



FOSTERING



Innovative Career Thinking with Parents & Students in Pakistan

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Professional Career
Reforms in Pakistan



TALKING POINTS

1.

Youth Development in Pakistan

2.

Innovative Practice

3.

Key Findings

4.

Way Forward

5.

Conclusion

YOUTH DEVELOPMENT IN PAKISTAN

NEEDS

- ⑩ 60% Youth require a support mechanism that identifies, nurtures their hidden potential at schools, colleges
 - Bridging the gap between parents and children career expectations
 - Teachers, Parents & Careers Practitioners act as a catalyst of **hope** to change in youth behaviors and careers

CHALLENGES

- ⑩ Lack of career direction, over-whelmed and **under-utilized** yet **talented** youth work-force
 - Shortage of properly trained and qualified career practitioners and vocational guides
 - Financial constraints to sustain career reform initiatives

INNOVATIVE PARENTAL CAREER GUIDANCE PRACTICE



Aim of Practice



Method

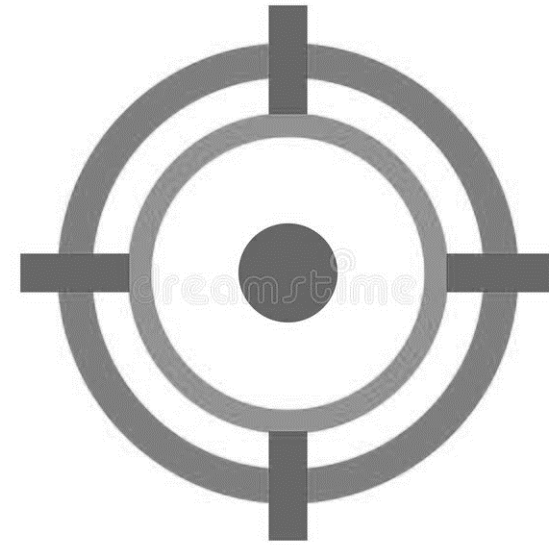


Results



Conclusion

AIM OF PRACTICE



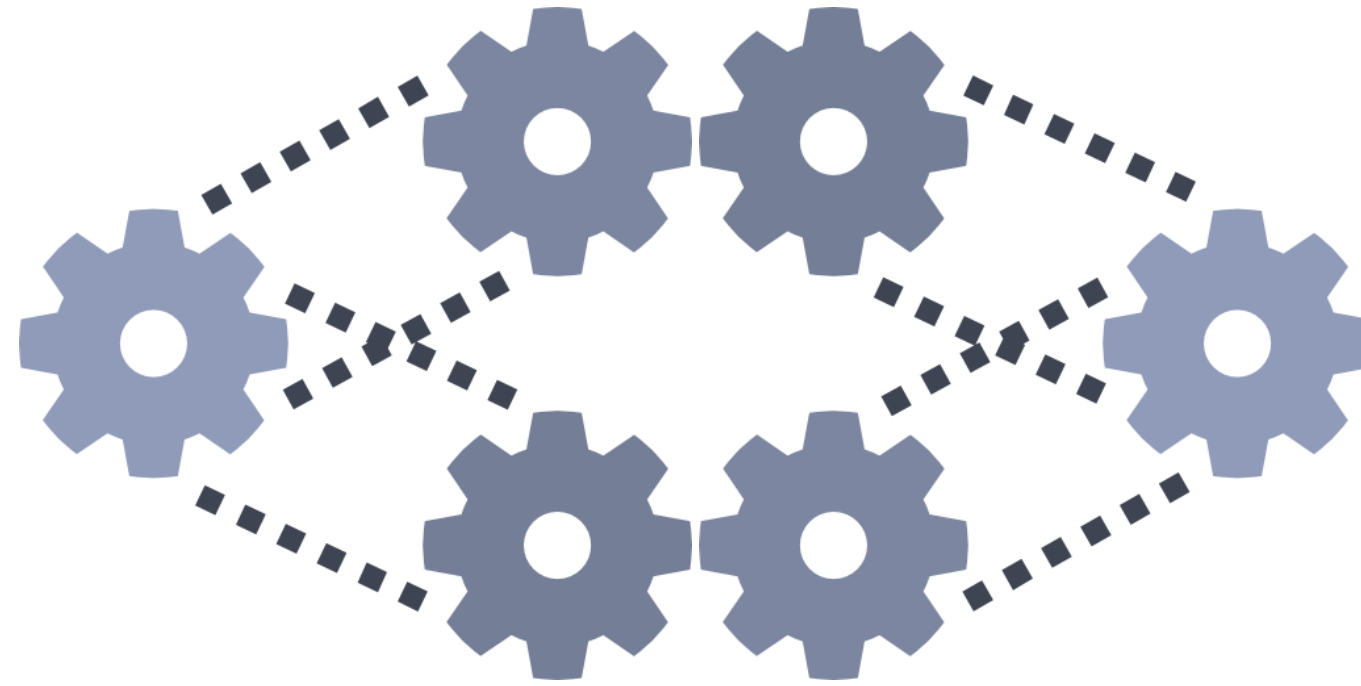
- Parents / Family relationships have been considered influencing for children's school/career development. The Life Design paradigm (Savickas et al 2009) places particular emphasis on parent's role, given that career construction is considered the results not only of intra-personal processes, but also of contextually built and shared intra-family and social processes.

CONTEMPORARY RESEARCH ON FAMILY FACTORS OF CAREER CHOICE- SUMMARY

FOR YOUNG PEOPLE PARENTS

- Are the key “driving force” for career development (Palmer and Cochran, 1988, Kush and Cochran, 1993)
- Help in exploration of its paths (Felsman and Blustein, 1999; Kracke, 1997)
- Shape career aspirations (Rainey and Borders, 1997)
- Support engagement in performing future work (Blustein, Walbridge, Friedlander & Palladino-1991)
- Shape the feeling of efficiency in the profession (O'Brien, 1996)
- Are the source of attitudes towards work (Wall, Covell, & MacIntyre, 1999)
- Promote readiness to take up job-related tasks (Young, Valach and Collin, 1996; Young, Valach, Ball, Paseluikho, Wong, DeVries, McLean, Turkel, 2001; Young, Valach and Domene, 2005; Young, Marschal, Domene, Graham, Logan, Zaidman-Zait, Mart, Lee, 2008)

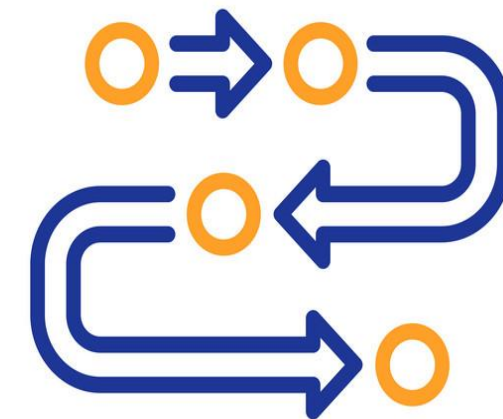
METHOD



- 300 parents and their children attending middle school and high school from a vulnerable community public school are involved.
- Both were asked to fill a career selection questionnaire standardized for the Pakistani / Asian context.
- Exploring and Selecting careers for parents and children conducted by the career practitioner and concluding with a feedback form given to both.

METHODOLOGY

- The focus of the pilot parental guidance practice is on parents whose son/daughters are currently studying in 8th - 11th grade at public and private schools and colleges in Pakistan.
- The practice is aimed at educating parents about diverse career fields commonly known in the country and also enlightening them about emerging career fields which will have bright future career prospects.
- The practice provides career awareness to parents and their children about the significance of career fields and how right selection influences career transformation for youth, families and inclusive communities as well.



CAREER GUIDANCE-PERSPECTIVES

PARENTS' PERSPECTIVES

- “Career field which provides job security”
- “Traditional Career fields are safer”
- “Financial implication to invest in degree program”
- “Traditional Family values- Collectivism”
- “We want to re-live careers through our children’s abilities”

STUDENTS' PERSPECTIVES

- Career field which provides rapid growth to work in a leading Multinational Company”
- “Willing to explore emerging career fields for career success”
- “Going abroad for higher education”
- “Entrepreneurship-Individualism”
- “Freedom to choose career as per interest and ability”

FEEDBACK

“I am so glad that my parents attended the parental career guidance workshop it is easier for them now to support me in my career pursuits” Ali – Student of Class 9



“I can now pursue my field of study, I am happy that my parents finally encouraged me to pursue a career that caters to strengths and not my weakness. Thank you” Asim – Student of Class 10

IMPLICATIONS OF PRACTICE

EDUCATIONAL INSTITUTIONS

- By engaging parents at an early time of the students careers, success stories will increase of the respective educational institution and admissions in higher education due to timely and strategic career guidance provided to the stake-holder.

EDUCATIONAL LEADERS/ GOVERNMENT

- Source for socio-economic think-tank to re-strategize educational policy in developing regions.

POTENTIAL EMPLOYERS

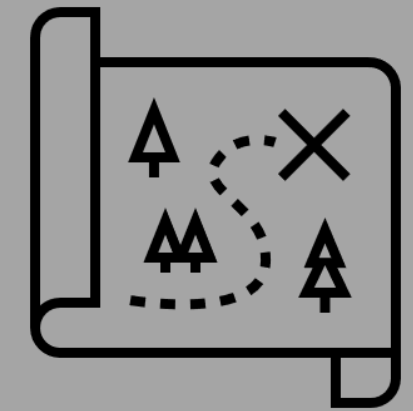
- Study findings show imparting parental career guidance will result in employers receiving optimistic graduates that will result in having an engaged work-force.



LIMITATIONS OF PRACTICE

- The practice was conducted in few public educational institutions. The researchers recommend that the practice to be extended to more educational institutions including private schools and spread the innovative parental career guidance program to other developing and under-developed regions of the world.

KEY FINDINGS



- To strengthen and sustain the supply side by initiating and facilitating on-going institutionalized parental career guidance workshops at educational institutions especially middle and secondary schools.
- To improve the demand side by supporting youth through continued dialogue between educational institution, parents and children especially at schools in making informed career decisions.
- Introduce **Student and Parental Career Guidance Association** at schools to inform and update parents and students about activities in the field of career guidance.

RESULTS



The practice is in process so far the parent's and children's workshops have witnessed a positive change in parent's career awareness, and they are more informed about career fields.



Parent's behaviors are gradually becoming more receptive towards advocating their children in career education as per their interest, aptitude and temperament.

WAY FORWARD



- Parental career guidance programs modifies the mindset of the parent from ignoring youth to engaging youth towards positive career transformation. It diminishes low self-esteem in children and makes them self-confident.
- Creating and strengthening collaborations with international and national bodies to advocate the Parental Career Guidance ground-breaking practice.
- Advocacy at national and global bodies of institutional excellence to initiate “Parental Guidance Career Counseling Day”.

WAY FORWARD



- Parental Guidance Workshops are an integrative, evidenced-based approach to conceptualizing, assessing and building careers that can be used across cultures across the globe.



CONCLUSION

- Win / Win situation for keen stakeholders: students, parents, educators, practitioners, employers, institution
- Building bridges and seeking collaboration of parental career guidance with educational institutions to initiate on-going parental career guidance dialogues.
- Establish a Parental Career Guidance Association on-line consisting of like-minded thinkers, educators, practitioners, youth, employers on Facebook/ LinkedIn.
- Instilling hope in parents and youth contributes to social justice for a safer global and national harmony

INVEST IN PARENTAL CAREER GUIDANCE

OPPORTUNITY FOR COLLOBORATIONS

1) International Development

2) Educational Institutions, Foundations

3) Ministry of Education, Youth, Labor

4) Corporate Sector-CSR

5) Business Philanthropists

**ENLIGHTENING
PARENTS, CHILDREN
WE CAN MAKE IT
HAPPEN
GLOBALLY😊**



CONTRIBUTING TO UN SUSTAINABLE DEVELOPMENT GOALS: 4, 8, 10, 16



- Parental Career Guidance practice was published in OECD Publications
- Raza, selected for United Nations President of the General Assembly's High-level Meeting on Peacebuilding and Sustaining Peace
- Selected for UNESCO's Flagship Entrepreneurship Education Annual meeting for three years



Q & A | FEEDBACK

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SCHEDULE A CAREER CONVERSATION

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*Thank
you*

