

COURSE GUIDE

EGC 805 VOCATIONAL GUIDANCE

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INTRODUCTION

This review is comprehensive preparing students for occupational fields and for effective participation in the world of work. It is an aspect of lifelong learning and preparation for responsible citizenship in the world. It is an instrument for promoting environmentally sound sustainable development in our society. It spells out in clear and unequivocal terms for the benefits of the users, and its relevance to the needs of individual in the society in consonance with the reality of our environment and the modern world. It is also a method of alleviating poverty in our society.

This course also introduces students to Vocational Guidance in Education. The course exposes Students to the nature and origins of vocational guidance in Nigeria and other places. The aims are to reveal some concepts used for vocational guidance and how to apply them in academic and business world for skills.

The write up is based on the scheme and other relevant areas added for easy understanding on what vocational guidance is all about. This material with help students to acquire adequate knowledge of vocational guidance in higher education. it is expected that with information gathered in this material, students will be well informed of the new policies on vocational guidance to expose students to the world of works.

COURSE AIM FOR THE EGC 805 VOCATIONAL GUIDANCE

This course aims to provide the students with knowledge and relevant information about works, employment, unemployment, and underemployment. It aims to reveal historical aspects of vocation, different terms, used in psychology about vocations. Psychological factors influencing vocation were highlighted and why students need vocational information were all highlighted. Some vocational theories were discussed in line with vocational choice and how to apply them to Nigeria situation.

The language used here is simple and readable for all users and the writer admonished the readers to make the best use of the opportunities and information at any given time to achieve one's life goals in this world.

COURSE LEARNING OUTCOMES

There are learning outcome to be achieved in each study unit of this course.

You should read them with good understanding of the course.

At the end of this course, you should be able to;

- i. Give an overview of vocational guidance.
- ii. Explain the origin of vocational guidance in Nigeria and other places like United State of America (USA)
- iii. Discuss the psychology of vocational guidance.
- iv. Analyse the need for psychology of vocational guidance.
- v. Identify two psychological factors in vocational guidance.
- vi. Write on sociological factors in vocational guidance
- vii. Write briefly on psychological test in vocational guidance.
- viii. State reasons why vocational information is very vital in our society.
- ix. Discuss on the role of vocational theories in our society.
- x. Discuss the various strategies to disseminate vocational information to students.
- xi. Express the various definitions of vocation as concept in the world.
- xii. How do you apply the vocational theories in Nigeria system of education?
- xiii. Discuss the counselling implications of trait and factor theory of career development.
- xiv. Discuss the major concepts in super's theory of vocational guidance.
- xv. Explain Holland's vocational personality environment models.
- xvi. Highlight on Freud's view on the nature of man and its ego defence mechanisms in relation to vocational guidance.
- xvii. State the relationship between vocational education and manpower needs in our society.
- xviii. Discuss the rationales for vocational education to meet the manpower needs of our workers.
- xix. Discuss the strategies of facilitating job seeking process in Nigeria.
- xx. Differentiate between the vocational adjustment and vocational satisfaction in our society.
- xxi. Explain the ethical and legal issues in counselling practice profession in Nigeria and many others.

COURSE SUMMARY

There are four modules and twenty units in this material.

Module 1, is all about an over view of vocational guidance which treated the origin and concepts of vocational guidance, some contribution made

from different scholars for its development, the psychology of vocational guidance, the needs for psychology of vocational guidance course in tertiary institution. Psychological factors in vocational guidance, psychological tests and vocational guidance, the need for vocational information, strategies or techniques for vocational guidance are all treated here.

Module 2, in this area we covered the role of theories in vocational guidance, and the focus was on factor theory by Frank Parsons, 1909 (the father of vocational guidance), limitation of parson's trait and factors theory, its application to the Nigeria setting, we highlighted on traits and factors theory of career development by Ginzberg, Ginzburg, Anairad and Herman, their limitations, strengths, counselling implications and applicability in Nigeria were discussed too.

Module 3, Focused mainly on the self-concept in vocational guidance/ Super's ten proposition on the vocational development. Others were Super's five stages of vocational development theory, which deals with the major concepts in Super's theory, counselling implications and applicability to Nigeria system. It also treated personality type theory of Holland's vocational choice, it also handles sociological theories and psychoanalysis theory of Freud's. It also discussed vocational education and manpower development and utilization.

Module 4, highlighted on the essential elements of vocational guidance, it treated the role of vocational guidance in schools, and strategies for facilitating job seeking process. The module also discussed the concepts of vocational adjustment, talked about attitudes, interests, needs and vocational adjustment services in vocational guidance programmes, ethical, and legal issues in counselling profession were all treated.

The course has been broken down by the Author for easy understanding and this include,

Brief introductions in each study unit, which contain a breakdown on each module, including learning outcome, reading the main text material, self-assessment exercises and should take should take you about three to four hours in a week to read and complete.

It also has tutors marked assignment with answers provided to make the study easy for you.

STUDY PLAN

Here is a table that is a present of the course EGC 805 and how long it should take you to complete each study unit and the accompanying assignments information provided.

Unit	Title of study unit	Weekly Activities	Assignment
	Course Guide	1	

Module 1. An overview of vocational guidance

1	An Overview of Vocational Guidance	2	Assignment
2	The Origin/Concept of Vocational Guidance	3	Assignment
3	The Needs of Psychology of Vocational Guidance	4	Assignment
4	Psychological Factors in Vocational Guidance	5	Assignment

5	Psychological Test and Vocational Guidance	6	Assignment
6	Needs For Vocational Guidance	7	TMA 1 to be Submitted

Module 2. The Roles of Theories in Vocational Guidance.

1	The roles of theories in vocational guidance	8	Assignment
2	The roles of theories/traits and factors theory (Parson's, 1909)	9	Assignment
3	Limitations of Parson's traits and factor theory and counselling implications	10	Assignment
4	Trait and factors theory of career development	11	Assignment
5	Strength of the theory, Counselling implications and application to Nigeria.	12	Assignment

Module 3: Self-concept in vocational guidance/Super's ten prepositions on vocational development.

1	Self-concept in vocational guidance/Super's ten prepositions on vocational development	13	Assignment
2	Super's later five stages of vocational developmental theory	14	Assignment

3	Personality type theory of Holland's vocational choice, Holland's personality environments/environmental model, limitations of Holland's theory	15	Assignment
4	, counselling implication/applicability to Nigeria system	16	
5	Sociological theory	17	
6	Psychoanalytic or impulse theory	18	Assignment
	criticisms, contributions, implications, and applicability to Nigeria	19	TMA 2 to be Submitted

Module 4: Relationship Between Vocational Education and Manpower Needs, and Essential of vocational guidance

1	Relationship between vocational education and manpower needs	20	Assignment
2	Some basic assumption about vocational education, the rationale of vocational education to meet the manpower needs	21	Assignment
3	The role of the school in vocational guidance programme in manpower development and utilization	22	Assignment

1	Essential elements of vocational guidance	23	Assignment
2	The role of vocational guidance in schools/strategies to facilitate job seeking process	24	Assignment
3	Concept of vocational adjustment attitudes, interests, needs, and vocational adjustment	25	Assignment
4	Concept of vocational satisfaction	26	Assignment
5	The essential services in vocational guidance programme	27	Assignment

6	Ethical and legal issues in counselling profession	28	Assignment
7	Legal requirement and considerations in counselling profession	29	TMA 3 to be Submitted

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MODULE 1

- Unit 1 An Overview of Vocational Guidance
- Unit 2 Psychology of Vocational Guidance
- Unit 3 Psychological Factors in Vocational Guidance
- Unit 4 Psychological Test and Vocational Guidance
- Unit 5 Needs for Vocational Information

UNIT 1 An Overview of Vocational Guidance**Unit Structures**

- 1.1 Introduction
- 1.2 Intended Learning Outcomes
- 1.3 Definitions
 - 1.3.1 An Overview of Vocational Guidance
- 1.4 The Origin/concepts of Vocational Guidance in United States of America
 - 1.4.1 Some Contributions to the Development of Vocational Guidance
 - 1.4.2 Landmarks in the Development of Guidance in U.S.A
 - 1.4.3 Origins of Vocational Guidance in Nigeria
- 1.5 Learning Outcome of Vocational Guidance
 - 1.5.1 Definitions and Clarifications of Term Used
- 1.6 Summary
- 1.7 References/Further Readings/Web Resources
- 1.8 Possible Answers to Self-Assessment Exercise(s)

1.1 Introduction

Vocation (from Latin “vocation” meaning a call, summons), is an occupation to which a person is specifically drawn or for which he/she is suited, trained or qualified. Though now often used in non-religious contexts. The meaning of the term originated in Christianity (Kenneth, 1998) cited in Ogbodo, (2017).

Frank Parsons known as the father of vocational guidance defined it as a process of aiding young people in choosing an occupation, preparing for it, finding an opening in it and building up a career of efficiency and success (Nwamuo, 2001), Akinade, (2016), defined vocational guidance as the provision of specific activities and information targeted to the particular needs and concern of an individual whose careers expectations are significantly altered.

Vocational Guidance: Vocational guidance is a facilitative process rendered to the individual to aid him/her in choosing and adjusting to an occupation.

Vocational guidance is also an important issue in human life as it affects person from childhood to maturity. It is the process of helping client to choose an occupation, prepare for it, enter it and develop in it. Such guidance should be rendered to the student, taking cognizance of his or her personality traits, interests, ability, values and so forth. This is because it will influence h life is/her style such as the type of food he/she eat, the type of cloth he/she wear, the type of house he/she live, his/her choice of friends and car he/she drives etc.

1.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- define the concept of vocational guidance
- discuss the origins of vocational guidance/contributions made
- explain the objectives of vocational guidance.

1.3 Definitions

1.3.1 An Overview of Vocational Guidance

Vocational guidance is the assistance given to students in choosing and preparing for a suitable vocation. It is concerned with the selection of vocation and preparation for it by students. This concept of vocational guidance has changed over some time. Before delving into the concept, we need to clarify the terms career and vocation: which are used interchangeably most of the time. By the late 19th century and beginning of the 20th Century, Vocational guidance' was used, but with time it has been replaced by "career" because it is "more contemporary and also agrees with the recent trend in the field that career is a life process" Kolo (1999) in Tor-Anyiin (2018). In addition, the use of career reduces the confusion between 'vocational guidance and vocational education.

To Hassan, (2006), in Tor-Anyiin (2018), career guidance combines the two as well as emphasizes the interaction between learning and work. This is not unconnected with the fact that for the individual to be able to take appropriate decision about a vocation, he/she must have obtained a good picture of himself or herself and attains good educational level.

This explains why career guidance is developmental from early stage of one's life or learning. This is continuous because of the evolving socio-

economic changes caused by knowledge explosion, experience, science and technology.

Therefore, Vocational guidance is the process of helping in individuals to choose occupation, prepare for it, enter it and develop in it. Such guidance should be rendered to the learner, taking cognizance of his or her abilities, interests, values personality, and attitude traits.

The services rendered should include:

- i. Creating the awareness about world-of-work.
- ii. Providing students with necessary occupational information
- iii. Preparing the student for skill acquisition for possible occupation and placement at the end of all levels of education. Encouraging the student in entrepreneur pre-vocational activities, e.g., trade/entrepreneurship, arts and crafts.
- iv. Guiding student and parents on vocational choices, combination of subjects/courses and assisting them in resolving conflicts in such matters (Anya, 2015).

Self-Assessment Exercise 1

1. Explain Vocational Guidance in your own understanding and list two of its services in the society.

1.4 The Origin/Concept of Vocational Guidance in United States of America

The origins of vocational guidance can only be found in antiquity: that is, vocational guidance is as old as mankind Ikeotuonye, (1990), in Ogbodo, (2017). He went on to say that the youth were expected to learn one form of trade or the other. In fact, no man or woman would be described as having grown to maturity without acquiring a way of making a living.

However, in Nigeria it was usual for the first son to take to his father's profession and the first daughter to her mother's trade. Other male siblings could as well learn their fathers' occupation or be apprenticed in various professionals to learn their trades, for example, medicine men, blacksmiths, fortune tellers, hunters, fishermen, weavers, cooks and so forth. While female siblings usually took to their mothers' occupation in addition to learning the art of home – making. The girls were specifically prepared for marriage, home-making and child rearing. It was an advantage if they learnt any trade. Ikeotuonye, (1990), in Ogbodo, (2017), to him, in Nigeria vocational guidance like other places

in the world is not a new phenomenon. It is as old as mankind. This is to show that before the modern vocational guidance, Nigeria has her own method of working to earn a living and was comfortable based on their culture heritage.

However, the origin of vocational guidance will be discussed below both the modern vocational guidance in United States of America (USA) and Nigeria. The modern vocational guidance is usually associated with the work of Frank parsons from 1854- 1908 which came to lime light since 1905. That is, the roots of organized formal vocational guidance lie in the early 20th century-Ikeotuonye, (1990), in Ogbodo, (2017).

Frank Parson who is regarded as a father of modern vocational guidance released the need for young people migrating to the city of Boston as well as those in the city to be given help in securing jobs. London, (1973), in Ikeotuonye, (1990), cited in Ogbodo, (2017), stated that:

In 1905, Persons established what became known as the Bread winners' institute in the civic service House of North Boston. The Institute was a settlement house or welfare centre financed originally by gifts and endowments from wealthy people to assist in coming immigrants, poor families and out-of- school and unemployed youth. It provided some indoctrination and citizenship training for immigrants, assisted them in locating friends and housing and helped them find employment. If they were without means, and many were, the centre supplied them with food and necessary clothing until they could provide for themselves. It helped out-of-school and unemployed youth of poor families' secure entry jobs where on- the-jobs training was possible, so that they could advance in an occupation, care for themselves, and assist their families.

However, Parson's efforts yielded further results in 1908 when the vocation Bureau for the city of Boston was established and Parsons was the first director and counsellor. From the city of Boston, the idea of formalized vocational guidance spread to other cities of the United States of America. Parsons' book titled "Choosing a Vocation" was published post-humously in 1909. He died on September 26, 1908. Parsons (1909) Ikeotuonye, (1990), in Ogbodo, (2017), formulated three-point techniques of counselling which comprising the following steps: -

1. Firstly, a clear understanding of yourself, aptitudes, abilities, interests, resources, limitations and other qualities.
2. Secondly, knowledge of the requirements and conditions of success, advantages and disadvantages, compensation, opportunities and prospects in different lines of work.

3. Thirdly, being the last stage is true reasoning on the relation of these two groups of facts; that is matching the two, first and second together. It is also known from Parsons' book that, he based his vocational counselling on a number of principles which includes: -
 - i. It is better to choose a vocation than merely to hunt for a job.
 - ii. No one should choose a vocation without careful thorough and self-analysis, under guidance.
 - iii. The youth should have a large survey of the field of vocations, and not simply drop into the convenient or accidental positions.
 - iv. Expert advice or the advice of those who have made careful study of men and vocations and of the conditions of success must be better and safer for a young man than the absence of it.
 - v. The putting down on paper of a self-analysis is of supreme importance. From all the indication above, vocational guidance interest originating with Frank Parsons, ideas dominated the practice years after his death. He felt concern for the complexity of the world of work and the resultant difficulty in career planning, a concept that is still viable today. As originally practiced by Parsons and his associates, the concept of matching youths with jobs, based on the characteristics of both, has also had a long and traditional association with the counselling movement.

However, as this concept was broadened and other basic activities were added in the 1920s and 1930s, vocational guidance became a service activity most frequently identified with the provision of occupation and educational information. In the late 1950s and 1960's, with the original impetus from the National Defence Education Act of 1958, placement and follow-up also became significant activities of the vocational or career guidance phase of counselling programme. Thus, for nearly 60 years, the counselling movement has been the care-taker for career planning in U.S.A. schools and agencies. London, (1973), in Ikeotuonye, (1990), pointed out that prior to the work of Parsons, a number of people made attempts at organizing a formalized vocational guidance programme. Notable among them were Lysander Richards and George A. Merrill. Richard's book on "vocophy" published in 1881, advocated a new profession that would enable individuals find their right vocations on his own part, Merill developed what might be called a programme of conational education rather than vocational guidance at the California school of Mechanical Arts in San Francisco. The programme took off in 1895. According to Brewer, (1942), cited in Adegoke, (2015), comprised: -

1. Two years in the High school of sample exercises drawn from simple work in each of the trades taught by the school, with about

- half of the time given to such studies as English, civics, mathematics and science.
2. Study of the individual and counselling
 3. Choice by the pupil of a specific trade
 4. Two years of preparation for a trade, including related technical studies.
 5. Placement at work and follow-up.

Furthermore, the National Vocational Guidance Association (NVGA) of U.S.A. defines vocational Guidance as the dissemination of information experiences and advice in regards to choosing a vocation, prepare for it, enter into it and make progress in it.

According to Parsons (1909), Adegoke, (2015), vocational guidance is “The process of assisting people to choose a vocation, prepare for and enter upon it, and attain efficiency and success in it”. To Parsons, (1909), the concept of vocational guidance was that of matching individuals with the available occupations, to enable them earn a living. Hence, the whole essence of vocational guidance was to enable the applicants enter a job. The Ultimate aims of vocational guidance are to make sure those immigrants or the poor who enter the urban areas were not delayed in getting a job. This was earlier stated by Ikeotuonye (1990), cited Ogbodo, (2017), it is the matching approach which entails establishing the relationship between one’s attitudes, abilities, ambitions, interests, resources, (limitations, weakness and their causes) and conditions of successes, advantages, compensations, opportunities and prospects to different lines of work.

Crow and crow, (1960), in Mallum (2018). According to the International labour organization, vocational Guidance is the assistance rendered by an individual to another in the latter’s solving of problems related to his progress and vocational selection keeping in mind the individuals’ peculiarities or special abilities and their relations with his occupational opportunity” Mallum, (2018).

Frank parsons, (1909), in Tor-Anyiin, (2015), saw vocational guidance as every person’s duty; provided the information about the individual and the available occupations are known. Cognizance was not taken of the influence of variables and changes due to socio- economic and technological developments. It was this process that promoted the trait and factor theory in vocational guidance. This approach was influenced by the fact that Parsons was a philanthropist and was guided by the social welfare aspect of giving jobs quickly to applicants. The progress of the job seeking individual was not of much concern to him and many others who viewed vocational guidance as a mere social service for immediate economic survival of the immigrants. This reduced

vocational guidance only to a narrow focus of catering for the physiological needs of earning a living.

However, with the spirit of social welfare gone, new perception of vocational guidance emerged. A group, led by Brehier, (1933), in Tor-Anyiin, (2015), advocated broadening the concept.

Indeed, Brehier (1933), Carter, (1949), and Supper, (1957), in Tor-Anyiin, (2015), further regarded entry to job as just an aspect of vocational guidance. This new approach did not recognize vocation choice or entry as terminal; but simply one of the stages in vocational guidance. This thinking was probably influenced by the fact did not take cognize vocation choice or entry as terminal but simply one of the stages in vocational guidance. This thinking was probably influenced by the fact that the immediate choice did not take cognize of the physical psychological, developmental level, interest, social experiences and the new environment. Carter, (1940), in Ogbodo, (2017), further observed that development of vocational interest takes place with the interaction between growth processes some of which are biological and environmental. It was Carters conviction that most of the unemployed looking for jobs was not yet conscious of themselves, as such, providing them a job which they had not, was satisfying. There is a universal adage that says “a beggar has no choice” because he or she was in a difficult situation, therefore whatever given to them was accepted immediately. Conversely, the applicants accepted the choice to forget the past way of life as he or she continues his life. Meanwhile, immediately they assumed office many started looking for jobs that were commensurate with their self—concept and development process.

However, Super, (1980), in Ogbodo, (2019), and his contemporaries, therefore disagreed with the early writers that vocational choice was the ultimate of vocational guidance. They viewed vocational choice as “an attempt to implement self-concept, develop clients’ occupational concept, clients’ occupational self-concept and clients’ extra occupational self-concept, Hayes & Hopson, (1981), in Ogbodo, (2015). Furthermore, super, (1980), in Nwoye, (1990), cited in Ogbodo, (2019), defined vocational guidance as: the process of helping a person to develop and accept an integrated picture of himself and his role in the world of work as well as to test this concept apart reality and to convert it into reality with satisfaction to himself and benefit to society.

The above definition of super, (1980), in Nwoye, (1990), in Ogbodo, (2015), represents the modern view of vocational guidance, which regards the process as developmental with the sole aim of helping an individual understand himself or herself and using available information to guide the client to enter a nob that will enhance self- fulfilment. Self-

fulfilment transcends working environment and the leisure time when in service and in retirement.

Vocational guidance is thus, the profession that aims at not only providing adequate and appropriate information to clients towards taking visionary decision about a vocation, but also understanding themselves and the socio-economic environment. This way, clients will be able to choose and enter a vocation which is in agreement with their self-concept; clients will perform, adjust, progress and experience a sense of fulfilment and a sense of accomplishment for their benefit.

To portray the modern vocational guidance is beyond information provision and vocational choice, Nwoye, (1990), in Tor-Anyiin, (2015), identified four tasks:

1. Developing in the client an integrated picture of what he or she is by identifying the individual's interests, abilities and capabilities, personality's traits and needs:
2. Understanding clients' occupational self-concepts, which is broadening the occupational horizons of the client to debunk any unrealistic or glamorized impressions held, including the psychological aspects.
3. Understanding clients' occupational self-concepts aimed at exploring clients' needs, which could be satisfied during working hours and leisure time. This includes the rewards, status expressing of dominant life values like caring among others.
4. Developing clients' extra occupational self-concept which is the identification of what benefits are likely to be enjoyed by entering a job and the ability to cope with its socio-situations.

The above identified four tasks underscore the concepts of vocational guidance have three general objectives involved the following: -

1. Identifying the interest and security of the client.
2. Identifying interest and security of the occupational world and
3. Identifying interests and security of the stage or society.

These general above objectives of vocational guidance have the under mentioned specific objectives.

Self-Assessment Exercise 2

1. Discuss why the origin of vocational guidance is found in antiquity in Nigeria?
2. Who is Frank Parson in modern vocational guidance?

1.4.1 Some Contributions to the Development of Vocational Guidance and Landmarks in the Development of Guidance in U.S.A.

A lot of great authors besides Frank Parsons have made immensely contributions to vocational guidance, such as Lysander Richards and George Merrill in 1898, for example, Jesse B. Davis conducted class counsellor activities at central High school, Detroit. According Miller, (1968), in Ikeotuonye, (1990) in Ogbodo, (2015), Frank Parsons, Goodwin organized “city-wide guidance programme for the Cincinnati, Ohio school system in 1911”. In 1908, Eli W. Weaver started a programme of guidance in New York City schools.

Eli, W. weaver, (writer), does not consider it necessary to insist on piecing together the bits that make up the history and development of guidance in the United States of America. A student interested in that aspect may read ‘History of Vocational Guidance; origins and Early Development by J. M. Brewer, (1942). Brewer has a comprehensive account of the history and development of guidance in the United State of America. Ikeotuonye, (1990), in Ogbodo, (2015), outline the Landmarks in the development of guidance in the United State of America. Ikeotuonye, (1990), in Ogbodo, (2015), outline the landmarks in the development of guidance and counselling in the United States of America.

1.4.2 Landmarks in the Development of Guidance in U.S.A.

From the available numerous sources such as Brewer, (1942), Williamson, (1965), Miller, (1968), Crites, (1969), Miller, (1971), London, (1973), Shertzer and Stone, (1980), Ikeotuonye, (1990), in Ogbodo, (2019), and so forth, it has made so easy and to the in simple to select the following as Landmarks in the origins and development of vocational guidance:

- a. 1881, A book, “Vocophy”, by Lysander Richard was established. It called for a profession meant to help youth in choice of vocations.
- b. 1895 George, A. Merrill organized a programme of vocational education at the California school of Mechanical Arts in San Francisco.
- c. 1898 Jesse B. Davis conducted class counsellor activities at Central High School, Detroit.
- d. 1908 1. The Vocation Bureau for the City of Boston was published posthumously.

- e. 1910 the first national conference on vocational guidance was held in Boston.
- f. 1911 Frank P. Goodwin organized a guidance programme for schools in Cincinnati.
- g. 2. The first university-level course in vocational guidance was offered in Harvard University.
- h. 1912 Grand Rapids, Michigan, established a guidance department in its school system.
- i. 1913 The National Vocational Guidance Association (NVGA) was found at Grand Rapids.
- j. 1915 The Department of Vocational Guidance was organized in Boston.
- k. 1921 The first edition of the Dictionary of Occupational Titles (DOT) was published.
- l. 1940 The Occupational Outlook Service was founded in the Department of Labour.
- m. 1942 The book, History of Vocational Guidance, written by John M. Brewer, was published.
- n. 1951 The American Personnel and Guidance Association (APGA) was formed.
- o. 1960-70 more counsellors were trained. Counsellor role and responsibilities were clarified. Counselling approaches, techniques, and methodologies experienced marked developments.

Moreover, all the Acts in 1971, 1990, 1994 of United States of America congress recognized the role of counsellors in providing career assistance with the passage of the school – to- work opportunities Act. This Act provided a frame work for creating school- to-work opportunity system in all United States of America with career counselling as high priority.

Self-Assessment Exercise 3

1. List out seven landmarks in the development of vocational guidance in United State of America (USA).

1.4.3 Origins of Vocational Guidance in Nigeria

It has earlier been stated that the origins of vocational guidance in Nigeria can only be found in antiquity. However, the beginnings of what could be called modern vocational guidance belong to the second half of the 20th century. According to some scholars, Tor-Anyiin, (2015), Anya, (2015), Ogbodo, (2019), et al, in Late 1959, a group of Reverend Sisters of St. Theresa’s College Ibadan felt the need for their graduating

students to obtain some help concerning information about work and placement in the world of work.

They therefore, invited twenty professionals from different occupations to give some occupational school in December that year, that is, 1959. The invitees arranged vocational talks for the students and helped them to gain further insight into their capabilities and interests particularly as these abilities and interests related to the available occupational opportunities. In addition to immediate net outcome was that the school, that is, St. Theresa's College, was able to obtain positions for fifty-four, out of the sixty girls in professional training courses and occupations.

The groups of helpers were not vocational guidance counsellors; however, they were able to sustain their interest in helping service the students so well started. They convened regular meetings and decided to extend their environs. In October 1961 there was a crucial meeting to which post-primary school principals, and representatives from the ministries of Education, Labour, Trade and Industry, and Health were invited; and an important outcome was the establishment of the Ibadan Careers Council.

Soon after the founding in 1961 of the Ibadan Careers Council, many more schools all over Nigeria joined the Association thus increasing its membership tremendously. It became naturally necessary to change the name of the Association to accommodate its national outlook. Thus in 1967, the Ibadan Careers Council was renamed the Nigerian Careers Council.

The Nigerian Careers Council drew its membership mainly from post-primary schools and membership was also open to institutions of higher education, employers, Government Ministries, and others interested in the Association's activities. By 1972 the number of members stood at 158. The Association's aims and objectives as outlined in an undated information bulletin entitled Nigerian Careers Council are stated below.

The councils' main ambition is to establish and maintain a sound vocational Guidance Service in our secondary schools whereby school-leavers' educational ambition could be properly channelled to suit their ability and aptitude in their choice of careers. The council attempts to carry out:

1. By advising and encouraging every school to appoint a careers master or mistress whose teaching load would be considerably reduced to afford him the time he needs to devote to vocational Guidance.

2. By offering short-term training courses to such masters and mistresses through workshops, talks, films, etc.
3. By collecting information on careers and training and disseminating such information to schools for their guidance. By bringing speakers from industry, commerce, public service, the arts and profession into contact with the council.
4. By maintaining close relations with Federal and State Ministries of Education, Labour and Economic development.
5. By providing a forum for careers masters and mistresses whereby they could exchange views and advice about common problems and their solutions.

The council's major annual activity is workshop on vocational Guidance, during which some training is given to participants "in the use of psychological tests, compiling cumulative records, techniques of interviewing guidance and counselling". The council also runs a journal called Careers.

The above is the story of the origins of vocational guidance in Nigeria. (Tor-Anyiin, 2018). Significant developments have taken place since the work of the Catholic Rev. Sisters. In 1961, the Federal Ministry of Education Lagos published a booklet written by C. I. Berepiki and entitled an Approach to Guidance in Schools' (Cote, 1972). C. I. Berepiki was a Vocational Guidance Officer Federal Ministry of Education Lagos. In 1963, a formalized guidance programme was introduced at the Comprehensive High School, Aiyetoro in Ogun State by Harvard/United States Agency for International Development (U.S.A.I.D.) staff. Among the numerous activities of the programme was the provision of educational and occupational information.

In September 1964, according to Cote, a seminar on Guidance, Counselling and Testing was organized in Lagos by the Federal Ministry of Education. It is also stated that in 1966 Dr. Peter O. Rees presented a paper on the role of the counsellor in a comprehensive school. The paper was presented to a workshop conference on comprehensive schools held in Aiyetoro. It is important to mention that by 1966 the Test Development and Research Office (TEDRO), An Organ of the West African Examinations Council (WAEC), has developed a number of aptitude tests useful for vocational guidance and counselling. Cote also pointed up the youth programs of the Young Men's Christian Association (YMCA) which included provisions for vocational guidance. (Adegoke, 2015).

Another important event in the history of guidance in Nigeria was the founding in 1976 of the counselling Association of Nigeria (CAN). According some scholars, Echebe, (2018), Oluakin, (2018), Ogbodo,

(2019), says the Association was inaugurated on Saturday, December 1, 1976, at the University of Ibadan, Nigeria. The statement of objectives of the Association as written into the Association's constitution is reproduced below:

The objectives of the Association are to enhance individual development by:

1. Seeking to advance the scientific discipline of Guidance and counselling.
2. Conducting and fostering programs of education in Guidance and counselling.
3. Promoting sound guidance and counselling in the interests of society and the individual.
4. Stimulating, promoting and conducting programs of scientific research in Guidance and counselling.
5. Publishing scientific, educational and professional literature.
6. Advancing high standards of professional conduct amongst members of the Association Conducting scientific, educational and professional meetings, workshops and conferences.
7. Creating awareness in the general public about Guidance and counselling.
8. Establishing contacts with various organizations for scientific, educational and social pursuits.
 - a) Examining conditions which create barriers to individual development and working to remove them.
 - b) Providing a forum for discussion of Guidance and counselling in relation to the manpower needs of the country and for making recommendations to appropriate authorities.
 - c) Encouraging free flow of ideas on issues relating to the practice of Guidance and counselling amongst members.

The membership of the Association is open to individuals and corporate bodies. Individual membership is classified as Member, Associate Member, Student Member, and Honorary Member. The details of the required qualifications for each category of this membership are obtainable from the secretary General of the Association, to whom application for membership is also directed. However, the Association has not got any permanent secretariat.

An important impetus was given to the guidance movement in 1977 when the Federal Government of Nigeria officially recognized the need for guidance and counselling. In the National Policy on Education (1977) it is stated:

In view of the apparent ignorance of young people about career prospects, and in view of personality maladjustment among school children, career officers and counsellors will be appointed in post-primary institutions. Since more qualified personnel in this category are scarce, government will continue to make provisions for the training of

interested teachers in guidance and counselling. Guidance and counselling will also feature in teacher education programs.

Over the years to the present, guidance has been feeling its way towards limelight. Will it get there? Oyinloye, (1984), in Echebe, (2018), stated that in 1978 only 14 Federal Government and 6 state secondary schools had organized guidance programs run by professional counsellors. Some important developments have taken place since then. The writer has made an attempt to present a picture of the present status of guidance in Nigerian schools (Ikeotuonye, 1983) cited in (Ogbodo, 2019). Among other things, it was stated that:

1. Some sorts of the guidance services exist in schools in most of the States; but formal guidance program is generally lacking in the schools.
2. Most states have set up guidance and counselling units at their headquarters just like the Federal Ministry of Education. In fact, a few States have gone further to appoint Guidance personnel in their Zonal Offices.
3. In the Northern States, a growing number of schools have career masters most of whom are, however, ill-prepared for their job.
4. The staffing of guidance services is inadequate and the time allotted to guidance where it operates, is rather insufficient.
5. All career masters and most counsellors combine their guidance duties with classroom teaching.
6. Most students use guidance service where available; and the students who receive guidance benefit immensely from the services.
7. Guidance courses now feature in the Education degree programs of almost all the universities and Colleges of Education. Besides, a good number of the universities now have programs of study leading to the degrees of M.Ed. and Ph.D. Again a few universities have introduced guidance and counselling as a specialty at the undergraduate level. A few more are likely to do the same.
8. Guidance refresher courses and workshops are on the increase.
9. In 1981 the number of qualified counsellors in the Federal and State Ministries of Education was 50.
10. A projection was made about the number of guidance counsellors required in the 1982-83 school year for the Junior Secondary enrolment alone, and this number (1990) stood at 1,600.

Self-Assessment Exercise 4

1. Trace the origin of vocational guidance in America.
2. Discuss the development of vocational guidance in Nigeria.

1.5 Objectives of Vocational Guidance

It is not possible here to state what the objectives of the vocational guidance should be in each of the classes in each level of the educational system. That has to be done by the individual career's counsellor based on what is specifically planned for each class and level. What is therefore attempted here is to give some general objectives of a vocational guidance.

Since parsons, (1909), Vocational guidance has expanded in structure and content, thus its objectives are today varied according to individual educational system as earlier stated which would include according to Hayes and Hopson, (1972), in Kolo, (1990), Tor-Anyiin, (2018), Ogbodo, (2019), listed as:

1. To assist clients (students) to acquire knowledge of the characteristics, functions, duty requirements of occupations in which they are interested.
2. To enable clients to get relevant information about abilities and skills in terms of related qualifications and competencies required to take up the identified occupation.
3. To assist clients in developing abilities to analyses occupational information and make suitable choice by using appropriate career information effectively.
4. To assist clients in getting information about various post educational and training facilities and apprenticeship schemes.
5. To enable clients to understand their potentials and interest in relation to identified occupation or a group of occupations which they may take up.
6. To enable clients to choose the right type of Jobs.
7. To develop entrepreneurship qualities in clients for taking up self-employment trade. However, Tor – Anyiin, (2018), includes more of the following: -
 - i. Development of the self-assessment in clients
 - ii. Development of client's self-concept
 - iii. Encouragement of a greater awareness and definition of clients own value.
 - iv. Development of client's occupational concept
 - v. Encouragement of clients for visionary decision making.
 - vi. Development of Clients occupational self-concept and extra occupational self-concept
 - vii. Helping clients to adjust toward themselves and environment.
 - viii. The above objectives imply that before they are met details of respective clients' interests, attitude and other

personalities must be ascertained. This can only be done through psychology, (psychological testing) which is the scientific study of behaviour and mental process.

Self Assessment Exercise 5

1. Outline ten objectives of vocational guidance.

1.5.1 Definitions and Clarifications of Terms Used

For proper understanding of the meaning and concept of vocational guidance, the meaning of other terms used in relation to the concept will also be given such as vocation; career, vocational guidance, career education, career development, work, occupation, job, Education, position, Labour, according to the following scholars such as Tor-Anyiin, (2018), Anya, (2015), Echebe, (2018), Ogbodo, (2019), et al.

1. **Counselling Education:** counselling is the provision of assistance and guidance in resolving educational, vocational and personal-social or psychological problems and difficulties especially by a professional. It is a kind of talking therapy that allows a person to talk about his/her problems and feelings in a confidential and dependable environment. A counsellor is trained to listen with empathy- by putting themselves in a client's shoes. Counsellors can help you deal with any negative thoughts and feelings you have ([www.nhs.uk>pages>introduction](http://www.nhs.uk/pages/introduction)).
2. **Vocational Guidance:** - The process of assisting people to choose a vocation, prepare for and enter upon it, and attain efficiency and success in it" Parsons, (1909). The vocational would include the careers to choose, where to study for such careers, the employment possibilities and progressing in such careers, while in personal-social, the individual understands his personal abilities, interest, personality, personal hygiene and how to relate socially with self and others.
3. **Vocation:** - This is a type of work on an occupation or a way of life that one believes suit him or her. It provides job satisfaction and the financial requirement of the individual. Vocation is a calling, asserted Egbule, (2002), in Ogbodo, (2019), sees it as an occupation with a sense of commitment and is person cantered. To explain further, Ogbodo, (2019), says that vocation is a spiritual calling which is reserved for those who are committed to their work, have greater autonomy in performing it, derive feelings of importance from it and find it intrinsically rewarding with a lot of economic values attached to it. Ogbodo, (2009), refers to vocation as a trade or occupation such as fashion and design, Weaving,

football playing, nursing, pottery making, priesthood, teaching, military, politics and so forth.

4. **Career:** - Career counselling is a process that will help you to know and understand yourself and the world of work in order to make career, educational and life decisions. Career guidance and counselling is a comprehensive, developmental programme designed to assist individuals in making and implementing informed educational and occupational choices. Career guidance and counselling programme develops an individual's competencies in self-knowledge, educational and occupational exploration and career planning. This is a pattern of decision, transactions and adjustments related to one's role in work, education, family, community and leisure. According to super, (1961), in Ogbodo, (2019), career covers the sequence of positions, jobs or occupations in the life of an individual. E.g. of career are teaching, counselling, driving, music and so forth. It is a job or occupations one engages in during one's working life.
5. **Career Education:** - Those planning or educational experiences that facilitate a person's career development and preparation for the world of work. The totality of experiences through which an open learns about and prepares for engaging in work as part of a way of living.
6. **Work:** - This is to do something (job or task) that involves physical or mental effort, especially as part of job. Paid or not, hard or easy, it is always effort towards a specific end.
7. **Career Guidance:** - Those activities that are carried out by counsellor in a variety of settings for the purpose of stimulating and facilitating career development in persons over their working life times. These activities include assistance in career planning, decision making and adjustment.
8. **Occupation:** - This is a person's job or profession that is carried out on a regular basis to earn a pay. It is like one's principal employment such as trade, vocation, business or other means of livelihood. It is a specific job or work activity that has a value market and so people are paid to do it. E.g. Business, Politics, philosophy, journalism and so forth. There are rooms for change of occupation in the society at different times in a person's life time. It is society centred and controlled.
9. **Occupational Information:** This is data concerning training and related educational programs, careers, career patterns and employments trends and opportunities.
10. **Vocational education:** Education that is preparatory for career in a vocational or technical field.
11. **Job:** - This is referred to any gainful employment engaged by somebody at a particular time to earn a living. It is the work a person is doing for the now. Adana, (1986), in Iwuama, (1999),

cited in Ogbodo, (2015), describes job or work as “an immunization against poverty or hardship”. A job could be (1) temporary, lasting for a short or limited time often engaged by temporaries or casual workers. Examples include cleaners, house help, wood cutters, daily paid workers, labourers and so forth. (2) A job could be seasonal-founded only during certain season or time of the year. Examples include farming work; road and building construction (3) job could be a steady one. This type is continuous and is supposed to last for a life time or for as long as the worker decided to continue. This type of job is the most sought for since it provides more job security and means of livelihood than other types. In fact, people make life career from steady jobs, examples are: - counselling, teaching, law, nursing and so forth.

However, Adana, (1986), in Iwuama, (1999), in Ogbodo, (2015), maintains that people could see their job as: -

- i) **Ideal:** - a perfect model of job which an individual hopes or strives to obtain.
 - ii) **Realistic:** - the best job one can get under the situation, taking into consideration most of one’s potentials and opportunities available in the locality.
 - iii) **Situational:** - any job that one engages in, in order to solve some immediate or emergent problems. It is an abhor job engaged in as a stop-gap while waiting for a better one to come.
- 12. Labour:** Labour means work Oladele, (1987), in Ogbodo, (2019), stated, that “Labour is the productive work for survival or support, requiring physical or mental effort”. And with sense of commitment too.
- 13. Career Development:** This is the gradual step by step upward and advanced movement in a person’s career, profession or job. Career development is enhanced by acquisition of relevant information, knowledge and skills used in a career. However, it should be noted that all vocational guidance related to career discussed above are interrelated. One without the other is ineffective and meaningless. Counsellors should also recognize that vocational guidance and complementary programs of career counselling should be developmental in nature and thus not limited to a particular age group. Vocational guidance or career development cut across the life spend is the appropriate theme for now and the foreseeable future.

Self-Assessment Exercise 6

1. Define the following concepts,
 - i. Career education
 - ii. Work
 - iii. Job.
 - iv. Career guidance
 - v. Occupation
 - vi. Labour
 - vii. Career development

1.6 Summary

In this unit, we have discussed the following and overview of vocational guidance, the services rendered, the origin of vocational guidance in United States of America (USA), some contribution made to the development of vocational guidance in United State of America by some scholars, landmarks in the development of vocational guidance in the United State of America, origin of vocational guidance in Nigeria. The module also covered the objectives of vocational guidance, definitions and clarification of things used and all the relevant tips that concern it existence.

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1.8 Possible Answers to Self-Assessment Exercises

1. Trace the origin of vocational guidance in America.

Answer:

The origin of vocational guidance will be discussed below both the modern vocational guidance in United States of America (USA) and Nigeria. The modern vocational guidance is usually associated with the work of Frank parsons from 1854- 1908 which came to lime light since 1905. That is, the roots of organized formal vocational guidance lie in the early 20th century.

Frank Parson who is regarded as a father of modern vocational guidance released the need for young people migrating to the city of Boston as well as those in the city to be given help in securing jobs. London, (1973),

2. Discuss the development of vocational guidance in Nigeria.

Answer:

It has earlier been stated that the origins of vocational guidance in Nigeria can only be found in antiquity. However, the beginnings of what could be called modern vocational guidance belong to the second half of the 20th century. According to some scholars, Tor-Anyiin, (2015), Anya, (2015), Ogbodo, (2019), et al, in Late 1959, a group of Reverend Sisters of St. Theresa's College Ibadan felt the need for their graduating students to obtain some help concerning information about work and placement in the world of work.

They therefore, invited twenty professionals from different occupations to give some occupational school in December that year, that is, 1959. The invitees arranged vocational talks for the students and helped them to gain further insight into their capabilities and interests particularly as these abilities and interests related to the available occupational opportunities. In addition to immediate net outcome was that the school, that is, St. Theresa's College, was able to obtain positions for fifty-four, out of the sixty girls in professional training courses and occupations.

3. Highlight on the concept of vocational guidance as related to other terms used.

Answer:

Vocational Guidance: Vocational guidance is a facilitative process rendered to the individual to aid him/her in choosing and adjusting to an occupation. Vocational guidance is also an important issue in human life as it affects person from childhood to maturity. It is the process of helping client to choose an occupation, prepare for it, enter it and develop in it. Such guidance should be rendered to the student, taking cognizance of his or her personality traits, interests, ability, values and

so forth. This is because it will influence his/her life style such as the type of food he/she eat, the type of cloth he/she wear, the type of house he/she live, his/her choice of friends and car he/she drives etc.

4. Briefly explain the role played by parsons (1905-1908) in vocational guidance development.

Answer:

1. Frank Parson who is regarded as a father of modern vocational guidance released the need for young people migrating to the city of Boston as well as those in the city to be given help in securing jobs. Parsons established what became known as the Bread winners' institute in the civic service House of North Boston. The Institute was a settlement house or welfare centre financed originally by gifts and endowments from wealthy people to assist in coming immigrants, poor families and out-of-school and unemployed youth. It provided some indoctrination and citizenship training for immigrants, assisted them in locating friends and housing and helped them find employment. If they were without means, and many were, the centre supplied them with food and necessary clothing until they could provide for themselves. It helped out-of-school and unemployed youth of poor families secure entry jobs where on-the-job training was possible, so that they could advance in an occupation, care for themselves, and assist their families. However, Parson's efforts yielded further results in 1908 when the vocation Bureau for the city of Boston was established and Parsons was the first director and counsellor.

5. State three importance of vocational guidance?

Answer:

- i. Creating the awareness about world-of-work.
- ii. Providing students with necessary occupational information.
- iii. Preparing the student for skill acquisition for possible occupation and placement at the end of all levels of education. Encouraging the student in entrepreneur pre-vocational activities, e.g., trade/entrepreneurship, arts and crafts.

6. Explain Vocational Guidance in your own understanding and list two of its services in the society.

Answer:

Vocational guidance is the assistance given to students in choosing and preparing for a suitable vocation. It is concerned with the selection of vocation and preparation for it by students. **Two services rendered should include;**

Creating the awareness about world-of-work.

Providing students with necessary occupational information.

Unit 2 Psychology of Vocational Guidance

Unit Structures

- 2.1 Introduction
- 2.2 Intended Learning Outcomes
- 2.3 Psychology of Vocational Guidance
 - 2.3.1 Need for Psychology of Vocational Guidance Course
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)

2.1 Introduction

In this unit, you will learn about the concept of psychology in vocational guidance in the world of work, its importance and the needs for studying the course of psychology in vocational guidance.

2.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- define the concept of psychology
- state obvious reasons for the importance of psychology in vocational guidance
- explain the needs for studying the course of psychology of vocational guidance in schools.

2.3 Psychology of Vocational Guidance

Psychology of vocational Guidance and self –knowledge and vocational knowledge are very important means of ensuring accurate and adequate occupational choice, usually, there are psychological processes necessary to bring about this self’ and social understanding which are so vital for good vocational adjustment but unfortunately experience so often fails to produce. These psychological processes are those of vocational guidance. According to Walton, (1966), in Olaniyi, (2010), cited in Ogbodo, (2020), defined vocational guidance is a process of helping a person match his personal attributes and his background with suitable jobs employment opportunities”.

To Olaniyi, (2010), in Sambo, (2019), this definition is the same as that of parsons (1908) which seem to suggest that by nature vocational guidance has two fundamental broad purposes. These are: -

- i. To help people make good vocational adjustment and
- ii. To help facilitate smooth functioning economy through the effective use of man –power. Therefore, if these psychological processes subsumed under the term vocational guidance, are so vital for a well-adjusted citizen, a useful contributory worker and a nation’s economic advancement.

Psychology has help students in their school work to identify educational needs, devise a plan, to meet those needs and then either implement the plan or advise the management on how to implement it.

However, in a bid to forestall wrong entry to vocations in Nigeria the Federal Government of Nigeria, (2004), posits thus:

In view of the apparent ignorance of many young people about career prospects and in view of the personality adjustment among school children, career officers shall be appointed in post primary institutions, since qualified personnel in this category are scarce, government shall continue to make provisions for the training of interested teachers in guidance and counselling.

The above statement from the Federal Government, (2004), has implications career officers who will help the youths in acquiring work values, skills and those who might have been encountering difficulties-maladjusted in the world of work. Therefore, the functions of the careers officers and counsellors are preventive and curative.

The psychology of vocational guidance will teach you to analyse their ability in term of potentials and control to avoid problems of unemployment in the future.

Hence, the reasons for the study of psychology of vocational guidance lies in the govern position to recruit interested teachers to the task and train more counsellors. The foundation for the need for vocational guidance in Nigeria is therefore laid by the Federal Government of Nigeria, (2004), in the National policy on education.

Psychology is the study of the human mind or the scientific study of human behaviour. Before 1884, the first definition was applicable, but after Wundt experiment in Germany, he discovered that psychology is not just the study of the human mind, but the experimental study of man himself through the process of experimentation of human consciousness. But in America where psychology is known to be most developed, psychologists believed that the human mind is too broad in scope to be

studied. So, they see psychology as the scientific study of human behaviour. Behaviour according to them is the sum total of all the action, conducts by man that is objective, reasonable and that which can be measured.

However, psychology as a course is a compound word, the term “psyche’ is derives the Greek roots psyche’ meaning ‘soul or ‘mind” and ‘logos’ Greek meaning ‘word” thus psyche is literally the study of the ‘mind’ or ‘soul’ psychology”, therefore means study of the mind or soul’. This definition was discarded because both mind and could seem to look mysterious and vague, Mangal, (2007), in Tor-Anyiin (2018). The new definition of psychology emphasis on the description and explanation of consciousness as a study. This was not unconnected with the new field of study, the psychoanalytic. The problem with the psychoanalytic position was the inability to understand both the unconsciousness and consciousness. This made the study subjective and introspective and as unscientific as animals could not be studied because they are likely to have no mind or soul’. But psychology is expected to study all living things.

Meanwhile, this new approach of the psychology re-defined psychology as “the investigation of human and animal behaviour and of the mental and physiological process associated with the behaviour,” Howieson & Jackson, (1976), in Tor-Anyiin, (2018), stated that behaviours incidentally deals with the interpretation of actions; hence, it deals with thinking and feelings. This implies therefore that psychology is the study of ones thinking and behaviour as an individual’s thinking influences his/her behaviours. Psychology therefore deals with the basic principles underlying behaviour which comes about through learning experience, intuition and physical maturity. Psychology is also concerned with the how of human development.

Vocation connotes something doing. It locates one in a given world of work. Guidance on the other hand deals with direction, providing of assistance to one to achieve some desired goals. Psychology of vocational guidance and self therefore could be the study of behaviours in a work place and also to know thyself and seat up to work and contribute positively to the development of Nigeria in Vision 2020 and ahead. Therefore, locate your area of contribution and this entails a long process as it has to do with preparation, entry and progress within a vocation of your choice. This is so because while psychology deals with the how of human development in a given position of environment, vocational guidance determines the how of an individual in his other work place. Invariably, psychology of vocational guidance is interested not only in how an individual enters a job but also how he or she progresses within the job given the social environment.

The psychology of vocational guidance aims at helping an individual to adjust properly in his/her work environment and so operate at his or her optimal level for his or her benefit and ultimately for the benefit of the society. It is also expected that such people working satisfactorily and well-adjusted in the performance of their functions will successfully retire. Retirement and the issue of one's leisure period are concerns of the psychologist in vocational guidance, hence the federal Government's decision that in the interim career guidance counsellors be recruited among the interested teachers and others. This is because of the importance attached to the training since it is a distinct component in the educational sector. It is in recognition of this that many universities in Nigeria offer psychology of vocational guidance as a course of study. The new system of education in Nigeria through Entrepreneurship training is in line with the vocational education to take Nigeria far or upward in the transformation programme and to fulfil the vision 2020 agenda.

Self-Assessment Exercise 1

1. State and explain the two fundamental broad purposes of vocational guidance.

2.3.1 The Need for Psychology of Vocational Guidance Course

The need for psychology of vocational guidance in schools can be inferred from the definition of Parsons (1909), Hassen (2006), Ogbodo (2015), Ukoha, & Duru (2017), Ikeotuonye (1990), in Ogbodo (2019), and the under-employment and unemployment situations in the country. Onwubolu (2009), in Sambo (2019), et al definition of vocational guidance as a process of choosing, preparing, entering and progressing in an occupation pre-supposes that our schools should have components of vocational guidance.

Nigeria is a developing nation, with global trends she is expected to take cue provided by developed countries such as Britain, United States of America and other Western world who have since introduced the study of psychology of vocational guidance in their universities. The need for psychology of vocational guidance will first of all help equip trainees with the theoretical framework from where to start the Nigerian journey in the field. It will also help vocational guidance trainees to identify such vocational theories that are applicable to Nigeria. This will go a long way towards initiating indigenous theories of vocational guidance.

The need for this vocational guidance will also help the Nigerian vocational guidance trainees to identify and appreciate work values so

that they can help the youths inculcate the right work values and attitudes. It is the inculcation of these that will increase productivity. The need for this course will expose Nigerian vocational guidance counsellors to the trial-and-error processes undergone by advanced countries. With such background Nigeria guidance counsellors will be put on a better pedestal to help Nigerian Youths with vocational problems. This is because the vocational problems are universal. The study of psychology of vocational guidance provides opportunity for use of psychological tests. It will therefore equip Nigeria vocational guidance counsellors to, not only use such tests to help them select and place their students/clients to vocation but also help to develop indigenous psychological tests. The exposure to psychological tests will equip them towards understanding the client's values, aptitudes, attitudes, among others.

This knowledge will provide the trainees of psychology of vocational guidance the opportunity to also construct their 'cultural free' psychological tests to understand their clients better in the cultural setting.

The course or study of psychology of vocational guidance will also provide opportunities to the trainees to appreciate the role of appropriate vocational information to be given to clients. It is with this study that the trainees will be able to know how and where vocational information for the clients will be obtained.

However, job satisfaction, motivation and adjustment are terminologies in psychology of vocational guidance. It is therefore only when the trainees under take the course that they will be equipped to understand these concepts. It is only through this course that vocational maladjustments can be understood and be solved. It is therefore to help cure and prevent career maladjustment. It is also this course that will help the trainee get acquainted with the skills of identifying 'maladjusted vocational behaviours and how to go about solving them Tor – Anyiin, (2018).

Furthermore, a course of study in psychology of vocational guidance will provide an opportunity for the trainees to understand personality types and their vocational needs. This information will be used extensively in the selection of candidates for certain positions. This course will equip Nigerian career counsellors to assess their clients career choice objectively.

In schools, career Education counsellors are those to help children, select their subjects' combination. This is however not expected to be done arbitrarily. The issue of subject's combination which is preparatory

to job entry is the function of career counsellors. It is through the study of psychology of vocational guidance that one will be properly equipped to guide and assist clients towards proper subject's selection and combination which is based on aspiration, ability, value, interest and attitude. All these can be ascertained through the use of psychological tests, which are tools of vocational psychologists.

More reasons for the needs of psychology of vocational guidance, in Nigeria today the influence of education, technology, modernization, division of labour, use of scientific equipment have created room for a wide range of career. This demands that adolescents and youths undergo career education in school. It has also been observed by educators and psychologists that graduating students at all levels of education encounter difficulties in searching for job and in finding one. Also, the present high rate of unemployment and underemployment made it necessary for the study of psychology of vocational guidance in various levels of education Egbule, (2002), in Ogbodo, (2015), has the following reasons for psychology of vocational guidance to be study as a course in higher institution of learning: -

1. It will help students to understand themselves in terms of their abilities, attitude and interest.
2. To provide students with a broader view about the world of work.
3. To enhance students' awareness of the various options opened to them and give them confidence that they can make a reasonable choice between the various options.
4. To develop in the students, the concept of variety of roles the society.
5. To develop the spirit of job satisfaction and motivation as well as self-actualization in the student after a choice of career been made through the help of psychological test to assist students in vocational guidance.

Self-Assessment Exercise 2

1. Explain the importance of psychological test in vocational guidance.

2.4 Summary

The unit here covered the study of psychology of vocational guidance, the importance of psychology in vocational and the uses of psychological test, the needs for studying course of psychology of vocational guidance in the universities were high lightened.

Self-Assessment Exercises

1. Define the concept of psychology.
2. State three reasons why psychology is important in vocational guidance
3. What is vocational guidance?

2.5 References/Further Readings/Web Resources

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2.6 Possible Answers to Self-Assessment Exercises

1. Define the concept of psychology.

Answer:

Psychology is the study of the human mind or the scientific study of human behaviour. Before 1884, the first definition was applicable, but after Wundt experiment in Germany, he discovered that psychology is not just the study of the human mind, but the experimental study of man himself through the process of experimentation of human consciousness. But in America where psychology is known to be most developed, psychologists believed that the human mind is too broad in scope to be studied. So they see psychology as the scientific study of human behaviour. Behaviour according to them is the sum total of all the action, conducts by man that is objective, reasonable and that which can be measured.

However, psychology as a course is a compound word, the term “psyche” is derives the Greek roots psyche’ meaning ‘soul or ‘mind” and ‘logos’ Greek meaning ‘word” thus psyche is literally the study of the ‘mind’ or ‘soul’ psychology”, therefore means study of the mind or soul’.

2. State three reasons why psychology is important in vocational guidance.

Answer:

It will help students to understand themselves in terms of their abilities, attitude and interest.

- ii. To provide students with a broader view about the world of work.
- iii. To enhance students’ awareness of the various options opened to them and give them confidence that they can make a reasonable choice between the various options.

3. What is vocational guidance?

Answer:

Vocational Guidance is a process of helping a person match his personal attributes and his background with suitable jobs employment opportunities; Hence,

4. Explain the importance of psychological test in vocational guidance.

Answer:

- It helps people make good vocational adjustment.
- It helps facilitate smooth functioning economy through the effective use of man –power.

- It will help students to understand themselves in terms of their abilities, attitude and interest.
 - To provide students with a broader view about the world of work.
 - To enhance students' awareness of the various options opened to them and give them confidence that they can make a reasonable choice between the various options.
 - To develop in the students, the concept of variety of roles the society.
 - To develop the spirit of job satisfaction and motivation as well as self-actualization in the student after a choice of career been made through the help of psychological test to assist students in vocational guidance.
5. State and explain the two fundamental broad purpose of vocational guidance.

Answer:

- i. To help people make good vocational adjustment and
- ii. To help facilitate smooth functioning economy through the effective use of man –power. Therefore, if these psychological processes subsumed under the term vocational guidance, are so vital for a well-adjusted citizen, a useful contributory worker and a nation's economic advancement.

Unit 3 Psychological Factors in Vocational Guidance

Unit Structures

- 3.1 Introduction
- 3.2 Intended Learning Outcomes
- 3.3 Psychological Factors in Vocational Guidance
 - 3.3.1 Sociological Factors
 - 3.3.2 Other Factors that Determine Vocational Guidance
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Possible Answers to Self-Assessment Exercise(s)

3.1 Introduction

The overall purpose of this unit is to introduce the students to the factors of vocational guidance, career choice and development. An understanding of the various factors that influence vocational guidance development will facilitate the understanding of the vocational theories. Hence, this unit will cover psychological and sociological factors.

3.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the factors influencing students' vocational guidance
- classified such factors under psychological and sociological factors.

3.3 Psychological Factors in Vocational Guidance

A psychologist says that, their profession is the systematic study of mental processes and behaviour. The mental process is biological because according to Western, (1996), in Tor- Anyiin, (2016), all psychological processes have their basis in the activity of the cells in the brain, which sets the parameters or limits of human potentials; like understanding or discussing abstract things and issues or values. The brain functioning produces feelings, thoughts, emotions and beliefs. The values, beliefs and practices through conceived by individuals become society's property.

Apart from the biological setting, people's behaviours are influenced by the social and physical environment (society), which constitutes culture, psychology encompasses what people do, think, feel, perceive reasons

and keep the body and soul functioning in reaction to the environment stimuli with knowledge, tor-Anyiin, (2018).

Vocation, which has a Latin cognate, “vocation” means a ‘calling’ on the other hand, it includes functions and services performed by an individual. Before choosing any of these functions or services, the individuals’ mental process will be involved in taking a decision hence the relationship between vocational guidance and psychology. We now identify the psychological factors or variables that are helpful in vocational guidance. An understanding of the various factors that influence career development will facilitate the understanding of the career theories. Prominent among the psychological factors are: - Intelligence, Aptitudes, Personality, Self-Concept, Interest, Needs, abilities, Values, Attitude etc.

Each of the named factors will be discussed briefly:

1. **Intelligence:** Western, (1996), in Tor-Anyiin, (2018), defined it as “the application of cognitive skills and knowledge to learn, solve problems and obtain ends that are valued by an individual or culture”. This definition confirms the fact that mental processes are not in a vacuum, but depend on the environment where one comes from. Intelligence is therefore, the combination of the biological and social experiences that give one the ability to accomplish tasks, which his or her contemporaries within the society cannot. According to Shertzer and stone, (1971), in Ogbodo, (2020), a wide range of intelligence is represented in nearly every vocation guidance or occupational choice and the distribution of intelligence scores in one vocation over laps that of another. To some extent intelligence factor remains a significant factor in educational and vocational guidance or career choice. Acknowledging that fact, Kemjika, (1995), in Echebe, (2016), indicated that in Nigeria for example, admissions into the universities to pursue certain courses require differential cut- off points in the JAMB examination scores. The cut – off also varies from one university to another or other higher institution of learning like polytechnic or college of Education. It is a common knowledge that some courses like medicine, law and Engineering require higher scores than they are required in Education or other single honour such as History, English, Sociology or Political Science. This shows that students in some fields of study are more highly selected with regard to their intellectual factor than. Some students in other fields. This shows or revealing that there are jobs for different levels of intellectual ability which the students should know and choose from, according to their intellectual ability. Moreover, educational

qualifications or subject combinations differ and vary from one vocation to another, therefore we can state that intelligence is among this psychological variable and is crucial consideration in vocational guidance. In fact, there is professional and Administrative Career Examination (PACE) is designed for use in selecting applications for entry- level positions in many professional, administrative and technical occupations.

2. **Aptitudes:** - Aptitude is a condition, a quality or set of qualities in an individual which indicate the probable extent to which he will be able to acquire under suitable training, some knowledge, understanding of art or music, mathematic ability and ability to read and speak a foreign language, Olayinka, (1979), in Ogbodo, (2018). It is an individual's special ability. The ability to perform better in a given task/skill, than another person. These task or skills are generally referred to as scholastic hence, the scholastic Aptitude Test (SAT). This is aimed at identifying individuals' respective inclination to any of the aptitudes which also include verbal, spatial, psychomotor, dexterity and clerical as earlier mentioned.
3. **Personality:** - The word personality derives from the Latin word "persona" which means "Mask". The study of personality can be understood as the study of "Masks" that people wear. These are the persons that people project and display, but also include the inner parts of psychological experience which we collectively call our "self". According to Adams, (1954), Schultz & Schultz, (1994), in Gafar, (2014), cited in Ogbodo, (2020), personality is "I" "me" "The word "I" or "me" is what defined you as an individual, as a person separate from all others. Gafar, (2014), Adams, (1954), in Ogbodo, (2020), suggested that we get a good idea of what personality is by listening to what we say when we use "I", "me". When you say I, you are, in effect, summing up everything about yourself, ie your likes and dislikes, fears and virtues, strengths and weaknesses. Personality is the supreme realization of the innate idiosyncrasy of a living being. "it is an act of high courage flung in the face of life, the absolute affirmation of all that constitutes the individual, the most successful adaptation to the universal condition of existence coupled with the greatest possible freedom for self-determination". According to Feldman, (1996), in Tor-Anyiin, (2018), defined personality as "the sum total of characteristics that differentiate people or the stability in a person's behaviour across different situation". Basically, no two persons are exactly the same not even identical twins. Some people are anxious, some are risk- taking; some are phlegmatic, some highly strung; some are confident some shy; some are quite and some are loquacious. This issue of differences is fundamental to the study

of personality. Personality therefore, encompasses temperaments as well as attitudes, social relations, aptitudes, values and life skills. When people are described as lazy, shy, quick tempered, aggressive, talkative and sympathetic, we quickly react as to which occupation they could fit it in because each vocation has its personality characteristics to fit.

4. **Self-concept:** Self-concept is the core of personality and comprises a system of central meanings a person has about himself and his relations with others. Onyejiaku, (1987), in Ogbodo, (2017), says that self-concept is an individual's awareness of his potentialities and limitation and evaluation of them. He added that self-concepts are the picture an "individual has of himself. Super et al (1963), cited in Ogbodo, (2014), proposed a theory of vocational development in which choice of occupation is seen largely as an expression of self-concept. The chosen occupation helps the person to implement his self-concept.

It helps him or her to play the kind of role he/she wants play. Once a person has mapped out an image for himself, the kind of life he or she wants to live and the type of people he/she would want to meet in his working life, all these will influence his choice of career and its development.

5. **Interest:** - Interest is the expression of likes, dislikes, appreciations, related to work. Super, (1957), identifies four categories of interests, viz.
 - (i) **Expressed Interest:** These are verbal expression or statements or mere claims an individual makes concerning his specific interest. Such statements may not be realistic in terms of the specific interest in question.
 - (ii) **Inventoried interests:** -They are also expressions of likes or dislikes for some occupations. They are estimates of interests based upon response to a set of questions concerning likes and dislikes which are summed up and compared with the responses of others.
 - (iii) **Manifest Interests:** These types of interests are expressed through action and participation and not just by verbal expressions or statements.
 - (iv) **Tested Interest:** - This type manifests under controlled situations. This is accessed by what a person learns. For example, if a person is really interested in a job he should be willing to learn about the demands and peculiarities of the job. Individual's interest has been found to have significant influence on his/her career choice. Shertzer and Stone, (1976), Iwuama, (1999), cited in Ogbodo, (2018), have demonstrated that men in particular occupations have characteristic sets of likes and dislikes which differentiate

them from men in other occupations and from men in generation. They further claim that men tend to be more interested in physical activity, mechanical and scientific matters, politics and selling, while women are more characteristic in clerical work, teaching, cook and social work. However, interest stands out as a major psychological variable in the determination of not only subject combination but also of one's vocation, preference or choice and related hobbies. Interest not only influences preferences but also successes in a vocation because it can have motivational effect. Interest can also influence aptitudes and attitudes which will invariably affect productivity in vocation. Meanwhile, the extent to which one's interest lasts in a job is to that extent where his/her satisfaction in that job would last. Interest in the job acts as the steam and propeller that sustain one in a job.

6. Needs: Needs are the prerequisites for human existence. It is the lack of something which if not satisfied makes the individual not to be happy and fulfilled. There are two types of psychological needs are identified namely: -
 - i. The basic
 - ii. Higher needs- The basic needs also the primary drives or physical logical needs are water, food, sleep and sex and the safety needs.

The higher order needs include love, belongingness (affection) esteem (self-worth) and self-actualization which is the highest need. This is the need of people who feel at ease with themselves and are satisfied that they are using their talents to the fullest. The sense of satisfaction level is self-fulfilment. As a counsellor, knowing an individual's needs can therefore be of assistance to a counselling psychologist in vocational guidance, because knowing the need level of a client can determine where to start working with him/her needs are very important and crucial in vocational guidance. Need compels an individual to aspire for a way of satisfaction. If a person does not have the need for something, he may not worry himself or herself about it.

However, one of the best classifications of human needs is that by Maslow's, (1954), in Sambo, (2019), Maslow's hierarchical order of needs is as following:

1. Physiological needs
2. Safety needs
3. Need for belongingness and love
4. Need for importance, respect, self-esteem, independence

5. Need for information
6. Need for understanding
7. Need for beauty
8. Need for self-actualization.

The association of needs with vocational guidance and careers choice has resulted in a number of need theories, the most prominent according Gamban, (1990), in Tor-Anyiin, (2016), are that of Anne Roe, (1957), Roe sees occupations as sources of satisfaction of needs. Another study conducted by Ikeotuonye, (1978), cited in Ogbodo, (2016), on the relationships among secondary school students' aptitudes, academic and career aspirations, it was found that the need for good salary, attractive working conditions, stable and secure future, social status and prestige ranked high as factors influencing the student's academic and career preferences.

7. **Ability:** - Iwuama (1999), Onyejiaku, (1987), in Tor-Anyiin, (2016), reveals that many adolescents in Nigeria are interested in occupations which demand much intellectual and physical abilities of which they possess little skill. For example, following the JAMB Yearly results of admission examination into the universities, a lot of students who chose medicine, law, accountancy, pharmacy score, lower marks than the acceptable cut-off marks for these careers in various universities. Students should be helped to first assess their mental and physical abilities for their course/careers of interests before they make their choices of such careers.

In conclusion, although a wide range of intelligence is represented in nearly every occupation and the distribution of intelligence scores in one occupation overlaps that in another to some extent intellectual ability remains significant factor in career choice. It is believed that many adolescents in Nigeria do not choose careers that their abilities would cope with. Many still choose careers out of mere sentiments (prestige and status) while some choose through external influences from parents, peers teacher etc. The need for proper vocational guidance and counselling for students in their bid to choose careers cannot be over emphasized.

8. **Values:** - Need and value look alike but they are not the same thing. Value according to Onyejiaku, (1987), Iwuama, (1999), in Ogbodo, (2018), means a concept of the desire. It may be a product of need, through need, is not the only source of value he concluded. Need and value often go together, to influence one's behaviour or aspiration. In fact, what is needed so much by

someone will be valued highly by him and vice versa. However, values may be say's to be ideas, or concepts generally accepted as ends and shared by members of a society as being good, right, desirable and worth striving for Tor-Anyiin, (2018). Though, they are not static, depending on age, experiences, time and society, they have much to do with vocations. The society's norms and emphasis may place certain values for something and the members of such society would value and cherish it accordingly. Values play a major role in determining behaviour and self-fulfilment Osipow, (1983), in Tor – Anyiin, (2018). Other examples of values include religious beliefs, materialism, patriotism, love and caring for people-altruism and so forth. Basic values include working with people in keeping, acquiring social status and prestige and having the opportunity to be creative and using special talents. Work values equally exist with extrinsic rewards, self-expressions and intrinsic values. With this, it can be concluded that personalities with any of such values would prefer vocations associated with their values extra occupational self-concept.

9. **Attitudes:** - Attitude is simply our disposition to an action, object or phenomena. Western, (1996), in Tor-Anyiin, (2018), stated “it is an association between an act or object and an evaluation”. This entails a cognitive expression or belief; an emotional or evaluative charge or valance and a behavioural disposition. For instance, to say “psychology of vocational guidance is a core course/ must read it thoroughly well or pass it” encompasses a cognitive expression, is a core course; and very interesting, evaluative. I must read it thoroughly is the reaction to its being a core course. It goes to reason that the cognitive aspect of attitudes would be congruent because “an emotional evaluation of an object should reflect a cognitive appraisal of its qualities attitude in decision taking includes vocation; and confirms the importance of this psychological variable in vocational guidance.
10. **Emotional Intelligence:** - Obanya, (2003), in Timiyu & Babalola, (2015), equate emotional intelligence to knowledge for economy which is aimed at effective use of knowledge or skills to promote economic and social development through inter-personal and intra personal skills. These skills help to serve as effective for adaptation to changing needs of the society. Hence, according to Akinboye (2003), cited in Ogbodo, (2019), related emotion intelligence to creativity power, to enhanced productivity at work, through foundational behaviour for work ethics and ethical code of conduct.

Akinboye, (2003), in Ogbodo, (2019), defined emotional intelligence as:

An ability to organize emotion driven perception, intuition, creativity and thought process plus the ability to express such emotion laden behaviour intra personality as well as inter personality to build trust, honesty, integrity, and fairness, human definitely and integrity in life and it work.

The above definition indicates therefore that understanding one's emotional intelligence could be a wonderful weapon towards vocational guidance, because according to Tor-Anyiin, (2018), quoting Goleman, (1995), says emotional intelligence manifests in personal productivity, career success, team performance, motivation and innovation, time management, talent retention and stress reduction among others. Hence, it follows that understanding one's emotional intelligence level by a counselling psychologist will be of immense assert towards vocational guidance.

Self-Assessment Exercise 1

- i. Define psychology with respect to brain functionality.
- ii. Explain five psychological factors influencing vocational guidance.

3.3.1 Sociological Factors

Some sociological factors play in shaping peoples vocational development and choice. These factors are discussed as following: -

1. **The family:** - Family here include parents' occupation, education, values, norms, childrearing practices, structure, socio-economic status influence vocational development. A lot of studies have shown that parents have much influence on their children's vocational career choice. For example, Gravenier, (1986), Gambari, (1990), cited in Tor-Anyiin, (2016), Iwuama, (1999), in Ogbodo, (2019), Mallum, (2018), et al support the view that parents influence their children's career choice. They noted that many parents due to certain personal likeness and social economic conditions of certain career persuade their children to study certain subjects that would lead to particular careers. From such a note, the issue of persuasion by parents is worthy of note. Under such a situation, the child may find himself/herself in a dilemma since the choice was not made by him or her, he/she may find it difficult to cope with or adjust to such subjects and the subsequent career.

In Nigeria and some other part of the world, some families may prefer certain kinds of occupation and career for their first sons or daughters. In a polygamous family, the first sons of all the wives may enter upon one occupation favoured by the family of course. It is well known that Nigerian children from poor families often had to take to occupations which would not require a long period of education and a lot of money or training; Gambari; (1987) in Ogbodo, (2019).

Family background, which also dictates the parent-child relationship, according to Roe, (1957) in Tor-Anyiin, (2018), has influence on the vocational focus of an individual. Parental styles often determine the psychological and emotional setting which give the growing individual focus on the type of job to need the unmet needs at the initial childhood experience. The over protected child for instance, may become so mean of the psychological or emotional stage at home, that he/she looks only for social service occupations/careers to maintain his/her personality orientation.

The authoritarian parent is also likely to raise children who will appreciate the use of power and authority. Military or force occupations will have a better appeal for children from such a background. This explains why barracks children take to their parents' occupations. This background however on the contrary makes some children to hate the authoritarian nature of barracks life and go for other jobs. Equally, a child who is rejected and left to fend to himself or herself is likely to aspire, accept or enter to jobs that help meet the unmet love or affection needs at home. It is therefore assumed that such rejected individuals would like solitude or exclusive or out – door, scientific or technological vocations to maintain their loneliness. Some may however wish to do away with the loneliness and take to other social service occupations. Tor-Anyiin, (2018).

However, some parents insist on their children choosing some careers or occupations due to the prestige and social status attached to such careers and the satisfaction which they (parents) would derive from their children's careers. For example, Iwuama, (1999), cited in Ogbodo, (2019), the average mother or father in Nigeria would feel fulfilled and satisfied to be introduced and known as papa/mama Doctor, Lawyer or Engineer but wouldn't like to be identified as mama/papa teacher, tailor, carpenter, cook, and so forth.

2. **Culture:** - Culture is the way of peoples' life, definitely it must influence their occupational or career preferences, especially the norms, customs, values, material and philosophical. A person's culture, though dynamic moves with him/her and life religion, has enormous influence on vocational guidance. This is because cultural prohibitions taboos or restrictions and superstitions can stand in an individual's way towards avocation.

According to Gambari, (1990), in Tor-Anyiin, (2019), there are culturally forbidden occupations for female like wine tapping, Lumbering, rubber tapping blacksmith and so forth. According to Tor-Anyiin, (2018). Today, occupations involving climbing of tall structures like building are not ideal for the women folk. I also added that even public motors' conductor is not good for woman folk too. Cultural practices are also influenced by geographical locations. However, any female showing interest in those occupations for lack of jobs in the society is regarded as abnormal and need counselling to rethink over again.

Meanwhile, Shertzer and stone, (1980), in Ogbodo, (2019), observed and stated that the total culture of the people is the major factors influencing occupational choice because of the degree of rigidity of particular patterns of behaviour or in the number of different acceptable stereotypes culture is dynamic but counsellors should be able to identify cultural awareness of a client and its effect on his or her career aspirations, preference choice and entry.

3. **Schooling:** - The school is an important agent of socialization. It is aimed at human development. It is aimed at preparing the students for useful living within the society and to themselves. The school curriculum, peer group, teachers and other school staff, facilities and the aim of the school will influence the student's vocational choice. Through the co-curricular and curriculum experiences, students develop an insight into their abilities and weakness they develop ideas about who they are and what they would like to be in the future. School experiences play a major role in shaping self-concept.

The school has its own rules, regulations and personnel, performing different but complementary roles. These influences on career development are based on the fact that some career counsellors, teachers, accountants and clerical staff are seen within the school environment. This creates career awareness as students see them often or and from time to time and learn about such careers with ease.

However, during the class placement especially for SS one, the school through counsellor determines career preference aspirations due to the curricula experience, that is, the subjects selected with good grade results help in determining occupational inclination. The Book title “Basic career information/Entrepreneurial trade Education authored by Ogbodo Rosemary Abo is helpful for SSI students here, because students that select science subjects like physics, Biology, chemistry, mathematics, English language and one trade and pass creditably are most likely to go for medicine and engineering, pharmacy or other science-based occupations like Botany, zoology and so forth.

Meanwhile, schools that offer good subjects’ combination with qualified teachers can as well influence their students through teaching their subject(s) like the English teacher or mathematics teacher(s) can emphasis on the importance of English or mathematics in our society and create career through it to produced academically sound candidates who have better bargaining power for vocational choice. Schools can also help inculcate skills and values, which will enable the graduates sustain themselves inspire of social change. The quant and quality of teachers and social contact of a school are also influential in the vocational development.

The school can take advantages of school counsellors whose functions include helping students in their vocational problems. Counsellors ought to assist to develop such as value, attitudes, values and learning / study skill necessary for vocation in our students.

The school location either urban (city) or rural (village) can affects the occupational information and experience available to the students for example, students that school Lagos, Port-Harcourt would be likely be interested in Marine or water studies than those in Sokoto or Maiduguri or other far Northern of Nigeria. School graphic allocation could equally influence their career choice due to the social experiences and available vacancies or location related to the area.

From the above X-ray, it is clear that one would say the curriculum, co-curriculum scope and content school staff, both teaching and non- teaching, school counsellor, school facilities, subjects and so forth all combine to shape the individuals’ vocational thoughts and behaviour.

6. **Peer influence:** According to Obanya, (1976), Kuti, (1979), in Echebe, (2016), Iwuama, (1999), Tor-Anyiin, (2018), Students available show that peer influence is a strong factor in students' career choice. In particular, choice of career is determined not only by the personal attributes, education received, mass media, the extent of formal guidance, family, neighbourhoods and the nature of the occupation, but perhaps most significantly by peer or friends influence.

The peer groups are voluntary association of groups of individuals who have common interests, and are of equal age, thinking, feeling, reactions and experience similar problems. Apart from family siblings, every individual wants to be identified with a peer group of his/her contemporaries. According to Akinboye, (1987), in Tor-Anyiin, (2018), stated that “the peer group replaces the apparently ineffective family context which the youngster had criticized so many times”. This explains why youngsters always do all things into maintain membership of their peer group and conform to the activities of such group. It is therefore for these reasons of conformity, acceptance and recognition that the peer group stands out as a strong determinant of vocational choice among youths. They always attached themselves. Paragraph one may ask “why does the adolescent attach himself/herself so much to his or her peer group as to allow himself to be influenced most significantly by the peer group?” Shertzer and stone, (1976), in Iwuama, (1999), cited in Ogbodo, (2020), attempting to answer such a question suggest that as the adolescent strives for maturity, he is still somewhat insecure, he needs to form alliance to attach himself more closely with others like himself – his age-mates. In the union thus formed, he finds strength and the will to assert himself in the struggle for a place in the adult world. The union is the peer group.

Scott, (1970), in Ogbodo, (2018), summarized the argument on why adolescent resort to peer groups by saying that like any other social group a peer group fixes its values and code of conduct which are then followed by individual members. He went on to say that the group decides what objectives and what goals (at times career goals) are to be preferred over others and defines what means are acceptable for pursuing these goals. It helps during an insecure period to attain the necessary emancipation from the home, and it teaches social skills necessary for living a community life.

From this discussion above so far, it is important for vocational guidance counsellors to always attempt to understand the peer group of any client, because such peer influence could be negative based on unachievable goals. Group counselling with them could be helpful. The students/clients the individual differences and know how to protect themselves against all odd, and they should be encouraged to be creative.

5. **Religion:** - No society exists without a religion which guides its members. Religion refers to one's relationship with God and members of the society. It is a social institution. Religion has been found to have great influence in vocational interest and career development of individuals. According to Ipaye, (1986), in Ogbodo, (2015), religion is powerful in conditioning one's life, influences one's choice of friends, spouse jobs and values. To further, explain this, Kemijika, (1995), in Elegbede, (1977), cited in Ogbodo, (2015), he discovered in his study that some students rejected law because according to them the profession perpetuate injustices, corruption and immoral dealings and that a custom officer left his job when he proclaimed himself a "born again Christian".

To some religion groups some careers are tolerable or intolerable. In fact, there are some careers, some persons because of their religious affiliation would not accept no matter how lucrative and attractive such careers might be. Onyejiaku, (1987) in Iwuama, (1999), cited in Ogbodo, (2018), supporting this view gives the following practical examples. The Calvinists lay emphasis on individual responsibility and enterprise. Accordingly, this leads many of them to seek executive and professional positions as well as self-employment. On the other hand, Roman Catholic doctrine emphasis acceptance of authority and this makes some of the adherents to differ with the Calvinists in their vocational aspirations.

Furthermore, while most of the Quakers, on the basis of their interpretation of Christian teaching, would prefer social work and teaching profession, most Moslems, in the light of their religious orientation would express interest in teaching and military career. Today, many "born again" Christian would not accept any job in a tobacco or brewing company with Moslems because of their religious convictions.

Thus, religious influence on vocational guidance cannot be over emphasized, since each religion has its doctrine which influences adherents' lifestyle and behaviours, and so vocational choice.

This is because religion, firstly determines one belief social interaction and responsibilities or roles together with obligations. And more so Islamic religion prohibits eating pork. This implies therefore, that Muslims cannot work comfortably in an abattoir where pigs are slaughtered. This means that the religious affiliation can influence vocational aspirations, preference choice and entry, Tor-Anyiin, (2018).

However, the above, implies that counselling psychologists must understand a client's religious background and the conflicting situations before venturing into the vocational guidance. Counsellors must bring out students from the shackles of religion. Let the students (clients) know the difference between spiritual survival and economic survival, parent, teachers and others should work hands in hands with the counsellors while counselling one concerning one's career matter because of one's religious affiliation.

6. **Economic Factor:** - This can very important in people's vocational development and choice. Gambari (1990), cited in Ogbodo, (2015), identified economic factors that influence vocational choice to include high salary, fringe benefits, cost of training and period of training for respective occupations. The training requirements, content of the training experience, cost and period, help to reduce choice and entry to many occupations life medicine, pharmacy, visionary and other highly professional courses. The cost and tinning period are relevant because not all clients can afford the cost or be patient enough due to family and socio-economic circumstances.

However, because of the relevance and importance of economic variable in vocational guidance and career choice has given rise to different economic theories. The economic theories of vocational choice state that an individual chooses the occupation which he reasons will bring him the greatest net advantage. Crites, (1969) in Gambari (1990), cited in Tor-Anyiin, (2015), stated: the occupation which pay the most are those which have scarcities of labour and those which pay the least are those which have surfeits of labour. Thus, there emerges the classical economic principle that the occupational distribution of workers in the labour market is a function of supply and demand as reflected in income differentials between occupations.

This statement show that some occupations are crowded while others have scarcity of labour because of the long term and short-term training, and the demand of the labour in the market. In

essence, economic considerations in this our materialistic culture influences occupational development and the counsellors should work closely with their clients (students) to be able to provide adequate information and guidance on career choice.

7. **Age:** - Age is another factor, because as one matures, his or her vocational interest may tend to change from one occupation to another as he/she gains more information and knowledge about the world of work. It is believed that his or her vocational interest stabilizes as he matures both physically and intellectually with age. With majority in his/her age, his/her vocational choice improves in terms of realism especially if given the right vocational counselling and exposure.

However, there is no guarantee that at adolescence or adulthood one's career choice becomes realistic for example Iwuama, (1999), in Ogbodo, (2020), shows that adolescents in Owerri are unrealistic in their vocational choice and therefore need to be helped through effective vocational counselling techniques like Bilbao therapy, group vocational counselling, career day, P.T.A. meeting, class room visitation and so forth.

8. **Sex factor:** Gender is a factor in vocational guidance but there is a lot of improvement in our country recently towards female taking up careers that used to be open only to men. There are women today who sincerely believe that they could do well in many vocations that used to be open only to men. Because, with knowledge explosion, improved technology, women liberation and emphasis on fundamental human rights of the women flock, many vocations are no longer gender bias. However, in spite of the gender free vocational preference the female low literacy rate, marital status and productive function are affecting their vocational choice. It therefore, follows that vocational guidance should not undermine the sex and marital status of a client.

This is necessary because certain occupation requirements put restriction on marital status particularly women. The marital status of women therefore needs to be identified, for instance, for entry to police force or Nigeria Army, a woman must join the force before she marries and must not be pregnancy for certain years. Counselors should be aware of all these in vocational guidance.

9. **The chance factor:** - People can stumble upon occupation and the possible influence of chance in vocational choice gave rise to the accident theory. Crites, (1969), in Gambari, (1990), cited in

Tor-Anyiin, (2018), stated that the accident theory is the layman's explanation of his choice of occupation. Entering upon an occupation by chance or accident means that the individual did not deliberately intend to do so.

Choice came about as a result of unplanned circumstances or events for example, some body is trained as an accountant or administrator but because he or she has not gutting that particular work he was trained for, can just heard the announcement over radio for teachers' recruitment on certain day and went for the interview and selected for the teaching work on this he or she has no option but to pucker the appointment because he needed to survived, while there his or her eyes is still on another work.

The counsellors must know that accident theory is popular not only among layman but also vocational theories.

Self-Assessment Exercises 2

- i. Explain how parent can influence their students vocational career choices
- ii. Discuss school factors influencing students' vocational career choices.

3.3.2 Other factors that determine vocational Guidance

Apart from those factors under the classification of psychological and sociological, they are other factors that the students need to know with the help of counsellor. One is likely to consider the following additional factors: -

1. The minimum educational requirement for entry into the vocation.
2. The period of training required,
3. The general conditions of service which may include: -
 - The type of reward informs of salary.
 - Fringe benefits such as free accommodation leave allowance, children allowance, over-time allowance, facilities for study leave, scholarship for sons and daughter of workers, opportunity for acceleration promotion, inducement to own property or build a house and an insurance policy to cover accident.
 - Other conditions of work such as working on Sunday, working shifts, working for long sitting sessions, extensive travelling, night duty and absence from home for several days or weeks.

- The pension scheme, the retiring age, the gratuity and other benefits.
4. Social status and prestige attaching to the vocation such as the type of esteem for the workers, demand for the career and other prospects for the career and other prospects for social influence and advancement Olayinka, (1979), in Echebe, (2016),

However, Miller, (1968), Iwuama (1999), in Ogbodo, (2015), classifies the factors into four broad categories as follows: -

A. Security factors including:

- Earning high enough for a reasonable standard of living
- No usual hazards to health or health dangers
- Assured steady income
- Certainty of continuous employment
- Career of occupational satisfaction
- Opportunity to sue one own idea
- Freedom in working out one's own method of doing things
- If the work permits a feeling of personal achievement
- Opportunity to make full use of one's knowledge and experience

B. Prestige: -

- Salary or income above the average of the community
- Work requiring intelligence rather the physical strength
- Work that will be recognized in one's business circle

C. Social Rewards

- Satisfaction to be gained from helping people
- Contact with varied and stimulating people
- Job taking one to many places having good schools, Churches, recreational centres
- Work with congenial working associates.

Furthermore, in a similar study by Iwuama (1999), in Ogbodo, (2015), the other factors that influenced vocational guidance were in the following hierarchical order: -

- 1st External influence from parents, Teachers, friends and the mass media
- 2nd Extrinsic – Reward oriented values like good salary, good working conditions, stable or secure future, social status and prestige.
- 3rd Self – expression values such as school subjects' fondness, ability/aptitude, creativity and so forth.
- 4th People–Oriented values such as the desire to lead others, work with people and serve others.

Self-Assessment Exercise 3

- i. Explain fringe benefits as an influence in determine condition of work in vocational guidance.
- ii. Explain prestige benefits in vocational guidance.

3.4 Summary

In this unit, a lot of factors influencing student's vocational choice have been discussed. Attempts were made to show the various categories under which these factors could be classified such as psychological factors and sociological factors. Counsellors, teachers, parents and other factors to be considered while educators should bear these factors in mind while helping the students in their vocational choice.

Self-assessment Exercise

1. Explain school as a factor influencing vocational guidance.
2. Discuss four factors influencing students' vocational choice
3. Classify such factors into psychological and sociological factors

3.5 References/Further Readings/Web Resources

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3.6 Possible Answers to Self-Assessment Exercises

1. Define psychology with respect to brain functionality.

Answer:

Psychology is the systematic study of mental processes and behaviour. The mental process is biological because according to Western. All psychological processes have their basis in the activity of the cells in the brain, which sets the parameters or limits of human potentials; like understanding or discussing abstract things and issues or values. The brain functioning produces feelings, thoughts, emotions and beliefs. The values, beliefs and practices through conceived by individuals become society's property.

2. Explain five psychological factors influencing vocational guidance.

Answer:

Intelligence: This is “the application of cognitive skills and knowledge to learn, solve problems and obtain ends that are valued by an individual or culture”

Aptitudes: - Aptitude is a condition, a quality or set of qualities in an individual which indicate the probable extent to which he will be able to acquire under suitable training, some knowledge, understanding of art or music, mathematic ability and ability to read and speak a foreign language

Personality: - The word personality derives from the Latin word “persona” which means “Mask”. The study of personality can be understood as the study of “Masks” that people wear. These are the persons that people project and display, but also include the inner parts of psychological experience which we collectively call our “self”.

Self-concept: - Self-concept is the core of personality and comprises a system of central meanings a person has about himself and his relations with others.

Interest: - Interest is the expression of likes, dislikes, appreciations, related to work.

3. Explain how parent can influence their students' vocational career choices?

Answer:

A lot of studies have shown that parents have much influence on their children's vocational career choice. Parents influence their children's career choice. They noted that many parents due to certain personal likeness and social economic conditions of certain career persuade their children to study certain subjects that would lead to particular careers. From such a note, the issue of persuasion by parents is worthy of note. Under such a situation, the child may find himself/herself in a dilemma

since the choice was not made by him or her, he/she may find it difficult to cope with or adjust to such subjects and the subsequent career.

4. Discuss school factors influencing students' vocational career choices.

Answer:

School - The school is an important agent of socialization. It is aimed at human development. It is aimed at preparing the students for useful living within the society and to themselves. The school curriculum, peer group, teachers and other school staff, facilities and the aim of the school will influence the student's vocational choice. Through the co-curricular and curriculum experiences, students develop an insight into their abilities and weakness they develop ideas about who they are and what they would like to be in the future. School experiences play a major role in shaping self-concept.

The school has its own rules, regulations and personnel, performing different but complementary roles. These influences on career development are based on the fact that some career counsellors, teachers, accountants and clerical staff are seen within the school environment. This creates career awareness as students see them often or and from time to time and learn about such careers with ease.

5. Explain fringe benefits as an influence in determine condition of work in vocational guidance.

Answer:

Fringe benefits such as free accommodation leave allowance, children allowance, over-time allowance, facilities for study leave, scholarship for sons and daughter of workers, opportunity for acceleration promotion, inducement to own property or build a house and an insurance policy to cover accident.

6. Explain prestige benefits in vocational guidance.

Answer:

Prestige: -

- Salary or income above the average of the community
- Work requiring intelligence rather the physical strength
- Work that will be recognized in one's business circle

7. Explain school as a factor influencing vocational guidance.

Answer:

1. The school is an important agent of socialization. It is aimed at human development. It is aimed at preparing the students for useful living within the society and to themselves. The school curriculum, peer group, teachers and other school staff, facilities and the aim of the school will influence the student's vocational choice. Through the co-curricular and curriculum experiences,

students develop an insight into their abilities and weakness they develop ideas about who they are and what they would like to be in the future. School experiences play a major role in shaping self-concept. The school has its own rules, regulations and personnel, performing different but complementary roles.

8. Discuss four factors influencing students' vocational choice.

Answer:

The four factors are;

- i. Intelligent is defined it as “the application of cognitive skills and knowledge to learn, solve problems and obtain ends that are valued by an individual or culture”. This definition confirms the fact that mental processes are not in a vacuum, but depend on the environment where one comes from. Intelligence is therefore, the combination of the biological and social experiences that give one the ability to accomplish tasks, which his or her contemporaries within the society cannot.
- ii. Aptitude is a condition, a quality or set of qualities in an individual which indicate the probable extent to which he will be able to acquire under suitable training, some knowledge, understanding of art or music, mathematic ability and ability to read and speak a foreign language
- iii. **Culture:** - Culture is the way of peoples' life, definitely it must influence their occupational or career preferences, especially the norms, customs, values, material and philosophical. A person's culture, though dynamic moves with him/her and life religion, has enormous influence on vocational guidance. This is because cultural prohibitions taboos or restrictions and superstitions can stand in an individual's way towards avocation.
- iv. **Schooling:** - The school is an important agent of socialization. It is aimed at human development. It is aimed are preparing the students for useful living within the society and to themselves. The school curriculum, peer group, teachers and other school staff, facilities and the aim of the school will influence the student's vocational choice. Through the co-curricular and curriculum experiences, students develop an insight into their abilities and weakness they develop ideas about who they are and what they would like to be in the future. School experiences play a major role in shaping self-concept.

9. Classify such factors into psychological and sociological factors.

Answer:

2.

Psychological Factors	Sociological Factors
Intelligent factor	Culture factor
Aptitude	Schooling factor

Unit 4 Psychological Test and Vocational Guidance

Unit Structures

- 4.1 Introduction
- 4.2 Intended Learning Outcomes
- 4.3 Individual Difference
 - 4.3.1 Psychological Tests and Vocational Guidance
 - 4.3.2 The Uses and Role of Psychological Test in Vocational Guidance
 - 4.3.3 Types of Test Used in counselling
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Possible Answers to Self-Assessment Exercise(s)

4.1 Introduction

In this unit, we shall discuss the meaning of psychological test in vocational guidance in relation to educational setting; definition of test from authors' perspectives. Attempt would be made to discuss the role of psychological test and draw examples from various usage. Classification and types of psychological test and non-test techniques would be highlighted and finally the uses of these tests.

4.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- define and explain the term 'test' 'psychological test'
- list five psychological tests and explain with examples Outline five non-tests and describe them
- state the role and uses of psychological tests
- discuss the importance of reliability and validity interesting.

4.3 Individual Differences

Man has always been assessed by others through various means to consider him for certain roles and responsibilities. Individuals are different and must be assessed to determine their differences in order to select and match everyone to where he/she will be most important and relevant. Individual differences thus determine where each person will be most suitable, as suitability is based on such individual's personality traits. The traits include: the individuals' temperaments, attitudes, interests, values, aptitudes and mental ability. Sources of identifying these personality attributes or traits are commonly classified into tests and non-test techniques. Generally called psychological tools, they are

very useful in determining occupational level and ability of individuals. These individuals according to Watts Law and Fawcet, (1981), in Tor-Anyiin, (2018), are expected to be aware of available opportunities, have self-awareness, be able to make appropriate decisions about the available opportunities and determine the coping strategies. The extent to which individuals are made to understand themselves and their occupational level and ability brings us to the role of psychological tests to vocational guidance.

Self-Assessment Exercise 1

1. Explain individual differences

4.3.1 Psychological Test and Vocational Guidance

The word test has been defined as “presentation of questions to measure some traits, natural or acquired (Kerlinger, 1973), in Ogbodo, (2020), also regarded tests as a presentation of questions to be answered. Tests are presentation of several questions which the subject will respond to; it is an instrument used in measuring learners’ level of knowledge. Test can be used to measure the following: Intelligence, other mental traits, job suitability, state of sight or auditory, measure of a subject’s cognitive ability and knowledge, psychomotor ability and other valuable traits.

Tests are often used in career counselling to help clients make realistic career decisions. Tests used in career counselling generally fall into three categories- interest inventories, personality inventories and aptitude tests. Thus, most times one ends up our career counselling of students in the use of these inventories to expose them to the careers of their choices. Whatever happens after this inventory exposure is the client’s business as seen in our practicum exercise by our counselling students in the tertiary institutions. Thus, the use of career inventories is just the beginning of career counselling according to Australian and Indian experiences in career development and entrepreneurship education.

Psychological tests have been used to assess maladaptive behaviour, development of social skills, intellectual abilities, vocational interest, and brain damage. Generally, psychological test are structured questions, puzzles, exercises or tasks designed to elicit some individual characteristics. Tests have also been constructed for the purpose of understanding personality dynamics and conflicts. These test materials vary in form ranging from oral to written, individual to group with varying degree of reliability, validity, objectivity and usability.

Some of the psychological tests that can be used in assessing behaviour include intelligent test, personality test such as projective test, Thematic Appreciation Test (TAT), interest inventories vocational inventories etc.

However, psychological Test is tests used specifically in the area of psychology. According to Makinde, (1993), in Ogbodo, (2020), psychological test is generally a set of questions, problems, symbols and exercise used to determine a person's ability, aptitude, knowledge, qualifications, interest and level of social adjustment. Psychological tests are usually made up of test items which are designed to reveal certain traces and traits in an individual who has been exposed to the test. In a majority of the cases, these tests are standardized but sometimes, may be non-standardized.

These are standardized measures adapted to understand individual's respective personality traits in order not only to distinguish them but also to be able to locate them appropriately. Appropriate location to jobs is the function of career or vocational guidance. This explains why the Federal Government of Nigeria, (FGN 2004), observed thus: "in view of the apparent ignorance of many young people about career prospects, and in view of personality maladjustment among school children, career officers and counsellors shall be appointed in schools". This is to help youths identify their vocational level and ability and escape personality maladjustment requires that tests be conducted on them to facilitate their self-identification and understanding.

Feldman, (1994), in Tor-Anyiin, (2018), drawing that "psychological tests are standardized measures devised to asses' behaviour objectively". The author maintained that tests are used to help people make decisions about their lives as they understand themselves better. Psychological tests are there therefore standardized procedures of measurement aimed at collecting adequate and reliable information on an individual for the individual, through the individual or significant others.

Standardized tests are the counsellors' basic instrument for objective assessment of the personality traits, aptitudes interest and other characteristics of the individual. Clearly, individual counselling demands a knowledge and recognition of the individuality of the client. Standardized test reports are used as points of reference. Psychological test results are indicators of wider areas of behaviour. They help to elicit particular characteristics behaviour types.

The core aim of psychological tests is to help identify individual differences and how they could be helped to make adequate choices in order to be effective in the society. Being effective implies imbibing positive social skills and values as well as providing meaningful services

and functions in the society which are collectively called vocation. Choice of a dependable vocation is the role of vocational or career guidance using the psychological tests to ascertain the individual's traits, which are the ingredients for vocational choice.

What is Test?

Test is a structured task or exercise by means of which an individual's behaviours performance or way of reasoning is sampled with a view to making a generalized conclusion or statement about his usual behaviour or performance. Test usually reveals useful information about individuals which could have been lost. Kerlinger (1973), Ije, (2009), in Tor-Anyiin, (2016), sees test as a presentation of questions to measure some traits, natural or acquired. Ikeotuonye (1989), in Ogbodo, (2015), a test represents a method of obtaining a sample of behaviours under control conditions.

Self-Assessment Exercise 2

- i. Define psychological test in relation to vocation.
- ii. Define test.

4.3.2 The Uses and Role of Psychological Tests in Vocational Guidance

The relevance and psychological tests in vocational guidance can be inferred from the Nigerian educational policy which states that counselling helps the students not only to identify and understand themselves but also to maximize their potentials. According to the Federal Government of Nigeria, (FGN), (2004), school programmes need to be relevant, practical and comprehensive; while interest and ability should determine the individual's direction. Bulus, (1990), in Ogbodo, (2020), pointed out that there is need for the use of tests and non-test techniques to supply the necessary information with which the counsellor gains a total picture of the counselee and his/her background for guidance purposes and of course vocational guidance. Bulus also emphasized that even out of school; there is high need for effective assessment of the individual's capabilities, interests and aptitudes for employment and training purposes. Bulus and Lar, (1986), in Ogbodo, (2020), also identified the relevance of psychological tests to vocational guidance whereby they stated that such test will help:

- Identify early, children with sensory problems like poor eye-hand coordination, manipulation skills among others;
- Identify children with exceptional talents;
- Finding out children's potentials for placement into appropriate programme that best suit them;

- Predicting the future performance of pupils in a given course of study; and
- Helping pupils through counselling to develop special abilities for coping with school orientations and making sound and appropriate career choices in the world of work.

To achieve the above, various psychological tests must be conducted. This brings us to classification of test.

4.3.3 Types of Test Used in Counselling

Tests can be classified according to their purpose, content, function, form and procedure, basically, there are two types namely tests and non-test techniques as earlier stated.

1. **The first is the intelligence tests:** These were the first standardized psychological test to be developed. Other terms synonymous to intelligence are mental ability test, academic ability test, and scholastic aptitude test. Intelligence tests are designed to measure an individual's general scholastic ability. They usually provide a single score known as intelligence quotient (I.Q). They measure the capacity of an individual to think abstractly. Intelligence test can be measured in terms of an individual's effective operation on the six (6) levels of cognitive development. Which includes: -

- Memory
- Comprehension
- Application
- Analysis
- Synthesis
- Evaluation for examples,

An intellectual person is expected to perform very well in these areas compared to others. You have a general knowledge, but what areas can you best perform and at what level? Nursery, Primary, Secondary, University or any other profession. Example, the Nigerian Development and Research Unit of the West African Examination Council uses various intelligent tests for placement of students into appropriate programme options. Among Nigeria intelligent tests include the Joint Admission and Matriculation Board (JAMB) and National Examination Council (NECO). These tests have much to do with vocational guidance as they affect course and subject combination. The role of vocational guidance here is to expose individuals to available opportunities, education is the first prerequisite. The three

educational ladders include the primary; secondary and tertiary have their respective opportunities.

According to Ikeotuonye (1990), in Ogbodo, (2020), stated “ones’ educational attainment is very crucial in vocational guidance hence intelligent tests are therefore available to ascertain ones’ occupational level and ability. Individual and group intelligent tests exist for use to determine their respective occupational ability level. Examples of intelligence tests include:

-

- Stanford – Binet Intelligence Scale
- Wechsler Adult Intelligence Scale (WAIS)
- Wechsler Children Intelligence Scale
- Nonverbal test of Intelligence (Ibadan Test for Children)
- Wechsler Pre-school and Primary School Scale of Intelligence (WPPSSI)
- Further examples are group measure for determining intelligence for mass recruitment into occupations include:
 - a. Army Alpha and Army Beta tests (verbal and non-verbal). They were firstly use during the First World War to recruit army personal.
 - b. Forge-Thorndike intelligence test.
 - c. Progressive matrices which have been validated in Nigeria.
 - d. California tests or mental maturity (Ikeotuonye,1990).
 - e. Differential aptitude tests (DAT)

These intelligence tests not only determine future academic achievement but also determine success in at least some types of vocations. The also determine academic achievement which has to do with vocation, orientation as they also help to dictate or assess successes in some given courses and subjects.

2. **Aptitude Test:** Aptitude maybe defined as a trait that characterizes an individual’s ability to perform in a given area onto Acquire the learning necessary for performance in a given area. It presumes an inherent ability that can be developed to its maximum through learning or other experience. Aptitude test is therefore an individual’s capacity to acquire knowledge or skill or to predict an individual’s future performance.

Intelligence test will tell you the amount of knowledge you have but cannot tell you what you can do with it. But aptitude test

measures difference aspects of intelligence. It is concerned with predicting an individual's potentials and successes in a restricted and specific field of knowledge. It determines individual's special aptitudes which are used for placement to various vocations. For examples the uses of aptitude test include;

- The Difference Aptitude Test's (DAT) use for primary school education and vocational inclination;
- The General Aptitude Test Battery (GATB) for the JSS I and degree holders is simply to determine where one will be most productive;
- The multiple Aptitude Test (MAT) meant to measure primary school and secondary schools educational, vocation and performance.
- The Flanagan Aptitude Classification Tests (VACT) for JSS up to degree holders.

All the above are good foreign psychological tests which could enhance vocational guidance as they will help identify ones' inclination to a vocation.

However, on the other hand, the Nigerian Test Development Research Unit Tests, the Different Attitude Test Battery, Nurses Selection Tests, Science Aptitude Tests are helpful and useful in placing Nigerians in appropriate Vocations through the activities of vocational guidance counsellors. This is because such aptitudes tests are helpful in measuring talents and in special ability in such areas like creativity, music, arts, and computation and numerical. This is why Ikeotuonye, (1990), in Ogbodo, (2020), explained that aptitude tests determine specific abilities and limitations to the various occupations and help to determine occupational cluster.

Meanwhile, Aptitude tests are used by counsellors and others because they may:

- Identify potential abilities of which the person is not aware;
- Provide information to assist a person in making educational and career decisions or other choices between competing alternatives;
- Help predict the level of academic or vocational success a person might anticipate;
- It is useful in grouping persons with similar aptitude for developmental and other educational purposes;

- Encourage the development of special or potential abilities of a given person.

Moreover, the Federal Ministry of Education in Nigeria administers scholastic and vocational aptitudes tests to JSS III examination. It serves as a predictive tool for their success in the senior secondary school education as earlier stated. Other standardized aptitude tests used in Nigeria are TEDRO I – D Test, Differential Aptitude Test, School Readiness test and Nigeria Aptitude Test by West African Examination Council.

3. **Achievement or Attainment Test:** These are designed primarily to measure the outcome of teaching, that is, the extent to which students have acquired certain information skills and abilities that are commonly a part of the school curriculum. It provides evidence of educational development in the various school subjects. They are mainly teacher made tests used selection of persons in industries and government works. They show how an individual might compare with others in any particular subject, for example, Mathematics, Science, English Language, Civic Education, Business Studies, Biology, Physics, and Social Studies etc. They help teachers to determine the strength and weakness of students in various subjects/courses area for diagnosis. They are also used to predict success in school subjects i.e. prognosis. Example, Achievement test include JSCE, SSCE, WASCE.

We can further include tests of special traits in Achievement test that are frequently important in the educational programme, but are not included as core subjects or courses in the curriculum like;

- Creativity
- Reasoning
- Critical thinking
- Listening comprehension and interpretation of data.

Meanwhile, Achievement tests are used not only for counselling purposes but also in the selection of applicants for industrial and government vocations. In Nigeria, selection of government employees into the public service is conducted by the administrative staff college of Nigeria (ASCON) with standardized Achievement tests. There are other tests like California Achievement Test (CAT) and Sequential Test of Educational Progress (STEP). The Achievement are mostly constructed by teachers in various teaching subjects or courses.

4. **Interest Test:** - Interest tests are designed to measure an individual's feeling of likes and dislike as well as curiosity towards an activity. Measurements of interest include interviews, self- estimates checklist and other inventories. They throw light on the direction of vocational thinking. For example, in a discussion on career planning one might hear such statement as "I have always been interested in medicine". "The thought of teaching really turns me off". It could be verbal or expressed statement of interest in an occupation. This could be unstable and subjective. Manifest interest is participation in an activity. Circumstances for participation in the activity should be noted with caution. For instance, a child whose parents sell pepper or tomatoes may be compelled to assist, this is not manifest interest.

Manifest interest is when you put in extra work. Tested interest refers to interest, measured by objective test and non-subjective test. A child interested in studying medicine would be tested on the amount of accumulated information in that area by using inventories and checklist. From these the pattern of high and low interest will emerge. Examples of interest test are vocational interest Inventory by Bakare, i.e., Motivation for Occupational Preference Scale (MOPS) uses by Nigeria school counsellors to guide senior secondary students during first term registration, and other by Kinder Occupational Interest Survey (KOIS).

This Inventory interest is the assessment of one's preference for a large number of activities and occupation. In inventoried, each response is given an experimentally determined weight and the weights are summed in order to yield a score which gives an object pattern of interest that is stable. Likes and dislikes are recorded in a structure.

The measurement of interest is predicated on the assumption that people have tendency to excel, to be devoted or to be committed to and excel more efforts in those activities they like. If counsellors and teachers know the likes and dislikes of students, it then becomes easily to guide them in their chosen career without many mistakes.

5. **Personality Tests:** - Personality tests are also called "personality inventory" or scale of personality characteristics attempts to access the non-intellectual aspects of behaviour of personal counselling. Different occupations required different personality traits or characteristics. Personality traits that can help a person in achieving success in one occupation may hinder success in

another unrelated occupation, for example, a very short-man cannot join the Army or Police-Force. This is personality traits interests, motivations attitude that different occupations according to Ikeotuonye, (1990), in Ogbodo, (2017), require different personality traits as stated, earlier. Not every person will join the military in which the core aim is to kill. Some people cannot stand the sight of blood. Others will melt when they see a dead body. And not every person can take to boxing or wrestling. Psychological tests to determine an individual's emotional intelligence, social relations, motivations and attitudes. However, personality traits could be identified through understanding the individual's problems, through understanding his background and identification of his traits and dispositions. Thus, personality traits are identified through the problems, clinical, trait and projective techniques approaches. Among the available tests to detect problems are: -

- The Mooney Problem Checklists;
- The Students Problem inventory (SPI)
- The Scholastic Testing Service
- Akinboyes' Adolescent Scale
- Okans' Youths Inventory (OVI)
- The Bakeries Study Habits Inventory(SHI)

Self-Assessment Exercise 3

- i. Mean three test and discuss as related to vocational choice.
- ii. Outline five examples of intelligence test.

4.4 Summary

So far in this unit, the author has discussed about individual differences, details of psychological test and vocational guidance test. The author also highlighted on the uses and role of psychological tests in vocational guidance and explained types of tests used in counselling.

Self-Assessment Exercise 4

Discuss why psychological test is vital in vocational guidance?

Self-Assessment Exercises 5

1. Briefly explain personality test.
2. What is the core aim of psychological test?
3. Define the concept of psychological test.

4.5 References/Further Readings/Web Resources

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4.6 Possible Answers to Self-Assessment Exercises

1. Explain individual differences.

Answer:

Individuals are different and must be assessed to determine their differences in order to select and match everyone to where he/she will be most important and relevant. Individual differences thus determine where each person will be most suitable, as suitability is based on such individual's personality traits. The traits include: the individuals' temperaments, attitudes, interests, values, aptitudes and mental ability. Sources of identifying these personality attributes or traits are commonly classified into tests and non-test techniques. Generally called psychological tools, they are very useful in determining occupational level and ability of individuals.

2. Define psychological test in relation to vocation.

Answer:

Psychological tests have been used to assess maladaptive behaviour, development of social skills, intellectual abilities, vocational interest, and brain damage. Generally, psychological test are structured questions, puzzles, exercises or tasks designed to elicit some individual characteristics. Tests have also been constructed for the purpose of understanding personality dynamics and conflicts. These test materials vary in form ranging from oral to written, individual to group with varying degree of reliability, validity, objectivity and usability.

3. Define test.

Answer:

Test is a structured task or exercise by means of which an individual's behaviours performance or way of reasoning is sampled with a view to making a generalized conclusion or statement about his usual behaviour or performance. Test usually reveals useful information about individuals which could have been lost.

4. Mean three test and discuss as related to vocational choice.

Answer:

Achievement or Attainment Test: This are designed primarily to measure the outcome of teaching, that is, the extent to which students have acquired certain information skills and abilities that are commonly a part of the school curriculum. It provides evidence of educational development in the various school subjects.

Interest Test: - Interest tests are designed to measure an individual's feeling of likes and dislike as well as curiosity towards an activity. Measurements of interest include interviews, self- estimates checklist and other inventories. They throw light on the direction of vocational thinking.

Personality Tests: - Personality tests are also called “personality inventory” or scale of personality characteristics attempts to access the non-intellectual aspects of behaviour of personal counselling. Different occupations required different personality traits or characteristics. Personality traits that can help a person in achieving success in one occupation may hinder success in another unrelated occupation

5. Outline five examples of intelligence test.

Answer:

- The Difference Aptitude Test’s (DAT) use for primary school education and vocational inclination;
- The General Aptitude Test Battery (GATB) for the JSS I and degree holders is simply to determine where one will be most productive;
- The multiple Aptitude Test (MAT) meant to measure primary school and secondary schools educational, vocation and performance.
- The Flanagan Aptitude Classification Tests (VACT) for JSS up to degree holders.

Unit 5 Needs for Vocational Information

Unit Structures

- 5.1 Introduction
- 5.2 Intended Learning Outcomes
- 5.3 Need for vocational information
 - 5.3.1 Strategies/or Techniques for Vocational Information
- 5.4 Summary
- 5.5 References/Further Readings/Web Resources
- 5.6 Possible Answers to Self-Assessment Exercise(s)

5.1 Introduction

The need for vocational information and strategies/techniques is a vital part of an organized vocational guidance programme. It is necessary if students are to be provided with the basic knowledge needed to understand vocational problems, to choose occupations and so forth. Bulus (1990) maintain that for any person to be able to make a wise rational, realistic, and meaningful or take scientific decision, there is the need for such a person to be well informed. To enable one function properly and appropriately in the society relevant Information is the key. And the strategies/or techniques information are discussed.

5.2 Intended Learning Outcomes

- to explain which vocational information is necessary and vital students to
- to know various ways of disseminating vocational information students to
- to explain or write short note on some career terms.

5.3 Needs for Vocational Information

Any positive step towards achieving the objectives of vocational guidance in schools should carry out analysis of the student who the service is being given to. The analysis should involve the students' interest, abilities, values, needs, aptitudes, characteristics – personal and social, socio-economic status. The analysis should reveal the extent of the relationship of these factors in the student's life. The result from such analysis should act as bases for planning and executing vocational choices. A lot have been said about students' vocational factors influence their choice in the previous unit. There is need for vocational information in the choice of vocational guidance. Iwuama, (1999), in Ogbodo, (2018), says No one chooses what he or she know nothing about Bojuwoye, (1986), agreed with Iwuama, (1999), in Ateji, (2018),

and blames this ugly situation on the educational system and the teachers and concludes that since the teachers and the education system are not able to furnish the students with the relevant career information, the students therefore find it difficult to choose subjects combination required for different occupations. They find it difficult to see the congruity between educational background and vocational thinking and habit. If the schools and teachers fail to help them in this direction, the students inevitably rely on the influences of unreliable non-professional sources for vocation information, such as parents, guardians, peer, friends, other family members and so forth. The truth of the matter is that there is no way we can separate the child's education and his future occupation/vocation or career since both are organically linked.

Nwaje, (1989), in Ogbodo, (2018), in his contribution insist that “the quantity and quality of education determine the kind and level of job one aspires to or will be able to cope with”. The challenges before the school counsellors and teachers is to spread the vocational information over the years of the child's life time since vocational/career development is a process that spans over many years of his/her life. Furthermore, for the students to get realistic vocational information the following summary outlines on the need for vocational information presented as adapted from Nwoachukwu and Ugwuegbulam, (2007), in Akinade, (2015), Nweke, (1989) and Nwajei, (1989), in Brown & Brooks, (2015), Akinade, (2016).

- To reduce unemployment/under-employment
- To help counsellor/teachers guide students in their career decisions by relating education generally to the practical aspect to life especially the world of work. To help parents have better perspectives about their children in relation to careers and employment
- To help students have a wider knowledge of many kinds of occupational activities. In order to enhance judicious career choice based on well considered alternatives.
- To avoid wrong choice of careers
- To help students develop realistic educational and vocational plans for the future
- To increase the relevance of the educational process to employment needs of the society.
- To eliminate unsound criteria on which ill-informed children base their career choice.
- To examine various psychological, educational, sociological, economic and accident factors that do impinge on students' career development and choice
- To help students to consider and evaluate one's abilities and interests and match them with actual occupational requirements.

- To help them learn about getting a job including where to get information about jobs, how to attend interviews and how to fill forms correctly.
- To show some competence in the skills necessary in the chosen occupational area.
- To develop an appreciation of the value of all occupations and their importance to the whole society.
- To develop ways of obtaining the abilities and experiences needed in a chosen occupational area.
- To develop in the student recognition of the relationship between his personal values and the influence of important people in his/her life choice of occupation.
- To become fully aware to occupational and educational opportunities in the community.

From the above obvious reasons, henceforth, there is need to use the results from the analysis of students to provide them information to suit their uniqueness and different vocational needs. The vocational information to be given to them should include “knowledge of the vocation or career, industrial and labour structure of the country, classification of vocations, vocational requirements, entrance procedures, vocational distribution, training opportunities and employment outlook”, (Bojuwoye 1986), in Ogbodo, (2015). Information about vocations can filter to students informally but such information may be wrong. Organized individual and group vocational guidance can bring about students having valid and reliable information about different occupation.

Therefore, Vocational information is valid and usable information about possible duties, entry requirements conditions of work, reward and incentives, career progression, hazards, existing and projected supply of and demand for worker and source for further information. This information should have the following:

- Staff strength, geographical, gender, ethnic and age distribution.
- Labour legislation
- Nature and condition of work in various occupations
- Method of entries.

Self-Assessment Exercise 1

1. State seven reasons why vocational information is very important

5.3.1 Strategies/Techniques for Vocational Guidance

A well-organized system of vocational guidance readily available to students and a setup which encourages students and trains them to find out the available information about vocation from the basis for the choice of vocational guidance procedure. Students may face many difficulties in the choice of vocation, vocational persuasion and vocational adjustment. This often leads to several ills, such as students not getting proper jobs, encountering difficulties in getting on well with the job and so forth. This implies that students should discover their capabilities. They must relate the information they acquire about their vocation or career to their own capabilities.

In highlighting the procedure and techniques of vocational information the first step to take as some writers have opined such as Walton, (1966), Bojuwoye, (1986), in Tor-Anyiin, (2018), Iwuama, (1991), in Ogbodo, (2016), Barki & Mukhopadhyay, (2007), cited in Ogbodo, (2017), is an Analysis of the individual or self-appraisal. Extensive knowledge of self (helping the individual to realize his/her uniqueness as a person, knowledge of needs, interests and abilities will enable the student to judge future alternatives and define his/her vocational goal, understanding his environment and acquire decision – making skills.

A person or students understanding of himself/herself would enable him/her to develop a more accurate concept and perspective of the world and facilitate his/her eventual adjustment. Time-wasting and indecision in important issues of life will also be prevented.

Appropriate technique for this foremost task includes questionnaires, aptitude tests, achievement tests, rating scales, home vests reports, behaviour descriptions, personality and interest inventories and autobiographies. The variety of information derived from the self-analysis provides the broad outlines of a blue print for the occupational search, Bojuwoye (1986), in Tor- Anyiin, (2016).

Next in importance to self-appraisal is vocational information which is derived through various means. Strategies/Techniques refer to the methods, means, ways, skills and procedure involved in doing something or performing a task. That is the methods, means and procedures of assisting individuals or group to be adequately informed so as to make the best use of the opportunities in these areas and be satisfied with the outcome. Hoppock, (1976), in Tor-Anyiin, (2016),

says “any kind or all kinds of information regarding any position, job or occupation” an individual is given potentially useful information that will help him or her, to first have clearer understanding of the attitudes, interests, attainments, dispositions and circumstances involved in occupation as well as choose and be successful in particular jobs.

Consequently, the following selected strategies or techniques are briefly discussed as following: -

- 1. Individual and Group vocational counselling:** Here, the counsellor can use either the individual or group vocational counselling technique to disseminate vocational information to students. The use of individual vocational counselling presupposes that no two individuals are exactly alike in their personality patterns, interests, aptitudes, backgrounds and situations. Consequently, individual will enjoy the advantages of having a one-to-one interaction with the counsellor or other career experts who helps him attain vocational adjustment that is satisfactory from his society’s point of view. Bojuwoye, (1986), in Tor-Anyiin, (2016), recommends that the counsellor’s major focus in this relationship is upon the need to help the student from realistic picture of himself/herself to possess self-understanding and self-acceptance and thereafter proceed to make an intelligent occupational selection and satisfactory preparations what would enable him to adjust well to the occupation.

Other aspects of career information could then be disseminated to him such as types and varieties of occupations, duties performed in each job, entry requirements, condition of service, job hazards, prospects for advancement, social benefits as a worker and so forth.

- 2. Group vocational counselling:** on the other hand, involves the counsellor in a counselling relationship/interaction with more than one person (client) who has similar vocational needs/problems. The aim of the relationship is to help members of the group to individually and severally resolve their vocational problems. One of the advantages of this approach is that if well organized, members of the group learn from one another about careers and equally help one another to overcome some vocational/career problems.

One of the advantages of this approach is that if well organized, members of the group learn from one another about careers and equally help one another to overcome some vocational/career problems. If properly organized, the counsellor can disseminate vocational information to a good number of students

at a time ranging from types, nature of works, entry requirements, duration of training, personality traits needed, conditions of services, retirement benefits, hazard of the work and so forth. From the research in Iwuama (1999), in Ogbodo, (2018), he discovered that group vocational Counselling was relatively more effective than Bilbao therapy and career day in fostering realistic vocational choice of students in Owerri, Imo state of Nigeria.

3. **Bilbao therapy:** This is a vocational guidance technique for fostering career awareness through the use of reading materials. Here, vital vocational information is packaged and made available to individuals to read as a guide in making valid vocational decisions. After reading, the client could have a dialogue with a counsellor or teachers for further clarifications and encouragement. According to Okon, (1983), in Ogbodo, (2015), he sees Bilbao therapy as the use of books, printed materials, written manuals as effective process for growth, development and specific positive personality and specific positive personality changes including career expressions. Sheridan (1984), in Tor-Anyiin, (2016), in his study shows biotherapy as a technique is more effective in enhancing student's realistic vocational expressions than individual vocational counselling technique.
4. **Careers Day:** This is sometimes called careers' week, careers forum, careers' conference, careers consultation, careers seminars, careers' workshop, careers' symposium, careers' debates, careers film shows careers demonstrations or role playing and teaching on different careers. No matter the names labelled, all of them have a common goals or purposes. Baer and Robert (1964), in Tor-Anyiin, (2016), see careers day/conference as group meetings held with representative of occupations from the community. In essence, this vocational activity involves inviting people from various work places to speak to students, perhaps, teachers, parents and other people about occupations.

This is an awareness creating exercise about existing jobs or careers that represent a number of activities for a whole day or week. Through this, the students (clients) become aware of existing careers and thus are enabled to make realistic occupational choices. Experts or professionals from different works of life are invited to speak to students. For example, a medical doctor or a teacher could speak on Medicine or teaching as profession, like while, a lawyer could speak on law; a hair dresser could speak on hair dressing, a computer operator on computer programming or processing and so forth. These professional workers could highlight on their occupations with

regards to what they do, the advantages and disadvantages of such occupations, method and requirements for entry, conditions of service, promotion and so forth. The students are exposed to various occupations their peculiarities. Career days offer first hand and accurate information about occupations to students as well as act as supplement to their courses through the provisions of audio visual aids, projectors' devices and instructional materials. Careers day could be organized for a school, schools, a class and so forth. Okon, (1983), in Ogbodo, (2014), identified three broad purposes of a career day:

- a) It serves a public relations purpose for the school.
- b) To broaden the horizons of pupils, parents and teachers as far as vocations are concerned.
- c) To provide opportunities for in depth studies and comparison of particular vocations/careers. Student will be able to select particular careers which they would study thoroughly after the programme.

Meanwhile, in organizing a careers day has its own operational problems. In specific terms, Egbochuku, (1997), Okon, (1983), Iwuama, (1999), cited in Ogbodo, (2017), highlighted the following problems, areas in organizing a careers day.

- **Funding:** - the scope and success of the career's day may depend on the available funds. Often funding poses a serious threat to the success of the exercise.
 - **Time and Effort:** Enough time is needed to plan and organize meaningful career day. Logistically, the principal and staff may disappoint the organizer with the excuse that their primary assignments in the school could be affected by their being asked to do one thing or the other during the planning period and therefore many not are willing to cooperate. This will make the counsellor/planner to do almost everything alone.
5. **Career Convention:** These are more like Trade fairs where information on job requirements and documents that could be browsed through at the convention are made available.
 6. **Excursions and Field Trips:** Excursions and field trips offer good opportunities for the students to observe workers on the job thereby gaining first-hand knowledge and experience of the requirements, specific duties and possible training opportunities offered in various jobs. In such trips it is often time and cost-effective if students are grouped so that many departments, if not all, in the company or organization are visited and interviewed at

the same time and in a single criterion for selection of new workers, training programmed/opportunities, conditions of service, promotion and advancement prospects, stability and growth of the company/organization during the visit.

- 7. Occupational or Career Files:** The need for students to have career files cannot be over emphasized. Counsellors and teachers should encourage students to keenly study the jobs of their parents and other successful people in their community and open files where such information could be stored, and later used for career exploration and planning. Okon, (1986), in Ogbodo, (2016), suggested the following headings for each job description: A Job title b. Office plant or industry where jobs may be viewed in action c. Contact person d. Brief description of job qualifications with respect to education, physical aspect, age and experience.
- 8. School Clubs:** School clubs are equally important means of offering opportunities to students to gain information about various vocations, especially in secondary schools. Through the clubs, planned visits/excursions, seminars, workshops, film shows, debates and discussions, occupational surveys and exploratory activities, members are exposed and encouraged to make appropriate vocational choices.
- 9. Career Information Centre:** Such centres in every secondary school could be used in many ways to effectively help students understand and appreciate various careers. It would serve as a “mini career library” as well as for practical sessions, and depository for occupational information and career planning (Okon, 1986), in Ogbodo, (2016). Posters, newspapers or magazine –cuttings could be pasted or displayed on the walls, shelves or notice boards. Files, pamphlets, bulletins and reference books containing valuable vocational information and materials are made readily available there. Also current up-t-date happenings in the job market or world-of-work are also kept there.
- 10. Role-Playing** of different occupations could be done in such vocational information centres. Role-playing technique could be effective ways of making the students feel and live through the jobs as actors and observers, and understand the various responsibilities and expectations involved in the jobs.

11. **Career Games and Fiction:** which give account of the experiences of some fictional characters help in stimulating the vocational interest and aspiration of students?
12. Audio Visual Aids like films, slides, tapes/cassettes, television or radio help in generating career thoughts in the students.
13. Books (including biographical accounts of the life of successful people in their careers, journals, telephone directories, computer-based system storage retrieval mechanized system, internet services and counsellor bulletin are very useful. For instance, the NITEL classified telephone directory is used to identify telephone numbers of companies, industries and government establishments. University brochures are equally important.
14. Newspaper Publications and in fact the mass media (including the ones already mentioned) are powerful means of offering vocational guidance to students. For example, some national dailies run weekly columns that discuss careers or they carry paid advertisements on vacancies in occupations. There are also in this category, publications for instance, by the Federal Ministry of Labour, Employment and Productivity, Federal Ministry of Economic Development and National Planning and Federal Ministry of Industries and Commerce. There are some by the federal office of statistics which often provide data on National economic trends from which the counsellor and students get to know areas of potential employment Ekwe, (1991), in Ateji, (2015).
15. **Work Experience Programs:** These programmes give individuals the opportunity to work in an organization or industry (before finally graduating from school and taking final decisions on particular careers) in order to have vocational exposure and acquire competence. The Industrial Training (I.T.) programme adopted by the Universities has helped in alleviating the difficulty of young graduates choosing jobs. The I.T. programme aims at exposing students to the conditions, experiences, requirements and the socio- psychological conditions of work which help to broaden their work experience Anagbogu, (1988), in Tor-Anyiin, (2018).
16. **On the Job Training:** This is an opportunity of an in-service training made available in order to train an individual for job improvement and up-date of skills and information/knowledge. With the appropriate information on the job, individuals would be equipped to utilize the available opportunities.

17. **Old Students Association Day:** Old student (graduates) of a school, on a particular day scheduled by the school, give current information about their careers to inspire and challenge the current students. They are also assured of the worth of making educational plans and pursuing those plans relentlessly.
18. College Days are usually organized for out-going students. Workshops are organized especially for career planning activities. This may involve the school authorities and college officers from universities and other tertiary (post-secondary schools) institutions.
19. Parent Conferences whereby parents are invited to give an insight into the capabilities of their children's academic achievement. They also familiarize themselves with the available courses offered in the school and expected careers resulting from these. The parent conferences afford the opportunity for parents and teachers/counsellors to jointly plan suitable educational and vocational future for the students.
20. **teaching of vocation/occupation as a course or subject in the school:** - This provides opportunities for students to be exposed to different types of occupations and available opportunities. The students in their classes would feel free enough to ask questions for more understanding. Activities such as class debates, storytelling and discussions, symposium and so forth are carried out to facilitate gathering of information practical sessions could include collection of materials from books, pamphlets in the library in the library, newspapers, magazines and so forth.
21. **Career Conferences:** are continuous, periodic and special sessions or talks through which students get a series of exposure to occupational information Ipaye, (1986), Onyejiaku, (1987), in Tor-Anyiin, (2018). This involves inviting professionals from various work places to speak to students about their occupations. It differs from career day/week in the sense that the speakers/professionals on specific occupations are scheduled to speak to the students for different days throughout the year.

Career conferences give students the opportunity to meet with, listen to and ask questions of professionals and heads of various fields of work and endeavour. Students are able to know the various available career openings in the society. Occupational awareness and interest are created through the career conference. The organization of a career conference is however easier and students are expected to benefit more, than in the

career Days, although some scholars feel that they are not as enchanting and glorious as career day programs (Onyejiaku, 1987), Tor-Anyiin, (2018).

Self-Assessment Exercise 2

- i. Outline fifteen strategies used by counsellors in vocational guidance.
- ii. Explain ten of them.

5.4 Summary

This whole unit has attempted to deal with the need for vocational information and strategies or techniques for various aspects of occupations information. Counsellors can take advantage of those materials to disseminate appropriate information to their students.

Self-Assessment Exercise

1. State five reasons why vocational information is very important to you as a student counsellor.
2. Identify and explain three ways of disseminating vocational information to students.
3. What is the students' analysis involved in vocational guidance?

5.5 References/Further Readings/Web Resources

- Akinade, E. A. (2015). *Introduction to Modern Guidance and Counselling*; Ibadan Bright Way Publishers.
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5.6 Possible Answers to Self-Assessment Exercises

1. State six reasons why vocational information is very important

Answer:

- i. To reduce unemployment/under-employment
- ii. To help counsellor/teachers guide students in their career decisions by relating education generally to the practical aspect to life especially the world of work. To help parents have better perspectives about their children in relation to careers and employment
- iii. To help students have a wider knowledge of many kinds of occupational activities. In order to enhance judicious career choice based on well considered alternatives.
- iv. To avoid wrong choice of careers
- v. To help students develop realistic educational and vocational plans for the future
- vi. To increase the relevance of the educational process to employment needs of the society.

2. Outline nine strategies used by counsellors in vocational guidance.

Answer:

- i. Funding:
- ii. Time and Effort:
- iii. Career Convention:
- iv. Excursions and Field Trips
- v. Occupational or Career Files:
- vi. School Clubs
- vii. Career Information Centre
- viii. Role-Playing
- ix. Career Games and Fiction:

3. State five reasons why vocational information is very important to you as a student counsellor.

Answer:

- i. To reduce unemployment/under-employment.
- ii. To help counsellor/teachers guide students in their career decisions by relating education generally to the practical aspect to life especially the world of work. To help parents have better perspectives about their children in relation to careers and employment.
- iii. To help students have a wider knowledge of many kinds of occupational activities. In order to enhance judicious career choice based on well considered alternatives.
- iv. To avoid wrong choice of careers.
- v. To help students develop realistic educational and vocational plans for the future.

4. Identify and explain three ways of disseminating vocational information to students.

Answer:

1. **School Clubs:** School clubs are equally important means of offering opportunities to students to gain information about various vocations, especially in secondary schools. Through the clubs, planned visits/excursions, seminars, workshops, film shows, debates and discussions, occupational surveys and exploratory activities, members are exposed and encouraged to make appropriate vocational choices.
2. **Career Information Centre:** Such centres in every secondary school could be used in many ways to effectively help students understand and appreciate various careers. It would serve as a “mini career library” as well as for practical sessions, and depository for occupational information and career planning
3. **Career Games and Fiction:** which give account of the experiences of some fictional characters help in stimulating the vocational interest and aspiration of students?
5. What are the students’ analysis involved in vocational guidance?

Answer:

The analysis should involve such as the students’ interest, abilities, values, needs, aptitudes, characteristics – personal, and social, socio-economic status. The analysis should reveal the extent of the relationship of these factors in the student’s life. The result from such analysis should act as bases for planning and executing vocational choices.

MODULE 2

Unit 1	The Role of Theories in Vocational Guidance
Unit 2	Limitation of Parson's Trait and Factor Theory
Unit 3	Trait and Factor Theory of Career Development by Ginzberg, Ginsburg, Axelrod and Herman
Unit 4	Limitation of Ginzberg and His Associates

Unit 1 The Role of Theories in Vocational Guidance**Unit Structures**

- 1.1 Introduction
- 1.2 Intended Learning Outcomes
- 1.3 The Role of Theories in Vocational Psychology
 - 1.3.1 The Trait and Factor Theory
 - 1.3.2 Parsons Counselling Implications
- 1.4 Summary
- 1.5 References/Further Readings/Web Resources
- 1.6 Possible Answers to Self-Assessment Exercise(s)

1.1 Introduction

Vocational theories are the pivot for successful career guidance. They serve as the pivot as well as the bedrock or key for vocational guidance. Several theories have been formulated to explain how and why individuals choose and enter different vocational or occupations. These theories have also attempted to describe and account for some of the difficulties which often arise in the process of making and implementing a vocational decision. This unit will cover the introductory part.

1.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the meaning of theory as related to vocational guidance
- discuss Trait and Factor theory and its implications to counselling.

1.3 The Role of Theories in Vocational Guidance/Trait and Factor Theory (Parsons 1909)

Theories of vocational guidance are attempts made by occupational theory are to explain the various factors which lead a person to his first choice of occupational. Vocational guidance can be better understood through career theories of development. Theories begin with the observation of events and end in bringing together diverse happenings. Theories lead to a lot of controversies and to deduce theorem which in turns, can be translated into research whose predictive value partly allows the assessment of the validity of that theory, All Port, (1955) in Tor-Anyiin, (2017).

The purpose of a theory is diverse and explains phenomenon. It is basically a scientific short hand that states the relations believed to prevail among comprehensive body of facts Shertzer, and Stone, (1976), in Akinade, (2016), A vocational theory should be a rationale for what one does in the vocational process. Brammer, (1973), in Tor-Anyiin, (2017), adds that a theory includes basic assumption of how people learn and change their behaviour or mentality toward work.

A theory should have some elements of personality such as structure, growth and motivation. In this respect, vocational theories are an embodiment of values and goals, the nature of humanity and behaviour changes. It is a conceptual framework that summarizes, generalizes predicts and facilitates understanding and explanation of human behaviour in terms of vocational guidance, psychological, social, personal and educational phenomena.

In this connection, Denga, (1983), in Ogbodo, (2017), says that a theory provides some guidelines, facilitates broad conceptualization about human behaviour, clarifies events and provides a road map to guide the actions of the workers.

The road-map is directional, pointing to some details in the Map. The vocational theory points and directs the counsellor and teacher to goals practices, activities, strategies, techniques, methods or procedures of vocational guidance to be utilized for career satisfaction. In other word, theories help in understanding of events and the universe. It articulates events and lead to further prediction about related events. It must be noted that no single vocational theory can explain all vocational behaviours, henceforth, we are dealing with those areas that concerns us for this lecture. Meanwhile, a close examination of each of these theories would suffice to get better picture of vocational, educational, decision-making process, choice and development.

Self-Assessment Exercise 1

Discuss the concept of theories in related vocational guidance.

1.3.1 The Trait and Factor Theory

The trait and factor theory of vocational development identified with Parsons, (1909,) who are regarded as the father of vocational guidance. This theory is based on the psychology of individual differences and the requirements of various occupations. His disciples, or followers according to Akinade, (2015), Akinade, (2014), Tor-Anyiin, (2018), Ateji, (2015), Brown & Brook, (2015), et al. The theory, of parsons proposes that every human being is born with unique personal traits, like abilities, beliefs attitudes, interests and values. It is believed that people enter only into such jobs that match their traits or dispositions. On the other hand, some abandon their professions when they discover that such professions or vocations do not match their traits. The following is the personally three steps or process of choosing a vocation as outlined by Crites, (1969), in Mallum, (2016), and Tor-Anyiin, (2018):

1. A clear understanding of self, abilities, aptitudes, interests, ambitions, resources and personality.
2. A detailed knowledge of the requirements, conditions of success, advantages and disadvantages, compensations, opportunities and prospects in different lines of work.
3. A true reasoning of the relationship between self and job characteristics in 1 and 2 above. In other words, an individual has to compare his capabilities and dispositions with the demands of the job and then select the job he matches best.

Self-Assessment Exercise 2

Summarized Frank parson's main idea about vocational guidance.

1.3.2 Parson's counselling implications

Individuals' unique configuration of capabilities, potentials and weaknesses are stable in adolescence hence should be measured at this time to provide an understanding of the person to guide him/her towards selection of a vocation.

The trait and factor theory reasons that counselling is purely a cognitive process. As such, one must be mentally intelligent before he will provide such services. The theory provides only three stages for counselling. The first stage is to identify an individual's abilities, ambitions, resources,

and limitations, through tests: The second Stage is identifying and understanding the requirements and conditions of success advantages, compensations, opportunities and prospects in different lines of works to match them within the work type. The third stage is fixing of an individual to an occupation. To do this very well, tests, preferably psychological tests be conducted to understand the individual and match him/her.

Since school subjects are also based on abilities and interests, vocational guidance can help students match their intellectual ability with their areas of interest to enable them make proper choices. Thus, vocational guidance is not only for applicants but also for students. If guided well in subject combination, no difficulty will be experienced after graduation. Counselling was viewed as simply information dissemination rather than a decipher of such information. Tor-Anyiin, (2018).

1.4 Summary

The unit discussed about the role of theories in vocational guidance, trait and factors of Frank Parsons of 1909. It also talked about the parsons counselling implications to make the task easy for counsellors' uses.

Self-Assessment Exercise 3

1. What are the implications of parson's theory of vocational choice for the counsellor?
2. Describe the three steps to match in parson's theory its vocational guidance.
3. Explain the trait and factor theory

1.5 References/Further Readings/Web Resources

Akinade, E. A. (2015). Introduction to Modern Guidance and Counselling. Ibadan: Bright Way Publishers.

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1.6 Possible Answers to Self-Assessment Exercises

1. Discuss the concept of theories in related vocational guidance.

Answer:

Theories of vocational guidance are attempts made by occupational theory are to explain the various factors which lead a person to his first choice of occupational. Vocational guidance can be better understood through career theories of development. The vocational theory points and directs the counsellor and teacher to goals practices, activities, strategies, techniques, methods or procedures of vocational guidance to be utilized for career satisfaction.

2. Summarized Frank parson's main idea about vocational guidance.

Answer:

The trait and factor theory of vocational development identified with Parsons, (1909,) who are regarded as the father of vocational guidance. This theory is based on the psychology of individual differences and the requirements of various occupations. His disciples, or followers according to Akinade, (2015), Akinade, (2014), Tor-Anyiin, (2018), Ateji, (2015), Brown & Brook, (2015), et al. The theory, of parsons proposes that every human being is born with unique personal traits, like abilities, beliefs attitudes, interests and values. It is believed that people enter only into such jobs that match their traits or dispositions. On the other hand, some abandon their professions when they discover that such professions or vocations do not match their traits.

3. Explain the trait and factor theory

Answer:

The trait and factor theory reasons that counselling is purely a cognitive process. As such, one must be mentally intelligent before he will provide such services. The theory provides only three stages for counselling. The first stage is to identify an individual's abilities, ambitions, resources, and limitations, through tests: The second Stage is identifying and understanding the requirements and conditions of success advantages, compensations, opportunities and prospects in different lines of works to match them within the work type. The third stage is fixing of an individual to an occupation. To do this very well, tests, preferably psychological tests be conducted to understand the individual and match him/her.

4. What are the implications of parson's theory of vocational choice for the counsellor?

Answer:

Individuals unique configuration of capabilities, potentials and weaknesses are stable in adolescence hence should be measured

at this time to provide an understanding of the person to guide him/her towards selection of a vocation. The theory provides only three stages for counselling. The first stage is to identify an individual's abilities, ambitions, resources, and limitations, through tests: The second Stage is identifying and understanding the requirements and conditions of success advantages, compensations, opportunities and prospects in different lines of works to match them within the work type. The third stage is fixing of an individual to an occupation. To do this very well, tests, preferably psychological tests be conducted to understand the individual and match him/her. Since school subjects are also based on abilities and interests, vocational guidance can help students match their intellectual ability with their areas of interest to enable them make proper choices. Thus, vocational guidance is not only for applicants but also for students. If guided well in subject combination, no difficulty will be experienced after graduation.

5. Describe the three steps to match in parson's theory its vocational guidance.

Answer:

- i. A clear understanding of self, abilities, aptitudes, interests, ambitions, resources and personality.
- ii. A detailed knowledge of the requirements, conditions of success, advantages and disadvantages, compensations, opportunities and prospects in different lines of work.
- iii. A true reasoning of the relationship between self and job characteristics in 1 and 2 above. In other words, an individual has to compare his capabilities and dispositions with the demands of the job and then select the job he matches best.

Unit 2 **Limitation of Parson’s Trait and Factor Theory**

Unit Structures

- 2.1 Introduction
- 2.2 Intended Learning Outcomes
- 2.3 Limitations of Parsons Trait and Factor Theory
 - 2.3.1 Contribution of Parsons Trait and Factor Theory
 - 2.3.2 The Applicability of the Theory in Nigeria
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)(s)

2.1 Introduction

In this unit, you will learn about its limitations of parson’s trait and factor theory, its contribution and its applicability to Nigeria setting.

2.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the limitations of the person’s trait and factor theory in vocation guidance
- discuss the contributions made through Parsons Trait and factor theory in Nigeria.

2.3 Limitations of Parson’s Trait and Factor Theory

Parson regarded vocational guidance as a single event which is done once rather than a process with the belief that once an individual is guided to choose and enter a vocation, the function of vocation guidance terminates.

The theory placed much emphasis upon individual analysis before selection of an occupation. It is wrongly assumed that an individual is not operating in a given socio-economic and dynamic environment, which must have influence on the decision of an individual. The theory over rules the fact that factors for vocational satisfaction and success are not negotiable. This shows that the working life of the individual, his success and motivation towards higher productivity were underrated.

The theory ignored the fact that the world of work was unceasingly changing, and so according to super, (1957), in Tor-Anyiin, (2017), makes the identification of traits and factors which differentiate them parson equally did not take cognizance of the inherent physical changes

of man and consequently his changing needs due to experience, knowledge explosion well as influence of science and technology.

Self-Assessment Exercise 1

Explain the limitations of parson's theory

2.3.1 Contributions of Parson's Trait and Factor Theory to Vocational Guidance

Parson's theory of matching model ignited more thoughts about vocational Guidance. The theory paid attention to a virgin area of human interest, and led to the construction of instruments starting from the strong vocational interest Blank (SCIB), the Differential Aptitude Tests (DAT), and the kuder preference record (KPR) and Gulford Ziommerman Aptitude survey among others.

The theory has really advocated for the use of psychological techniques for diagnosing the individual characteristics. Thus, parsons, theory have encouraged psychological test development to facilitate objective analysis of persons. Without the theory psychological testing would likely not have been developed to the level it is now.

Furthermore, vocational guidance was seen by parson as one- step operation that occurred before employment. Conclusively, one can say that the trait and factor theory has contributed greatly to the organization and development of vocational guidance or vocational psychology. It has therefore paved way for further research activities.

The cognitive aspect of the matching model introduced counselling psychology to the field of vocations which was seen as purely socio-political or socio-economic decision.

Hence, the theory is also serving as a theoretical base for vocational guidance and has ignited many more theories on vocational guidance. It is the oldest and perhaps the most durable of the many theoretical approaches available for vocational Guidance.

Self-Assessment Exercise 2

State three contributions of parson's theory.

2.3.2 The Applicability of the Theory in Nigeria

The trait and factor theory are applicable in Nigeria because:

1. Nigerians are also born who personal traits that can be matched with occupations;
2. Nigerians can produce adequate human resources to do any job;
3. Nigerians can provide the necessary materials; and
4. Information about vocations can be obtained and used in Nigerian schools

The difficulty in the applicability of the theory is that the number of counsellors is very inadequate to handle the function as of now.

There is yet no data bank for vocational information. Nigeria government through the ministries of education, information, Labour manpower and development, chambers of commerce and other Labour related agencies are yet to produce a comprehensive data on vocations in Nigeria.

Another problem in the applicability of the trait and factor theory in Nigeria is the absence of cultural free psychological tests dealing with vocations, (Omoegun, 2016).

The increasing rate of corruption in Nigeria affects vocational choice as such it seems a wasted effort for career counsellors to do anything contrary as of now.

The experimental number of 1000 persons used to form the basis of the theory is highly inadequate to attempt to apply it in a large country like Nigeria, where secondary schools only are over two thousand times more than the experimental number.

The emphasis of the trait factor was simply employment. However, employment without productivity does not help national development; rather self-actualization of the citizens is the hallmark of national development. Kolo, (1999), in Tor-Anyiin, (2017), also observed thus:

Although a perfect matching does not mean eventual satisfaction and productivity, there is also supportive empirical finding that a large number of differences between one's personality type and the working environment can lead to career frustration, maladjustment and low productivity

The dominance of agriculture in Nigeria reduces the chances of the applicability of the trait and factor theory; as agriculture is generally psychomotor oriented. Since the trait and factor did not emphasis

vocational success and satisfaction which is the preoccupation of the worker, it is no longer relevant in the Nigeria world of work in this 21st Century Nigeria.

Self-Assessment Exercise 3

Why is it difficult to apply the trait and factor's theory into Nigeria system?

2.4 Summary

This unit covered the theory's limitations, its contributions towards vocational guidance in Nigeria and its applicability in Nigeria and elsewhere.

Self-Assessment Exercises

1. State three applicability of factor theory in Nigeria.

2.5 References /Further Readings/Web Resources

Omoegun, M. (2016). *Theory of Career Guidance for Students*. Lagos: University of Press.

Tor-Anyiin, S. A. (2018). *Handbook on Vocational Guidance for School Counsellors*. Makurdi: Sellers Academic Press Ltd.

2.6 Possible Answers to Self-Assessment Exercises

1. Explain the limitations of parson's theory

Answer:

- i. Parson regarded vocational guidance as a single event which is done once rather than a process with the belief that once an individual is guided to choose and enter a vocation, the function of vocation guidance terminates.
- ii. The theory placed much emphasis upon individual analysis before selection of an occupation. It is wrongly assumed that an individual is not operating in a given socio-economic and dynamic environment, which must have influence on the decision of an individual. The theory over rules the fact that factors for vocational satisfaction and success are not negotiable. This shows that the working life of the individual, his success and motivation towards higher productivity were underrated.
- iii. The theory ignored the fact that the world of work was unceasingly changing, and so according to super, (1957), in Tor-Anyiin, (2017), makes the identification of traits and factors which differentiate them parson equally did not take cognizance of the inherent physical changes of man and consequently his changing needs due to experience, knowledge explosion well as influence of science and technology.

2. State three contributions of parson's theory.

Answer:

- i. Parsons theory of matching model ignited more thoughts about vocational Guidance. The theory paid attention to a virgin area of human interest, and led to the construction of instruments starting from the strong vocational interest Blank (SCIB), the Differential Aptitude Tests (DAT), and the kuder preference record (KPR) and Gulford Ziommerman Aptitude survey among others.
- ii. The theory has really advocated for the use of psychological techniques for diagnosing the individual characteristics. Thus, parsons, theory have encouraged psychological test development to facilitate objective analysis of persons. Without the theory psychological testing would likely not have been developed to the level it is now.
- iii. The theory is also serving as a theoretical base for vocational guidance and has ignited many more theories on vocational guidance. It is the oldest and perhaps the most durable of the many theoretical approaches available for vocational Guidance.

3. Why is it difficult to apply the trait and factor's theory into Nigeria system?

Answer:

The difficulty in the applicability of the theory is that the number of counsellors is very inadequate to handle the function as of now.

There is yet no data bank for vocational information. Nigeria government

through the ministries of education, information, Labour manpower and development, chambers of commerce and other Labour related agencies are yet to produce a comprehensive data on vocations in Nigeria.

Another problem in the applicability of the trait and factor theory in Nigeria is the absence of cultural free psychological tests dealing with vocations, (Omoegun, 2016).

The increasing rate of corruption in Nigeria affects vocational choice as such it seems a wasted effort for career counsellors to do anything contrary as of now.

- 4 State three applicability of factor theory in Nigeria.

Answer:

The trait and factor theory is applicable in Nigeria because:

Nigerians are also born who personal traits that can be matched with occupations;

Nigerians can produce adequate human resources to do any job;

Nigerians can provide the necessary materials; and Information about vocations can be obtained and used in Nigerian schools

UNIT 3 Trait and Factor Theory of Career Development by Ginzberg, Ginsburg, Axalrad and Herman

Unit Structures

- 3.1 Introduction
- 3.2 Intended Learning Outcomes
- 3.3 Trait Factor Theory of Ginsberg and his Associates with Four Basic Principles
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Possible Answers to Self-Assessment Exercise(s)

3.1 Introduction

Vocational guidance or career development or choice is the concern of everybody who is interested in the survival of the world of work as well as humanity. This is because there is no place for a lazy person and work and humanity will cease to exist if nobody chooses work to contribute his/her quota. It was the realization of this that Ginsberg (an economist), Hinesburg (a psychiatrist), Axelrod (a sociologist) and Herman (a psychologist) pulled their respective experiences to produce the vocational theory which diatribes the single factor consideration for career choice or development presented by impulsive and the accident theories.

3.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the fantasy, Tentative and realistic periods of Ginsberg and his associates
- state how to use vocational information in counselling students who has no vocational preferences, or whose choice is unrealistic
- able to know the background of Ginsberg and his Associates.

3.3 Trait Factor Theory of Ginsberg and his Associates with Four Basic Principles

Trait factor theory of Ginsberg and his Associates multifactor theory have four basic principles united together in a knot of compromise and irreversibility. The principles are that:

- Vocational choice is a decision-making process that starts from pre-puberty up to adulthood. Thus, an individual enjoys more vocational satisfaction from early career choice. If these are not adequate for the individual the likelihood of a new choice is increased.
- Environment which determines education and other preparatory and exploratory decisions could make the decision irreversible. This is however dependent on the nature of the job. Again, with increased knowledge new opportunities for training are possible even where they had not existed; so irreversibility has, according to Osipow, (1981), in Tor-Anyiin, (2017), turned down and is now viewed in terms of the expenditure of time and reserves.
- All human beings want to excel in their careers and so compromise and choose of occupations that are in agreement with their interests, capabilities and values. In their revised position however, according to Osipow, (1981), in Tor-Anyiin, (2017), the concept of compromise has been change3d to one of optimization, which is the continuing search on the part of the individual for the best fit between the preferred career avenues and availability.
- That vocational choice is a process. Considering the above, therefore, Ginsberg and associates regarded their theory as developmental corresponding with human developmental stages. Consequently, the major concepts of the theory and the associated periods are:

1. Fantasy 4-12years
2. Tentative 12-18years
3. Realistic 19-22years

Self-Assessment Exercise 1

Review the four basic principles of vocational guidance of trait and factor theory.

The Fantasy period: 4-12years

The fantasy period according to the theory is for those age 4-12 years. This period not only corresponds with psychoanalytic latency period but

also most importantly corresponds with the Nigeria pre- primary and primary education for 1-5years and 6-11 years respectively. Osipow (1981), in Tor- Anyiin, (2017), observed that “fantasy period is the arbitrary translation of children’s choices and their lack of reality orientation reflected in the occupational preferences experienced during the period”.

The fantasy period is the period of wishes. The children imitate models and wish to be that, which the model or significant one is. No reason is attached to the wish other than that they fancy the role being played and wish for the day the role will be theirs. Fantasy therefore is not based on any rational thinking or assessment. The fantasy period therefore is the first stage of vocational choice in which children start to experience about the world of work through their role playing and discussions in functional pleasure motive, which “refers to the observation that every young child delight in activities for the sole sake of the characteristics intrinsic in the activities”, (Osipow 1981), in Tor-Anyiin, (2017). This is fantasy because, any activity they observe an adult perform they admire and wish it to be their role.

At this fantasy period, children are in an imaginary world of works, being frustrated by their maturity level which demonstrates their lack of understanding of reality which also ignores their abilities and potentials. however, (Osipow, 1981), in Tor-Anyiin, (2017), observed that as the children grow and become more socialized, they seek out activities that possess potentials for extrinsic rewards such as parental approval, success regards, money (with which to buy toys), and so on. The fantasy period is guided by intrinsic value intellectual development of the child.

The Tentative Choice Period 12-18 years

This period corresponds with Nigerian secondary school life JSS1- SSIII with various tasks. As the name connotes, this is the period that knowledge, age, maturity and intellectual development permits some reasoning about vocational choice. At this stage, adequate awareness of the world of work could be appreciated depending on the levels of performance ability in a given activity or educational attainment, which is moving with chronological and mental age, as well as physical ability. As adolescents, children begin to discover their dislikes and abilities which are geared regards identified career choices. This tentative stage has four sub stages.

- The interest stage 11-12 years. This period corresponds with JSS 1 in Nigeria educational system. Having left the primary school at the age of 6-11 years to the secondary school, at the Age of 11-17 years plus; the child starts to appreciate his/her likes and dislikes. Predisposition to some activities or occasions is clearly identified.

As he/she begins to associate and improve reasoning ability or advance reasons for the likes or hatred of some activities, at the same time attitude and values are being cultivated towards a career direction. According to Osipow, (1983), in Tor-Anyiin, (2017), choices are considered in terms of the potentials they hold for the intrinsic enjoyment with strong ambivalence, identification with a significant other. They are however, able to wait, watch and research with high emotion and physical capability.

- The capacity sub-stage 13-14 years: this is the stage to demonstrate the ability or process in given activity or function. In Nigeria, the children with the Universal Basic Education (UBE) are expected to be in the JSS 1-3. They have started to identify functions; activities or responsibilities they can perform well. Cuba, (1990), in Idayat, (2017), considered it as the period in which individuals “find out that they can perform some activities more ably than other activities and perhaps excel in some of these as compared with others of the same age group”. Knowing his/her ability as compared with others endears him or her. Knowing his/her level of capability influences decision of what to do or not do. This could be in both physical maturities like in games or mental as per subject to choose or skills to focus on. Models are no longer the immediate family but others including peers. With present existence of information technology models could also be picked from the mass media, internet, television, history texts, novels, physical contacts among others.
- The value stage 15-16 years: This is the period a youth understands the implications of his/her actions. At this stage an individual will get by an activity both intrinsically and extrinsically. The major question is who benefits most from this, others or me? While in a group he/she exhibits Cooperative nature or humanitarian pre-dispositions. Individuals now identify the various life styles of the various occupations. Accordingly, Osipow (1981), in Tor-Anyiin, (2017), observed, “it is during this stage that the individual begins to face the necessity of rational future and furthermore to assume the responsibility for the course...” More information for careers is sought and social and economic environment of jobs are identified as the individual can be identified with certain values. These values include; honesty, freedom of expression, patriotism, spiritual value and prudence. The society or the psychological environment determines the child’s value orientation. This explains why the role of counsellors is relevant to help in value clarification.
- The transition period 17-18 years (post-secondary education period): This is a period the adolescent decides to move ahead regardless of other people opinions. At this period,

the individuals are to decide whether to proceed to higher education or pass out and join the world of work. This is usually the climax of the identification of their mental and physical capabilities as well as philosophical idea of life (values).

Accordingly, Osipow, (1983), in Tor-Anyiin, (2017), observed that “as their time perspectives broaden, they become more sensitive to the imminence of vocational commitment”. They now start to plan their own careers trying to be independent of parental control. It is worthy of note that this period affects the females most. They are faced with academic vocational as well as marital issues. While boys may be heavily discussing vocational issues, the girls will be discussing marriage. For the girls, marriage affects their academic pursuit in most cases. At this stage, their value orientation takes more shape and energizes them to determine where to fit in with their value orientation. The realistic period 19-22 years: As the name suggests this is the period of choice. School, at least secondary, has been completed; skills, values and interests have been properly identified. This period is when a decision is actually taken of where to belong in the world of work.

According to Cuba, (1990), in Idayat, (2017) at this stage an individual’s occupational reality process is dependent on four ingredients which are:

- the reality testing;
- the development of suitable time perspective;
- the ability to defer gratification; and
- The ability to accept and implement compromise of their vocational plans.

Cuba, (1990), in Idayat, (2017), is of the view that should these ingredients fail to develop properly, a deviant vocation is likely to emerge or vocation maladjustment will result. For instance, boys or girls that marry are likely to become parents at tender ages and so lofty ideals about vocational choice are abandoned.

This realistic stage of vocational development has three stages, exploration, crystallization and specification:

Exploration Stage: This is the stage to explore survey, evaluate and acquaint oneself with the environment or situation. At this stage “an individual is trying to acquire the needed experience for resolving his occupational choice”. (Mmaduakonam and Nwankwo, 2013). In fact, having entered the job, and faced with some challenges, an individual is actually in a fix as to either stay on or disengage to another job. This is therefore, a stage of indecision which according to Cuba, (1990), in Idayat, (2017), is partly because the reality of the situation does not yet

require a specific decision to be made probably from two or three competing vocations. The exploration stage is the stage which interests, values and abilities are converging to enable proper selection of a vocation based on the circumstance. Care is highly needed to avoid frustration in the latter days in the vocation.

The Crystallization Stage: Crystallization connotes clear vision or position, after due assessment. Crystallization stage in vocational process implies settlement on the best from the available chances after due elimination process, knowing those to strive for and those outside the scheme. The eliminations are done through evolution of reliable information, requirements and prerequisites of the vocations in line with the personality attributes.

The theory mentions pseudo crystallization where clients think and act as if they have crystallized their decision but later events indicate otherwise, (Cuba, 1990), in Idayat, (2017). It is worthy to note in line with Cuba that crystallization in vocational process is subject to some amendments due to new information, experiences and of course reappraisal of earlier experiences or situations. All the same, crystallization is the critical assessment of the unfolding factors necessitating cementing position in the vocation chosen. Individuals however vary in their progress towards this period due to biological, social and psychological factors.

The Specification Stage: within a vocation, various areas of specification abound. The specification stage is the apex position of the vocation selection process and it implies adjusting oneself in a particular area to master and grow within it. Mmaduakonam, and Nwankwo, (2013) regarded this stage as a period when the persons' available alternatives are weighted and reviewed with respect to a field of specification and particular career objective. This stage is the final position in the process of vocation development of the realistic stage. Many, according to Osipow, (1983), in Tor-Anyiin, (2017), never make this stage probably because of poor educational pursuit or lack of adequate

Environmental Supporting Factors: This stage however is one's highest level in the job or occupation chosen which makes it impossible to go and start somewhere else, hence the irreversibility concept, Tor-Anyiin, (2018).

Self-Assessment Exercise 2

- i. Discuss the specification stages of vocational development of trait and factor theory.

- ii. State and describe four the stages involved in vocational development of Ginsberg and his associates.

3.4 Summary

This unit provide the background of Ginsberg and his associates, the major concepts which are the three stages of the process have been entitled. Fantasy (childhood) Tentative (Early Adolescence), Realistic (middle Adolescence) stages with full explanation linking to our present (Nigeria) system of education, that each person has specific vocational tasks to be accomplished, which is based on the professional background of the theorists hence they recognize that person variations in the patterns will occur due to biological, psychological and environmental factors resources such as:

- The reality factor which causes the person to response to the pressure of his or her environment in making decisions with vocational impact.
- Educational influence which is the amount and kind of education a person has had that limits or facilitates the flexibility and type of vocational choice he or she makes.
- Emotional factors in the person's responses to his environment are important since it seems on inductive basis that personality and emotional factors should have vocational concomitants.
- Person's values are deemed to be important in vocational choice they should influence the quality of the choices made by viruses of the differing values in various careers for accomplishment of the tasks.

Self-Assessment Exercises

1. Describe the reality of adolescence period from age 19 – 22 years in Ginsberg and his associate's theory of trait factor career development.
2. Highlight on two principles of Ginsberg and his Associates multifactor theory.

3.5 References/Further Readings/Web Resources

- Ginsberg, E. G., Ginsburg, S. W., Axelrod, S., Harman, J. L. (1951). *Computational Choice: An Approach to A General Theory*. New York: Columbia University Press.
- Idayat, N. (2017). *A Concise Approach to Counselling Theories and Techniques* (3rd ed.). Minna: Luradd Venture Publishers, , Nigeria.

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Tor-Anyiin, S. A. (2018). *Hand Book on Vocational Guidance for School Counsellors*. Makurdi: Selfers Academic Press Ltd.

3.6 Possible Answers to Self-Assessment Exercises

1. Review the four basic principles of vocational guidance of trait and factor theory.

Answer:

The principles are that:

- i. Vocational choice is a decision-making process that starts from pre-puberty up to adulthood. Thus, an individual enjoys more vocational satisfaction from early career choice. If these are not adequate for the individual the likelihood of a new choice is increased.
- ii. Environment which determines education and other preparatory and exploratory decisions could make the decision irreversible. This is however dependent on the nature of the job. Again, with increased knowledge new opportunities for training are possible even where they had not existed; so irreversibility has, according to Osipow, (1981), in Tor-Anyiin, (2017), turned down and is now viewed in terms of the expenditure of time and reserves.
- iii. All human beings want to excel in their careers and so compromise and choose of occupations that are in agreement with their interests, capabilities and values. In their revised position however, according to Osipow, (1981), in Tor-Anyiin, (2017), the concept of compromise has been change3d to one of optimization, which is the continuing search on the part of the individual for the best fit between the preferred career avenues and availability.
- iv. That vocational choice is a process. Considering the above, therefore, Ginsberg and associates regarded their theory as developmental corresponding with human developmental stages. Consequently, the major concepts of the theory and the associated periods are:
 - i. Fantasy 4-12years
 - ii. Tentative 12-18years
 - iii. Realistic 19-22years

2. Explain exploration stage based on Ginsberg and his associate's theory of trait factor career development.

Answer:

Exploration Stage: This is the stage to explore survey, evaluate and acquaint oneself with the environment or situation. At this stage “an individual is trying to acquire the needed experience for resolving his occupational choice”. (Mmaduakonam and Nwankwo, 2013). In fact, having entered the job, and faced with some challenges, an individual is actually in a fix as to either stay on or disengage to another job. This is therefore, a stage of

indecision which according to Cuba, (1990), in Idayat, (2017), is partly because the reality of the situation does not yet require a specific decision to be made probably from two or three competing vocation. The exploration stage is the stage which interests, values and abilities are converging to enable proper selection of a vocation based on the circumstance. Care is highly needed to avoid frustration in the latter days in the vocation.

3. Describe the reality of adolescence period from age 19 – 22 years in Ginsberg and his associate's theory of trait factor career development.

Answer:

The realistic period 19-22 years: As the name suggests this is the period of choice. School, at least secondary, has been completed; skills, values and interests have been properly identified. This period is when a decision is actually taken of where to belong in the world of work.

According to Cuba, (1990), in Idayat, (2017) at this stage an individual's occupational reality process is dependent on four ingredients which are:

- i. the reality testing;
- ii. the development of suitable time perspective;
- iii. the ability to defer gratification; and
- iv. The ability to accept and implement compromise of their vocational plans.

4. Highlight on two principles of Ginsberg and his Associates multifactor theory.

Answer:

1. Vocational choice is a decision-making process that starts from pre-puberty up to adulthood. Thus, an individual enjoys more vocational satisfaction from early career choice. If these are not adequate for the individual the likelihood of a new choice is increased.
 2. Environment which determines education and other preparatory and exploratory decisions could make the decision irreversible. This is however dependent on the nature of the job.
5. Discuss the specification stages of vocational development of trait and factor theory.

Answer:

The Specification Stage: within a vocation, various areas of specification abound. The specification stage is the apex position of the vocation selection process and it implies adjusting oneself in a particular area to master and grow within it. Mmaduakonam, and Nwankwo, (2013) regarded this stage as a period when the persons' available alternatives are weighted and reviewed with

respect to a field of specification and particular career objective. This stage is the final position in the process of vocation development of the realistic stage. Many, according to Osipow, (1983), in Tor-Anyiin, (2017), never make this stage probably because of poor educational pursuit or lack of adequate.

6. State and describe four the stages involved in vocational development of Ginsberg and his associates.

Answer:

1. **Exploration Stage:** This is the stage to explore survey, evaluate and acquaint oneself with the environment or situation. At this stage “an individual is trying to acquire the needed experience for resolving his occupational choice”. (Mmaduakonam and Nwankwo, 2013). In fact, having entered the job, and faced with some challenges, an individual is actually in a fix as to either stay on or disengage to another job. This is therefore, a stage of indecision which according to Cuba, (1990), in Idayat, (2017), is partly because the reality of the situation does not yet require a specific decision to be made probably form two or three competing vocation. The exploration stage is the stage which interests, values and abilities are converging to enable roper selection of a vocation based on the circumstance. Care is highly needed to avoid frustration in the latter days in the vocation.
2. **The Crystallization Stage:** Crystallization connotes clean vision or position, after due assessment. Crystallization stage in vocational process implies settlement on the best from the available chances after due elimination process, knowing those to strive for and those outside the scheme. The eliminations are done through evolution of reliable information, requirements and prerequisites of the vocations in line with the personality attributes. The theory mentions pseudo crystallization where clients think and act as if they have crystallized their decision but later events indicate otherwise, (Cuba, 1990), in Idayat, (2017). It is worthy to note in line with Cuba that crystallization in vocational process is subject to some amendments due to new information, experiences and of course reappraisal of earlier experiences or situations. All the same, crystallization is the critical assessment of the unfolding factors necessitating cementing position in the vocation chose. Individuals however vary in their progress towards this period due to biological, social and psychological factors.
3. **The Specification Stage:** within a vocation, various areas of specification abound. The specification stage is the apex

position of the vocation selection process and it implies adjusting oneself in a particular area to master and grow within it. Mmaduakonam, and Nwankwo, (2013) regarded this stage as a period when the persons' available alternatives are weighted and reviewed with respect to a field of specification and particular career objective. This stage is the final position in the process of vocation development of the realistic stage. Many, according to Osipow, (1983), in Tor-Anyiin, (2017), never make this stage probably because of poor educational pursuit or lack of adequate.

4. **Environmental Supporting Factors:** This stage however is one's highest level in the job or occupation chosen which makes it impossible to go and start somewhere else, hence the irreversibility concept, Tor-Anyiin, (2018).

Unit 4 Limitation of Ginzberg and his Associates

Unit Structures

- 4.1 Introduction
- 4.2 Intended Learning outcomes
- 4.3 Limitations of the Trait and Factor Theory of Career
Development of Ginsberg and his Associates
 - 4.3.1 Strengths of the Theory
 - 4.3.2 Counselling Implications
 - 4.3.3 Applicability of the Theory in Nigeria
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Possible Answers to Self-Assessment Exercise(s)

4.1 Introduction

This unit explains the limitation of Ginsberg's' and his associates theory and his associate, the strength of the theory, implications and its applicability will be highlighted because vocational or career development is viewed as a process that encompasses the total life span and includes all of an individual's roles and positions. That means that career choice is irreversible to them.

4.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- discuss the limitations and implications of Ginsberg's' theory of vocational choice
- explain the strengths and applicability to Nigeria education
- use it for your students' benefits in vocational guidance and career choice.

4.3 Limitations of the Trait and Factor Theory of Career Development of Ginsberg and his Associates

The theory good as it sounds has some limitations. Super (1954), in Echebe, (2019), identified its limitations as including:

- i. inability to build adequately on previous works even though the study, according to Osipow, (1981), in Tor-Anyiin, (2017), is more likely to have served to conform and refine some theoretical expectations than to have shaped them in the first place;
- ii. Inability to differentiate between concept of vocational awareness and aspirations, preference and entry or choice;

- iii. creation of false distinction between choice and adjustment; and
- iv. The compromised process between interests, capabilities, values and opportunities not identified.

To Osipow, (1981), in Tor-Anyiin, (2017), the shortcoming of the theory is the complete absence of test data when the concern of the authors was the role of personal and emotional factors in career choice. The absence of a test to conform finding vitiates their position.

It is also necessary to add that while the theory emphasizes the crystallization, it failed to explain the difference between it and revised pseudo crystallization. Under the specification stage, the theory also mentions pseudo specification but did not distinguish the pseudo-event from the real one. It has also not laid down any counselling procedures or techniques; neither does it state counselling goals.

The number of 64 students interviewed, to give birth to the theory seem to be too small. The spread of the strata is equally inadequate. Consequently, to Cuba (1990), in Akinade, (2016), “the total sample used in the study was quite small and cannot be considered representative of the general population”. He also stated that it seems unlikely that a comprehensive theory could have developed from the inadequate data base they reported, more so as “no statistical data was reported” Osipow, (1981), Tor-Anyiin, (2017).

Ginsberg’s group according to Cuba (1990), in Akinade, (2016), has a theory which is difficult to implement in research terms because of the diffuseness of the concepts employed, compromise, irreversibility, optimization and emotional factors. The theory therefore suffers from some local difficulties by introducing pseudo concepts which can easily serve as explanatory loopholes if events do not occur as predicted. The position of a psychiatrist in the team is likely to have influenced the emotional factor in vocational decision. Though it is very difficult to pin this down; there seems to be a tie between emotional stability and vocational deviancy, whether of a casual or correlate nature is not clear. Research is therefore, waited.

The theory identified two basic personality types, with respect to work. These are the work-oriented type and the pleasure oriented. The former has the ability to defer gratification and to be relatively impervious to deflections from work or occupational goals, whereas, the pleasure-oriented person is usually unable or very slow to defer gratifications for work and is easily distracted from a vocational course by alternatives that seem reasonable. The work oriented actively attack their probes while the pleasure seeking are passive problem solvers. The

identification of these is not easy as no test was constructed to identify them.

The clear demarcation of the stages with definite years is not the most brilliant idea as many factors, ill health or accident could affect such early decisions. All these could be termed reality factors, which exert an increasing influence on the vocational preference. Tor-Anyiin (2018).

Self-Assessment Exercise 1

Identify and highlight on the limitations of Ginsberg and his associates' theories.

4.3.1 Strengths of the Theory

The above limitations notwithstanding, the theory has some strength which includes:

- Considering the fact that Ginsberg and associates are not counsellors but have put in a theory of vocational guidance to stand the test of time shows how visionary they were;
- The compromise of interest, abilities and opportunities emphasized by the theory is reminiscent of the matching model and is relevant
- Its emphasis and dependence on the general concept and principles of developmental psychology has taken to earth their position;
- The multifactor approach has truly vitiated the strong points of the impulse and accident or chance theories and provided a better explanation of occupational behaviour;
- The comprehensive nature and good relationship with biological, social, educational and psychological development of human development. In agreement, Cuba (1990), Akinade, (2016), holds that “the process of normal vocational development and awareness of the different is clearly evident in the theory and to a lesser extent; patterns of deviant vocation behaviours are also described”.
- The theory can equally serve as a very good theoretical framework in vocational psychology or study of career development; that the theory can now be used as theoretical frame work explains its relevance in vocational guidance.
- The development approach of vocational decision implies that career guidance is for life. Peterson and Niscuholz, (1992), In Ekwe, & Iwuama, (2015), applauded the theory thus: Career counselling in view of the developmental life span concepts is not

just an approach to sue with high and college students to help them find the most appropriate career; it is an activity that must be pursued throughout lifetime.

Self-Assessment Exercises 2

Justify on the strength of Ginsberg and his associates theories in our society.

4.3.2 Counselling Implications

Ginsberg, (1952), in Tor-Anyiin, (2017), helped to identify vocational counselling implications which include:

1. That vocational choice has chronological and mental age implications. In view of the maturation influence, counsellors should regard their role as starting from the earliest educational level. Thus Cuba, (1990), in Akinade, (2017), is of the view that counsellors who accept this theory of vocational choice might help people to reach wise decisions earlier in life if they could increase the accuracy and the adequacy the occupational information at their disposal during the vocational stages from fantasy.
2. In view of the stages, the theory suggests that counsellors must be abreast of normative information about the vocational process to know where a student is not in his/her normal pattern of maturation. Counsellors need to be able to identify needs during vocational process and address them through special or extract attention.
3. Counsellors must be able to identify their individual student's interests, values, abilities and attitudes, which are to influence choice and possible vocational adjustment. The identification of these personality attributes implies that counsellors must be conversant with relevant psychological tests.
4. The role of 109 counselling is to facilitate the individual's growth in four basic features of vocational growth, (the reality testing, adequate time perspective, the deferment of gratification and the ability to compromise), (Cuba 1990), in Tor-Anyiin, (2017). This suggests construction of indigenous test to identify our children's values, interest and capabilities, in line with our cultural milieu.
5. Counsellors need careful efforts in selecting and realizing appropriate information to avoid wrong choice of vocation due to inadequate and inappropriate information.
6. Counsellors have a role to help individuals identify their development tasks. This implies use of all available sources to

obtain and release to the students the necessary vocation information.

7. Since environment plays a significant role in vocational choice, adult models must be exemplary. Parents must also be involved in career counselling. Counsellors are therefore to see career choice as a complimentary function between counsellors, clients and their significant others.

4.3.3 Applicability of the Theory in Nigeria

Consequent upon the introduction of the Universal Basic Education in Nigeria, the applicability of the theory cannot be overemphasized, this is because, the theory's developmental stages of fantasy, tentative and realistic stages of the vocational development process, are in line with educational ladder of Nigeria. This implies therefore that counsellors must be available at every stage of educational ladder to provide adequate information and guidance.

Research findings equally indicate the applicability of their theory. For instance, Okonkwo, (2016), had found that age significantly differentiated to career preferences of his subjects. 13-15 were interested in medicine more than those 16-18 years. The developmental value aspect seems to come into play. Gesinde, (1976), in Tor-Anyiin, (2017), also discovered that students at lower levels of secondary education were more attracted by the glamour and prestige of some careers than senior secondary schools. Age and experience seem to play a role.

This theory can also be applied if Nigerian counsellors are constructing and developing appropriate psychological tests to enable them identify problems at the various developmental stages and develop preventive measures, (Mmaduakonam and Nwankwo, 2016),

Since the theory emphasizes the role of personality traits, its applicability implies that Nigerian vocational counsellors must have adequate information about vocations to be able to provide to the client at their appropriate educational levels. Career interests, abilities and value inventories and test batteries must be well understood.

The emphasis on individual counseling implies that Nigerian counsellors must understand the personality development theories to equip them with reliable data to identify at the earliest level the students "short comings in terms of subjects, sociability and psychomotor areas", (Mmaduakonam and Nwankwo, 2016). Thus, the application of the theory in Nigeria implies the use of available sources to identify the various needs of the individuals, only then will appropriate guidance be

provided towards enhancing self-actualization, the hallmark of guidance.

The success of the theory in Nigeria equally implies obtaining, storing and retrieving of appropriate information on clients about vocations at the different educational levels. Ministries of education, Labour and other relevant agencies must live to expectation by having available data on vocations to help career counsellors.

Self-Assessment Exercises 3

- i. As a counsellor how can you apply this theory to Nigeria system of education?
- ii. Discuss the implications of Ginsberg's theory of vocational choice for the school counsellor
- iii. Explain how this Ginsberg's theory is applicable to Nigeria

4.4 Summary

This unit treated the limitation of Ginsberg and his associates, the strengths of the theory, its implications and its applicability to Nigeria system of education. A comprehensive developmental vocational guidance programme to help each student to explore him or herself in detail in order to understand his/her personality.

Self-Assessment Exercises

1. How can we apply the theory of Ginsberg and his associates in Nigeria?
2. Explain two counselling implications in Ginsberg theory.
3. Highlight three strength of Ginsberg theory.

4.5 References/Further Readings/Web Resources

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4.6 Possible Answers to Self-Assessment Exercises

1. Identify and highlight on the limitations of Ginsberg and his associates theories.

Answer:

The theory good as it sounds has some limitations. Super (1954), in Echebe, (2019), identified its limitations as including:

- i. Inability to build adequately on previous works even though the study, according to Osipow, (1981), in Tor-Anyiin, (2017), is more likely to have served to conform and refine some theoretical expectations than to have shaped them in the first place;
 - ii. Inability to differentiate between concept of vocational awareness and aspirations, preference and entry or choice;
 - iii. Creation of false distinction between choice and adjustment; and
 - iv. The compromised process between interests, capabilities, values and opportunities not identified.
2. Justify on the strength of Ginsberg and his associates theories in our society.

Answer:

The theory has some strength which includes:

- i. Considering the fact that Ginsberg and associates are not counsellors but have put in a theory of vocational guidance to stand the test of time shows how visionary they were;
- ii. The compromise of interest, abilities and opportunities emphasized by the theory is reminiscent of the matching model and is relevant
- iii. Its emphasis and dependence on the general concept and principles of developmental psychology has taken to earth their position;
- iv. The multifactor approach has truly vitiated the strong points of the impulse and accident or chance theories and provided a better explanation of occupational behaviour;
- v. The comprehensive nature and good relationship with biological, social, educational and psychological development of human development. In agreement, Cuba (1990), Akinade, (2016), holds that “the process of normal vocational development and awareness of the different is clearly evident in the theory and to a lesser extent; patterns of deviant vocation behaviours are also described”.
- vi. The theory can equally serve as a very good theoretical framework in vocational psychology or study of career development; that the theory can now be used as

theoretical frame work explains its relevance in vocational guidance.

- vii. The development approach of vocational decision implies that career guidance is for life.
3. Discuss the implications of Ginsberg's theory of vocational choice for the school counsellor

Answer:

Ginsberg, (1952), helped to identify vocational counselling implications which include:

- i. That vocational choice has chronological and mental age implications. In view of the maturation influence, counsellors should regard their role as starting from the earliest educational level. Thus Cuba, (1990), in Akinade, (2017), is of the view that counsellors who accept this theory of vocational choice might help people to reach wise decisions earlier in life if they could increase the accuracy and the adequacy the occupational information at their disposal during the vocational stages from fantasy.
- ii. In view of the stages, the theory suggests that counsellors must be abreast of normative information about the vocational process to know where a student is not in his/her normal pattern of maturation. Counsellors need to be able to identify needs during vocational process and address them through special or extract attention.
- iii. Counsellors must be able to identify their individual student's interests, values, abilities and attitudes, which are to influence choice and possible vocational adjustment. The identification of these personality attributes implies that counsellors must be conversant with relevant psychological tests.
- iv. The role of 114 counselling is to facilitate the individual's growth in four basic features of vocational growth, (the reality testing, adequate time perspective, the deferment of gratification and the ability to compromise), (Cuba 1990), in Tor-Anyiin, (2017). This suggests construction of indigenous test to identify our children's values, interest and capabilities, in line with our cultural milieu.
- v. Counsellors need careful efforts in selecting and realizing appropriate information to avoid wrong choice of vocation due to inadequate and inappropriate information.
- vi. Counsellors have a role to help individuals identify their development tasks. This implies use of all available sources to obtain and release to the students the necessary vocation information.

- vii. Since environment plays a significant role in vocational choice, adult models must be exemplary. Parents must also be involved in career counselling. Counsellors are therefore to see career choice as a complimentary function between counsellors, clients and their significant others.
4. Explain how this Ginsberg's theory is applicable to Nigeria

Answer:

Consequent upon the introduction of the Universal Basic Education in Nigeria, the applicability of the theory cannot be overemphasized, this is because, the theory's developmental stages of fantasy, tentative and realistic stages of the vocational development process, are in line with educational ladder of Nigeria. This implies therefore that counsellors must be available at every stage of educational ladder to provide adequate information and guidance.

Research findings equally indicate the applicability of their theory. For instance, Okonkwo, (2016), had found that age significantly differentiated to career preferences of his subjects. 13-15 were interested in medicine more than those 16-18 years. The developmental value aspect seems to come into play. Gesinde, (1976), in Tor-Anyiin, (2017), also discovered that students at lower levels of secondary education were more attracted by the glamour and prestige of some careers than senior secondary schools. Age and experience seem to play a role.

This theory can also be applied if Nigerian counsellors are constructing and developing appropriate psychological tests to enable them identify problems at the various developmental stages and develop preventive measures, (Mmaduakonam and Nwankwo, 2016),

Since the theory emphasizes the role of personality traits, its applicability implies that Nigerian vocational counsellors must have adequate information about vocations to be able to provide to the client at their appropriate educational levels. Career interests, abilities and value inventories and test batteries must be well understood. The emphasis on individual counselling implies that Nigerian counsellors must understand the personality development theories to equip them with reliable data to identify at the earliest level the students "short comings in terms of subjects, sociability and psychomotor areas", (Mmaduakonam and Nwankwo, 2016). Thus, the application of the theory in Nigeria implies the use of available sources to identify the various needs of the individuals, only then will appropriate guidance be provided towards enhancing self- actualization, the hallmark of guidance.

5. Explain two counselling implications in Ginsberg theory.

Answer:

- i. In view of the stages, the theory suggests that counsellors must be abreast of normative information about the vocational process to know where a student is not in his/her normal pattern of maturation. Counsellors need to be able to identify needs during vocational process and address them through special or extract attention.
- ii. Counsellors must be able to identify their individual student's interests, values, abilities and attitudes, which are to influence choice and possible vocational adjustment. The identification of these personality attributes implies that counsellors must be conversant with relevant psychological tests.

MODULE 3

- Unit 1 Self-Concept in Vocational Guidance/Super's Propositions on Vocational Development
- Unit 2 Personality Type Theory
- Unit 3 Sociological Theories
- Unit 4 Psychoanalytic or Impulse Theory
- Unit 5 Relationship Between Vocational Education and Manpower Needs

Unit 1 Self-Concept in Vocational Guidance/Super's Ten Propositions on Vocational Development**Unit Structure**

- 1.0 Introduction
- 1.2 Intended Learning Outcomes
- 1.3 Self-Concept in Vocational Guidance/Super's Ten Propositions on Vocational Development
 - 1.3.1 Super's Later Five Stages of Vocational Development
 - 1.3.2 Major Concepts in Super's Theory
 - 1.3.3 Counselling Implications of Super's Theory
 - 1.3.4 Applicability of Super's theory in Nigeria
- 1.4 Summary
- 1.5 References/Further Readings/Web Resources
- 1.6 Possible Answers to Self-Assessment Exercise(s)

1.1 Introduction

According to Socrates "an unexamined life is not worth living" in his opinion the individual should seek to "know him or herself". He was of the view that ignorance was the root of evil and that knowledge was the source of virtue. It is therefore important that an individual takes time to systematically review various aspects of his or her life, most especially those aspects that have or will have bearing on his work life, for "work makes a man". This unit will be focusing on the self-concept in vocational guidance and Super's ten propositions; Super's later five stages of vocational development theory: major concepts: counselling implications in Nigeria's situation and its applications in Nigeria's situation and its applicability to Nigeria situation. Self-concept has so many definitions, notable among which are those of All port (1937) Rogers (1951), Maslow (1968), Echebe, (2019), Tor-Anyiin (2018), Ogbodo (2017). However, these writes developed their themes in different ways they were all in agreement with William James (1890), IN Tor-Anyiin, (2017), Original definition of the self-concept as a

hypothetical construct which is reflective, that is the knower and known are the same person.

The construct 'self' is used to embrace all attributes of the person. Self-concept, are self-precepts that have received meaning during the process of association with other self-precepts. A self-concept is a person's derived meaning of his own self in some role, some situation or position. It is that which is distinguishable from others. The self- concept promoted in this unit is that part of the self which is aware of itself, the perceptions one has of one's own characteristics, feelings, the perceptions one has of one's own characteristics, feelings, attitudes and abilities. These self-attitudes which are symbolic habits or enduring states of readiness to respond in characteristic ways, form points of reference or anchorage point for interpreting stimuli and actions. Ready-made behavioural reactions are thus provided by this aspect of the 'self'.

The more obvious, active part of the self is represented by the typical coping and expressive behaviours shown in environmental and interpersonal situations. The fact that the self-image is the primary source of many satisfactions must lead to it becoming heavily charged with emotion and value. These self-evaluations promote behaviour consistent with the self-knowledge.

However, self-knowledge is the perception of the traits that a person attributes to himself. It is the understanding that one has of his self. As he operates the macadam mentions of self-concepts, which is self-esteem, clarity, abstraction, refinement, certainty, stability and realism. It is a summation of one's views of who he is in terms of ability, interests, aptitude, capabilities and motivation.

1.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- define self-concepts from different perspectives
- analyses the super's propositions with five stages of vocational development and know how to plan for his/her lifelong education
- explain the implications and know how to apply is to Nigeria situations.

1.3 Self-Concept in Vocational Guidance/Super's Ten Propositions on Vocational Development

Donald super, (1963), cited Ogbodo, (2017), was the leading writers in the area of vocational choice and self-concept. They criticized the Ginsberg and Associates (1951), in Tor-Anyiin, (2017), theory and went into a thorough research to bring out his theory. His theory was heavily influenced by existing literature for instance, friend and Haggard, (1948), in Echebe, (2019), study on the role of identifiable interest; Hop pock's, (1935), in Tor-Anyiin, (2018), study on job satisfaction; all guided Donald super to propose that vocational self-concepts develop on the basis of children's observation and identification with adults involved in work. Carl Rogers (1942-1951), in Ogbodo, (2017), had written extensively on the theory of self-concept, mead (1934), in Tor-Anyiin, (2017), All port, (1937), in Echebe, (2019), were also influential in super's theory. From available literature as earlier stated, super, (1953), in Brown & Brooks, (2015), initiated his self-concept theory with developmental theory based on ten propositions as follows: -

1. People differ in abilities, interests and personalities:
2. As a result of individual differences, people are qualified for several occupations:
3. Each occupation requires a characteristic pattern of abilities, interests and personality traits, with tolerance wide enough however, to allow for some variety of occupations for each individual. This seems to imply that one is not restricted to particular occupation Vocational preferences, competencies and the situation in which people live and work affect their self-concept which change with time and experience, making choice and adjustment a continuous process;
4. This process may be assumed up in series of life stages characterized as those of
 - Growth;
 - Exploration;
 - Establishment
 - Maintenance and;
 - Decline.

These stages may in turn be subdivided into; the fantasy tentative and realistic phases of the exploration stage; the trial and stable phases of the establishment stage;
5. The nature of the career pattern, the occupational level attained and the sequence, frequency and duration of trial and stable jobs are determined by the individual's parental socio-economic level, mental ability and personality characteristics and by th3e opportunities to which he is exposed;

6. Development through the life stages can be guided partly by facilitating the process of maturation of abilities and interests and partly by aiding in reality testing in the development of the self-concept;
7. The process of vocational development is essential towards the developing and implementing of self-concept. This a compromise process in which the self-concept is a product of the interaction of inherent aptitudes;
8. The process of compromise between individual and social factors, between self-concept and reality is one of role playing; which could be played in fantasy, in the counselling interview, or in real life activities such as school classes, clubs, part time work and in the jobs; and
9. Work satisfaction and life satisfaction depend upon the extent to which the individual finds the job adequate for his abilities; they depend upon his establishment in a type of work, a work situation and way of life in which he can play the kind of role which his growth and exploratory experience have led him to consider congenial and appropriate. The above ten propositions constitute Super's theory of vocational development which is a lifelong process. It therefore requires that vocational choice adopt the matching models as only it will ensure job satisfaction and ultimately self-actualization. Super's theory therefore presupposes that vocational choice is implementing one's self-concept, which is also dependent on external factors.

Self-Assessment Exercise 2

Summarized Super's proposition of self-concept in vocational guidance

1.3.1 Super's Later Five Stages of Vocational Development Theory

Super (1963), in Brow & Brooks, (2015), the best known and most prolific researcher in implementation of the self-concept formation. This requires a person to recognize himself/herself as a distinctive individual, yet at same time to be aware of the similarities between him and others. Knowledge of oneself is therefore suggested that vocational choice is developmental in nature, rather than being an event which occurs at a particular point in time.

Super's theory of self-concept vocational development views each person as moving through a series person as moving through a series of life stages, each of which is characterized by a different vocational developmental task with the final selection of a vocation reflecting the thoroughness with which he/she has implemented his self-concept in relation to the world of work.

Hence, the five stages of vocational development according to super (1963), Lowe (1990), Ladle (2007), Tor –Anyiin (2008), Echebe, (2019), et al, includes: -

- The Growth stage (from birth – 14years)
- The Exploratory stage (from 15-24years)
- The Establishment stage (from 25-44years)
- The maintenance stage (from 45-65years)
- The Decline stage (from 66-death)

The Growth Stage (birth-14 years):

At this stage an individual develops self-concept and esteem as he/she interacts or socializes. Under the school system, self-concept and self-esteem are imbibed as the individual interacts with members of the family and peer groups, at home and at school and identifies with some. This stage corresponds with Nigeria's primary and junior secondary school period. 0-3years, nursery 5-11, primary and 12-15 for JSS.

During these years, an individual is able to identify his/her interest's values and capabilities in the plays and roles performed in real situations. During these plays and life situations, his/her self-concept develops as he/she records successes and failures in the experiences. Since super regards his theory as developmental, he subdivided the growth stage into:

- Pre vocational (birth to 3years)
- Fantasy sub stage (3-10years)
- Capacity stage (13-14years)

At the pre vocation sub stage, the child moves within period of no interest or concern with vocations. Indeed, interest here is allowing the child to make up his/her physical development. At the second sub stage, physical growth is increased and the child has more energy to peruse some of his/her needs in the plays he/she engages. There is increase activates of the child. Communication is in shape and aspirations start to emerge. Having likes, and dislikes he/she is able to tilt towards the likes. Friendship is also chosen based on some conditions.

At the capacity stage, interests have been identified so, abilities and competencies are now examined. At capacity sub stage therefore, children examine job requirements in line with their abilities and competencies.

The Exploratory Stage: This is the period for those between ages 15-24 years. This age corresponds with SSS III entry to the university or tertiary institution in Nigeria. The exploratory stage has under it,

- i. The initiative period (15-17)
- ii. The transitional period 18-21years.

The gamut of the exploratory stage is that the individual (adolescent) has known his/her assets and limitations and so can match them effectively with vocations. Exploration entails grouping and examining. It therefore means that at this stage every adolescent evaluates his/her strength with every given jobs requirement. The academic, physical and psychological factors are put together and weighted to determine the way forward.

It must, however, be noted that at the tentative period, factors are stable to rely upon. Thus, more consultations are made before any final decision could be made. Influencing factors include parents, peers, mental ability and physical build up. At the transition stage there are various attempts to face the reality.

Establishment State (25-44 years): There is the period where an individual attempt to stay put in the chosen vocation. His/her ability to adjust to a vocation determines the level of establishment. While others move from one location to another on various reasons, others obtain some satisfaction and so make no other trial.

The establishment stage has two sub-stages:

- i. The Trial phase (25-30)
- ii. The Stabilization phase (31-44) years

The trial period is the movement from one location to another because no job satisfaction is obtained. People leave the teaching profession to banking or administration either by lateral or vertical movements. Lateral transfer is staying in one occupation but moving to different schedules while vertical transfer suggests dumping a profession for another.

The stabilization phase 31-44 years is the stage where one finds satisfaction in a job and so decides to progress within it. This is the period where adequate adjustment is achieved.

Maintenance stage 45 -65 years: This is the period where stabilization in a vocation is enhanced through courses, seminars, workshops and conferences. These are used to improved service delivery of the individual to enable him/her sustain his/her services. Consolidation through promotions helps this phase. One works to reach the peak in the career.

Decline stage (65 –death): This is a stage where productivity of an individual starts to decline due to his/her chronological or mental age, physical ability and mental/physical health. Sick leave or delegation of certain roles becomes frequent. Decline stage has two sub stages-

- i. the declaration (66-70)
- ii. Retirement (71death)

Declaration is an expressed position of inability to continue in some functions. At this stage, the individual wishes to be relieved of some functions which require energy. This however, does not apply to all individuals. Some are physically and mentally prepared to stay on. However, the need for younger ones to put in more energy can lead to their retirement; hence some are retired within this age while others die.

Self-Assessment Exercise 3

Analyse the Super's five stages of vocational development theory with examples.

1.3.2 Major Concepts in Super's Theory

Super approached vocational developmental concepts from another perspective. These major vocational development concepts are explained and outlined by Olowu, (1990), Ikeme, (1990), cited in Tor – Anyiin, (2018), Echebe, (2019), below Major concepts in Super's theory

A. Vocational Maturity:

This two-word concept is defined by Osipow, (1982), in Tor-Anyiin, (2017), as “the cognizance between an individual's vocational behaviour and the expected vocational behaviour at that age. The closer the correspondence between the two, the greater the individual is to vocational maturity”.

This implies that one examines the role being performed in a vocation by an individual as well as his/her chronological age. This is influenced by the individual's intelligence and performance. It is aimed at determining whether and to what extent a given individual is coping with the vocational development tasks with which he/she is confronted with at each stage of vocational Development. Ikeme, (1990), in Ogbodo, (2017), defined the concept as “the ability to cope with the vocational or career development tasks with which one is confronted”. This ability is compared with those of others who are at the same life stage and face the same development task.

The above definitions imply that vocational maturity deals with how efficient one performs tasks as per such vocation, taking into cognizance his/her education, experience, and physiological or psychological set up. Super and Overstreet (1960), in Tor-Anyiin, (2017), concluded that in the 9th grade, boys' vocational maturity is related to the degree of intellectual and cultural stimulations; the degree to which they are intellectually able to respond to that stimulation, their aspiration to higher rather than lower socio-economic levels and the desire and ability to achieve reasonably well in a variety of activities. This explains why to others it is seen as being synonymous with vocational adaptability, particularly in reference to adults. According to Ikeme (1990), in Echebe, (2019), Super had differentiated the two terms on chronological basis, because adults lack the educational and vocational options which the youths have, within the cultural setting. Adults have only experience to their credit.

In order to make the concept more empirical, Super (1960), in Tor-Anyiin, (2017), developed the career pattern study. Using a sample of 142 9th grade pupils in middle town New York, to represent American culture to study their vocational maturity; the study identified five dimensions of vocational maturity thus:

- Orientations to vocational choice,
 - Information and planning,
 - Consistency of vocational crystallization traits;
 - Wisdom of choice, and
 - Vocational maturity (Osipow 1983), cited in Tor-Anyiin, (2017).
- i. Orientation to vocational choice.** This aspect of the career pattern study examined the extent to which an individual showed concern for vocational problems and how effectively he/she used the available resources to solve the vocational problem. The variables adopted to bring out this dimension include viewing the behaviour reflecting recognition of the need to make educational decision that has vocational implication. Accordingly, Peterson and Nisenholz (1992), in Ogbodo, (2017), stated that:

Career counselling in view of the development life span concept, is not just an approach to use with High and College students to help them find the most appropriate career, it is an activity that must be pursued throughout a lifetime.

Orientation to vocation choice therefore include; acceptance of the responsibility, plan for the decisions, collecting relevant data toward the end and actual implementation of the decision with

vocational implications. Effective use of pertinent resources like talking, observing workers' vocational interest, or participating in the job on part time or apprenticeship are among the behaviours towards proper orientation. This is because vocational choice entails adopting adequate vocational curriculum, organizing excursions, field trips, career talks among others.

- ii. **Information and planning:** This dimension seeks to assess the type and adequacy of the specific information an individual has in terms of the preferred vocation; the degree and extent of the specific planning and involvement in the planning activities towards the vocation, the degree and extent of the specificity of the meaning and the involvement in the activities toward the job/vocation. For instance, is a student intending to read medicine aware that he will be toughing and dealing with corpses?
- iii. **Consistency of vocational choice:** This dimension tried to find out the level of stability in the vocational choice over time and maintenance within the fields and levels. This implies ones' consistency as regards stability in all the functions in a given vocation. As a nurse for instance, would the individual accept working only in the theatre, mortuary, or without patient or in the wards only?

Super's consistency of vocational preferences in the career pattern study examined the extent to which the student's first two vocational preferences were similar. Does a student preferring medicine opt for pharmacy or Biology as his second choice? Super's theory is of the strong view that, reasonable choices held over a long and from a relatively early age have long been assumed to indicate good vocational adjustment. Instability is however, found among adolescent's vocational stability to depend on age and other social factors. The older one grows, the more realistic is the choice due to experience and other demands. Super and Jordan, (1982), in Ogbodo, (2017), reported that between the ages of 18 and 25 years, many had changed their jobs/occupations or employment up to six times due to floundering or trial behaviour.

- iv. **Crystallization of traits:** This dimension of Super Andover Street (1960), Tor-Anyiin, (2017), career pattern sought to identify individual's personality traits. These included interest, maturity and patterns adopted. Strong Vocational Interest, maturity and patterns adopted. Strong Vocational Interest Blank (SVIB), liking for work, concern for work, rewards, vocational planning and patterning of work values were based on scores in

the work values inventory. The counselling implication here is that career counsellors must be conversant with psychological tests before they are deemed capable and properly qualified to handle career cases using this theory.

- v. **The wisdom of vocation choice:** This dimension sought to measure the degree to which there is congruence between vocational preference and ability compared with fantasy preferences, occupational level of measured interest with occupational level of preferences and socio-economic accessibility of the individual. All these indices were based on the combination of the Strong Vocational Interest Blank (SVIB) and Work Value Inventory (WVI) and the Career Pattern Study (CPS).

Wisdom of choice is determined if there is agreement between an individuals' abilities and his/her preferences. There than that of the bottom quarter of the people in the field. There were other considerations to determine wisdom of choice. For instance, the boy's occupational choice and their models occupations rating were compared and related. Again, the smaller the index in social accessibility the wiser the choice.

In view of the above, Super and Overstreet (1960), in Umeh, (2015), identified variables that are associated with vocational maturity to include:

- Biosocial factors
- Environmental factors and
- Vocational factors

Overstreet concluded that vocational maturity is related to intelligence and that age is of less importance in vocational maturity at least at the ninth-grade stage of development. This is very possible because the 9th grade grouping had been by ability or intelligent quotient (IQ) and not on chronological age; the 9th grade equally has the same school experience.

Environmental factor: Super and Overstreet (1960), in Echebe, (2019), equally discovered that vocational maturity is, indeed positively related with parental occupational level, school curriculum, amount of cultural stimulation, family cohesiveness and negatively with urban background and Protestantism, (Osipow 1983), in Tor-Anyiin, (2017). The probable explanation of the above is that enriched family backgrounds are likely to result in greater concern for skills in planning for a career. They are equally more prepared to provide resources, psychological and social environments to enhance education.

Vocational Factors: In Nigeria, the foundation for vocational locations could help explain vocation maturity because the rural area is more agricultural oriented than urban. The negative relationship between Protestantism and vocational maturity could not be explained in Nigeria concept. It could probably be as a result of misconception of the items or faking in responding.

The vocational maturity index also correlated significantly with vocational aspirations and also with the degree of agreement between aspirations and expectation. This is likely due to adequacy of information. This entails that school curriculum should be diversified and planned towards creating vocation awareness and aspiration. Thus, one agrees with Osipow (1983), in Ogbodo, (2017), that rather than restrict occupational possibilities at any age, the school should exert its efforts to broaden occupational perspectives and to teach the students to use available reserves for exploration effectively. The implication here is that the bio-social, environmental and the vocation factors must be understood by counsellor.

B. Self-concept

Self-concept like other psychological constructs is not confined to one definition because 'self' connotes many things to different people, probably due to the themes as well as being used synonymously with other 'self' hyphenated terms like 'self-esteem', 'self-attitudes', 'self-image' and 'self-acceptance'.

In spite of the many dimensions or themes inherent in the definition of self-concept, the converging point as argued by Olowu, (1990), in Ogbodo, (2017), is that, it is a hypothetical construct which is person. One's acceptance of his/her mirror reflection in terms of the physical body and personality characteristics are unique characteristic of the individuals' thoughts which distinguish him from other people. Olowu, (1990), in Ogbodo, (2017), therefore views self-concept as the perceptions one has to one's own characteristics, feelings, attitudes and abilities. It is obvious therefore to regard self-concept as individual developmental understanding of self, the physical, psychological and emotional maturity due to experiences which are seen in the social environment (privately or publicly) at any time and circumstance.

Self-concept however, is developed within a social cultural environment. Hence any behaviour exhibited takes into account the identified beliefs and values, which are very stable of the

individual. Owe, (1990), in Ogbodo, (2017), therefore identified four components of self-concept:

- As the spiritual;
- Material self;
- Social self and;
- Bodily self.

One's objective and realistic acceptance of these differences, similarities and uniqueness could be positive or negative and has relationship with the individual's operations within the social setting. Consequently, self-concept is seen as having relationship with one's vocational preference and choice. This is because it embraces one's goals, values, ability, attitudes and social relationship, which could be expressed or find out let in certain vocations. Super, Crites, Hummel, Overstreet, and Warnath, (1957), Echebe, (2019), state that this relationship occurs where, in expressing a vocational preference, a person puts into occupational terminology, his idea of the kind of person he/she is; that is in entering an occupation, he seeks to implement a concept of himself. In other words, in getting established in an occupation he/she achieves self-actualization.

The occupation thus makes possible the playing of a role appropriate to the self-concept. When one knows his/her intellectual ability by the subjects offered, his/her temperament and work self-concept, he/she is able to opt for certain vocations without references to anybody. Similarly, super, stariskenely, Martin and Jordan (1963), in Tor-Anyiin, (2017), viewed self-concept as the determinant of job choice, because choice reflects the final thorough understanding and implementation of oneself in relation to the world of work as individuals in a given vocation show common personality traits and needs. Since the Super's, (1953), in Tor-Anyin, (2017), theory of vocational development emphasizes self-concept, three out of his ten basic assumptions or propositions dwelt solely on self-concept. The eighth proposition for instance states that:

The process of vocational development is essentially that of developing and implementing a self-concept, it is a compromise process in which the self-concept is a product of the interaction of the inherent aptitudes, neutral and endocrine make-up, the opportunity to play various roles and evaluations of the extent to which the results of the role-playing meet which the approval of the supervisors.

In the above, super seemed to be in agreement with Anne Roe's (1956), Echebe, (2019), positions of parenting experience, which is that early life experiences are very crucial in forming self-concept, because self-

concept is formed by a reaction of others around. Comments by one's significant others also help much in forming ones' view of the not only his/her attitude to work but also to the type of vocational choice. Accordingly, Olowu, (1990), in Ogbodo, (2017), observed that in adolescence, a person is drawn towards those activities which facilitate the projection of the image the person would like others to have of him/her. This can be stated in terms of trying to achieve an ideal. It is however, the individual who must compromise and accept his/her ideal, though societal influence must have some bearing in the face of realities.

Self-Assessment Exercise 4

Mention and explain two major concepts in Super's vocational theory.

Super's ten prepositions (1953), in Tor-Anyiin, (2017), includes:

- i. People differ in abilities, interests and personalities.
 - ii. As a result of these differences, they are qualified for several occupations.
 - iii. Each occupation requires a characteristic pattern of abilities, interests and personality trait, with tolerance wide enough however to allow both some variety of occupations for each individual.
 - iv. Vocational preferences and competences, the situation in which people live and work and hence their self-concepts change with time and experience, making choice and adjustment a continuous process.
 - v. This process may be summed up in series of life stages characterized as those of growth, exploration, establishment, maintenance and decline and these stages may in turn be subdivided into:
 - (a) The fantasy, tentative and realistic phases of the exploration stage.
 - (b) The trail and stable phases of the establishment stage.
2. The nature of the career pattern- the occupational level attained and the sequence, frequency and duration of trail and stable jobs is determined by the individual's parental socio-economic level, mental ability and personality characteristics, and by the opportunities to which he is exposed.
 3. Development through the life stages can be guided, partly by facilitating the process of maturation of abilities and interests and partly by aiding in reality testing and in the development of the self- concept.

4. The process of vocational development is essentially that of developing and implementing a self-concept: it is a compromise process in which the self-concept is a product of the interaction of inherent aptitudes, neutral and endocrine make-up, opportunity to play various roles and evaluations of the extent to which the results of role-playing meeting with the approval of superiors and fellows.
5. The process of compromise between individual and social factors, between self-concept and reality is one of role playing, whether the role is played in fantasy, in the counselling interview, or in real life activities such as school classes, clubs, part-time work and entry jobs.
6. Work satisfactions and life satisfactions depend upon the extent to which the individual finds adequate outlets for his abilities, interests, personality traits and values. They depend upon his establishment in a type of work, a work situation and a way of life in which he can play the kind of role which his growth and exploratory experiences have led him to consider congenial and appropriate.

Super thus proposes a theory in which he sees vocational development as a lifelong process, a more comprehensive theory than the trait-factor orientation which hitherto dominated thinking in career choice process. This latter model conceptualizes the choice process as matching people and jobs in order to ensure their success and satisfaction.

This proposition suggests that self-concept is understood through fantasy, or reality. Opportunities to experience reality of fantasy according to Olowu, (1990), in Ogbodo, (2017), are however limited. This does not mean that self-concept or self-knowledge cannot be understood prior to vocational choice, as the subjects offered, the physical and intellectual demands, media information, peer discussion, parental socio-economic background, and type of the social environment and its location help one understand his self-concept and possible jobs or vocational choice to match his/her self-concept. If for any reason, available sources are defective, inadequate and incorrect, mismatching of self-concept and vocation choice may occur. This can result to frustration, poor productivity and ultimately non-self-actualization or maladjustment, (Olowu 1990), in Ogbodo, (2017).

Super also in his tenth proposition focuses on self-concept thus: Work satisfaction and life satisfaction depend upon the extent to which the individual finds adequate outlets for his abilities, interests, personality traits and values, they depend upon his establishment in a type of work or work situation, and a way of life in which he can play the kind of role

which his growth and exploration experiences have led him to consider congenial and appropriate.

This proposition suggests that work and life satisfaction are complementary. For one to feel self-fulfilled his way of life must be reflected in both his work life and private life, because he/she is fully meeting his/her needs and is playing the kind of role he/she wants. Satisfaction is elusive if work life is enjoyable and life at home is dull because of certain inadequacies as this will lead to not playing one's role successfully. This may create cognitive dissonance, since one cannot separate the vocational development from life development. This explains why super matched vocational life states with life span development stages. Any mismatch is a problem and so must be corrected for more functional individual. Prevention is however said to be better than cure, as such individual's self-concept must be understood before vocational entry. It is however, to be noted that certain individual characteristics could be inculcated on job entry and experience. The important thing is to identify one's personality traits and self-concepts before they enter jobs/vocations. This implies knowledge of the self and occupation as according to Super's theory (1951), in Tor-Anyiin, (2017) each occupation requires characteristic patterns of abilities, interests and personality traits with tolerance wide enough to allow variety of occupations for each individual.

To implement self-concept vocationally therefore, implies the awareness of self-concept and identification of capabilities, values and interests.

1.3.3 Counselling Implications of Super's Theory

All the ten prepositions of Super (1957), in Tor-Anyiin, (2017), emphasize the uniqueness of each individual. For example, proposition 3 states that each occupation requires a characteristic pattern of abilities, interests and personality traits with tolerance well enough however to allow occupations for each individual. Super's intention was to balance psychology of careers and vocation, with self-concept and so the theory has the following counselling implications:

Firstly, it recognized that individuals are different so counsellors are expected to recognize such uniqueness of each individual. This therefore implies individualized counselling. However, that individuals are influenced by models means that successful counselling is a collective responsibility, starting from home or family and so family background is relevant for effective counselling to take place.

Another implication for counselling resulting from Super's (1953), in Tor-Anyiin, (2017), self-concept and vocational development is the

understanding of the developmental stages and tasks. Counsellors are expected to identify their client's level of occupational growth.

The individual differences as well as similarities make individuals capable of entering into various occupations; as such counselling is expected to identify the available occupations; and present to the client. The database of vocational information therefore needs to be handy for use any time. More so, Super (1953), in Tor-Anyiin, (2017), identified four theatres (home, community, school and workplace) for role-playing which takes into account the individual's social environment and his/her self-concept. This implies that counsellors must be competent to properly understand the individual's role-playing in these theatres to be able to understand the client better.

The counsellor is equally required to understand the various characteristics required for the occupations. This will enable him/her to present them to the client at the appropriate time. In view of the developmental nature of self-concept due to maturity, experience and environment, counsellors are expected to be visionary and counsel clients taking into account the dynamics of change.

The proposition of career pattern entails that counsellors should try to understand not only the social background but also the intellectual level of the client as per his/her grades and subject combination and the family socio-economic status, in order not to mismatch client. Counsellors adopting this theory are expected to identify their clients' competences or abilities, interests, attitudes and values. Thus, the use of psychological testing becomes inevitable. This implies being conversant with the use and interpretation of psychological tests. There is also the need to also attempt construction of vocational oriented psychological tests in our socio-cultural setting.

The use of the theory equally implies that various vocational concepts be properly understood by vocational counsellors. This is to enable them provide adequate and appropriate information so that the client will not be frustrated on entry to the job but rather meet the work satisfaction and ultimately life satisfaction, which depend upon the extent to which the individual finds adequate outlets for his ability's interests, personality traits and values. (Super, 1953), in Tor-Anyiin, (2017).

Self-Assessment Exercise 4

State three counselling implications in Super's theory of vocational guidance.

1.3.4 Applicability of Super's Theory in Nigeria

This theory lays emphasis on individual differences which are also reflected in the vocational stages and tasks. Nigerian counsellors have to note that individual differences affect decisions taking about careers. Counsellors therefore have to understand the stage of each client. As such, they have to give each client his/her due attention towards assisting such a client to take an effective and visionary decision about vocation in life with the vocational development level and task of such client.

Another challenge to Nigerian counsellors from this theory is the age and other social factors, involved in career choice. The theory stipulates that career development covers an individual's life span and that models are identified in each life stage. Nigerian counsellors are expected to obtain and disseminate career information which will be useful to clients at any time in their life. This entails helping them to identify with work roles and leisure roles. This will help Nigerians to accept and appreciate the dignity of labour in all situations.

Counselling implication also includes the ability to have vocational information or vocational concepts and creation of available vocational data. It is also inevitable for the construction of standardized psychological tests to help bring out clearly the picture of individual's aptitudes, attitudes, values, and interests. If we are to match and match correctly, both self-concept and occupational concepts need to be thoroughly understood and appreciated in line with the socio-economic and socio-cultural settings.

The developmental nature of the theory also requires Nigerian counsellors to provide adequate career curriculum to cover the school ladder from the elementary school to the tertiary level. This is the challenge of counselling Association of Nigeria (CASSON). It is therefore, relevant for Nigeria counsellors to provide adequate opportunities for role playing and skills acquisition as well as work values and attitudes to enable the people acquire and adopt certain work roles for both paid and unpaid work. Nigerian counsellors have the task of identifying the developmental stages and tasks of respective clients. Collating and storage of personal and vocational information is a challenge of Nigerian counsellors interested in this theory. This is because it is with adequate and appropriate personal and vocational information that vocational concepts could be known for use.

Nigerian counsellors equally need to develop appropriate vocational tests as well as adapt or adopt existing foreign tests; which can help

explain the personality traits, values, interests and attitudes of clients to match them and vocational concepts of clients.

Self-Assessment Exercise 5

Write out how to apply this theory in Nigeria system of education.

1.4 Summary

This unit deals with the topic self-concept in super's theory of vocational development. It covered his ten propositions, five stages of vocational development, its major concepts formulated, it has major concepts formulated, and it has provided counselling approaches which counselors could adopt as it is a good theoretical frame work in vocation counselling. It also talks about its applicability in Nigeria context, provided one understands the career development inventory of personal traits.

Self-Assessment Exercises

1. Define the term self-concept?
2. Explain preposition of self-concept of reality under supper theory.
3. Highlight three among others of supper preposition theory

1.5 References/Further Readings/Web Resourcess

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1.6 Possible Answers to Self-Assessment Exercises

1. Summarized Super's proposition of self-concept in vocational guidance.

Answer:

Super, (1953), in Brown & Brooks, (2015), initiated his self-concept theory with developmental theory based on ten propositions as follows:

1. People differ in abilities, interests and personalities;
2. As a result of individual differences, people are qualified for several occupations;
3. Each occupation requires a characteristic pattern of abilities, interests and personality traits, with tolerance wide enough however, to allow for some variety of occupations for each individual. This seems to imply that one is not restricted to particular occupation Vocational preferences, competencies and the situation in which people live and work affect their self-concept which change with time and experience, making choice and adjustment a continuous process;
4. This process may be assumed up in series of life stages characterized as those of
 - a. Growth;
 - b. Exploration;
 - c. Establishment
 - d. Maintenance and;
 - e. Decline.
 - f. These stages may in turn be subdivided into; the fantasy tentative and realistic phases of the exploration stage; the trial and stable phases of the establishment stage;
5. The nature of the career pattern, the occupational level attained and the sequence, frequency and duration of trial and stable jobs are determined by the individual's parental socio-economic level, mental ability and personality characteristics and by the opportunities to which he is exposed;
6. Development through the life stages can be guided partly by facilitating the process of maturation of abilities and interests and partly by aiding in reality testing in the development of the self- concept;
7. The process of vocational development is essential towards the developing and implementing of self-concept. This a compromise process in which the self-concept is a product of the interaction of inherent aptitudes;

2. Analyse the Super's five stages of vocational development theory with examples.

Answer:

The Growth Stage (birth-14 years): At this stage an individual develops self-concept and esteem as he/she interacts or socializes. Under the school system, self-concept and self-esteem are imbibed as the individual interacts with members of the family and peer groups, at home and at school and identifies with some. This stage corresponds with Nigeria's primary and junior secondary school period. 0-3years, nursery 5-11, primary and 12-15 for JSS.

The Exploratory Stage: This is the period for those between ages 15-24 years. This age corresponds with SSS III entry to the university or tertiary institution in Nigeria. The exploratory stage has under it,

- i. The initiative period (15-17)
- ii. The transitional period 18-21years.

Establishment State (25-44 years): There is the period where an individual attempt to stay put in the chosen vocation. His/her ability to adjust to a vocation determines the level of establishment. While others move from one location to another on various reasons, others obtain some satisfaction and so make no other trial.

Maintenance stage 45 -65 years: This is the period where stabilization in a vocation is enhanced through courses, seminars, workshops and conferences. These are used to improved service delivery of the individual to enable him/her sustain his/her services. Consolidation through promotions helps this phase. One works to reach the peak in the career.

Decline stage (65 –death): This is a stage where productivity of an individual starts to decline due to his/her chronological or mental age, physical ability and mental/physical health. Sick leave or delegation of certain roles becomes frequent. Decline stage has two sub stages-

- i. The declaration (66-70)
 - ii. Retirement (71death)
3. Mention and explain two major concepts in Super's vocational theory.

Answer:

Below Major concepts in Super's theory;

A. Vocational Maturity: This two-word concept is defined by Osipow, (1982), in Tor-Anyiin, (2017), as "the cognizance between an individual's vocational behaviour and the expected vocational behaviour at that age. The closer the correspondence

between the two, the greater the individual is to vocational maturity”.

Self-concept: Self-concept like other psychological constructs is not confined to one definition because ‘self’ connotes many things to different people, probably due to the themes as well as being used synonymously with other ‘self’ hyphenated terms like ‘self-esteem’, ‘self-attitudes’, ‘self-image’ and ‘self-acceptance’.

4. State three counselling implications in Super’s theory of vocational guidance.

Answer:

- i. Firstly, it recognized that individuals are different so counsellors are expected to recognize such uniqueness of each individual. This therefore implies individualized counselling. However, that individuals are influence by models means that successful counselling is a collective responsibility, starting from home or family and so family background is relevant for effective counselling to take place.
- ii. Another implication for counselling resulting from Super’s (1953), in Tor-Anyiin, (2017), self- concept and vocational development is the understanding of the developmental stages and tasks. Counsellors are expected to identify their client’s level of occupational growth.
- iii. The individual differences as well as similarities make individuals capable of entering into various occupations; as such counselling is expected to identify the available occupations; and present to the client. The database of vocational information therefore needs to be handy for use any time. More so, super (1953), in Tor-Anyiin, (2017), identified four theatres (home, community, school and workplace) for role-playing which takes into account the individuals social environment and his/her self-concept.
- iv. This theory lays emphasis on individual differences which are also reflected in the vocational stages and tasks. Nigerian counsellors have to note that individual differences affect decisions taking about careers. Counsellors therefore have to understand the stage of each client. As such, they have to give each client his/her due attention towards assisting such a client to take an effective and visionary

decision about vocation in life with the vocational development level and task of such client.

5. Write out how to apply this theory in Nigeria system of education.

Answer:

Another challenge to Nigerian counsellors from this theory is the age and other social factors, involved in career choice. The theory stipulates that career development covers an individual's life span and that models are identified in each life stage. Nigerian counsellors are expected to obtain and disseminate career information which will be useful to clients at any time in their life. This entails helping them to identify with work roles and leisure roles. This will help Nigerians to accept and appreciate the dignity of labour in all situations.

6. Define the term self-concept?

Answer:

Self-concept as the perceptions one has to one's own characteristics, feelings, attitudes and abilities. It is obvious therefore to regard self-concept as individual developmental understanding of self, the physical, psychological and emotional maturity due to experiences which are seen in the social environment (privately or publicly) at any time and circumstance.

7. Highlight three among others of supper preposition theory

8. **Answer:**

- i. People differ in abilities, interests and personalities.
- ii. As a result of these differences, they are qualified for several occupations.
- iii. Each occupation requires a characteristic pattern of abilities, interests and personality trait, with tolerance wide enough however to allow both some variety of occupations for each individual.
- iv. Vocational preferences and competences, the situation in which people live and work and hence their self-concepts change with time and experience, making choice and adjustment a continuous process.

Unit 2 Personality Type Theory of Holland’s Vocational Choice

Unit Structure

- 2.1 Introduction
- 2.2 Intended Learning Outcomes
- 2.3 Personality type Theory of Holland’s Vocational Choice
 - 2.3.1 Holland’s Vocational Personality/Environments Models
 - 2.3.2 Identification of Individual Personality/Environment, Strengths, and Limitations of Holland’s Personality Theory
 - 2.3.3 Counselling Implications
 - 2.3.4 Holland’s Application to Nigeria Setting
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)

2.1 Introduction

This unit focuses on personality, the art of describing and understanding persons. Holland’s theory of personality type has integrated the ideas of various vocational psychologists into a consistent whole which covered vocational interest values, preferences, abilities, and attitudes and so forth are different ways of expressing personality. He classified peoples, vocational and environments into six types namely: realistic, investigative, social, conventional Enterprising and Artistic and maintain that for a vocational guidance to be appropriate, the individual must have accurate self-knowledge, accurate self-evaluation and vocational knowledge will be focus and implications with application to Nigeria setting.

2.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- discuss the Holland’s personality type and analyses your personality characteristics and that of your student to determine your/student’s personality type
- explain the six personality and environment model of Holland’s vocational choice
- apply the theory to Nigeria situation for counsellors to help students understand clearly the kind of person that he/sheet.

2.3 Personality Type Theory of Holland's Vocational Choice

The word personality derived from the Latin word “persona” which means “mask”. The study of personality can be understood as the study of “Masks” that people wear. These are the personas that people project and display but also include the inner parts of psychological experience which we collectively call our “self”. According to Adams (1954), in Ogbodo, (2017), suggested that we get a good idea of what personality is by listening to what we say when in effect, summing up everything about yourself-your likes and dislikes fears and virtues, strengths and weaknesses, Gafar, (2015), personality is the supreme realization of the innate idiosyncrasy of a living being. “it is an act of high courage flung in the face of life, the absolute affirmation of all that constitutes the individual, the most successful adaptation to the universal condition of existence coupled with the greatest possible freedom for self-determination” Jung, (2006), in Tor-Anyiin, (2019).

Holland, (1959), in Okorie, (2016), has built a theory of vocational development on the belief that a choice of vocation is an expression of the individual personality, and that members of a vocation have similar personality and similar histories of personal development. He suggests that much career seeking behaviour is an outgrowth of efforts to effect and match one's individual characteristics with those of a specific occupational field. By choosing a particular occupation an individual project onto one of the titles his preferred lifestyle as a result of his view of himself and his views of the world of work. These views are developed as a person passes through life stages of development.

The congruence between an individual's personality and the environment in which he works then becomes a determiner of vocational satisfaction, stability and achievement.

Based on the above postulation, Holland formulated a scheme of occupational classification, comprising six occupational environments or environmental models. According to Holland, everyone is required to adjust to each of the environments and develop certain skills with reference to the work setting. The six types of adjustment represent major life styles and patterns of relationships between the individual and his world of work.

Self-Assessment Exercise 1

Define concept of personality.

2.3.1 Holland's Vocational Personality Environments / Environmental Models

Holland's occupational environment/environmental models:

1. The Realistic (motoric): Included in this group are people who are physically strong, unsociable, aggressive, good motor coordination and skill, lack verbal and inter-personal skills. People in this group prefer occupations such as airplane mechanic, construction inspector, electrician, filling station attendant, locomotive engineer, plumber, etc.
2. Investigative (intellectual): people in this category prefer to think, have unconventional values and attitudes; they avoid close interpersonal relations; their vocational preference included aeronautical design engineer, anthropologist, biologist, editor of a scientific journal, writer of technical articles.
3. Social (supportive): social people seek close interpersonal situations and are skilled in their interpersonal relations, while they avoid situations where they might be required to engage in intellectual-problem solving. Vocational preferences included teaching, counselling speech therapist.
4. Conventional (conforming): People in this class obey rules and regulations, self-control. They have strong identification with power and status. This kind of people prefer work such as book-keeping and budget reviewing, court stenographer, tax expert and traffic manager.
5. Enterprising (Persuasive): People here have verbal skills for selling, dominating and manipulating other people. Vocational preferences include: business, buyer, hotel manager, master of ceremonies, politics, sport promoters, television producer.
6. Artistic (aesthetic): Artistic people manifest strong self-expression and relations with others. Their vocational preferences included author, cartoonist, composer, musician, poet, playwright, stage director.

Self-Assessment Exercise 2

Briefly discuss Holland's six vocational personality environment models.

2.3.2 Identification of Individual Personality Environment

Holland's, (1973) in Okorie, (2016), identification of personality type unlike other vocational theorists, provide the quantitative and qualitative methods which could be used by vocation counsellors to determine

clients' type of personalities. Under the obtained through the individual's vocational preferences or the vocation the individuals find themselves in. Holland (1973), in Okorie, (2016), provided an occupational folder which can be used. Thus, anyone looking for a job as sales person can be classified under enterprising personality orientation. Equally any person engaged or seeking engagements as a fashion designer can be placed under the artistic personality orientation.

Under the quantitative determination of personality orientation, Holland (1973), in Okorie, (2016), suggested use of psychological tests which include Holland (1965), in Okorie, (2016), vocational Preference Inventory and the self-directed search the Strong vocational Interest Blank (SVIB), and Kidder, (1960), Kuder, (1966), cited in Tor-Anyiin, (2019), preference Record was also used to identify interest in the various vocations to guide the counsellor towards determining the personality types and patterns, Tor-Anyiin (2018).

Strengths and Limitations of Holland's Personality Theory

The greatest strength of the theory lays in its characteristics of change, simplicity, instrumentation and data as given by Osipow (1983), cited in Tor-Anyiin, (2017). The theory indicates how wrong choices come about by the six formulations of vocational deficiencies (Holland 1973), in Okorie, (2016), The implications of knowing the sources of vocational choice can help towards providing quick solutions. It allows the counsellor and client to make consensus efforts to choose a career which is not accidental or unconscious activity.

It equally serves as a source of reference for vocational counsellors from where they can anchor and delve into the area of vocational counselling. This is because the theory has practical applications in vocational guidance. Olufeagba, (1990), in Tor Anyiin, (2018), suggested that the strength of the theory lays in the fact that it provides a system of reference for organizing and interpreting information on individual's resources which will help the individual to make personal visionary decisions as regard vocational choice. This is because by sorting out information on a person's occupational preferences into the six vocational environments, the theory establish he relationship between the individuals' personal attributes and the world of work which are then classified into simple, usable terms easily comprehensive able by both the client and the counsellor.

The construction and validation of instruments to determine qualitative personality orientation is a good ready asset to counsellors. The theory provides a clue to the users about the process of normal and misdirected choice of the personality orientation development.

Self-Assessment Exercise 3

Explain how to identify an individual personality in Holland's theory.

2.3.3 Counselling Implication

Holland's theory is significant in that it can be used to identify the school characteristics in terms of the six potential environments of the theory. Research evidence shows that students in schools where the major orientation were less likely to change fields than those in schools where differences existed between the individual and school orientations. The counsellor's role would become one of helping an individual to understand clearly the kind of person that he is and the kind of pressures and expectations associated with a variety of work environment.

Holland's theory possesses some general utility for counsellors in their conceptualization of occupational selection for their clientele but, it offers little in the way of suggestions about specific procedures and techniques that the counsellors may use in their face-to-face work with their clients, (Osipow,1983), in Tor-Anyiin, (2017). This is another major shortcoming of Holland's theory.

Other developments which make the theory more applicable, especially here in Nigeria, are the publication of Motivation for Occupational Preference Scale (MOPS), Vocational Interest Inventory (VII), and Occupational Perception Questionnaire. These tests can be used in the vocational decision-making process in schools counselling. These tests can also be useful to counsellors in diagnosing the underlying factors contributing to vocational indecision or decision.

Holland's personality theory of vocational behaviour has classified occupations and the personality orientations that are very likely to match. This implies that counsellors' roles are highly simplified as they have to help their clients become oriented to the world of work ideal for the clients' personality orientation.

The theory emphasized more clearly the use of tests to determine vocational preferences and interest of clients to be able to help them. Rather than leave counsellors in the lurch, the theory has indicated such psychological tests that are viable like the Vocational Interests Blank. The adaptation of these tests by Holland himself provides adequate opportunity and asset for counsellors to apply.

The six potential vocational environments provided imply that counsellors using this theory are very likely to also make some educated guesses about the client's background, parent's behaviours for the client, clients' ambitions, goals, values, social relations, motivations and distracters, (Osipow, 1983), in Tor-Anyiin, (2017).

To avoid counsellors undue influence on the clients' decision, Holland suggested not only use of pen and pencil through questionnaire, but also the use of environmental programs and specialists who would be generally concerned with devising techniques through which students could be exposed to real and meaningful occupational experiences. Any counsellor intending to use the theory must understand the six.

Self-Assessment Exercise 4

Briefly write out the implications of Holland's theory of vocational behaviour.

2.3.4 Holland's Applicability of the personality theory in Nigeria

Holland theory of vocational behaviour is very much applicable in Nigeria. Firstly, all the vocational environments identified by Holland are also in Nigeria.

Secondly the inclusion of psychological is testing in the counselling training programme means that counsellors are equipped to sue the theory. With the growing interest in psychological tests which can help to identify client's interest, values and other personality resources, Nigerian counsellors will be able to sue the various tests to help identify client's vocational preferences. With the various tests or personality inventories being constructed by Nigerians, the applicability of Holland's theory is not in doubt.

Psychological tests will equally help identify and diagnose the underlying factors contributing to career indecisions of the clients. These tests include Vocational Interests Inventory (VII) and other relevant tests. Nigerian counsellors can apply the theory because the tests could help clarify clients' choices and preferences. In essence, Holland theory not only has counselling implications but it is also applicable in Nigeria.

It is concluded that people whose personality characteristics are congruent with their vocations or environments are likely to achieve "a more stable vocational choice, higher vocational achievement, better maintenance or personal stability and greater satisfaction".

Self-Assessment Exercise 5

- i. As a counsellor, how can you apply Holland's theory of vocational behaviour to our Nigeria school?
- ii. Describe six personality and environment model of Holland's vocational choice.
- iii. What are the implications of Holland's theory of vocational guidance for the school counsellor?

2.4 Summary

The Holland's personality theory of vocational choice discussed about his six environment models, its strength, and limitations along with its counselling implications and its application in Nigeria setting were all highlighted.

2.5 References/Further Readings/Web Resources

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2.6 Possible Answers to Self-Assessment Exercises

1. Define concept of personality.

Answer:

The word personality derived from the Latin word “persona” which means “mask”. The study of personality can be understood as the study of “Masks” that people wear. These are the personas that people project and display but also include the inner parts of psychological experience which we collectively call our “self”.

2. Briefly discuss Holland’s six vocational personality environment models.

Answer:

Holland’s occupational environment/environmental models:

- i. The Realistic (motoric): Included in this group are people who are physically strong, unsociable, aggressive, good motor coordination and skill, lack verbal and inter-personal skills. People in this group prefer occupations such as airplane mechanic, construction inspector, electrician, filling station attendant, locomotive engineer, plumber, etc.
 - ii. Investigative (intellectual): people in this category prefer to think, have unconventional values and attitudes; they avoid close interpersonal relations; their vocational preference included aeronautical design engineer, anthropologist, biologist, editor of a scientific journal, writer of technical articles.
 - iii. Social (supportive): social people seek close interpersonal situations and are skilled in their interpersonal relations, while they avoid situations where they might be required to engage in intellectual-problem solving. Vocational preferences included teaching, counselling speech therapist.
 - iv. Conventional (conforming): People in this class obey rules and regulations, self-control. They have strong identification with power and status. This kind of people prefer work such as book-keeping and budget reviewing, court stenographer, tax expert and traffic manager.
 - v. Enterprising (Persuasive): People here have verbal skills for selling, dominating and manipulating other people. Vocational preferences include: business, buyer, hotel manager, master of ceremonies, politics, sport promoters, television producer.
 - vi. Artistic (aesthetic): Artistic people manifest strong self-expression and relations with others. Their vocational preferences included author, cartoonist, composer, musician, poet, playwright, stage director.
3. Explain how to identify an individual personality in Holland’s theory.

Answer:

Holland's, (1973) in Okorie, (2016), identification of personality type unlike other vocational theorists, provide the quantitative and qualitative methods which could be used by vocation counsellors to determine clients' type of personalities. Under the obtained through the individual's vocational preferences or the vocation the individuals find themselves in. Holland (1973), in Okorie, (2016), provided an occupational folder which can be used. Thus, anyone looking for a job as sales person can be classified under enterprising personality orientation. Equally any person engaged or seeking engagements as a fashion designer can be placed under the artistic personality orientation.

4. Briefly write out the implications of Holland's theory of vocational behaviour.

Answer:

Holland's theory is significant in that it can be used to identify the school characteristics in terms of the six potential environments of the theory. Research evidence shows that students in schools where the major orientation were less likely to change fields than those in schools where differences existed between the individual and school orientations. The counselor's role would become one of helping an individual to understand clearly the kind of person that he is and the kind of pressures and expectations associated with a variety of work environment.

Holland's theory possesses some general utility for counsellors in their conceptualization of occupational selection for their clientele but, it offers little in the way of suggestions about specific procedures and techniques that the counsellors may use in their face-to-face work with their clients, (Osipow,1983), in Tor-Anyiin, (2017). This is another major shortcoming of Holland's theory.

Other developments which make the theory more applicable, especially here in Nigeria, are the publication of Motivation for Occupational Preference Scale (MOPS), Vocational Interest Inventory (VII), and Occupational Perception Questionnaire. These tests can be used in the vocational decision-making process in schools counselling. These tests can also be useful to counsellors in diagnosing the underlying factors contributing to vocational indecision or decision.

5. As a counsellor, how can you apply Holland's theory of vocational behaviour to our Nigeria school?

Answer:

6. Holland theory of vocational behaviour is very much applicable in Nigeria. Firstly, all the vocational environments identified by Holland are also in Nigeria.

Secondly the inclusion of psychological testing in the counselling training programme means that counsellors are equipped to use the theory. With the growing interest in psychological tests which can help to identify client's interest, values and other personality resources, Nigerian counsellors will be able to use the various tests to help identify client's vocational preferences. With the various tests or personality inventories being constructed by Nigerians, the applicability of Holland's theory is not in doubt.

Psychological tests will equally help identify and diagnose the underlying factors contributing to career indecisions of the clients. These tests include Vocational Interests Inventory (VII) and other relevant tests. Nigerian counsellors can apply the theory because the tests could help clarify clients' choices and preferences. In essence, Holland theory not only has counselling implications but it is also applicable in Nigeria.

It is concluded that people whose personality characteristics are congruent with their vocations or environments are likely to achieve "a more stable vocational choice, higher vocational achievement, better maintenance or personal stability and greater satisfaction".

7. Describe six personality and environment model of Holland's vocational choice.

Answer:

Holland's occupational environment/environmental models:

- i. The Realistic (motoric): Included in this group are people who are physically strong, unsociable, aggressive, good motor coordination and skill, lack verbal and inter-personal skills. People in this group prefer occupations such as airplane mechanic, construction inspector, electrician, filling station attendant, locomotive engineer, plumber, etc.
- ii. Investigative (intellectual): people in this category prefer to think, have unconventional values and attitudes; they avoid close interpersonal relations; their vocational preference included aeronautical design engineer, anthropologist, biologist, editor of a scientific journal, writer of technical articles.
- iii. Social (supportive): social people seek close interpersonal situations and are skilled in their interpersonal relations, while they avoid situations where they might be required to engage in intellectual-problem solving. Vocational preferences included teaching, counselling speech therapist.

- iv. Conventional (conforming): People in this class obey rules and regulations, self-control. They have strong identification with power and status. This kind of people prefer work such as book-keeping and budget reviewing, court stenographer, tax expert and traffic manager.
- v. Enterprising (Persuasive): People here have verbal skills for selling, dominating and manipulating other people. Vocational preferences include: business, buyer, hotel manager, master of ceremonies, politics, sport promoters, television producer.
- vi. Artistic (aesthetic): Artistic people manifest strong self-expression and relations with others. Their vocational preferences included author, cartoonist, composer, musician, poet, playwright, stage director.

Unit 3 Sociological Theories

Unit Structure

- 3.1 Introduction
- 3.2 Intended Learning Outcomes
- 3.3 Sociological Theories Such as Culture, Family Aspiration, Schooling and Religious Affiliations
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Possible Answers to Self-Assessment Exercise(s)

3.1 Introduction

Sociological theories emphasis the influence of one's cultural background such as culture, family aspirations, schooling, religious orientation to which one is exposed on the choice of a career. These variables are examined below one by one.

3.2 Intended Learning Outcomes

By the end of this unity, you will be able to:

- discuss the family aspiration in vocational guidance and its effect in career
- state clearly the school's roles in shaping students' vocational guidance
- explain religious affiliation in vocational guidance
- discuss how parents can help in vocational guidance.

3.3 Sociological theories

- a. **Culture:** The general cultural background in the case of Nigeria with several or diverse cultural affinities, it is very difficult to talk of the Nigerian culture. It is even more difficult to talk of a homogeneous culture among the Yoruba's, the Hausa-Fulani and the Ibos to mention a few. In other words, within each major ethnic group there are still sub-cultures which invariably influence the choice of career people make in those sub-cultures.

Gambari, (1990), quoting Shertzer and Stone (1980), Cited in Tor-Anyiin, (2017), summarized the influence of culture on vocational guidance thus:

The total cultural Milieu may greatly limit the avenues of expression open to its members. This may be fairly direct, through failure to support entry into some occupation or at times

even through the social ostracism of those who seek to enter the occupation. One of the most important general cultural factors influencing occupational choice is the degree of conformity required by the society, either in the degree of rigidity of particular patterns of behaviour or in the number of different acceptable stereotypes.

According to Gesinde (1986), in Akinade, (2016), the following examples help to clarify this point. Observations in the Yorubaland show that the Ijebus' are generally interested in business occupations, the Ekitis' in agriculture, the Iseyins' in Weaving: they are also butchers, the Ila's as palm wine tappers, the Lagosians' as merchants and the Oyos, as farmers.

Similarly, among the Hausa-Fulani ethnic group, the Hausas are more interested in administration and trade while the Fulani group are interested in cattle rearing.

The Kanuri's are warlike hence many of their young ones go into the army while others go into the army while others go into business and farming. The Ibos, on the other hand, are more interested in business and technical activities. There is paucity of research findings to explain why many people in different sub-cultures do what have been mentioned above about the Idomas' from Benue state in middle belt who are into other vocations such as Army, civil servant traders, polity, they have produced senate president (David Mark) two conservative without any problem in form of disgrace from the office, i.e. the wisdom from God.

- b. Family:** It is known that family structure, values, norms, child-rearing practices and socio-economic status influence vocational development. Some families may prefer certain kinds of occupation for their first sons or daughters. In a polygamous family, the first sons of all the wives may enter upon one occupation favoured by the family, of course, it is well known that Nigerian children from poor families often had to take to occupation and a lot of money for training Gambari, (1990), in Ogbodo, (2015), parental influence on children's academic and vocational preferences has received a lot of attention in career literature. A child's family may be his only reference group, as a result, it may have tremendous influence on his formation of motivational traits and behavioural tendencies Iwuama, (1999), in Ogbodo, (2017), study the influence of parents on their children's occupations discovered that many of the students used in the study did not identify with the occupations of their parents due to the fact that most of the parents of the students are farmers. Most

students in Nigeria see farming as a dirty job and conjures image of poverty, hard labour without adequate reward, job for old tired men and women, a prestigious occupation meant for villagers and other rural people.

However, the few students when identified with parental occupations in the study make parents who are doctors, lecturers, lawyers, engineers, pharmacists, architects and nurses. From these studies cited above, it is safer to conclude that children tend to identify with parental occupations only if such occupations are prestigious as well as lucrative.

Generally, many parents have the desire to control and direct the career choice of their children. They feel that the children are not mature enough to take independent career decisions. In fact, it parents, child socialization, the adolescents often make their careers choice in accordance with aspiration held for them by their values reflecting general attitude toward work they assign to their work roles rather than to a specific job. From these career values, many parents form for children indolence.

- c. **Schooling:** The school would appear to be important socializing agency. Through the school curricular and co-curricular experiences, students develop an insight into their abilities and weaknesses; they develop ideas about who they are and what they would like to be. School experiences according to Gambari, (1990), in Ogbodo, (2015), play a major role in shaping self-concept. Peer group influence is part of wider school experiences. Among members of peer group, certain occupations may be more popular than others.

Many secondary school students in Nigeria make irrational and unrealistic choice of school subjects which may account for their consequential irrational and unrealistic choice of careers. Ogbodo, (2015) citing Kola and Omideyi, (1988) who revealed that students in Nigerian secondary schools have been found to select subjects on the premium of the value attached to those subjects. Some subjects are seen by the students to be more important than others. In the students' opinion, people who go in for such subjects are regarded to be intelligent either by the peers, parents, and teachers or family. With this conception, students then go to the selection of those subjects to the detriment of their ability, interest and career choice. This observation made Nwogu, (1981), and Iwuama, (1998) in Ogbodo, (2015), to state that "the choice of subjects in Nigerian schools by students is motivated by the "prestige" attached to the subjects". Unrealistic subject's

choice by students can block the realization of one's career goal. For example, a student whose aim is to be a medical doctor but failed to offer chemistry or physics in his/her school subjects may not get his/her vocational goal satisfied.

In conclusion, one would say that the school curriculum, co-curriculum scope, staff, both the teachers and non-teachers, the content of the curriculum, the counsellor, the school mates/peers, facilities, subjects and so forth all combine to shape the individuals' vocational thoughts and behaviour.

- d. Religious Affiliation:** religious affiliation or that of one's parent seriously influences one's career choice to a large extent. To some religious groups some careers are tolerable or intolerable. In fact, there are some careers some persons because of their religious affiliation would not accept no matter how lucrative and attractive such careers might be. Onyejiaku, (1987), Iwuama, (1999), and Ogbodo, (2015), supporting this view gives the following practical examples. The Calvinists lay emphasis on individual responsibility and enterprise. Accordingly, this is as many of them to seek executive and professional positions as well as self-employment.

However, on the other hand, Roman Catholic doctrines emphasize acceptance of authority and this makes some of the adherents to differ with the Calvinists in their vocational aspirations. Most of the Quakers, on the basis of their interpretation of Christian teaching, would prefer social work and teaching profession, Most Muslim, in the light of their religious orientation, would express interest in military career. Today, many "born again" Christians would not accept any job in a tobacco or brewing company because of their religious convictions.

Self-Assessment Exercise

- i. Explain how culture can influence one's vocational choice.
- ii. Discuss the family aspiration in vocational guidance and its effecting career and roles of parents
- iii. What are the roles of school in shaping students' career in vocational guidance?
- iv. Highlight religious affiliation to vocational counselling.

3.4 Summary

In this unit, the sociological theories influencing student's career choice have been discussed. This include culture, family aspiration, school, religious, affiliation has been discussed with respect to their applicability to the Nigerian cultural background. Counsellors, parents, teachers, educators and religious personnel should bear these theories in mind while helping the students in their career/vocational related matters.

3.5 References/Further Readings/Web Resources

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Tor-Anyiin, (2017). *Theory of Vocational Guidance for Students in Higher Education*. Makurdi: Selfers Academic Publishers, Nigeria.

3.6 Possible Answers to Self-Assessment Exercises

1. Explain how culture can influence one's vocational choice.

Answer:

Culture: The general cultural background in the case of Nigeria with several or diverse cultural affinities, it is very difficult to talk of the Nigerian culture. It is even more difficult to talk of a homogeneous culture among the Yoruba's, the Hausa-Fulani and the Ibos to mention a few. In other words, within each major ethnic group there are still sub-cultures which invariably influence the choice of career people make in those sub-cultures.

2. Discuss the family aspiration in vocational guidance and its effecting career and roles of parents

Answer:

Family: It is known that family structure, values, norms, child-rearing practices and socio-economic status influence vocational development. Some families may prefer certain kinds of occupation for their first sons or daughters. In a polygamous family, the first sons of all the wives may enter upon one occupation favoured by the family, of course, it is well known that Nigerian children from poor families often had to take to occupation and a lot of money for training Gambari, (1990), in Ogbodo, (2015), parental influence on children's academic and vocational preferences has received a lot of attention in career literature. A child's family may be his only reference group, as a result, it may have tremendous influence on his formation of motivational traits and behavioural tendencies Iwuama, (1999), in Ogbodo, (2017), study the influence of parents on their children's occupations discovered that many of the students used in the study did not identify with the occupations of their parents due to the fact that most of the parents of the students are farmers

3. What are the roles of school in shaping students' career in vocational guidance?

Answer:

Schooling: The school would appear to be important socializing agency. Through the school curricular and co-curricular experiences, students develop an insight into their abilities and weaknesses; they develop ideas about who they are and what they would like to be. School experiences according to Gambari, (1990), in Ogbodo, (2015), play a major role in shaping self-concept. Peer group influence is part of wider school experiences. Among members of peer group, certain occupations may be more popular than others.

4. Highlight religious affiliation to vocational counselling.

Answer:

Religious Affiliation: religious affiliation or that of one's parent seriously influences one's career choice to a large extent. To some religious groups some careers are tolerable or intolerable. In fact, there are some careers some persons because of their religious affiliation would not accept no matter how lucrative and attractive such careers might be.

Unit 4 Psychoanalytic or Impulse Theory

Unit Structure

- 4.1 Introduction
- 4.2 Intended Learning Outcomes
- 4.3 Freud's View on the Nature of Man
 - 4.3.1 Ego Defence Mechanisms
 - 4.3.2 Psycho Sexual Stages of Development
 - 4.3.3 Criticisms and Contributions of Psychoanalysis
 - 4.3.4 Applicability of Psychoanalytic Theory in Nigeria
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Possible Answers to Self-Assessment Exercise(s)

4.1 Introduction

Classic psychoanalysis, founded by Sigmund Freud, (1856-1939), historically, it was the first system of psychotherapy and it is one in three theories. It is a personality theory, a philosophy of human nature and method of therapy. It is a method of treating individuals, by psychological rather than physical means, by examining past causes for present behaviour. The psychoanalytical focus on how the individuals adjust to the various conflicts in his or her development. Freud viewed his method as a procedure for investigating parts of the human mental process that were inaccessible in any other way. To Freud, the key to treating mental disorders was to reach the unconscious aspects of the individual's mental process.

4.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain Ego Defence Mechanisms
- list the Psycho Sexual Stages of Development
- describe Criticisms and Contributions of Psychoanalysis
- explain the Applicability of Psychoanalytic Theory in Nigeria.

4.3 Freud's View on the Nature of Man

View of Human Nature Psychoanalytic theory views human beings as victims of Unconscious determinants which motivate them to seek immediate fulfilment of basic needs. As such, human beings were seen in a negative light as often ending to act irrationally and impulsively to selfish interests.

Freud recognized three main components of the human personality the id, ego and superego. The three terms mentioned are not physical entities that manipulate individuals, they simply represent major aspects of personality and no clear line exists among them. They are also designed to create a picture of biological (id), psychological (ego), and social (superego) development. Each of these components or systems has its own function, but the three interact to govern behaviour.

The id is the original source of personality and it is from it that the two other components, ego and superego later develop. The id is the repository of libido (life force) or unlearned psychological motives and unlearned primitive reactions or instinctual impulses with irrational and selfish drives for satisfying them. The id cannot tolerate tension. It seeks immediate gratification (pleasure) for motives as they arise without regard to the realities of life or to the morals of any kind, hence it is said to operate solely on a pleasure principle. Because it is unconscious the id is completely out of touch with the world outside.

The ego- As a new born child develops, a second aspect of personality called ego which gradually grows through contact with reality. Ego is formed through a process of identification. Identification is the process by which a person takes over the features of another person and makes them a corporate part of his own personality. Identification is different from imitation. The latter connotes a kind of superficial and transient copying of behaviour or less permanent acquisition of personality (Yoloye, 1979), in Ogbodo, (2017).

The ego is the only rational element of the personality. It provides a realistic and logical thinking and planning, thus maintaining a state of balance between itself and the other two aspects of personality. It controls the timing, intensity and style of overt responses. The ego forms a buffer against the demands of the world. For instance, the id may want all the money in a bank but it is the ego that would deal with the safe, the guard and other realities of the situation.

The conscience punishes a person by making him feel guilty; the ego-ideal rewards the person by making him feel proud of himself. With the information for the superego, self-control is substituted for parental control or authority control the main functions of superego are:

- To inhibit the impulses of the id, particularly those of a sexual or aggressive nature, since these are the impulse, whose expression is the most highly condemned by society;
- To persuade the ego to substitute moralistic goals for realistic one; and

- To strive for perfection.

In the words of Yoloye, (1979), in Ogbodo, (2017), the ego is the boss. It is responsible for making the final decision. It is sometimes said that the superego fights with the id, the ego being the battle ground”. Psychoanalytic theory assumes that the ego is a core of self that balances the internal demands of the id and the superego.

Self-Assessment Exercise 1

Explain the three components of human being in Freud’s theory.

4.3.1 Ego Defence Mechanisms

The result of conflicts among various components of personality is anxiety. Freud postulated that in order to defend or prevent the personality against painful anxiety the ego employs a variety of unconscious tactics called defence mechanisms, which attempt to keep unacceptable id impulses or threatening or frustrating materials, from reaching consciousness. The way in which a person approaches a problem situation reflects the manner in which he has learned to cope with the conflicting demands of the three parts of his personality. To overcome the conflicts, the ego may employ one or more defence mechanisms.

The variety of defence manoeuvres which the ego employs to defend the individual from injury are many only a few of them will be treated here.

Sublimation- The redirections of sexual energy into non-sexual activities of an artistic energy or utilitarian nature (paintings, sculpture) satisfy social and personal standards of approval. For instance, if you cannot get the person you love, you love your work instead.

Projection – laying one’s weakness or motives on someone else. For example, it is always the other person who is jealous, not us. It is usually discovered that it is the very individual who claims he is persecuted or planned against, who is himself the culprit.

Rationalization- That is for example when God asked, “Have you eaten of the tree of which I commanded you not to eat? Adam said, “The woman whom thou gives to be with me, she gave me fruit of the tree, and I ate”. (Genesis 3:11-12).

Using rationalization, a university student who performs poorly in his or her examination may shift the blame of his/her performance from himself or herself to the lecturer who taught the course. If the failing

student is a female and the lecturer is a male, it is typical to hear that the student has deliberately been failed as a reprisal for rejecting the lecturer's amorous advances. The aim of projection and

Rationalization is usually the same—that is, to help the ego defend itself against self-blame and the internal discomfort that can arise from it. Seeing in others the motives which dominate the self.

Repression – refusing to recognize or admit to one, the motives or memories that make one anxious and consequently avoids or reduces anxiety. Repression is a more serious form of rationalization, in which the individual perceives in others the traits and motives for which he himself feels inferior. For example, the selfish person sees selfishness in others; he condemns others for being selfish and convinces himself that his self-interest is made necessary by their selfishness.

Regression – When adult ego defences fail, the person may revert to behaviour characteristics of earlier, less mature developmental stages. For example, weeping, going home to mother are common problems among new students who are home-sick.

Reaction formation – the individual thinks and acts in a form that is directly opposite its original intent. For instance, when an individual who harbours some strong destructive impulses or death wish against another goes to express an unusual considerable amount of kindness to that same hated person. Reaction formation applies to the ancient Roman proverb, “fear the Greeks when they bring gifts”.

Identification – is the process by which a person takes over the features of another person and makes them a corporate part of his own personality in order to avoid feelings of inadequacy.

Displacement – the object or goal of a motive is disguised by substituting another one for it. Discharging pent-up feeling of hostility against an innocent person or object rather than against the actual source of those feelings. For example, if a man who becomes angry at his employer but dares not tell him off goes home and berates (scolds) his wife, he is making use of displacement.

Method of Counselling: The primary purpose of psychoanalytic counselling is to release the causal material repressed in the unconscious parts of the mental process. In order to accomplish this task, the therapist requires the patient to recline on a couch. He is out of the patient's sight by seating behind the patient's head. In such an objective post the therapist reveals very little, if anything, of his own inner world to the patient. The patient is encouraged to relax. He tells all that comes

to mind (free association) no matter how irrelevant or personal his thought may be. The main purpose of the counselling process is directed towards weakening both the resistance that shut off the person's awareness of himself. Therapist uses free association, dream analysis, Para praxis (failure of memory) and humour analysis as a beginning for looking into the unconscious.

Self-Assessment Exercise 2

Briefly analyse the Ego Defence Mechanism in Freud's theory of psychoanalytic theory.

4.3.2 Psychosexual Stages of Development

According to Freud there are some assumptions underlying the development of personality, (1) most psychosexual development occurs during the first five years of life, (2) the use of defence mechanisms, there is a period of calm for six years. Then, during adolescence the process becomes very active once again. Another of Freud's major assumptions is that at any point in a person's development one body area predominates as a source of pleasure. In normal sequence in which one body area gives away to another, the order of this sequence in which one body area predominates as a source of pleasure. In normal sequence is the same for everyone. The other assumption is that failure to complete this normal sequence will result in serious personality problem. Freud had five stages, which are oral, anal, phallic, latency and genital stage.

The oral stage last through (0-1 ½ yrs.) of life during which the relationship with the mother is extremely important. If the child's relationship with mother becomes too comfortable, the child becomes too dependent and will fixate at this stage, resulting in an overly dependent personality in adult life but experiences anxiety, he/she may feel insecure, and will continue into adult life.

Between the ages of (1 ½ - 3yrs) anal stage; sexual pleasure shifts to the anal zone of the child's body. At this stage, the manner of toilet training is extremely important. Strict toilet training may lead to a very retentive personality type. A person who is cruel, obstinate or stingy is said to have been fixated at the anal stage.

Ages (3-5yrs) the child is in the phallic stage of development pleasure is derived from self-manipulation. Several psychological developments occur around the genital area as to give rise to castration anxiety, penis envy and Oedipus complex.

Castration anxiety arises from a boy's fear that he may lose his penis. His ultimate fear is that his father will retaliate by cutting off his offending organ. Oedipus or Electra complex is the state where boys and girls tend to have the desire to possess the mother or father.

Essentially, the **Oedipus complex** involves the boy's desire to possess his mother and remove his father from the scene, while the **Electra complex** is where the girls would want to possess their father and do away with their mothers.

The latency and genital stages according to Freud are periods during which the child goes outwards to satisfy some psychosexual desiring. By these periods, sexual desires, hostile feelings and tears are quieted to some degree. Latency period is marked by relative calm.

At the genital stages, heterosexual socialization takes place because the individual is transformed from a self-loving individual into socialized adult. The greatest pleasure comes from a relationship with a member of the opposite sex.

Self-Assessment Exercise 3

Explain the concept of Oedipus Complex and Electra Complex.

4.3.3 Criticisms and Contributions of Psychoanalysis

Some major critics of psychoanalysis include the following:

1. Freud's deterministic view of man, pictures him as ugly and driven too much by animalistic instincts, needs, and wants. Man is seen erroneously as being composed of two parts, the mental and physical (both derived from and dependent upon laws of cause and effect).
2. Too much stress is placed upon early childhood experiences. It tends to erode the individual's responsibility because it makes an individual's life seem totally determined and beyond his powers to alter.
3. It is doubtful that behaviour is determined by a reservoir of psychic energy. Rather, it is probable manifested under certain situational events and not others.
4. Freud minimized man's rationality.
5. Treatment in analysis is too rational in its approach and too dependent upon reasoning as a therapeutic influence.
6. Research data do not indicate that the system results in a better percentage of recovery and improvement and occurs among

groups which have had no treatment, (Shertzer/Stone1974), in Tor-Anyiin, (2017).

Among the many contributions of psychoanalysis according to Shertzer/Stone, (1974), cited in Tor-Anyiin, (2017), are the following:

1. Freud made it plain that man is often motivated in thought and in behaviour by impulse he does not recognize or admit.
2. Freud's bold and insightful investigation yielded the first substantial theory of personality and the first effective technique of psychotherapy.
3. Freud's identification of early influence that shapes the development of personality has far-reaching implications for child rearing and stimulated research in the area.
4. Freud established a model in the use of the interview as a therapeutic vehicle. He was among the first to identify the function of anxiety in neurosis therapy and to emphasize the critical nature of interpretation, resistance and transference in the therapeutic process.
5. Freud was one of the first to stress the importance of a non-moralizing attitude on the part of the therapist,
6. Psychoanalysis represents a system in which there is a high degree of correspondence between theory and techniques.

Self-Assessment Exercise 4

List out three critics of psychoanalysis and three of the contributions he made to the society.

4.3.4 Applicability of Psychoanalytic Theory in Nigeria

For Corey, (1986), cited in Echebe, (2016), the practical applications of the method are very limited. This implies that in a developing country like Nigeria, the practical application of this theory will not be possible as a result of constraint of time, expenses and availability of trained counsellors. Some specific applications of the psychoanalytic theory according to Corey, (1986), cited in Echebe, (2016), are:

1. Understanding resistances that take the form of cancellation of appointments, fleeing from therapy prematurely and refusing to look at one.
2. Understanding, the role of early relationship that lead to weak sports and faulty Personality development and recognizing that unfinished business can be worked through so that clients do not crippled the emotionally.
3. Understanding the value and role transference.

4. Understanding how overuse of ego defences can keep people from functioning and recognizing the ways these ego defences operate both in the counselling X relationship itself and in client daily lives.

Oladele, (2007), in Ateji, (2015), the psychoanalytical theory has been criticized on the ground that it is a deterministic rigid, inflexible closed system approach of human nature. They went further to give the following criticisms of the theory:

1. It requires lengthy training for the counsellor and treatment for the client that could run into years.
2. It is not useful as an approach for treating large number of people who require counselling services.
3. There is an over emphasis on the role of insight and very little emphasis on making life changes.
4. The approach is based on experience with neurotic rather than normal populations and may be awkward in the direction of sickness instead of health.
5. Difficulty in research and empirical support.
6. Traditional Freudian psychoanalysis places excessive emphasis on basic instinctual desires and forces, ignoring the effects of social and cultural factors.

Self-Assessment Exercise 5

- i. Describe the psycho sexual stages of development of psychoanalytic theory with examples.

4.4 Summary

This unit has treated all the vital parts of Freud and the purpose of psychoanalytic counselling is to release the causal material repressed in the unconscious parts of the mental process.

However, according to the proponents of this theory, “there is always some psychic determinant which laid the foundation for the later vocation and if not interfered with the individual is unconsciously guided to express his sublimation in a particular form”.

In summary, psychoanalysis, because of its abstract nature, it seems not to have gained popularity in Nigeria. This situation has also led to the scarcity of research work and with specific reference to its relation to career choice in Nigeria.

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4.6 Possible Answers to Self-Assessment Exercises

1. Explain the three components of human being in Freud's theory.

Answer:

- i. To inhibit the impulses of the id, particularly those of a sexual or aggressive nature, since these are the impulse whose expression is the most highly condemned by society;
 - ii. To persuade the ego to substitute moralistic goals for realistic one; and
 - iii. To strive for perfection.
2. Briefly analyse the Ego Defence Mechanism in Freud's theory of psychoanalytic theory.

Answer:

Freud postulated that in order to defend or prevent the personality against painful anxiety the ego employs a variety of unconscious tactics called defence mechanisms, which attempt to keep unacceptable id impulses or threatening or frustrating materials, from reaching consciousness. The way in which a person approaches a problem situation reflects the manner in which he has learned to cope with the conflicting demands of the three parts of his personality. To overcome the conflicts, the ego may employ one or more defence mechanisms.

3. Explain the concept of Oedipus Complex and Electra Complex.

Answer:

Oedipus or Electra complex is the state where boys and girls tend to have the desire to possess the mother or father. Essentially, the **Oedipus complex** involves the boy's desire to possess; his mother and remove his father from the scene, while the **Electra complex** is where the girls would want to possess their father and do away with their mothers.

4. List out three critics of psychoanalysis and three of the contributions he made to the society.

Answer:

Some major critics of psychoanalysis include the following:

- i. Freud's deterministic view of man, pictures him as ugly and driven too much by animalistic instincts, needs, and wants. Man is seen erroneously as being composed of two parts, the mental and physical (both derived from and dependent upon laws of cause and effect).
- ii. Too much stress is placed upon early childhood experiences. It tends to erode the individual's responsibility because it makes an individual's life seem totally determined and beyond his powers to alter.

- iii. It is doubtful that behaviour is determined by a reservoir of psychic energy. Rather, it is probably manifested under certain situational events and not others.

Contributions of psychoanalysis according to Shertzer/Stone, (1974) are the following

- i. Freud made it plain that man is often motivated in thought and in behaviour by impulse he does not recognize or admit.
 - ii. Freud's bold and insightful investigation yielded the first substantial theory of personality and the first effective technique of psychotherapy.
 - iii. Freud's identification of early influence that shapes the development of personality has far-reaching implications for child rearing and stimulated research in the area.
5. Describe the psychosexual stages of development of psychoanalytic theory.

Answer:

According to Freud there are some assumptions underlying the development of personality, (1) most psychosexual development occurs during the first five years of life, (2) the use of defence mechanisms, there is a period of calm for six years. Then, during adolescence the process becomes very active once again. Another of Freud's major assumptions is that at any point in a person's development one body area predominates as a source of pleasure. In normal sequence in which one body area gives away to another, the order of this sequence in which one body area predominates as a source of pleasure. In normal sequence is the same for everyone.

Unit 5 Relationship between Vocational Education and Manpower Needs

Unit Structure

- 5.1 Introduction
- 5.2 Intended Learning Outcomes
- 5.3 Relationship between Vocational Education and
Manpower Needs
 - 5.3.1 Some Basic Assumptions about Vocational Education
 - 5.3.2 The Rationale for Vocational Education to Meet the
Manpower Needs
 - 5.3.3 Vocational Education in Relation to the Manpower Needs
before Entry into the Manpower Need Education Should
be Provided for Students at Various Levels of Education.
 - 5.3.4 The Role of the School Vocational Guidance Programme
In Manpower Development and Utilization
- 5.4 Summary
- 5.5 References/Further Readings/Web Resources
- 5.6 Possible Answers to Self-Assessment Exercise(s)

5.1 Introduction

It has always been observed that vocational Education has a great role to play in man power needs, development and utilization. That was for instance, the observation of Denga, (1999), in Ogbodo, (2017), points out an inherent expectation in every society that each citizen should discover, develop and direct his energies, interests and talents towards making a constructive contribution to the society and the economy. This observation underscores the need for youths and adults to participate effectively in the economic development of their nation. Meanwhile, vocational education can be tremendous use in manpower needs and they are related. Hence, the purpose of this unit is to show the relationship and their contributions in this regard. The Unit in pursuing these objective attempts to do the following.

Define the concept of Education, vocational education, manpower, Development, utilization Discuss the link between the vocational education and manpower needs State the roles of guidance counsellor in manpower development etc.

5.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain briefly the concepts of Education”, Vocational education, manpower”, Development’ “Utilization”, State reasons for the needs of vocational education and its usage in manpower.
- discuss the link between the vocational education and manpower need.
- identify the roles of guidance counsellor in manpower nation development.

5.3 Relationship between Vocational Education and Manpower Needs

Let us begin with definitions of the following: -

- (a) **Education** – Education as we all agree is concerned with total development of man and one of the essential aspects of human development is vocational development. Education is broadly defined as “all those possesses through which man acquires the experiences which enables him augment the knowledge which he or she already has or those activities through which the intellect is strengthened”, Nwabuisi, (2018). It is also seen by Okafor in Nwabuisi, (2018), as a process of the development of the potentialities and their maximum activation when necessary according to right reason and to achieve thereby has perfect self-fulfilment.
- (b) **The concept of vocational Education** – Vocational education is a particular teaching, training and learning an individual undergoes to improve his or her knowledge and develop skills that are used to choose a vocation, career, work or occupation and progress in the world work. Oladele, (1987), in Ogbodo, (2017), indicated a consensus definition of vocational education: “as the totality of experience through which one learns about and prepares to engage in work as part of his way of living. When adolescents’ youths are informed about who they are as individuals, understand individual differences, abilities interest and the array of vocation that is available for them to choose from, it is believed that this will help them make realistic vocational choices”.

Denga, (1999), in Iwuama, (2015), in defines vocational education as “Education which is designed to teach skills,

develop aptitudes, attitudes and competences that are requisite to success in a given occupation. The development of talents and manipulative skills is purported to make young people and adults intelligent and competent participants in the changing economic life of their nation. A gigantic industry that the vocational education can produce artisans and skilled tradesmen and businessmen and women who may even earn out of proportion to their academic qualification within a relatively short time. The vocational education is like a vital option that can supplement other options and also provide a form of insurance cover for those who, for various reasons, will leave school before attaining degrees. It must be reiterated that those who opt for the vocational education have equal chances (in principle) as those in other options, for attaining the highest possible qualification that field, Denga, (1999), in Iwuama, (2015).

- (c) **The concept of manpower:** - The word of manpower is a population related concept being used, especially in economics, to describe or refer to a definite population group of a nation. Thus, according to the encyclopaedia of Education (Vol .6: PP54 – 55), the term manpower can be defined as the portion of a nations population that is capable of engaging in productive employment. Understood in this way, the term manpower can seem to be related to a sister term ‘labour force’ which however is usually defined as referring only to individuals who are within working age, for example, 15 to 65 years in Nigeria and some other countries. Besides, a mansion’s active labour force is usually defines to exclude students, full time trainees and non-working housewives, all of whom are included within the broad concept of manpower.

What the above definitions show is that the term “manpower” is a more inclusive concept than ‘labour force. The former encompasses not only the idea of those who are within the working age, but also that of those who are under it, such as those healthy and bright children in the primary and junior secondary schools of a nation. This is as it should be, for the term; “manpower” includes the idea of both potential and actual workers of a nation. Indeed, the term “manpower” has even been conceived as referring to the totality of the energies, skills, and knowledge available in a country, Diejoman, (1978), in Ukoha & Ukoha, (2016).

However, the term ‘manpower’ is a much broader concept than labour force; it is still a more restrictive concept than total population, which in contrast, includes also groups such as the

very young, the very aged, and the totally disabled, who are not expected to play an economically viable role in the society.

- (d) **Manpower Development** -: Having defined the term “Manpower” as referring to a portion of a nation’s population capable of participation in productive employment the term “manpower” development then refers to all programmes and processes designed and undertaken in a country in order to transform people in such a way as to make them capable of contributing actively and more effectively to social and economic development, Okoroafor, & Nwankwo, (1984), in Ukoha & Ukoha, (2016).
- (e) **Manpower Utilization**: - In contrast to manpower development, the term manpower utilization refers to the processes and strategies designed in order to make sure that all employable persons in order to make sure that all employable persons are appropriately deployed in productive engagements. Thus, manpower utilization programs or schemes are meant to combat un-employment, underemployment, and over stretching of labour. Vocational education and manpower is an important issue in human life as it affects man from childhood to maturity. This is because work influences the type of food you eat, the type of house you live, the type of life you live and who you are in the society. Successful manpower is possible through vocational education, which involves acquiring information, knowledge and skills used for career need and development. Pointing out the importance of vocational education to Adolescents and youths, Akinboye, (1987), in Onwubolu, (2019), explained that the whole process of human growth and development, learning and education, acquisition of knowledge and skills seem to end up preparing man for a vocation, career, work for living and survival. He added that, right from the beginning job related aspects of counselling had been found very important in Guidance and counselling programmes in Anagbogu, (2012).

Self-Assessment Exercise 1

- i. Define the following concepts;
- ii. Education
- iii. Vocational education
- iv. Manpower
- v. Manpower utilization

5.3.1 Some Basic Assumptions about Vocational Education

The Development and utilization of vocational development programme is guided by certain underlying assumptions according to Gesinde, (2005), in Timiyu, & Babalola, (2015), these include: -

- Vocational choice possesses through a number of developmental processes as a result of which the career assistance to be offered should be developmental in nature covering the entire life span of an individual.
- Since all human beings will be faced with the selection of a particular vocation/occupation at a point in time, career development programs cater for all persons with or without special needs.
- Since choice of vacation or occupation should not be by trial-and-error method because of inherent dangers, career development programme provides systematically planned procedures for choosing and retaining vocation.
- Since wise choice of vocation always involves acquisition of knowledge, information collection and dissemination is the orbit through which career development programme rotates; career mistakes of an individual occasioned by ignorance or misinformation hinders vocational development. Hence, there is the need to make adequate provision for career education at all levels of education in Anagbogu, (2012).

There is assumption that vocational education and vocational guidance has a crucial role to play in manpower development and utilization is almost always based on the trait and factor view point; which sees the core function matching individuals (in the light of that test results say about them) against relevant occupations.

Meanwhile, the trait and factor point of view has undergone considerable revision in recent years, account of works of people like super (1953, 1954, 1954), Dysinger, (1950), and carter, (1940), in Ukoha & Ukoha, (2016), who consider trait and other human abilities, including interests and attitudes, as both changing and maturing overtime for persons then, the core function of vocational guidance is matching talents with vocations. This matching model, usually referred to as the trait and factor orientation, has continued to enjoy the admiration and attention of counselling practitioners in different parts of the world even up to the present period. The emerging respect which vocational education has started to earn in recent year is perhaps attributable to the fact that there are many economic problems that require a pragmatic solution. The creative application of technical skills in industrial and non-industrial settings will certainly lift Nigeria out of several problems that relate to technology and manpower needs (Anagbogu, 2012).

Vocational skills according to Tor-Anyiin, (2018) used to be disdained by many people who considered them dead end tracks. A child who was placed in a commercial or technical option after the general years of a secondary school programme would consider himself or herself a failure. Parents of such children would normally storm the office of the placement agency to wonder why their child was cursed. Many parents would then embark upon a sustained effort, straining themselves beyond expectation to reverse such a placement to the regular secondary school option which they considered university bound.

Furthermore, the rapid educational expansion schemes being executed today in Nigeria have given rise to a rapid increase in vocational education and manpower need. It is presumptions for people to think that most of the students will further their education up to university level and this qualify for prestigious white-collar job. This is not likely to happen. The new system of education curriculum of senior secondary school preaches about career entrepreneurship trade education, which means short-term skills to make youths employable appear to be an appropriate rescue measure. These benefits are even ancillary to the major role which vocational education and manpower needs are related in economic development of building of nations.

Self-Assessment Exercise 2

Explain the core functions of vocational guidance.

5.3.2 The Rationale for Vocational Education to Meet the Manpower Needs

In Nigeria today, the influences of education, technology, modernization, division of labour, use of scientific equipment have created room for a wide range of career. This demands that adolescents and youths undergo career education in school. It has also been observed by educators that graduating students at all levels of education encounter difficulties in searching for job and in finding one. Also, the present high rate of unemployment and underemployment made it necessary for career education in various levels of education.

Specially, career education is necessary in schools for the following reasons given by Egbule (2002), in Ogbodo, (2017).

- To help students understand themselves in terms of their abilities, attitudes and interest.
- To provide students with a broader view about the world of work.

- To enhance students' awareness of the various options opened to them and give confidence that they can make a reasonable choice between the various options.
- To develop in the students, the concept of variety of roles the society. To develop the spirit of job satisfaction and motivation as well as self-actualization in the student after a choice of career has been made.

There are several techniques the school can utilize to achieve the above objectives; these include:

Subject teaching approach: academic Instruction is made more meaningful and as a source of motivation to students when it is relevant and related to the student's future career choice. Therefore, teachers and counsellors should relate their teaching to the world of work. The counsellor can create career awareness in the school by sourcing for information on available career opportunities. Then disseminate such, using individual and group counselling techniques. Group techniques of disseminating information would include the organization of career talk, conferences, exhibitions, excursion to establishments industries, etc. vital information to be provided include educational requirement for the occupation, mode of application, place of work, condition of service, hazards of the job, fringe benefits, salary attached, in-service training, retirement procedures, leave procedure, nature of establishment (government or non-government), (Gesinde, 2005), in Tor-Anyiin, (2017).

Use of guidance and counselling- this provides: Vocational information services, Self-inventory service, Individual counselling service, Placement and Employment service, Vocational preparatory service, Personal data collection service, follow –up Adjustment service and Research service.

Education career programs and activities – these are programmes and activities that are planned and carried out by the school to give career education. Some of these programmes or activities include: Vocational Counselling, Excursion or field trip, Debates, Parents, Teachers Association Day, Old students Association Day, Career week, Work Experience programme, Organization of career club, Provision of career information centre, Career Bulletin Board. (Ogbodo, 2017).

Starting from the nursery and Universal Basic Education level (UBE), teachers and guidance counsellors should keep records of their, students (individual Report Cards). This according to Echebe, (2016), will help a great deal in making a careful choice of subjects in the Senior Secondary School. At this level, career education should be used to guide the

students to choose subjects which are relevant to the career they are interested in and those that match their abilities. Sometimes, some students may have interest in a particular career but may not have the required ability and vice versa. These students need to be led to identify their abilities and interest and how to match them through counselling.

Self-Assessment Exercise 3

State three reasons why career education is very necessary in our schools.

5.3.3 Vocational Education in Relation to the Manpower Needs Before Entry into the Manpower Need Education Should be Provided for Students at Various Levels of Education

This is important for students to acquire necessary skills, attitude and information for them to successfully enter the labour market at any level of education they attain. Most guidance counsellor has a consensus on what career education entails. These include:

- Learning about self (self-knowledge).
- Learning about various occupations and career Preparing for a career (career preparation) Progressing in the chosen career.
- Learning About self.

For one to have the wanted commodity (vocation) in the labour market, it is very important to know oneself and the labour market trend. Self-knowledge and understanding are an important aspect of career education according to Gesinde, (2005), in Tor-Anyiin, (2017). Self-knowledge and understanding of what makes you unique and different is essential to making choice and taking personal decision. In career education, the study should include personality, strengths and abilities, weakness, likes and dislikes (interests), needs, aptitudes, individuals' differences, etc. commenting on this, Kemijika, (1995), in Tor- Anyiin, (2017), explained that, for decision making on career choice to be successful, self-knowledge must be achieved. This could only be possible through self-analysis base on relevant personal experiences. Therefore, the quality of one's career choice lies on the accuracy of self-perception.

Learning about various occupations and career

Knowledge about career involves knowing the different types of careers, sub-branches of different career and the requirements or conditions to get into different career. Most career are academic based which demand that the students know if they are science based, social sciences or pure

arts, etc. In addition, knowing the Labour market trend concerning the marketability of a job or jobs is also important. This knowledge could direct their choice of subjects and courses to offer. The society is very dynamic and with the advent of modern technology, new trends bound in different occupations and professions. For instance, recently, additional brands of engineering, medicine, education and entertainment emerge and these are in the Labour market.

It has been observed that students and some adults lack the required self-knowledge and knowledge about various career available (Kemijika, 1995; Gesinde, 2005), in Tor-Anyiin, (2017). However, they pointed out that the guidance counsellor can use appraisal tools (tests) and non-devices to collect the required information for self-knowledge and self-analysis. Students who understand self would not only know their abilities but also limitations in respect of certain subjects, courses and occupations. The students with the guidance of the counsellor can now match the knowledge of self and career to make a realistic choice.

Preparing for a Career (Career Preparation)

By matching personality traits with work characteristics, the counsellor can assist the individual to make a career choice. The chosen career or occupation will have conditions to be met before entering into it. So, preparing for a career may mean selecting subjects which are relevant to the career in the Senior Secondary School. It may also mean educational qualification; acquisition of appropriate training of skills, entrance examinations, and or interview, etc. within this preparatory period, the individual is working towards meeting the conditions that would make him eligible for the career. There is room for change here and the chosen career may be influenced by experience, exposure, motivation and reinforcement in Ogbodo, (2013), (Tor-Anyiin, 2018)

Entry into a Career (Career placement)

Entry into the chosen career means that the individual who made a realistic career choice and had prepared for the job, has found the job and has been offered employment. When a student has chosen the correct subjects relevant to the career he or she has chosen and has attained all the conditions and requirement, then the next thing is placement. After placement, it is necessary for the individual to retain his career by various means such as in-service training, workshops, attendance especially on capacity building, creativity, obedience to rules and regulations. It is expected that the counsellor provides these pieces of information.

Progressing in the chosen Career

Progress in a chosen career requires adjustment to the career. The adjustment must also affect social, economic, psychological and all

aspects of one's life. When an individual is placed in a career that he is best well-matched for, there is the necessity to adjust to the diverse demands of the career (Gesinde, 2005), in Tor-Anyiin, (2017). This is because occupation brings with it social relationship with others. Gesinde is of the opinion that counsellors use the knowledge of psychology of adjustments in providing adjustment techniques that would enable an individual maintains corresponding adjustment between job and other social engaged. Proper adjustment will develop in the individual job satisfaction consequently progress in the career and achieve self- actualization.

Self-Assessment Exercise 4

Explain how an individual can learn about various vocations/careers.

5.3.4 The Role of the School Vocational Guidance Programme in Manpower Development and Utilization

- No matter the economic system and manpower development strategy adopted by a country, the role of vocational guidance centres on career education. In career education, the counsellor: Collects information on careers, opportunities for further education, school and university curricular offerings and related Social –personal matters Furnishes information to students and their parents concerning the educational and vocational opportunities available to the students. The students and their parents should be familiar with the broad spectrum of educational and occupational choices available Visits educational and training institutions, businesses, industries and other employment agencies applicable to students in the school: and establishes cooperative relationships with them Obtains from employers, notices of their job vacancies and their specifications for these jobs.
- Obtain from appropriate government agencies any manpower development and utilization programs: and informs students and parents of the national priorities and financial support for training Plays leadership role in establishing, equipping and running a careers library, Assists each student to understand and accept himself in relation to his abilities, interests, strengths, weaknesses understanding to his or her educational and occupational aspirations Identifies gifted persons and other with special needs. Assisted students in developing healthy self-concept, realistic occupational concepts, occupational and extra-occupational self-concept. Assists parents in developing realistic perceptions of

their children's abilities, interests, strengths and weaknesses as they relate to educational and occupational planning.

- Helps students and their parents to develop realistic educational and occupational plans. Consults with school principals and teachers concerning curricular offerings appropriate to the abilities, aptitudes, interests and needs of the students.
- Assists teachers in relating school subjects to occupations. Encourages students to give adequate attention to all the curricular and extra-curricular offerings in the school: and discourages them from their yearly or premature commitment to any area of the curriculum or any one occupation.
- Counsels with students concerning their educational and occupational choices and decisions.
- Plays a leadership role in the school placement programme, both in- school and out of school activities.
- Helps to educate students and parents on procedures for applying for further education and employment.
- Conducts follow-up studies of all students who have either continued their education or secured employment, as well as research concerning vocational outlook and trends in the community.

Self-Assessment Exercise 5

- i. Write briefly on how counsellor can assist an individual in manpower development and utilization.
- ii. Identify the specific roles of the school guidance counsellor in manpower need.

5.4 Summary

In this unit, an attempt has been made to examine a number of dimensions of Education, vocational education, manpower, need, development, Utilization and the role of the Guidance counselor in fostering effective development and need of manpower.

The term "Manpower" has been described as the potential and actual work force of a nation. Their relationship comprise the processes of training aimed at making the potential work force employable and engaging the individuals so trained in useful economic activities that will bring satisfaction to them and the society.

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5.6 Possible Answers to Self-Assessment Exercises

1. Define the following concepts;

- Education
- Vocational education
- Manpower
- Manpower utilization

Answer:

- **Education:** as we all agree is concerned with total development of man and one of the essential aspects of human development is vocational development. Education is broadly defined as “all those possesses through which man acquires the experiences which enables him augment the knowledge which he or she already has or those activities through which the intellect is strengthened”, Nwabuisi, (2018). It is also seen by Okafor in Nwabuisi, (2018), as a process of the development of the potentialities and their maximum activation when necessary, according to right reason and to achieve thereby has perfect self-fulfilment.
- **Vocational education:** is a particular teaching, training and learning an individual undergoes to improve his or her knowledge and develop skills that are used to choose a vocation, career, work or occupation and progress in the world work. Oladele, (1987), in Ogbodo, (2017), indicated a consensus definition of vocational education: “as the totality of experience through which one learns about and prepares to engage in work as part of his way of living.
- **Manpower Development -:** Having defined the term “Manpower” as referring to a portion of a nation’s population capable of participation in productive employment the term “manpower” development then refers to all programmers and processes designed and undertaken in a country in order to transform people in such a way as to make them capable of contributing actively and more effectively to social and economic development,
- **Manpower Utilization:** - In contrast to manpower development, the term manpower utilization refers to the processes and strategies designed in order to make sure that all employable persons in order to make sure that all employable persons are appropriately deployed in productive engagements.

2. Explain the core functions of vocational guidance.

Answer:

The core function of vocational guidance is matching talents with vocations. This matching model, usually referred to as the trait and factor orientation, has continued to enjoy the admiration and attention of

counselling practitioners in different parts of the world even up to the present period.

3. State three reasons why career education is very necessary in our schools.

Answer:

Career education is necessary in schools for the following reasons given by Egbule (2002), in Ogbodo, (2017).

- i. To help students understand themselves in terms of their abilities, attitudes and interest.
 - ii. To provide students with a broader view about the world of work.
 - iii. To enhance students' awareness of the various options opened to them and give confidence that they can make a reasonable choice between the various options.
 - iv. To develop in the students, the concept of variety of roles the society. To develop the spirit of job satisfaction and motivation as well as self-actualization in the student after a choice of career has been made.
4. Explain how an individual can learn about various vocations/careers.

Answer:

- i. Knowledge about career involves knowing the different types of careers, sub-branches of different career and the requirements or conditions to get into different career. Most career are academic based which demand that the students know if they are science based, social sciences or pure arts, etc. In addition, knowing the Labour market trend concerning the marketability of a job or jobs is also important. This knowledge could direct their choice of subjects and courses to offer. The society is very dynamic and with the advent of modern technology, new trends bound in different occupations and professions. For instance, recently, additional brands of engineering, medicine, education and entertainment emerge and these are in the Labour market.
5. Write briefly on how counsellor can assist an individual in manpower development and utilization.

Answer:

The Counsellor can obtain from appropriate government agencies. Any manpower development and utilization programs: and informs students and parents of the national priorities and financial support for training Plays leadership role in establishing, equipping and running a careers library, Assists each student to understand and accept himself in relation to his abilities, interests, strengths, weaknesses understanding to his or her educational and occupational aspirations Identifies gifted persons and other with special needs. Assisted students in developing healthy self-concept, realistic occupational concepts, occupational and extra-

occupational self- concept. Assists parents in developing realistic perceptions of their children's abilities, interests, strengths and weaknesses as they relate to educational and occupational planning.

6. Identify the specific roles of the school guidance counsellor in manpower need.

Answer:

- i. Helps students and their parents to develop realistic educational and occupational plans. Consults with school principals and teachers concerning curricular offerings appropriate to the abilities, aptitudes, interests and needs of the students.
- ii. Assists teachers in relating school subjects to occupations. Encourages students to give adequate attention to all the curricular and extra-curricular offerings in the school: and discourages them from their yearly or premature commitment to any area of the curriculum or any one occupation.
- iii. Counsels with students concerning their educational and occupational choices and decisions.
- iv. Plays a leadership role in the school placement programme, both in- school and out of school activities.
- v. Helps to educate students and parents on procedures for applying for further education and employment.

MODULE 4

Unit 1	Essential Elements of Vocational Guidance
Unit 2	Concept of Vocational Adjustment
Unit 3	Concept of Vocational Satisfaction
Unit 4	Services in Vocational Guidance Programme
Unit 5	Ethical and Legal Issues in Counselling Profession

Unit 1 Essential Elements of Vocational Guidance**Unit Structures**

- 1.1 Introduction
- 1.2 Intended Learning Outcomes
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1.1 Introduction

This Unit focuses on the essential element of vocational guidance such as the definitions, components of vocational guidance, Roles of vocational guidance in schools, and strategies to facilitate employment seekers.

1.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- discuss vocational guidance in your own words
- enumerate the strategies to facilitate employment seekers
- asses the roles of counsellor in schools
- mention components of vocational guidance.

1.3 Essential Elements of Vocational Guidance

Vocational guidance consists of relevant services that are tailored towards helping an individual / group of people to successfully manage their vocations. Vocational guidance is not a one step process but a continuous process in the life of an individual. It exposes and individual factor to be considered before closing an occupation. In addition, it

acquaints individuals with important information such as job benefits, hazards as well as how to progress in a vocation of choice. Vocational guidance therefore is a mirror through which an individual sees his real image, understand himself in-terms of his abilities and weaknesses. Vocational guidance is very important because of the concept of knowing one's self, individual differences and environmental contingencies. As such, different occupations are based on personality traits, basic requirements for a particular occupation and serious consideration of resources available in the environment.

Smith (2010), in Tor-Anyiin, (2019), defined vocational guidance as a process that consists of a group of services to individuals to assist them in securing knowledge and skills needed in making adequate career choices, plan and interpretations essential to satisfactory adjustment in varieties of areas to solve his problem.

Thus, vocational guidance is vital in assisting young people who have the usual problems experienced in vocational development. In the provision of vocational guidance, guidance counsellor should be aware of the following:

1. The various realities face by men and women in their participation in social and occupational activities. Attempts should be made to identify these barriers.
2. There is also a need to focus on the psychological and emotional impact of assuming new roles especially those ones considered to be only for men.
3. Gender representation in certain occupation can be linked to societal influences; the guidance counsellor should help to reduce the impact of these influences on the participation of boys and girls in certain career choices.

Guidance and counsellors should play a leading role in assisting job seekers to overcome the effect of stereotyped attitudes towards certain subjects. Guidance and counsellors should equip job seekers with the ability to decide with the psychological strain and personality conflicts encountered as a result of gender expectation.

The above factors may influence the participation of boys and girls in various social and occupational activities. Vocational counsellor addresses effectively as well as appreciates the impact of gender on this young people's choices. Guidance is the process of helping an individual to choose an occupation, prepare for it, enters it and progress in it (UNESCO, 2000), in Tor-Anyiin, (2019). Vocational guidance could be looked at as facilities process, a service rendered to the individual to help in choosing and adjusting to an occupation.

Components of Vocational Guidance

According to Egbochuku, (2018), the following are components of vocational guidance;

1. **Individual Analysis:** It is necessary to help an individual to appraise him/herself. The individual should have a good knowledge of him/ her and match such information with his/ her home background, school progress, personally, aptitudes, health conditions and interest.
2. **Occupational Information:** The dissemination of facts on the nature and prospects of different occupation enables the student to search for occupation based on the data derived from self-appraisal. For the match between self and occupation to be effective, the individual should be provided with knowledge of the occupational industries and labour structure of the country, occupational requirements entrance procedure, training opportunities, prospects and hazards.
3. **Consultation:** Workshops, seminars and career day opportunities should be made available for students, teachers, administration and staff to help them to be more effective.
4. **Vocational Counsellors:** The major objective here is to assist students to integrate information about whom he/she is and match with available career information by a professional counsellor.
5. **Placement:** Placement refers to helping students obtain part time or full employment. It is done co-operatively with the students, counsellors, teachers and community at large.
6. **Follow up Services:** Follow up services should be made available to enable counsellors procure data on the level of the students' efficiency in the labour market. (Ukoha & Duru, 2017)

Principles of Vocational Guidance

The impact of the vocational guidance programme on the students, school and society should be determined by the counsellor. Areas of deficiencies should be ascertained as well. Nwamuo, (2015), outlined the following principles of vocational guidance.

The vocational guidance service is based on the following principles:

1. Vocational guidance is concerned primarily with the personal development of an individual.
2. Individual's capacity for self- development will be encouraged through active involvement in the exercise.
3. The primary way in which guidance is conducted lies through individual behaviour.
4. Guidance is oriented towards co-operation rather than compulsion between client and counsellor.

5. Guidance is based on recognizing the dignity and worth of individuals as well as their right to choose.
6. Guidance is a continuous process.
7. Guidance demands that counsellors should not be emotionally involved in Ogbodo, (2017)

Self-Assessment Exercise 1

Discuss four components of vocational guidance.

1.3.1 The Roles of Vocational Guidance in Schools

According to Frank Parson in Ogbodo, (2017) “The vocational bureau is intended to aid the young people to choose an occupation, preparing them for it, finding an opening in it and building up a career of efficiency and success.”

Roles of Vocational Guidance at Secondary School Stage:

According scholars such as Ogbodo, (2013), Ukoha & Duru, (2017);

1. Helping the students to know themselves: The student is assisted to develop sufficiently to understand him/ herself and about the eternal world as he/ she enters secondary school stage. He is enabled to get clear well-organized concepts about his own mind and working areas. This will help him / her in planning realistically.
2. Helping student make the right choice during a counselling interview, the student is helped to know and evaluate his qualities. This evaluation facilitates the student for right choice. In this direction of the right choice, both the student and his / her parents are involved.
3. Helping students to prepare themselves for entry into the careers of their choice: These days, the students need training in most of the vocations to succeed. He/ she have to take this time-scheduled training. Hence it is very essential to provide information to the pupils about the facilitates of their training well before time.
4. Helping student to get suitable jobs in their chose field: Any vocational guidance programs will be incomplete if it does not include placement services. Good beginning of vocation is very important and essential. For this purpose, other government has youth employment service. It is the duty of the school to provide proper Information regarding this service to school leaving pupils so that they explore such opportunities in the selection of the vocation and placement in it. (Alvan, 2006)
5. Helping students according to their vocational assets and liabilities: Through a student information service, the guidance

programme should assist the students to approving their abilities, aptitude, interests and personality qualities. The students should be helped to measure themselves, their assets and liabilities.

6. Helping pupils to be familiar with vocational implication of different subjects to be studied in the secondary school.
7. Helping students to be familiar with occupations and their requirements. For successful adjustment to the world of work, students should be helped to be familiar with occupation and their requirement. The students should be made familiars with the employment situation in the country, the job trade and requirements of different jobs and period of training emoluments, conditions of work and future prospects. This knowledge will be of great help in making adjustments and making proper plans for the future. The major rule there is to bring the complete reality into focus and help the individual to evaluate both in so opportunities and his imitations, so that the transition from secondary school to the academic or vocational stream of higher levels in facilitated. (Ogbodo, 2016, Ukoha, and Duru, 2017).

Self-Assessment Exercise 2

Summarize the role of counsellor in vocational guidance at senior secondary school stage.

1.3.2 Roles of Vocational Guidance at Higher Level

- To carry on the work started in the earlier stages more intensively and vigorously. The students now become aware of opportunities open to them.
- To help them relate their students to the vocations open to them.
- To help them make comprehensive study of the careers on the lines they would like to pursue.
- To help students acquaint themselves with avenues for higher education and the assistance, which might be available in the form of scholarship, stipends, grants and fellowships.
- To help students make contacts, which could be helpful in putting their plans into successful operation. (Ukoha, and Duru, 2017),

1.3.3 Strategies of Facilitate Job Seeking Process

Finding a job is still a puzzling process as the competition for position is still stiff and difficult. Days have vanished where job seekers look for newspaper publications and applying for the same with a cover letter and resume. These are the tips about the various job-hunting strategies in the 21st century according to Ogbodo, (2013), Ukaho & Duru, (2017) et'al;

1. Identify a product which you would be able to market. Identify a need for the product or service that you would be able to provide. Improve on the already existing market strategies for your product.
2. Identify the source, availability, and cost of the raw materials for your product.
3. **Explore the market:** The people that will buy the product, price of the product, means of delivery, existing competitors and market size.
4. Consider the sources of your finance. There are many sources to be explored e.g., regular banks, co-operative, micro credit programs, group financing.
5. Discuss your plans with experienced people (UNESCO, 2000), in Tor-Anyiin, (2019).
6. **Social Networks:** Social networks such as linked, Google, Facebook and twitter are few social network sites that play their part in job hunt. They assist in staying linked with professional contacts. These social networks have listing within them. A personal level of usage can help one gain job with social network sites.
7. **Online Job Search Engines:** The power of the internet is being harnessed these days by almost all employers to advertise their vacant positions. The 21st century has made advertising through internet as their basic search criteria.
8. **Use of Website.** The online presence of a candidate which takes into account, social media network and personal website are aspects employers work out for in order to recruit applicants.
9. **Cost Effective Online:** The best job-hunting tactics in the 21st century is advertising for employees on the internet which is a cost-effective aspect, instead of publishing
10. **Job sites:** This has opened up doors for legion of job sites. Registering with the numerous job sites is one way which adds advantage to job search. All regarding graduation are filled in and the job sites will contact you in case of vacancies are available. (Ogbodo, 2016, Ukoha, and Duru, 2017).

Self-Assessment Exercise 3

1. Identify five strategies to facilitate job seeking process.
2. Summarize the role vocational guidance in higher level.

1.4 Summary

From the discussion so far, vocational guidance as an essential educational service that consists of a series of services rendered to individuals and group to assist them in securing knowledge, skills and attitudes necessary in making adequate career choices, plans and interpretations essential to satisfactory adjustment in varieties of areas to solve their problems. In order to realize the purposes of vocational guidance, the students need to be appropriately empowered with employment seeking strategies by the school counsellor, teachers and parents. Their parents also need to be well informed and counselled along with the students. They ought to be helped to understand themselves, the world of work and develop the necessary attitudes and competences to select, enter and progress in their chosen career.

The importance of vocational guidance in the attainment of the purposes of education and realization of the individual's full potentials has all been highlighted. The roles the professional counsellor are also very much needed (Ogbodo, 2016, Ukoha, 2017)

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1.6 Possible Answers to Self-Assessment Exercise(s)

1. Discuss four components of vocational guidance.

Answer:

- i. **Individual Analysis:** It is necessary to help an individual to appraise him/herself. The individual should have a good knowledge of him/ her and match such information with his/ her home background, school progress, personally, aptitudes, health conditions and interest.
 - ii. **Occupational Information:** The dissemination of facts on the nature and prospects of different occupation enables the student to search for occupation based on the data derived from self-appraisal. For the match between self and occupation to be effective, the individual should be provided with knowledge of the occupational industries and labour structure of the country, occupational requirements entrance procedure, training opportunities, prospects and hazards.
 - iii. **Consultation:** Workshops, seminars and career day opportunities should be made available for students, teachers, administration and staff to help them to be more effective.
 - iv. **Vocational Counsellors:** The major objective here is to assist students to integrate information about whom he/she is and match with available career information by a professional counsellor.
2. Summarize the role of counsellor in vocational guidance at senior secondary school stage.

Answer:

Roles of Vocational Guidance at Secondary School Stage: According scholars such as Ogbodo, (2013), Ukoha & Duru, (2017);

- i. Helping the students to know themselves: The student is assisted to develop sufficiently to understand him/ herself and about the eternal world as he/ she enters secondary school stage. He is enabled to get clear well-organized concepts about his own mind and working areas. This will help him / her in planning realistically.
- ii. Helping student make the right choice during a counselling interview, the student is helped to know and evaluate his qualities. This evaluation facilitates the student for right choice. In this

direction of the right choice, both the student and his / her parents are involved.

- iii. Helping students to prepare themselves for entry into the careers of their choice: These days, the students need training in most of the vocations to succeed. He/ she have to take this time- scheduled training. Hence it is very essential to provide information to the pupils about the facilitation of their training well before time.
- iv. Helping student to get suitable jobs in their chose field: Any vocational guidance programs will be incomplete if it does not include placement services. Good beginning of vocation is very important and essential. For this purpose, other government has youth employment service. It is the duty of the school to provide proper Information regarding this service to school leaving pupils so that they explore such opportunities in the selection of the vocation and placement in it. (Alvan, 2006)

3. Identify five strategies to facilitate job seeking process.

Answer:

These are the tips about the various job-hunting strategies in the 21st century according to Ogbodo, (2013), Ukaho & Duru, (2017) et'al;

- i. Identify a product which you would be able to market. Identify a need for the product or service that you would be able to provide. Improve on the already existing market strategies for your product.
- ii. Identify the source, availability, and cost of the raw materials for your product.
- iii. **Explore the market:** The people that will buy the product, price of the product, means of delivery, existing competitors and market size.
- iv. Consider the sources of your finance. There are many sources to be explored e.g., regular banks, co-operative, micro credit programs, group financing.
- v. Discuss your plans with experienced people (UNESCO, 2000), in Tor-Anyiin, (2019).
- vi. **Social Networks:** Social networks such as linked, Google, Facebook and twitter are few social network sites that play their part in job hunt. They assist in staying linked with professional contacts. These social networks have listing within them. A personal level of usage can help one gain job with social network sites.

- vii. **Online Job Search Engines:** The power of the internet is being harnessed these days by almost all employers to advertise their vacant positions. The 21st century has made advertising through internet as their basic search criteria.
4. Summarize the role vocational guidance in higher level.

Answer:

Roles of Vocational Guidance at Higher Level

- i. To carry on the work started in the earlier stages more intensively and vigorously. The students now become aware of opportunities open to them.
- ii. To help them relate their students to the vocations open to them.
- iii. To help them make comprehensive study of the careers on the lines they would like to pursue.
- iv. To help students acquaint themselves with avenues for higher education and the assistance, which might be available in the form of scholarship, stipends, grants and fellowships.

Unit 2 **Concept of Vocational Adjustment**

Unit Structures

- 2.1 Introduction
- 2.2 Intended Learning Outcomes
- 2.3 Concept of Vocational Adjustment
 - 2.3.1 Attitudes, Interests, Needs and vocational Adjustments
 - 2.3.2 Basic Assumptions of Vocational Guidance
 - 2.3.3 Counselling implication of vocational adjustment
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)

2.1 Introduction

The desirer and ability for better success of individuals would lead us to the concept of vocational adjustment

2.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the concept of vocational adjustment
- outline the four basic Assumption of vocational adjustment
- distinguish between attitudes, interests or needs/vocational need
- analyse Maslow’s hierarchy needs of change in human motivation
- assess the counselling implications.

2.3 Concept of Vocational Adjustment

Kitson, (1929), in Tor-Anyiin, (2019), examined the biographies of 1000 men and women who were listed in America's who-is-who from 1919-1920 and found that about sixteen percent of the prominent persons made one or more vocational changes during their “careers. Bareback, (1929), in Tor-Anyiin, (2019), also found that, of his 431 women graduates of the University of Pittsburgh about 30% changed their occupations, while 41% of the 431 were dissatisfied with their occupation but had no ability to change. Equally, Hartson, (1928), in Tor-Anyiin, (2019), had observed that of the 1600 Oberlin College Alumni, one half of the men and one third of the women made one or more changes in occupations before arriving at a final choice. (Tor-Anyiin, 2018).

The above statistics demonstrate not only suitability of individuals need but also that vocational adjustment is subjective so based on an

individual's interest and needs. Thus, while onlookers can identify one as having job satisfaction or self-actualize, the individual himself might still be having unfulfilled desires. Equally, in our work places, while some people are always expecting better experiences, than the benefit being enjoyed, others are self-satisfied and so not prepared for any change. For instance, while a Police Corporal admires the superintendent, the Superintendent is looking ahead to when he will be Divisional Police Officer (DPO). The DPO himself has eyes for office of Police Commissioner. All these is because most individuals perceive the next rank or position as being more prestigious, secured and more rewarding, financially and socially. The perception to always feel that the next alpha rank, position or schedule is better propels people to seek for change within the occupation or outside it. The desire to change to be more satisfied due to better reward either in the same vocation due to promotion or alternative vocation results from frustration and lack of or poor vocational Adjustment. While some people may adapt to the existing frustration probably due to low educational attainment, social or other restrictions and conditions, others will find outlets and jump to new occupations. Some others may move on and meet their desires, while others will stay. The desire and ability for better success of individuals lead us to the concept of vocational adjustment.

Concept of Adjustment

Symonds (1934), in Tor-Anyiin, (2019), describes the concept of adjustment thus:

A person is well adjusted if he can meet the various situations which he faces day by day adequately and efficiently. If a person's habit and skills enable him to satisfy his needs, to fulfil his wants and to give him satisfaction, he is adjusted. If in meeting a new situation, a person is able to cope with it adequately, by his intelligence in so far, he is well adjusted. The unadjusted person or individual is one whose habits and skills are inadequate to meet the demands of the situation, or who lacks the ability to solve the problems which are met in the course of everyday living (Tor-Anyiin, 2018).

The above definition views adjustment as acceptability of available condition and the ability to cope with the existing situation. This view of adjustment equates it with emotional intelligence, which to Mayer and Cobb (2000), in Tor-Anyiin, (2019), refers to emotional information, which relates to the perception, assimilation, expression, regulation and management. An emotionally intelligent individual therefore, is described as one who is well adjusted, warm, genuine, persistent and optimistic. Thus, to Goleman (1996), in Echebe, (2019), emotional intelligence largely determines human character. This is because both emotional intelligence and adjustment observe the following five

domains: self-awareness, managing emotions, motivating oneself, empathy and handling relations, (Slavery and Mayer 1990), in Timiyu & Babalola, (2015). All these domains make one to be able to dismiss passion, anxiety, depression, and grieving. This explains why Morgan (1984), cited in Akinade, (2016), views an adjustment person as one who has learned certain principles of conduct which will enable him to avoid catastrophe in his interactions. He must have some laws of physical universe so he will not be killed, must learn principles of social intercourse so as to get along with others, and must know how to integrate different experiences so he will have personal harmony. Wachukwu, and Igborgbor, (1991), in Ogbodo, (2017), stated that if an individual has the right attitudes, abilities, interests for a specific job and he performs that job efficiently, he will be confident and happy. Such an individual will be adjusted. Equally, if one has the physical qualifications for a job, height, strength and good health and performs the job efficiently and happily, he/she is physically adjusted to the job.

Vocational social adjustment on the other hand determines one's social relation with his/her colleagues. Individuals are also expected to take jobs, which are in most instances approved by the parents or society to which such an individual belongs. For instance, a Muslim who is culturally restricted from working in a brewery as well as where pork is sold or slaughtered will never be culturally adjusted in such places. Any of the psychological, social, physical and Cultural factors might impinge on individuals' vocational adjustment. Vocational adjustment therefore means the application of domains of emotional intelligence (adjustment) in one's world of work. Accordingly, Crites, (1969), in Tor-Anyiin, (2019), defined vocational adjustment as the state or condition of the individual in relation to the world of work at any given movement he has entered upon an occupation. (Tor-Anyiin, 2018).

Self-Assessment Exercise 1

What is adjustment in vocational guidance?

2.3.1 Attitudes, interests, needs and vocational adjustment

Vocational adjustment is dependent on an individual's attitude, interest and needs. It is these that make an individual to move from one occupation to another, or prepared to adjust. It is only an occupation that provides an individual with these that enables him/her to adjust.

According to Ekoja, (1990), in Idayat, (2017), "the desire of Workers for promotion and for greater responsibility is an important element in the unsatisfactory adjustment of many who have attempted a change in their work". Ekoja concluded therefore that "the attitudes of the individual towards his work are an element in vocational adjustment". This is

probably because it is the perception and attitude of the individual of the social status that awaits him or her as he/she grows in the occupation; the responsibilities and prestige attached to it; as well as the salary or the benefits that determine an individual's job success or happiness which are ingredients towards vocational adjustment. Some individuals may like a particular schedule and so despise promotion because it will take away the responsibilities and the benefits derived there from. For instance, a cashier may not like to be promoted and removed from that duty post. They would like to be promoted without change of schedules. Most would change employment rather than move to the next grade. There is a saying among revenue collectors that they are not interested in salary grade level. This shows that revenue collection is a juicy responsibility. At the same time to others "failure to progress rapidly in the desired direction may cause the individual to be discouraged" (Ekoja, 1990), in Idayat, (2017). This happens, for instance, when revenue collectors are faced with stiff supervision where corrupt self-enriching procedures are checked. (Tor-Anyiin, 2018).

However, Ekoja, (1990), in Idayat, (2017), also felt that if the individual gives thoughts to doing well, the work he has chosen to do, if he endeavours to improve on it at every opportunity, and finds pleasure in so doing, he may be fitting himself in the best possible way for promotion. Hence individuals' attitude to promotion affects their adjustment.

Apart from attitude, Ekoja, (1990), cited in Idayat, (2017), identified interests as another factor that influences vocational adjustment. The author held that in ones contact with various fields he may find or develop interests which are so attractive that he wishes to pursue them further. This could be pursued either within the vocation or in another one. This implies that vocational adjustment could be influenced by the desire to meet not only material acquisition but also life satisfaction and happiness. Thus, for an appropriate vocational adjustment one needs to understand himself, his/her needs and interests and be able to sustain them rather than allow them to oscillate.

Maslow, (1987), in Timiyu, & Babalola, (2015), had provided a hierarchy of needs ranging from the lower to the higher level. They are physiological, safety, love and belongingness, esteem and self-actualization needs. Maslow postulated that human beings are motivated by these needs in all their endeavours. However, they are gradual. The physiological needs, or the primary drives which everybody aspire for include the need for water, food, sleep and sex. Where one is denied any of these, the environment is no favourable. Every human being therefore, works or provides services in order to obtain these basic needs first and foremost. (Tor-Anyiin, 2018).

In Maslow's hierarchy, safety needs are next. Safety entails secure environment, freedom, at least guarantee of fundamental human rights. Any social environment that does not guarantee this safety need is discarded. The safety needs personal security and physiological needs are collectively known as the lower order needs and they must be met before person considers fulfilling higher order needs, consisting of job security, love and belongingness, esteem and self-actualization (Feldman, 1996), in Ogbodo, (2017). The love and belongingness or relatedness entails the need to obtain and give affection as well as being a functional member of the society. Every human being tries to belong in a group and contributes politically or social by positions and appreciation of his/her contributions. Where these are not forthcoming from ones' social environment, the place is considered not cherished and so the need to change arises. In one's working environment, one must see the vocation as being able not only to obtain the food, shelter, and clothes but also to feel safe. A situation where a vocation cannot pay one enough money to meet the physiological needs, will not give one the need to stay put rather, other values are looked for as adjustment is not achieved.

After the love and belongingness needs, individuals evaluate their self-esteem. Self-esteem in a vocation is the feeling of relevance in ones' place of work. Is one's competencies appreciated by colleagues or the superiors? A positive answer to this question energizes the worker, while a negative answer makes the individual more likely to leave and find where the competencies, abilities would be appreciated.

The last need in Maslow's hierarchy of needs is self-actualization, 'a state of self-fulfilment in which people realize their highest potentials'. The characteristic of self-actualization includes being famous, being at ease with oneself, feeling accomplished and a decline in the striving and yearning for greater fulfilment that marks most people's lives and instead provides a sense of satisfaction with the current state of affairs (Jones & Crandall, 1991), in Tor-Anyiin, (2019).

The human needs as identified by Maslow therefore guide every individual's life in his/her world of work. Every person wants to work where these needs are being met starting from the lower needs. At the same time the feeling of meeting the higher needs equally motivate individuals in their work environments.

The important thing is for the individual to maintain an attitude, interest or need, to enable him/her adapt him to necessary changes, and to achieve maximally. This requires adequate emotional intelligence.

Self-Assessment Exercise 2

Describe attitude of an individual in vocational adjustment.

2.3.2 Basic Assumptions of Vocational Adjustment

Ekoja, (1990), in Idayat, (2017), made four basic assumptions of vocational adjustment as follows:

- Change is necessary to many before vocational adjustment is possible. This is because individuals differ in their concept of vocational satisfaction;
- Vocational change is a development process. It may though vary from complete self-guidance at one extreme to that of less desirable procedure in which an adviser dictates the decision;
- A thorough knowledge of the facts and factors that cause the problem of a specific individual are essential before any attempt at solution can be made;
- Individuals' attitudes toward the occupation. Involves individual differences and value orientation and situations. Thus, when the value most cherished is not found in a vocation, the alternative is to change, but it is not for everybody as change requires other variables.

Vocational adjustment is possible when such individuals have certain advantages, which include vacancy in the new vocational, education attainment, ability to take risk, socio-economic changes, proper self - concept assessment and vocational concept, as well as maturity. It is not every individual that can easily adjust or change; others face limitations. Accordingly, Ekoja, (1990), in Idayat, (2017), identified such limitations to include the individual's intelligence, his physical organization and his emotional make up. To Jonas, (1988), in Tor-Anyiin, (2019), "the majority of individuals have abilities that will make it possible for them to be equally successful in any one of the several related occupations". Thus, abilities are also influential in vocational adjustment.

Going by the proceeding therefore, one agrees with Ekoja, (1990), cited in Idayat, (2017), that whereas many individuals would be able to effect satisfying adjustment in the occupations they have, others would find adjustments impossible or at least difficult hence change. One can say that vocational adjustment is a trial-and-error process of satisfying oneself or obtaining vocational satisfaction and attaining the desired sense of responsibility in a given vocation or schedule in a vocation.

2.3.3 Counselling Implication of Vocational Adjustment

The first counselling implication of vocational adjustment is that counselling should provide adequate and proper vocational information to clients. This is because, it is with adequate information that choice will be done in accordance with the individual's self-concept, personality, traits, and vocational environment. Deceptive entry to occupations makes adjustment an uphill task, hence the Federal Government of Nigeria (FGN, 2004), in Tor-Anyiin, (2019), position that "in view of the apparent ignorance of many young people about career prospects and in view of the personality maladjustment" the need for career counsellors has become imperative.

Counselling should be regarded as a process, which is continuous. Only this will ensure that individuals are guided to resolve the conflicts that could affect proper adjustment. It is continuous counselling that will equip individuals to be happy and develop "an outlook on life and mode of living which will enable them to accept changes and make adjustment, readily in new situations as they arise" (Ekoja, 1990), in Idayat, (2017).

Counselling is equally expected to help individuals to develop adequate decision-making process. Many individuals do not have proper decision-taking skills, and these results into maladjustment. Since vocational satisfaction is an individual affair, proper understanding of one is necessary so that one will understand the implications for and take responsibility for any decisions. Accordingly, Asuquo, (2007), in Akinade, (2016), observe that "career guidance is basically concerned with facilitating the process of decision-making by the clients themselves".

Vocational adjustment is an individual centred concept, so the counsellor must make efforts to understand personality development as well personality theories and counselling techniques. A vocational adjustment counsellor must equip himself/herself with social skills and tests to help detect a person's interests and attitudes as well as values.

Individual differences are dually reflected in vocational adjustment. This explains why in a vocation, some people do not feel as satisfied and happy as others, yet they do bother to consider change. These individual differences are acquired biologically and by social and psychological environments. Factors that produce personality traits include attitudes, interest and needs. These personality traits when blended together determine an individual's vocational adjustment, ability to feel satisfied and happy in one's work place and negate vocational change.

Self-Assessment Exercise 3

- i. Outline three basic assumptions of vocational adjustment and write out three of its implications to counselling.
- ii. Explain vocational social adjustment.
- iii. Discuss counselling implication of vocational adjustment.

2.4 Summary

This unit covered the concept of adjustment; Basic assumptions of vocational adjustment; the personality traits that determine an individual's vocational adjustment such as Attitudes, needs and interests the unit highlighted on Maslow's hierarchy of needs and implications for counselling were examined and blended together to determine an individual's vocational adjustment.

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2.6 Possible Answers to Self-Assessment Exercise(s)

1. What is adjustment in vocational guidance?

Answer:

A person is well adjusted if he can meet the various situations which he faces day by day adequately and efficiently. If a person's habit and skills enable him to satisfy his needs, to fulfil his wants and to give him satisfaction, he is adjusted. If in meeting a new situation, a person is able to cope with it adequately, by his intelligence in so far he is well adjusted.

2. Describe attitude of an individual in vocational adjustment.

Answer:

Vocational adjustment is dependent on an individual's attitude, interest and needs. It is these that make an individual to move from one occupation to another, or prepared to adjust. It is only an occupation that provides an individual with these that enables him/her to adjust.

According to Ekoja, (1990), in Idayat, (2017), "the desire of Workers for promotion and for greater responsibility is an important element in the unsatisfactory adjustment of many who have attempted a change in their work". Ekoja concluded therefore that "the attitudes of the individual towards his work are an element in vocational adjustment".

3. Outline three basic assumptions of vocational adjustment and write out three of its implications to counselling.

Answer:

The basic assumptions of vocational adjustment as follows:

- i. Change is necessary to many before vocational adjustment is possible. This is because individuals differ in their concept of vocational satisfaction;
- ii. Vocational change is a development process. It may though vary from complete self-guidance at one extreme to that of less desirable procedure in which an adviser dictates the decision;
- iii. A thorough knowledge of the facts and factors that cause the problem of a specific individual are essential before any attempt at solution can be made;

4. Explain vocational social adjustment.

Answer:

Vocational social adjustment on the other hand determines one's social relation with his/her colleagues. Individuals are also expected to take jobs, which are in most instances approved by the parents or society to which such an individual belongs. For instance, a Muslim who is culturally restricted from working in a

brewery as well as where pork is sold or slaughtered will never be culturally adjusted in such places.

5. Counselling implication of vocational adjustment.

Answer:

The first counselling implication of vocational adjustment is that counselling should provide adequate and proper vocational information to clients. This is because, it is with adequate information that choice will be done in accordance with the individual's self-concept, personality, traits, and vocational environment. Deceptive entry to occupations makes adjustment an uphill task, hence the Federal Government of Nigeria (FGN, 2004), in Tor-Anyiin, (2019), position that "in view of the apparent ignorance of many young people about career prospects and in view of the personality maladjustment" the need for career counsellors has become imperative.

Individual differences are dually reflected in vocational adjustment. This explains why in a vocation, some people do not feel as satisfied and happy as others, yet they do bother to consider change.

Unit 3 **Concept of Vocational Satisfaction**

Unit Structures

- 3.1 Introduction
- 3.2 Intended Learning Outcomes
- 3.3 Concept of Vocational satisfaction
 - 3.3.1 Determinants of Vocational Satisfaction
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Possible Answers to Self-Assessment Exercise(s)

3.1 Introduction

Employers of labour have since time in memorial been interested in the productivity of their employees. All workers do all he/she can do to be rated high and paid higher for their vocational satisfaction.

3.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- define the concept of vocational satisfaction
- discuss why individual workers' affair as needs satisfaction varies
- explain the intrinsic and extrinsic characteristics of the job
- comment on the self-esteem in vocational satisfaction
- justify interest as a determinant of vocational satisfaction.

3.3 Concept of Vocational Satisfaction Defining Vocational Satisfaction

Vocational satisfaction connotes self-actualization in a vocation. To self-actualize is to have met most of the personal needs. Vocational satisfaction therefore connotes the ability of a worker to meet his/her individual needs as outlined in Maslow's hierarchy of needs, from the lowest to the highest. Owuamanam, (2019), cautions that "in any given organization individual workers have different needs and therefore would be satisfied by different aspects of the work". The author goes on to argue that in difficult situations, organizations that have facilities for importation or production of essential commodities enjoy greater vocational satisfaction than those without the essentials. It goes to saying that an individual gets satisfied in vocation when his most potent needs are provided. Hence Owuamanam, (2019), states "when there is no deprivation of basic needs, security, recognition and responsibility needs become more important". However, it has to be noted that

vocational satisfaction is an individual worker's affair as needs satisfaction varies. Herzberg, Mausener, and Peterson, (1975), in Tor-Anyiin, (2019), and Herzberg Mausener and Synderman, (1959), agreed with Maslow but categorizes vocational satisfaction into two factors: the hygiene and motivators (Tor-Anyiin, 2018).

The hygiene factors are synonymous with extrinsic factors which are influenced by the physical environment of the organization. It includes working conditions, organizational policies and administration, interpersonal relations, technical supervision, salaries and bonuses which are external to the work itself. Owuamanam, (2019), opines that motivators (intrinsic) are factors internal to the work and they include variables such as: achievements, advancements reorganization, the work itself and responsibilities. These variables are not at variance with security and safety needs as well as self-actualization of Maslow, (1987), in Tor-Anyiin. The difference between hygiene and motivators is that

The fulfilment of the former does prevent dissatisfaction but does not guarantee satisfaction (Tor-Anyiin, 2018).

Surely, vocational satisfaction deals with peoples' values in their organization. Researchers have found that there exist differences between work values in blue collar and white-collar workers. Findings are that white collar workers place greater value on those characteristics associated with opportunity for self-actualization whereas the blue-collar workers tend to rely on social environmental factors: security and interpersonal relationship. Vocational satisfaction, therefore, could be viewed as a situation where an employee not only expresses happiness and commitment while performing the obligations associated with work but also seems to lack nothing in the psychological needs. (Tor-Anyiin, 2018)

Self-Assessment Exercise 1

Define the term vocational satisfaction.

3.3.1 Determinants of Vocational Satisfaction

Though vocational satisfaction is more of an individual affair, certain elements or conditions determine vocational satisfaction. Okorie, and Ezeji, (2016), identify physical activity of work, possession of adequate mental ability, meeting of physiological and psychological needs, required competencies, and social responsibilities as determinants of vocational satisfaction. Owuamanam, (2019), in categorizes these into individual and work characteristics as determinants of vocational satisfaction. Age, sex and occupational level as individual characteristics

that has been related to job satisfaction. This is because different individuals react differently to situations of their work due to their differences in ages, sex, and position. Herzberg et al (1957), in Tor-Anyiin, (2019), feel that youths are snore enthusiastic during their first year in employment due to the newness of the work. According to them dissatisfaction sets in due to snail speed of their expected rise. This is to say that period of service affects job satisfaction. Sex is assumed to be related to job satisfaction due to the several variables which relate to sex such as: job levels and promotional opportunities. It is observed that women used to achieve good occupational levels and are treated kindly in their work places, probably because of their feminine nature. However, with education, resulting to the increasing rate of women in various occupations, the job levels and promotion opportunities cannot be guaranteed on sex basis. Women may feel satisfied in a job when they have no anxiety over their family problems due to the nature of their work obligations and ability to meet needs. Owuamanam, (2019), also postulated that different job levels allow for satisfaction, of different needs. Thus, people in higher management positions feel more sense of job satisfaction due to the increased status, pay, responsibility, autonomy and authority. This is in line with the preposition that 'the higher you go the cooler it becomes'. The second source of vocational satisfaction concerns the work characteristics. Owuamanam, (2019), observed that job satisfaction results from the interaction between the worker and his work situation. This is categorized into satisfaction with the work as whole and satisfaction with specific aspects of the work. This is further classified into intrinsic and extrinsic characteristics of the job. The former concerns those aspects of the job that are related to the content of the job while the latter, extrinsic, qualities are those related to the job environment, that is, qualities related to the job environment which are external to the job. Intrinsic factors to Okorie, and Ezeji, (2016), include the physical abilities or activities. Physical activity of work implies the ability to use physical energy. In view of individual differences and psyche, not all people will be satisfied in a working environment that requires use of physical energy though exercise is important to human life. Thus Okorie, and Ezeji, (2016), observed thus: To enable the satisfaction of physical activity to be fully realized, work must be within the physical capacity of the worker so that he is n stressed in its performance. It is also necessary that the worker should be able to adjust the amount of he makes by working at his own speed and starting or stopping work as the varying physical energies of his body dictate. Any compulsion to 'work When the body is unwilling becomes a physical torture.

In fact, when there is underutilization, it can still cause dissatisfaction in performing functions commensurate with the workers' mental ability which equally enhances job satisfaction. This is the intellectual

stimulation, which gives opportunity to learn and think independently. This explains why people change to jobs, which sometimes have no bearing with their professional studies; but within their mental and physical abilities. For instance, some people read Banking but refuse to work in the bank probably because of the absence of adequate Leisure time. Job satisfaction is equally determined by the complement obtained from consumers or users of the workers' creativity. Obviously, appreciation of one's work enhances satisfaction. Praise singers and politicians feel a sense of satisfaction by complimentary comments of the populace. Complimentary comments spur some workers including artist's sense of satisfaction in their vocation. This however has been abused in Nigeria due to sycophancy. Sycophants sometimes gave unnecessary acumen to the good-for-nothing. Self-esteem which is the social recognition, respect and reverence in the performance of one's work enhances his sense of job satisfaction. Thus, societal attention to work is a determinant of vocational satisfaction as the worker feels to have achieved. For instance, during admission exercises a school administrator may have a facula of importance and feel satisfied as parents or prominent members of the society, troop in to appeal for admission of their children or wards. At this point such administrators may feel the importance attached to their role in the society. Indeed, Okorie, and Ezeji, (2016), point out that "to enjoy to the fullest the satisfaction of being held in high esteem by others, the work a man does must not only be thought to be important to society but also not easily carried out by everybody". Independent skilled workers equally feel a sense of job satisfaction because their services are valued by the consumers. Independence as an intrinsic determinant of job satisfaction entails that one is able to enjoy from his/her 'own' decision and carry out plans as he/her deems fit. Other intrinsic determinants of job satisfaction include, altruism which is the spirit behind having the opportunity to help others or to be concerned with others welfare. To many, any situation that does not allow them to show any altruistic value will be dissatisfying. The extrinsic factors that can act as determinants of job satisfaction identified by Owuamanam, (2019), include advancement, interpersonal relationship, authority, economic rewards, security, participation in organization, decision-making, prestige, recognition, meaningless and variety. All these are the higher order needs of Maslow and have much to do with self-actualization, affection, recognition and sense of belongingness.

Interest is also a determinant of vocational satisfaction an Owuamanam, (2019), rightly observed that: The objective of determining a subject's vocational interest is to assist the individual to find a job in which he will be satisfied and probably productive. It is believed that if an individual is working in an area that interests him, his satisfaction will

be high; a person is satisfied in an occupation if in the occupation there are more of the activities he likes and less of those he dislikes.

The above points to the fact that right from vocational choice, an individuals' interest should be given adequate attention to ensure job satisfaction and enhance productivity, though productivity and job satisfaction do not necessarily go together, in fact counselling psychologists are interested in psychological situations that are expected to facilitate workers total wellbeing and adjustment.

Self-Assessment Exercise 2

- i. Discuss three determinants of vocational satisfaction.
- ii. Define the concept of vocational satisfaction

3.4 Summary

An attempt has been made to define vocational satisfaction; job satisfaction such as self-actualization, social environment factor in collar workers were high lightened. Determinants of vocational satisfaction vary over to one's ability or qualification and value that lead to happiness in job satisfaction.

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3.6 Possible Answers to Self-Assessment Exercise(s)

1. Define the term vocational satisfaction.

Answer:

To self-actualize is to have met most of the personal needs. Vocational satisfaction therefore connotes the ability of a worker to meet his/her individual needs as outlined in Maslow's hierarchy of needs, from the lowest to the highest.

2. Discuss three determinants of vocational satisfaction.

Answer:

Though vocational satisfaction is more of an individual affair, certain elements or conditions determine vocational satisfaction. Okorie, and Ezeji, (2016), identify physical activity of work, possession of adequate mental ability, meeting of physiological and psychological needs, required competencies, and social responsibilities as determinants of vocational satisfaction.

3. Define the concept of vocational satisfaction.

Answer:

The concept of Vocational Satisfaction, therefore, could be viewed as a situation where an employee not only expresses happiness and commitment while performing the obligations associated with work but also seems to lack nothing in the psychological needs.

Unit 4 Services in Vocational Guidance Programme

Unit Structures

- 4.1 Introduction
- 4.2 Intended Learning Outcomes
- 4.3 Services in Vocational Counselling
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Possible Answers to Self-Assessment Exercise(s)

4.1 Introduction

Vocational guidance is concerned with deliberate effort to provide student with career information of the purpose of making them understand self and the world of work. It is a preparation given to young people toward work of life. (Ogbodo, 2015, Nwadinobi, 2019). It is a service given to an individual to aid him/her in choosing a vocational and adjusting to an occupation to contribution to the national development.

4.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain vocational information service
- discuss counselling service
- understand self-inventory service
- know placement service
- outline three other services.

4.3 The Essential Services in Vocational Guidance Programme

Vocational Information Service

Information service is rendered to students or individuals to help them have a sound knowledge of vocational opportunities. Beneficiaries of such services are equipped to make informed and realistic decisions about their lives and be able to manage their future well. This type of service offers valid, is able and relevant fact about jobs, duties performed, occupation, requirements for entrance, remunerations or rewards, method of advancement on the job that would help career planning and choice making. Hop pock in Chima, (2010), in Ogbodo, (2018), see information as all kinds of information regarding any position, job or occupation provided only that the information is potentially useful to a person who is doing an occupation. This service

therefore is concerned with giving individuals information concerning occupations one needs to be aware and know about the opportunities and requirements of various occupations and especially of those that interest him most. Information of this sort does not come to one in the ordinary course of school work, nor from other out-of-school experiences are rather definite provisions made for such information to be obtained from as part of secondary schools' responsibility. Counsellors must visit class to give such information to students. Counsellors also must gather career information and disseminate to students through the guidance classes or on the notice board so that the children will inculcate the habit of reading the career information weekly. (Ogbodo, 2018).

Self-Inventory Service

In this type of service, the individuals obtain needed information pertaining to their own abilities, aptitudes, limitations and personality traits. Students must know their personal assets and liabilities. In choosing a career wisely, the student must know the opportunities and requirements of particular occupations, also what they have to bring to any occupation that they may choose. Some of the students are good in both sciences and arts and may fall victim to career choice problem. The counsellors must know the different vocational inventories that will help them identify the students' high ability interest. (Nwadinobi, Umezulike, et'al (2013).

Personal Data Collecting Service/Appraisal

Appraisal service is concerned with the collection of objective data about the client. The data so collected are collated, analysed, interpreted and used to understand the client. Mode of collection is by use of test such as subjective and objective tests, psychological tests and other standardized tests, case studies, anecdotal records, rating scales, reports by parents, social workers, peers and teachers. Data can also be collected through non-tests devices such as observation and interviews. The instrument used in collecting data depends on the nature of the behaviour being evaluated. Ekennia, (1998), in Tor-Anyiin, (2019), sees appraisal service as a systematic way of collecting, storing and utilizing information such as would help learners in their educational endeavour. This service is to provide the basis for the counselling service that will follow. It is very important that the counsellor should know the characteristics of the individual concerning the choice of avocation he or she desires. This requires the brining together of many kinds of personal data concerning the individual in convenient form for use by the counsellor. Every counsellor must have the cumulative folder of every student in the school. Background information about the student's family that will indicate some factors affecting the students' choice of career will be there, -, such as the father's or mother's occupation, socio-economic background, location etc. may be the influencing factors

making the child to choose an occupation that he has no interest or ability for (Ugwuadu, 2017).

Counselling Service

Counselling is a process by which students are assisted to be able to help themselves and at the same time acquire the ability to solve their own problems. Counselling service is concentrated with helping the individual to weigh and evaluate his personal assets and liabilities in relation to the opportunities and requirements of occupation that interest him and to make plans that are based on resulting decision. It involves knowledge on the part of the counsellor both of the individual assets and liabilities and of possible causes of action made open to him. Series of interviews between the counsellor and the individual being counselled are involved in which sincere efforts are made to get facts that will determine decisions and plans. Counselling may be done on individual basis or groups of five to six students with similar problems. (Ogbodo, 2012)

Vocational Preparatory Service

The assumption in this service is that a choice of occupation has been reached, at least tentatively. The problem confronting the individual is that of making such preparations of a desirable occupation either before or after entering full time upon such occupational choice. (Ugwuadu, 2017).

Placement or Employment Service

Nwachukwu in Ekennia (1998), cited in Sambo, (2019), sees placement as all the activities involved in assisting a client to enter and adjust in the next stage of life development. Placement also refers to helping the students obtain part time or full-time employment. It also includes giving the students work experience and placing him or her in an appropriate vocational training institution (Iwuama, 1991), in Tor-Anyiin, (2019). Assistance is finding a suitable place to start work after a wisely chosen occupation. It is the function of this service to aid the individual who has chosen his vocation and main preparation to get a good start by entering that vocation advantageously.

Follow up or Adjustment Service

Adjustment refers to an attempt to fit well into any condition one finds himself/herself. In other words, making the present condition or state acceptable to oneself so as to achieving happiness. Egbule, (2005), in Ogbodo, (2018), explains the situation of submitting that when we see people eating, drinking, resting, striving for social approval, seeking affection, trying to achieve mastering of a vocation, as well as the determination to attain independence that they are making meaningful adjustment. Adjustment is the opposite of maladjustment which is an

individual's inability to adapt to his situations and his environment which may lead to ineffectiveness. This service is concerned with aiding the individual to take necessary readjustment after entering upon his vocation. At times, an 'individual may have chosen his vocation unwisely, starts work under favourable conditions, or he/she finds' it necessary to work for a time at an unsuitable occupation for a number of months or years. Assistance may be needed in making a new choice of vocation or of place of work or in making the best use of a period of temporary unsuitable employment or complete unemployment. Such an individual may need help in seeing the opportunities that lie ahead, planning the further preparation needed and adapting his personality for the new environment or working life. Whatever assistance needed in such matters is known as follow up or adjustment service.

Research Service

Research service majorly is on occupation research, that is, the gathering and keeping up-to-date information concerning opportunities and requirements of local occupations. It also involves evaluating the techniques and methods used in the other services. It is concerned with knowing the effectiveness of other services in the programme. It is in this service also that the counsellor gathers all available occupations in the community and country and makes them available to students. The counsellor does this with the help and collaboration of the Federal and State Ministries of employment, labour and productivity, information and education.

Self-Assessment Exercise 1

- i. Discuss three essential services in vocational guidance.
- ii. Discuss research services in vocational guidance.

4.4 Summary

This unit focuses on the available services on vocational guidance such as counselling service, placement or employment service, Research service, vocational preparatory and among others.

4.5 References/Further Readings/Web Resources

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4.6 Possible Answers to Self-Assessment Exercise(s)

1. Discuss three essential services in vocational guidance.

Answer:

- i. **Vocational Information Service;** Information service is rendered to students or individuals to help them have a sound knowledge of vocational opportunities. Beneficiaries of such services are equipped to make informed and realistic decisions about their lives and be able to manage their future well. This type of service offers valid, is able and relevant fact about jobs, duties performed, occupation, requirements for entrance, remunerations or rewards, method of advancement on the job that would help career planning and choice making.
- ii. **Self-Inventory Service:** In this type of service, the individuals obtain needed information pertaining to their own abilities, aptitudes, limitations and personality traits. Students must know their personal assets and liabilities.
- iii. **Personal Data Collecting Service/Appraisal:** Appraisal service is concerned with the collection of objective data about the client. The data so collected are collated, analysed, interpreted and used to understand the client. Mode of collection is by use of test such as subjective and objective tests, psychological tests and other standardized tests, case studies, anecdotal records, rating scales, reports by parents, social workers, peers and teachers.

2. Discuss research services in vocational guidance.

Answer:

Research Service: Research service majorly is on occupation research, that is, the gathering and keeping up-to-date information concerning opportunities and requirements of local occupations. It also involves evaluating the techniques and methods used in the other services. It is concerned with knowing the effectiveness of other services in the programme. It is in this service also that the counsellor gathers all available occupations in the community and country and makes them available to students. The counsellor does this with the help and collaboration of the Federal and State Ministries of employment, labour and productivity, information and education.

Unit 5 Ethical and Legal Issues in Counselling Profession

Unit Structures

- 5.1 Introduction
- 5.2 Intended Learning Outcomes
- 5.3 Ethical and Legal Issues in Counselling Practice Profession
 - 5.3.1 Legal Requirement and Consideration in Counselling Profession
- 5.4 Summary
- 5.5 References/Further Readings/Web Resources
- 5.6 Possible Answers to Self-Assessment Exercise(s)

5.1 Introduction

Each profession as of necessity must be responsive to certain ethical and legal consideration both to its practitioners, consumers and the general public. As a counsellor practicing, you are playing a leadership role. You are helping, coaching and influencing someone else to reach a better state, you are a helper. Therefore, ethics closely aligned with integrity should guide your profession conduct. Ethics has a strong impact on everything we are involved in as counsellor (Okobiah, 2006, in Ogbodo, 2018).

5.2 Intended Learning Outcomes

By the end of this unit, you will be able to:

- explain the concept of Ethical and legal issues in counselling practice profession
- discuss five ethical issues in counselling profession
- comment on the legal issues of clients right, a social-moral behaviour in counselling profession such as:
 - honesty
 - confidentiality
 - clients Right
 - responsibility
 - stable personality concept.

5.3 Ethical and Legal Issues in Counselling Practice Profession

Ethical Responsibility

Counsellors have high ethical responsibilities and obligations to their clients and the general public. Such ethical responsibilities and obligations are often not dear as counsellors may work as school counsellors, students and programme advisors, lecturers, community psychologists, private practitioners or be members of disciplinary bodies. Different work environments may have certain work ethics whose values may run counter to the values of the counselling profession. In such a conflicting situation, what should the counsellor do? However, a guide to observing ethical responsibilities is that no matter where they find themselves, counsellors should always operate in such a way as to maintain, high professional standards which enhance the image of the profession and its practitioners. He should by no means do anything which will bring the profession to ridicule. (Halgin and Whit Bourne, 2000; Kocher, 1994), in Ogbodo, (2018), The American Personnel and Guidance Association (APGA) in conjunction with the American Psychological Association have developed certain ethical guidelines for American counsellors which are generally applicable to counsellors all over the world, (George, and Cristiani, 1981; Makinde, 1988), cited in Okobiah, and Okorodudu, (2016).

Some of these guidelines include:

Client's Right

The counsellor at all times should respect the rights of the client. He should not do anything to coerce, threaten or trample upon the rights of the client. The client is with inalienable rights just as the counsellor. The fact that he has a problem and has approached a counsellor does not diminish his dignity and worth as a person. As a client, he is a consumer, and as economists contend, the consumer is a king and therefore need special treatment and consideration. As a way of ensuring client's rights the counsellor should put himself in the place of the client and have this rule at the back of his mind: Do unto the client what you would want to be done unto you. In fact, this rule is the underlying ethical principle for all counsellors, (Kocher and Keith - Spiegel 1998; Makinde 1988; Ipaye 1983, cited in Okobiah, and Okorodudu, 2016)

Confidentiality

This is one of the most important ethical guidelines. Several authorities including APGA view confidentiality as the bottom line of counsellors' ethical and legal responsibilities to the profession (Smith - Bell and Winslade, 1994), in Iwuama, (2015). Confidentiality refers to the condition of the counsellor keeping all transactions between them and their clients secret. Schneider's, (1963), Halgin & Whit Bourne, (2000),

in Echebe, (2015), refers to information revealed during counselling as "entrusted secret" and should be strictly kept secret. This is to protect the client from injury and also to protect the integrity of the counsellor. Any -counsellor that carelessly reveals such entrusted secret is not adhering to this most basic of ethical guidelines and not respecting the rights of the client. However, according to Schneider's, (1963), Brant, (1998), and Makinde, (1988), cited in Okobiah, & Okorodudu, (2016), confidentiality is not always absolute.

There are situations when entrusted secrets may be revealed:

- If the secret is not valid.
- If there is danger to the community or to someone.
- If it is to the common welfare of the community.
- If the client gives consent.
- If the secret is common knowledge or there is a publication of the secret.
- If the information is harmless.
- If such information will enhance the practice of the counselling profession and research.
- If the court demands it in a legal suit (Smilit -Bell and Wins lade 1994, cited in Okobiah, and Okorodudu, 2016).

However, care must be taken if any information is to be revealed.

Client's Welfare

The counsellor should always ensure the welfare of the client. It is usually not proper to deliberately exploit a client financially. Where no fees are charged such as school counselling, the counsellor should not exploit the students as much as using them to do certain household chores or errands. One way of ensuring client welfare is to counselling where the client so demands or where counsellor notices that the client is disinterested and is benefitting from the therapy. Or the client's problems beyond his expertise. (Turkheirner & Parry, 1994, 1998; Ipaye 1983) in Okobiah and Okorodudu, (2016).

Socio-Moral Behaviour

The counsellor should at all times adhere to professional conduct. He should not exploit the sexually or unjustly and without the client's consent him or her for research. The counsellor should use his or her position to unduly influence a client vote for a particular candidate in an election. Hereby rude or coercive to the client. He should not discriminate against client on point of sex, race, tribe, or age. Moreover, it is against professional ethics to downgrade a fellow counsellor or steal his clients. (Brant, 1998; George and Cristiani, 1981; Makinde, 1988; Iwuama, 1991), in Okobiah, and Okorodudu, (2016).

Honesty and Responsibility

A counsellor should at all times be honest. Honesty is being truth to oneself (Reaves and Reaves, 1965), in Ogbodo, (2018). If a case is beyond a counsellor, it is proper to inform the client and refer him to a more experienced one. Apart from being honest, a counsellor should act responsibly. Thus, he should own up and take responsibility for acts, decisions or omissions committed by him. He should not pass the buck to the client or some other person (George and Cristiani, 1981; Krumboltz, 1965, Okobiah and Okorodudu, 2016).

Self-assessment Exercise 1

Discuss clients' right and highlight on counsellor's honesty and responsibilities.

5.3.1 Legal Requirements and Considerations in Counselling Profession

By law, a counsellor should have the necessary and required qualification to practice as a professional counsellor and teach counselling psychology in higher institutions. A bachelor's degree in counselling is the minimum requirement for school counsellors in Nigeria. However, the trend is to obtain an additional Master's degree in counselling to be able to practice without being under any supervisor. In fact, with the master's degree in guidance and counselling the individual is fully qualified as a counsellor. In addition, membership of the Counselling Association of Nigeria or (CASSON) any of the psychological -associations is an advantage. Professional counsellor outside the schools is gradually developing in Nigeria.

The law is not very rigid in enforcing professionalism in Counselling. However, CASSON will not accept individuals who do not have qualifications in counselling, as psychology or education. To practice, CASSON has its codes and rules. Some of these codes & rules which are spelt out in the constitution. However, where necessary and according to the laws of the land, the law is supreme and overrides the professional codes and rules of the CASSON constitution. What this means is that the CASSON constitution cannot negate the constitution of the Federal Republic of Nigeria where there are conflicts of interest. Counsellors should therefore, in addition to the ethics of the profession and its associations should be mindful of the laws of the land. CASSON should, as a matter of principle, strive to alleviate the counselling profession to that of law, medicine, architecture etc. and solicit to attract special remunerations commensurate with the nature of the profession.

This is because the social and psychological health of the citizenry is very important in the life of nation.

The counsellor also has certain ethical responsibilities to the general public. At no time should the counsellor cheat the public, or give false information to them. In dealing with the public, the counsellor should not accept responsibilities that are beyond their ability and competence and that counsellors should protect the public from the activities of quacks (Brant 1998; Kocher, 1998) Ipa, 1983; Mal 'cinde, 1988; Iwuama, 1991), in Okobiah, and Okorodudu, (2016),

One other area of ethical responsibility of the counsellor that which has to do with administration of tests on clients, and appraisal of such test results. It is not professional a counsellor to administer a test that has no validity and reliability He should ensure that whatever test a client is exposed to is valid and reliable. The counsellor should brief the client on the nature of the test, and the mode of administration. The result of such tests should be interpreted by a test specialist. The result should be taken with probability, that is, it must be given some allowance for error (Brant, 1998), in Tor-Anyiin, (2019). When a standardized test is to be administered, it should not be modified for any reason. The interpretation of the results of such tests must be made meaningful to the client. While the counsellor is administering the test on the client, derogatory language could not be used. For example, you cannot judge the client's I.Q and tell him that his I.Q is low, or that his savour is below expectation or abnormal. This can put the client off, and may affect the result of the test (Kocher, 1998, Cited in Okobiah, and Okorodudu, 2016)

It may be necessary for the counsellor to publish the results of his outcomes of his results. When this becomes necessary, the counsellor should follow certain ethics on research and publications. In such publications, the researcher should respect the integrity and worth of his client. But the counsellor, and all other persons involved for the eventual publication should be responsible for whatever is published. Whatever publication that is made must be genuine results got from seriously carried out research. If counsellor consulted the works of other authors in the course of his work, he should acknowledge such authors in his reference section of the publication, thus avoiding the temptation of plagiarizing other person's works (Kocher, 1998; Brank, 1998), in Tor-Anyiin, (2016).

Sometimes a counsellor may want to set-up a consulting centre, for a private practice. Counselling ethics demand that the counsellor should possess relevant qualifications, expertise knowledge and relevant skills required for carrying out such duties. He must have undergone relevant

training approved by the governing body of his profession. Here it is expected that the counsellor helps clients to take decisions, and not take decisions far the client. The consultant counsellor should not sacrifice ethics for commercial gains. Whatever tasks the counsellor wants the client to do must be after an agreement with the client, and goals that the counsellor has in mind to achieve at the end of the counselling sessions must be made known to the client from the onset. If the consultant is under an employment, he should not use the facilities of his employer' to carry out his private work (George and Cristiani, 1981; Kocher, 1998; Iwuama, 1991, Okobiah and Okorodudu, 2016).

Self-Assessment Exercise 2

Explain the ethical responsibilities of a counsellor in vocational guidance.

5.4 Summary

We have examined the ethical and legal issues in counselling professional practicing. In particular, the unit focus on ethical Responsibility, confidentiality, socio-moral behaviour, honesty and responsibility, client is right, welfare and legal requirements and consideration all was discussed and highlighted

Self-Assessment Exercises

1. Briefly highlight the confidentiality guiding the counsellors in their profession.
2. Mention five situation where entrusted secrets may be review in counselling.

5.5 References/Further Readings/Web Resources

Echebe, P. I. (2019). *Theory of Vocational Guidance for Students*. Port Harcourt: University of Port Harcourt Press.

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5.6 Possible Answers to Self-Assessment Exercise(s)

1. Discuss clients' right and highlight on counsellor's honesty and responsibilities.

Answer:

Client's Right: The counsellor at all times should respect the rights of the client. He should not do anything to coerce, threaten trample upon the rights of the client. The client is with inalienable rights just as the counsellor. The fact that he has a problem and has approached a counsellor does not diminish his dignity and worth as a person. As a client, he is a consumer, and as economists contend, the consumer is a king and therefore need special treatment and consideration. As a way of ensuring client's rights the counsellor should put himself in the place of the client and have this rule at the back of his mind: Do unto the client what you would want to be done unto you in fact, this rule is the underlying ethical principle for all counsellors, (Kocher and Keith - Spiegel 1998; Makinde 1988; Ipaye 1983, cited in Okobiah, and Okorodudu, 2016).

Honesty and Responsibility: A counsellor should at all times be honest. Honesty is being truth to oneself (Reaves and Reaves, 1965), in Ogbodo, (2018). If a case is beyond a counsellor, it is proper to inform the client and refer him to a more experienced one. Apart from being honest, a counsellor should act responsibly. Thus, he should own up and take responsibility for acts, decisions or omissions committed by him. He should not pass the buck to the client or some other person (George and Cristiani, 1981; Krumboltz, 1965, Okobiah and Okorodudu, 2016).

2. Briefly highlight the confidentiality guiding the counsellors in their profession.

Answer:

Confidentiality: This is one of the most important ethical guidelines. Several authorities including APGA view confidentiality as the bottom line of counsellors' ethical and legal responsibilities to the profession (Smith - Bell and Wins lade, 1994), in Iwuama, (2015). Confidentiality refers to the condition of the counsellor keeping all transactions between them and their client's secret. Schneider's, (1963), Halgin & Whit Bourne, (2000), in Echebe, (2015), refers to information revealed during counselling as "entrusted secret" and should be strictly kept secret. This is to protect the client from injury and also to protect the integrity of the counsellor. Any -counsellor that carelessly reveals such entrusted secret is not adhering to this most basic of ethical guidelines and not respecting the rights of the client.

3. Mention five situations where entrusted secrets may be reviewed in counselling.

Answer:

There are some situations when entrusted secrets may be revealed:

- i. If the secret is not valid.
- ii. If there is danger to the community or to someone.
- iii. If it is to the common welfare of the community.
- iv. If the client gives consent.
- v. If the secret is common knowledge or there is a publication of the secret.