knowledge of the world of work, and integrating the information about self and occupations [5].

Although some individuals still believe that career counseling is this simple approach, there have been other significant theoretical contributions related to vocational psychology that have influenced the practice of career counseling [5]. Whiston et al. states that Super et al and Holland et al. developed important theories with extensive research that provided significant insight into individuals' career development and the intersection between personality and career direction [6][7].

In the last few decades, there also has been a growing body of literature related to the effects of race and social class on career development [5]. Today, many career counselors are able to effectively assist their clients in identifying and accomplishing their career goals. Theorists and researchers have contributed a vast amount of information to career development.

The Importance of Career Development Plan

Choosing the right major is complicated and so complex. There are some majors that sound interesting and some are boring. However, choosing the right major is important. It doesn't only give someone good paid job, but it serves as their key to a better future goal. Moreover, deciding what major they want to take takes time; they have to do some research about the course description; and where they can go to that focus best regarding the majors. Furthermore, opinion, help, guidance, and influence from other people affect the decision of what major they want to take. However, even with the help and guidance of other people, there will still be obstacle that will come their way. Moreover, obstacle is part of life, no matter where they go, no matter what they do, and they must face it.

There are few things as important as having a career development plan when it comes to excelling in life and accelerating in their chosen field. It is vital that they have a clear sense of the direction they would like to head with their career. Career planning is a critical step and is essential to their success not something they want to skip over.

The purpose of a career development plan is to help a student to reach their goals. Everyone has aspirations in life and specific levels they would like to reach. To do that, they must determine what is important for them. They may or may not have an idea of what they are looking for in terms of a career – a career coach will ask powerful questions that enable them to determine exactly what they are looking for in their career. Starting out with comprehensive career assessment tools will allow them to uncover their key strengths and determine how those best relate to building a successful career. Once they have their strengths mapped out, they can determine next steps. And, next steps begin with goals.

So the students see the importance of getting career guidance advice and creation of a career development plan. It is geared toward them and what they are made of – they deserve to find the proper balance between their personal life and career. It can be easy to get caught up in work mode and constantly have the job on their mind. However, this can lead to a troubling lifestyle if they do not intertwine passion, purpose, and personal fulfillment into their career.

Part of identifying their career paths includes defining their purpose and passions. Because everyone dreams of getting into a career field they enjoy and have fun with, but most people wander off course. They select a different career aspiration simply because they react rather than plan. They apply for an opening and take a job even though they know it is not the right fit. By having a plan and clear ideas about what it is they really want, they will avoid the pitfalls of career mismatch. They will identify find the right field to get into based on their interests, strengths, and personal passions.

Planning Career Development Process

The roadmap to success begins with planning a career development process. There are many approaches that a student can take to accomplish this. In this paper we propose here a new career development process that will help students to run their life smoothly.

The Figure 1 represents a logical, step-by-step process designed to help a student to prepare his career. The following steps

1. Self Assessment
2. Career Skills Assessment
3. Preparation that meets Career Objective
4. Career Development Plan
5. Implementation Career Plan
6. Decision Making to meet the Goal

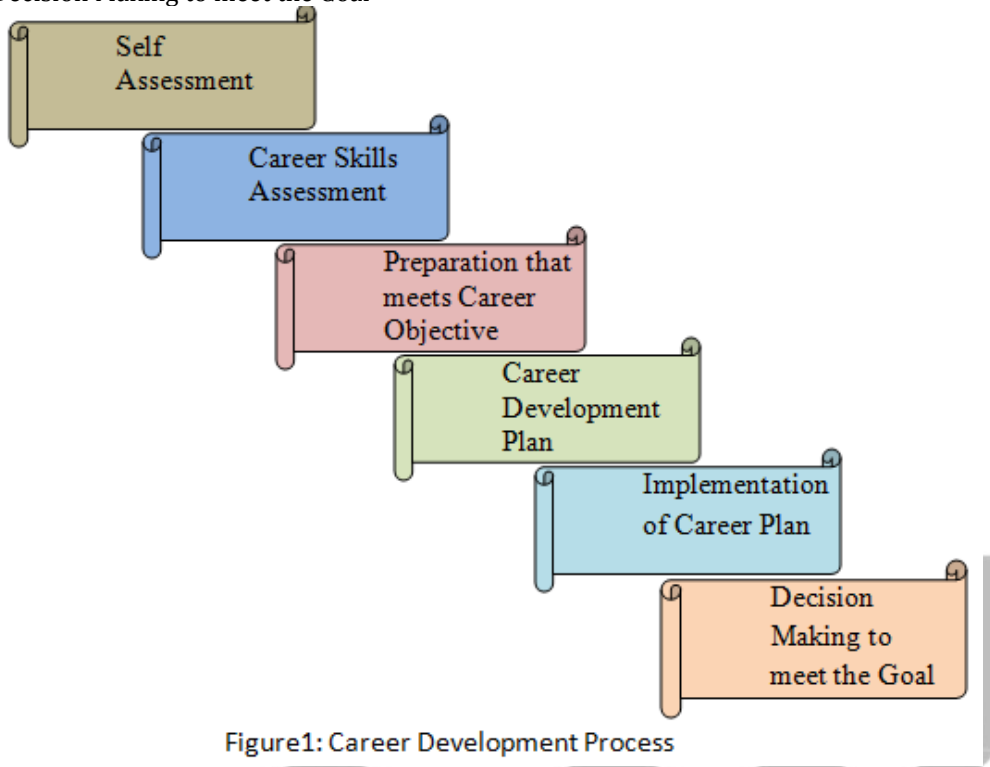


Figure1: Career Development Process

1. **Self-Assessment.** Begin to identify your values, interests, skills, personal traits and career satisfiers in order to identify the ingredients of a good career "fit". Now move on to the next step.
2. **Career Skill Assessment.** This sounds similar to the self-assessment, but rather than focusing on your personality and interests, career skill assessments focus on your core job strengths and weaknesses.
3. **Preparation that meets Career Objective.** Now that you understand your personality, interests, skills and strengths, it's time to make a decision! Learn the connections between courses, concentrations and careers, and discover the benefits of experiential learning. Learn how to:
 - Conduct career research and gather information from valuable online resources
 - Gather information on different fields, industries and companies
 - Decide on a major and learn what career paths a major can offer
 - Conduct informational interviews with people in fields that interest you
 - Explore opportunities to gain relevant work experience, such as internships or volunteer work
4. **Career Development Plan.** The nuts and bolts of planning your career development process. Set goals and timelines based on your career objective. Look at an example career development plan , or use the career development plan template to help you work through this step.
5. **Implement Career Development Plan.** It's action time! If your plan involves a career change, use the navigation bar on the left to help you through your career search, resume, cover letter and job interview questions.
6. **Decision Making to Meet the Goal .** To get the most out of your new career, planning strategies and learning skills will help you get to the next level. We've also created a free e-course to help you with this step of the process.

Career Development Plan by CDC in Daffodil International University

In this field we want to discuss about the career development plan in Daffodil International University, Bangladesh. Daffodil International University (DIU) is recognized in independent government assessments as one of top graded universities in Bangladesh. The university has been founded by Daffodil Group with the approval of the Ministry of Education under the Private University Act of 1992 and its amendment in 1998 and Daffodil International University came into being on 24th January 2002, the University today combines impressive modern facilities and a dynamic approach to teaching and research with its proud heritage of service and achievement.

The Career Development Center [8] works with students beginning their first year at Daffodil International University. From narrowing down interests and abilities to finding their first jobs, the CDC helps students create individual plans for success.

First-Year: Adjust to DIU Life

- Learn about the university and the DIU community.
- Make connections with faculty, staff, and students and get involved on campus including different clubs.
- Take a variety of classes and keep an open mind about choosing a major.
- Meet with the CDC Coordinator to learn about resources and services. Begin to develop a personal plan for success.

Second Year: Select a Major

- Use CDC self-assessment tools to learn about interests, abilities, and values.
- Prepare a resume to begin the search for a part-time job, internship, study abroad program, research project or community engagement experience.

Third Year: Translate Experiences into Career Goals

- Choose three to five interests and relate them to career goals.
- Make connections with professionals in fields of interest.
- Continue to gain experience through part-time jobs, internship, research projects and community engagement experiences.
- Utilize CDC resources on resume and interviewing.

Fourth Year: Implement Goals

- Organize a self-directed job search plan.
- Refine resume and complete a mock interview in the CDC.
- Complete different applications.

Post Graduation: Continuing Career Development

- Remain connected with the CDC for lifetime career assistance. Be sure to join the DIU Career Network through *lifetime career* for professional networking.
- Partner with the CDC to assist current students in their professional development.

Conclusion

This research paper addressed the importance of career development throughout the life span. It is necessary for everyone to understand that career development is a lifelong process. It is a constant and continuous process. We are forever changing and growing, therefore, we must make informed career decisions that will satisfy our needs. From birth until death, we are developing in some way or fashion. Every university should take some action plan for students to develop their career life by creating four years plan.

So much research has been conducted on career development. This research has allowed counselors to appropriately assist students and clients with achieving their career aspirations and goals. Career development is a major component in life span development. Throughout life we will continue to acquire knowledge, skills, and undergo changes that will affect our career decisions.

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