

YOUNG PEOPLE'S PROFESSIONAL CHOICE OF AN OCCUPATION – SOME GOOD PRACTICES FROM THE U.K.

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Young people nowadays are a part of a quickly developing ever changing society, which is described by terms of competitiveness, competences, professionalism, good communication, tolerance, responsibility, mobility, motivation to study, develop and work transience in relations, attitudes, points of view on life, way of life, a high level of consumption, usage of disposable goods, high demands and market economy. When young, one has to choose his/her future occupation/s or become a good professional. Nowadays any young person should be ready to change one's profession/occupation, as it is to have a few hobbies, even turn one's hobby into a profession. Lifelong learning offers certain opportunities for people to acquire a new competence, profession or meet the requirements for a new occupation or position via studying and acquiring new qualifications. Young people's professional choice is predominantly based on personal decision making and the ensuing way / plan to achieve it: education, or practical training. Education in Europe and all over the world is a fast developing, demanding and constantly changing, upgrading system due to the fact that it is related to the labor market and competitiveness. Education is to prepare the young people for the professions/occupations society requires at a certain moment which constantly changes and so the labor market is the final element, the top of the educational objectives and the backbone of economy and society.

Anyone's personal decision taking is supported either by family and friends or by a career advisor, or both. If the family runs a kind of business or services , for example a Dental Clinic, a Restaurant or a Pub, a Dry Cleaner's or a Law Firm , at least one of the children in the family is expected to "inherit" the family business and in sometimes –all the children do. But no one can foretell whether they will be successful or not , whether their professional choice will make them happy while

fulfilling their functional duties .There is a psychological theory which suggests that if a person inherits a family run business the prospect of success for him/her is greater than usual as he/she inherits all the features of character, genes, upbringing necessary for that running of the family business since childhood but there is no research carried out in this field so far, to convince us what is the percentage of the successfully handed up business from one generation to another. Rober Brown from the UK had carried out a successful psychological research concerning licensed career advisors' studies and the company “ Apricot “ LTD, from Loughborough , the UK made a research in the field. I can address some of the outcomes of their research in this article I got acquainted with their work in 2013 in a human Resources Development project- Operational Programme, supported by the EU on the topic of “ the Self Awareness Working Styles“ as a representative of their partner from Bulgaria. The authors had investigated the emotions of the normal people in their working environment, studied their behaviour at the work-place, added challenging environments, at the visceral level...threat: fight or flight, translated the outcomes into both education and work environment. As people are different , “we have different goals, motivation, fears, working strengths and styles , contributions and values, ways we like to communicate, ways of thinking on new learning , skills and challenge and ways of perceiving our world” (“Apricot”LTD :2013) . We are all valid but different and “a complicated mix of working styles” (Robert Brown ; 2012) arranged in various ways with one leading factor of the four of them : Drivers(active) , Calculators(reflectors/passive) Influencers (Theory), Steadiers (Pragmatic). The company “Apricot” applies a psycho-metric test and defines what is everyone’s bias for career development while working with students and job seekers , they determine their skills –soft and hard skills , guide them to choosing a job /career they would do well, enjoy it and be happy, teach them how to develop their ability to describe their skills in applications and prepare for an interview . In their view ‘hard skills get you and interview but soft skills get you the job and keep it “(“Apricot” LTD workshop : September 2013) .Hard skills are what people learn at school and soft skills are that very special thing which accompany the person all his/her life –the way to

communicate , the facial expression , the glance , the way to predispose clients or make friends, the ways to manage anger, the observance of etiquette and hidden requirements, etc. After the psycho-metric test the career advisor issues one's personalized reports, candidate/student feedback, discusses one's entrepreneurial skills for job/career choices , and supports them in preparing the application for the job and for the interview for employment or self-employment , discusses the opportunities for starting one's own business , which proved to be successful; aids students in making student learning plans or staff development plans, offering a special communicative approach to new learning and skills. To determine the soft skills the employer needs in the job, the candidate is asked to fill in a short online questionnaire. Then the results are matched to the companies who need such employees. Such an approach tremendously aids the career development and makes young students plan better their career and future. It is really a good, innovative practice "Apricot " LTD from the U.K. can share with us. If we apply it we can solve some redundancy and unemployment problems , taking into consideration the differences between the labour market in the U.K. and in Bulgaria. However, there are differences in terminology between a professional/profession and occupation in English and in Bulgarian both words have the same meaning. A professional is a member of a profession, well-educated and trained, with the particular knowledge and skills necessary to perform the role of that profession who enjoy considerable work autonomy and who are commonly engaged in creative and intellectually challenging work.^{[1][2][3][4]} Most professionals are subject to strict codes of conduct enshrining rigorous ethical and moral obligations. Doctors in many Western countries take the Hippocratic Oath upon entering the profession, as a symbol of their commitment to upholding a number of ethical and moral standards. In narrow usage, not all expertise is considered a profession. Although sometimes referred to as professions, occupations such as skilled construction and maintenance work are more generally thought of as trades or crafts. The completion of an apprenticeship is generally associated with skilled labor or trades such as carpenters, electrician, mason, painter, plumber and other similar occupations. A related distinction would be

that a professional does mainly mental work, as opposed to engaging in physical work. What is the way to achieve professionalism or a good occupation? Education and training. Higher education, tertiary education is an optional final stage of formal learning which occurs after secondary education. In Bulgaria it means to continue your education further after finishing high (professional) school. Often delivered at universities, academies, colleges, seminaries, technology institutes, higher education is also available through certain college-level institutions, including vocational schools, trade schools, and other career colleges that award professional certifications or degrees. Tertiary education at non-degree level is sometimes referred to as continuing education. Completion of a tertiary education program of study generally results in the awarding of certificates, diplomas, or academic degrees. And the right of access to higher education is mentioned in a number of international human rights instruments. In many developed countries, a high proportion of the population (up to 50%), now enter higher education at some time in their lives. Higher education is therefore very important to national economies, both as a significant industry in its own right and as a source of trained and educated personnel for the rest of the economy. College educated workers command a significant wage premium and are much less likely to become unemployed than less educated workers. Higher education refers to institutions that offer Associate's degrees, Bachelor's degrees, Master's degrees, Education specialist (Ed.S.) degrees or Doctor of Philosophy (Ph.D.) degrees, or their equivalents. Entrance standards are reading, mathematics, and writing or other subject on the high school curriculum. Vocational: Higher vocational education and training combines teaching of both practical skills and theoretical expertise. Vocational educations are more colloquially known as trade schools and in Bulgaria are called Centers for Professional Education (CPE). Professional education offers a particularly intense integration with the world of work in all its aspects, including teaching, learning, research and governance. Its function is to diversify learning opportunities, enhance employability, offer qualifications and stimulate innovation, for the benefit of learners and society. This describes a distinct form of Higher Education that and at all levels of the overarching Qualifications Framework

of the European Higher Education Area. The intensity of integration with the world of work (which includes enterprise, civil society and the public sector) is manifested by a strong focus on application of learning. This approach involves combining phases of work and study, a concern for employability, cooperation with employers. Examples of providers of Professional Higher Education may include, Graduate Colleges of Architecture, Business, Journalism, Law, Library science, Pharmacy, Public Policy, Human Medicine, Professional Engineering, etc. A recent report revealed that by 2014, 84% of young people completed upper secondary education over their lifetimes, in high-income countries. Tertiary-educated individuals were earning twice as much as median workers. In contrast to historical trends in education, young women were more likely to complete upper secondary education than young men. Access to education was expanding and growth in the number of people receiving university education was rising sharply. By 2014, close to 40 percent of people aged 25–34, were being educated at university.[8]. Last but not least comes the fact that young people are offered a lot of new ways and good practices home ones and from abroad which can aid them in their professional choice and decision on choosing an occupation .They can use these innovations and plan their future career but in the root of their success what will stand forever is the achievement of proper education , competences, strong features of character and hard and soft skills –the things that gain everyone a proper well-paid employment that they will keep.

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