

Self-assessment of Career Development - Educational Perspective

Maria Kostadinova

University of Chemical Technology and Metallurgy, Bulgaria

Received 19 December 2019, Accepted 18 September 2020

ABSTRACT

With the development of the market economy and the faster spread of knowledge and skills, in the fierce competition, in order to obtain stability and better development, people are paying attention to design their personal development plans. Firstly in this essay a brief description of personal development plan is presented. Following this, a critical analysis how the usage of personal development plans influences the individual growth through knowledge and skills acquisition is discussed. Finally, a good and effective employ development plan is proposed.

Keywords: self-assessment, continuing education, continuing competency, career development, career path.

INTRODUCTION

The factors for the quality of the workforce at national and regional level are determined by: number, age structure and population growth; migration processes; the level of pay for employees; education and professional qualification of the workforce. Consequently, the European Council conclusions of 2000 adopted European framework defining the new basic skills to be acquired through lifelong learning: entrepreneurship and social skills, and career guidance is increasingly linked to the principle of individualization training.

The modernization and the employability are at the heart of higher education reform

strategies in an European context. As part of the European Jobs and Growth Strategy, today the focus is on the characteristics of higher education graduates, improving the quality of teaching and maximizing the contribution of higher education to help the EU economy.

Career development skills - a center for the modernization of educational programs

Since the beginning of 21st century, the issue of “career management skills” has been considered a priority in the implementation of lifelong learning strategies. It is needed to respond to the dynamics of business and technology development and to change the content of activity in all professions and to build

*Correspondence to: Maria Kostadinova, University of Chemical Technology and Metallurgy, 8 Kliment Ohridski, 1756 Sofia, Bulgaria, E-mail: maria.kostadinova@gmail.com

a knowledge-based economy. The European Key Competency Framework makes a significant contribution to the policies of each university in the following learning and teaching-oriented learning outcomes.

In the field of professional education, the formation of generic skills and competences takes on an increasingly important share. In order to design the educational process towards the development of individual career planning and career development skills, it is necessary to redefine the basic concepts of training.

The basis for such a change is the knowledge of the specific attitudes and motives of the students for professional development and their willingness to assume responsibility for career management. In this direction, a number of studies [1, 2] identify the field of development of individual generic skills in the system of specialists' competence. For engineering training, the first driver is the so-called vertical mobility. The pursuit of development at higher levels of qualifications and degrees is a key factor for the creation of qualified professionals for management professions.

That is why knowing the attitudes of career development at the center of research to support the design of strategies and method of training is focused on the development of career management skills.

Personal development plan is a structured planning by which an individual can carry out their own development to meet their own goals. Generally speaking, the personal development plans are the kind of action plans that people should make if they want to increase their qualification. In a personal development plan, there are people's specific aspirations regarding their personal development. If people want to do better in their lives, the personal development plans is essential. A good personal development plan will give an individual a specific action plan and provide concrete personal goals that the individual wish to achieve or attain, and will

also guide how an individual can achieve the goals.

Choosing a carrier is one of the key moments in life and affects both the individual person and the society in the face of different institutions. In Bulgaria, widely discussed imbalance of young people in vocational education (secondary school and high school) and the consequences for individual careers path on one hand and business development are widely discussed. An interesting contingent of future professionals is the students who choose an engineering specialty after a certain accumulation period of professional experience - trainees in part-time education at the university. Studying their attitudes and orientation this can provide an useful feedback on the educational practice.

Survey

At the University of Chemical Technology and Metallurgy, a Career Development research [3 - 9] was conducted to identify different aspects of the career choice process, including satisfaction of realization, availability of support for individual orientation, career view and development, including the academic education. For this purpose, a questionnaire structured in six parts, containing related questions of closed type with scaled answers, was developed. There are 45 students, in the fourth training course, part-time education. The survey was conducted in 2017/2018.

In the section „Career path“ are registered the students' self-assessments, their goals and a career development plan, as well as the drive for the realization.

On Fig. 1 is demonstrated that 77 % of the students have a clear idea for their development and follow their career path. Fig. 2 shows that the students are flexible and adaptable as well as they are adequate to the modern life.

The young educated people today are purposeful, with a clear idea of what they can and how to achieve it. They are aware that their clear

My current work is part of my career plan.

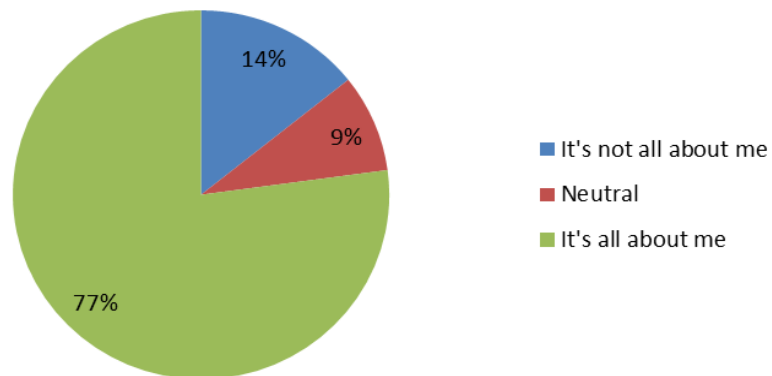


Fig. 1. The current work as a part of the career plan.

If what I planned did not happen, it does not deny me, but I make the necessary conclusions and make the necessary adjustments to my plan for professional realization.

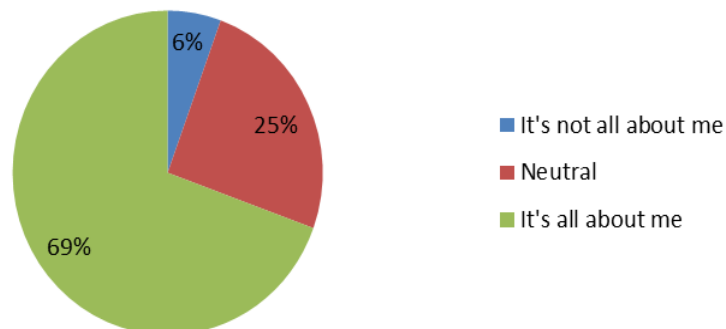


Fig. 2. Flexibility for the professional realization.

I have clear professional goals that I seek to follow.

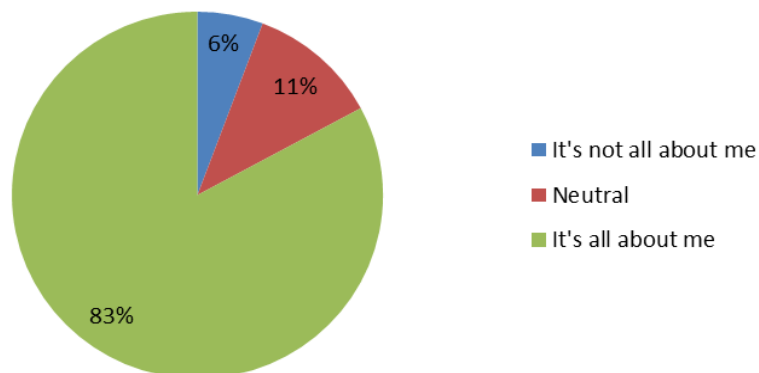


Fig. 3. A clearness of the professional goals.

I am aware of my qualities and abilities and I take them into account in my professional choices.

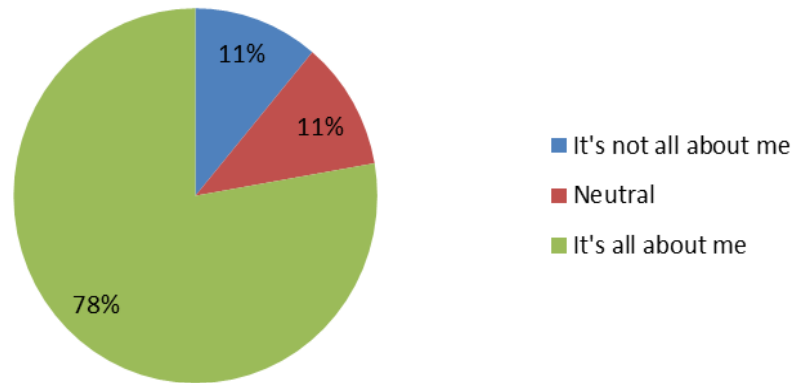


Fig. 4. The importance of the quality and ability in the professional choice.

It strives for a sustainable and stable career.

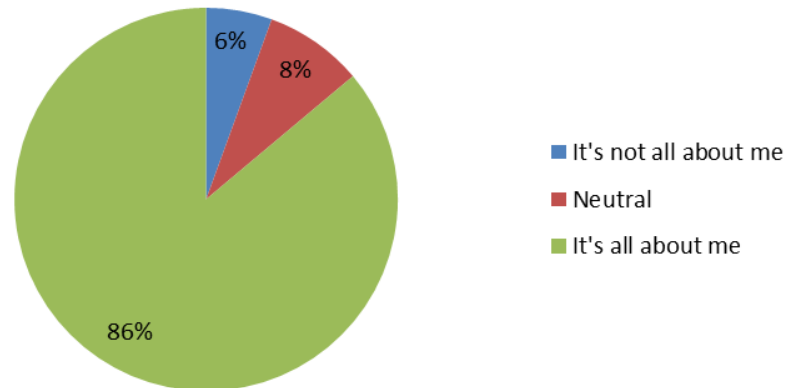


Fig. 5. The striving for a stable career.

I constantly striving to raise my knowledge and skills so that I am competitive on the labor market.

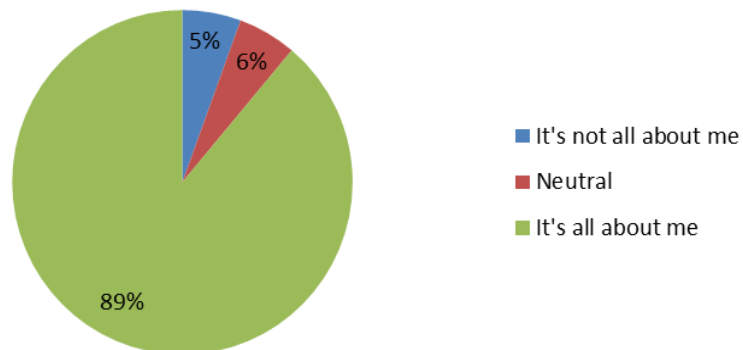


Fig. 6. The importance of enlarging the knowledge and the skills.



Fig. 7. The importance of training for improving the professional skills.



Fig. 8. The importance of training on the competition in the labour market.

labor market orientation and the skills they gain every day will help them to develop their career path. This is particularly apparent in Figs. 3 to 6.

There are different ways of educating, consulting and managing the human resources that can help people to develop and manage their careers. The support for career development is usually offered while the people are in the process of being trained when moving to the labor market at the change of career. Support can be provided by a career development center at the university in which they are studying or in the company they work in. Support for a professional career is sometimes called “vocational guidance”.

In terms of career support, students show that the skills, the training and the high qualifications are of utmost importance to them.

The answers in percentage ratios can be seen in Figs. 7 and 8.

Analysis

Survey data show that students who have contextual ideas about occupations have an individualized motivation to acquire a higher degree of education based on a realistic view of career expectations. In detail, this is expressed in:

- Successful career ambitions based on qualification enhancement;

- Adequate understanding of the competitive environment and the need to develop knowledge and competencies;

- Establishes motivation for learning that is backed by visible career advancement;

- Demonstration of self-knowledge and skills for individual choice of career development and management of career advancement processes;

- Confidence in professional choices and the feeling that it combines personal and professional development.

REFERENCES

1. Development at Work: A Review of Career Guidance to Support People in Employment, Thessaloniki: Cedefop.
2. W. Patton, M. McMahon, Career development series, Connecting Theory and Practice, Sense Publishers, 2014.
3. University Center for Career Development, South-

west University "Neofit Rilski" - Blagoevgrad.

4. Survey on the topic "Career development and professional orientation". The team "Career Development and Professional Orientation" <http://www.leadershipacademy.bg/index.php/en/news-en/42-2015-05-23-15-11-10>
5. The Investigations for a Career Development and Career Guidance, Project at the Academy of Leadership, Sofia.
6. 360o Feedback Survey - AQ Electric.
7. Accreditation card - Advent
8. Poll:
 - a) Understand which professions correspond to your type of personality.
 - b) What is your motivation for career development?
 - c) Vocational Guidance
 - Virtual Career Center: <http://scas.acad.bg/virtualcareercenter/web/index.php>
9. C. Jackson, R. Hawthorn, L. Haughton, J. Sadler, (forthcoming 2008), Career.