

Chapter 10

Applications of the Indigenous and Modern Career Counselling in Education

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ABSTRACT

The career development field is continually growing and changing to reflect the current career realities of individuals, changes in society, and in the world of work. The main aim of this chapter is to explore the relationship between modern and indigenous career counselling. The relatively under-researched indigenous career counselling approach can be blended with modern career counselling to help students handle their challenges specifically related to career choice. This strategy provides an interpretive tool trying to create a third space or bridging areas between the indigenous and modern career counselling approaches within the Tanzanian context. The study revealed that some school counsellors employ both indigenous and modern counselling to address career challenges among the secondary school students. The blending of indigenous and modern career counselling creates a balanced guidance and counselling service which relates students to the careers that are relevant to their context which promotes the development of community-based careers.

INTRODUCTION

Counselling is described as an interactional relationship designed to facilitate the personal development of information leading to effective decision-making and awareness of the self (Okoye, 2010; Egbo, 2013). There are many different career counselling strategies and career theories that have contributed to the current understandings of career counselling. In this chapter we will discuss the issue of career choice and how it is addressed by modern and indigenous counselling theories. The focus of the chapter is the relation between modern and indigenous (native) career counselling. The modern and indigenous career

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counselling promotes the intervention, which seeks to impart career skills and knowledge to students in order to bridge the gap between educational preparation and career aspirations. Therefore, career guidance and counselling is the process of helping individuals to choose an occupation, prepare for it, enter it, and progress in it (Biswalo, 1996). In this study career guidance and counselling is the process of assisting students to become knowledgeable to choose, and prepare for an occupation that is relevant to their contexts and compatible with their interests and ability.

Indigenous and modern career guidance and counselling services seek to help students either as individuals or in groups in order to make meaningful educational and career choices and decisions. Harris-Bowlsbey (2003) argues that students should be guided to select a career, which is available in their communities. He further comments that in providing career guidance at secondary school level, the counsellor should try to help students and their parents to make long-range plans of study so that they may prepare well for their envisaged career. Therefore, this chapter seeks to explore how the modern and indigenous career guidance and counselling address the issue of career choice in the selected secondary schools in Kilimanjaro region. We will start by presenting indigenous and modern career guidance and counselling theories, followed by the research methodology, the background information of the topic and finally we will use both indigenous and modern career counselling approaches to analyze the data.

BACKGROUND

There are many career theories that may be helpful in providing a framework for career counselling. Over the past hundred years, a range of theories has underpinned, and continues to inform, the practice of career counselors and current understandings of career counselling. See for instance, Brown and Brooks (1991), Herr and Cramer (1996), and Patton & McMahon (1999). Patton and McMahon highlight the importance of society and the environment along with individual differences such as gender, values, sexual orientation, ability, disability, interests, skills, age, world-of-work knowledge, physical attributes, aptitudes, ethnicity, self-concept, personality, beliefs, and health (p. 157). They discuss the interaction of the individual with the social system including educational institutions, peers, family, media, community groups, and the workplace (p. 159). These interact with the environmental social system that includes geographical location, political decisions, historical trends, globalization, socio-economic status, and the employment market (p. 160).

Patton and McMahon's (1999) ideas provide one example of a career framework that can be used to explain the career development process to students, as well as explaining the place of various career theories (i.e. trait and factor, developmental, social learning, etc.) and their relationships to each other. Counsellors are encouraged to learn about other career frameworks/ theories and to utilize the ideas that are most relevant to their own cultures. Below we explain the modern career counselling and indigenous career counselling theories.

Indigenous Career Guidance and Counselling Theory

Indigenous career guidance and counselling is based on practical methods of introducing students to various career training. It helps them to acquire training of different occupations in the society. In indigenous career guidance and counselling system, young people are prepared for their future economic role in the community. The career skills and knowledge, which relate to the community, are acquired through

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