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Importance of Career Planning and Development in Education

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Abstract: Career development and career planning are very significant in the current age of technology, because current century and global changes have given birth to an atmosphere in which nearly everything is in competition with each other. This case is also valid for educators. On one side, everything is changing very fast; on the other side, they are supposed to adopt themselves these rapid changes. Such an adaptation requires some certain commitment, motivation and planning concerning themselves and their students. In this sense, being just a good teacher will not be enough. Teachers should be open-minded people, especially concerning innovations and internal or external (self) evaluations. For the institutions; they are supposed to set necessary settings with short and long-term goals in terms of career development of their educators. In this way, the process of education turns into a win-win situation for teachers, learners and schools.

Keywords: Education, School, Career Planning, Institutions, Educator, Career Development

1. What is Career?

Literally speaking, the definition of 'career' is in the dictionary as follows: *"An occupation undertaken for a significant period of a person's life and with opportunities for progress."* (Career, n.d.). As it is seen, it is a profession that occupies an important part in an individual's life and it offers many advancements and opportunities for the person. In the literature, traditionally speaking, this term used to refer to a 'paid employment' process in a single profession. However, this concept has changed and it is now seen a 'continuous process' requiring learning and advancement (Whatcareer, 2017).

So, the meaning of the term has moved from a static means of paid-employment into a dynamic one which shows the inclination of progress and promotion in the administrative hierarchy (Kariyer Planlamasi, 2017). In this sense, career is the combination of the activities of an individual during the employment, advancements, trainings, responsibilities, promotions etc. Career is more or less related to any worker, but specifically speaking, it is expected to see a momentum which is upwards.

2. What is Career Development?

Career development reflects a process rather than the current status of an employee. The employees try to increase their occupational qualities throughout their careers. Thanks to the career development, both the employee and the employer find the opportunity to see the power of potential and labor. The individuals are not limited to the very beginning condition of themselves; they find alternatives to reach up to new positions, status and even locations. In this sense, it is a paramount fact in persons' lives and for the organizations.

Peel (1992) mentions that career development is not a process for the individuals limited to their employment, it also organizes personal lives of them as well by affecting individual's motivation, effectiveness and goals. It reflects a continuous change, because as person reaches up to new level, then the expectations, interests and yields will change, too. In other words, career development is a flow process of managing one person's life, education and occupation. It includes improvement of individual skills, capacity and information that will affect the decisions, training and career preferences of the individuals (Career Development, n.d). Likewise, Ivancevich (1994) utters that career development is a combination of processes that rebuild individual throughout his/her professional journey.

3. What is Career Planning?

According to Rogers, Creed and Glendon (2008), career planning is a decision-making process in which personal differences and environmental impacts play a very important role. Within this context, the targets of individuals, personal characteristics, social interaction affect the decision-making process.

According to Greenhaus and Kopelman (1981), this process is the combination of three components:

1. The required information concerning the career about
 - a) Individual's interests, skills and values etc.
 - b) Employment place including opportunities like promotion, status etc.
 - c) Non-work items like hobbies, family, interests etc.
2. A clear definition of the target yields, outputs like becoming chief, manger, a well-paid job etc.
3. Developing a strategy to reach up to the target outcomes and benefits illustrated above.

4. What is Education?

In the dictionary, there are various definitions of this concept. One of these definitions is that it is a process which imparts and acquires the general information and knowledge; improves the strength of logic and decision making as well as preparing the individuals intellectually by maturing them and making them get ready for the rest of the life (education, n.d.).

Literally speaking, the term "*education*" is Latin rooted word which is derived from "*Educare, Education of Educare.*" *Educatwrn*" and *Educare*" which means to train, to bring and to nourish' while *educare* means to lead out', so we can say that education is to bring up, to developing and shaping up the individual talent and his inner potentialities (Farooq, 2012). As it is seen, the original meaning of the word itself refers to the process of training, summoning and feeding. Commenting on this from a modern perspective, it can be inferred that training is the process of education physically or intellectually -it does

not matter; summoning the information or bringing knowledge onto the surface or making it visible and lastly, breeding the learners with this revealed truth, information or knowledge.

However, Smith (2015) handles this term from a philosophical perspective by mentioning that it is a process of seeking for the truth and probabilities and providing opportunity to those to appear and reveal.

On the other hand, Mitchell (2014) considers the education as a journey starting from kindergarten and going on in the higher level of educational institutions in which individuals improve their 'interconnected abilities' and skills.

Besides, Illeris (2002) handles education from educational perspective by evaluating it as an act of cultivation. This is the cultivation of learning, according to Illeris, which is a combination of a 'cognitive *and* emotional *and* social activity'.

5. Who is an Educator?

Technically speaking, an educator is an individual like a teacher, trainer or any other person who is included in the process of planning or leading the educational activities and roles (educator, n.d.).

Similarly, Kingwe and Onchwari (2016) have defined the educator as professional individual who operates in the educational scope like teacher, school master, academic, professor etc. who participates in the theoretical and practical process of teaching and learning.

On the other hand, Schmidt (2012) refers to the characteristics of an educator in order to provide a better understanding of the term. He states that an educator is the one standing by a student and tries to expand students' horizons by making transitions between past and present and puts a light to discover new facts and helps learners to get questioning skills. In his mind, like Mitchell (2014), education is journey of seeking for the new by using the previous knowledge and thus, the function of educator is to give assistance, courage and guidance to the students to complete this adventure.

Likewise, Pope (2012) considers education as an attractive and hard adventure throughout the life. What an educator does is to help the young generations or the ones calling themselves as learners, to expand their horizons, try to see more than what they are now, try to see the reality and help them get matured; so, in this sense, an educator is a person who takes initiative and responsibility in terms of opening eyes and minds to the reality.

6. How to Process Career Planning and Development in Education

The relationship between education and career planning and development is very significant, especially considering the needs of the current era in which technology has turned -nearly- the meaning of all the concepts upside down. As the technological development increases, the demands in the markets and the expectations of the communities and organizations have changed, too. Potentially, all these changes have increased the importance of learning and teaching; specifically speaking, the role of education implementers are much more important than ever.

Moreover, the learning -as a part of education- has switched from a temporary process to a continuous activity which is an "*ongoing learning process that seeks to incorporate the lessons learnt (from the*

results of already implemented changes) into a continuous improvement program [which is requested by the organization for career development of the employees]” (Continuous Learning, n.d.). Educational institutions like other organizations in the market are supposed to consider short-term and long-term targets by making career planning and give necessary significance to the career development of staff and students.

a) Educator

The educators are the ones who have been shaping the societies and communities. As time, concepts and expectations change, educators are supposed to adopt themselves to the innovations, technical, social or intellectual. In this sense, they are expected to show tendency to their occupational and professional developments. To do so, time by time, they ought to make self-assessments and criticism about themselves and receive feedbacks from other professionals to be able to see their present conditions.

Depending on the results and findings, they are supposed to take extra trainings and extra supplementary course, if required and/or applicable, to be able to improve their skills. Lodahl and Kejner (1965) state that if the individuals -referring to the educators in this paper- have dedication and commitment for their occupation, then such people will internalize the things they are interested. This interest will automatically bring personal, professional and occupation development and improvement. Such persons will be more willing and open to changes and they will arrange their personal and professional agenda accordingly.

b) Learner

On the other side, as educators affect learners' lives, they should have passion for their occupations. Any teacher without zeal and energy cannot give much to do learners. Such persons cannot survive in today's rapid world.

Yildiz and Celik (2017) mention that a dedicated teacher with passion and ambition will affect both other teachers, learners and the operational structure of educational institutions. The reason for this is that such educators are always thirsty to the new things and never satisfied with what they have. Speaking in the manner of career development and planning, they will have self-wish to increase their current level.

Similarly, Celep (2000) mentions that any teacher who tries to develop his personal skills and abilities will be able to show a very good relationship with his/her student. Naturally, this interaction between teacher and student will make influence on the academic success and personal skills of students.

a) Organization

Balay (2000) mentions that there is no mechanical connection between school and educator; this relation is based on emotions and feelings, because it is not or should not be just administrative or institutional relationship if the educators are beyond the basic level of commitment to the educational institution. Some factors may affect this relation.

Schools' or schoolmasters' agenda is one of those factors. If principals give sufficient attention to the situation of teachers employed in their institutions and make career planning in short and long term, then they will contribute to the development of teachers. Such an action will not only affect teacher, but also it will affect learners' success and schools position in the eyes of people.

However, it goes without saying that there must be a harmony between organizational needs and career development; they both must assist each other by reinforcing. In this sense, the offices like career center or human resources must prepare career planning schedules and programs by taking the needs of teachers, learners and schools into consideration.

7. Conclusion

Career development and career planning are very significant in the current age of technology, because technology brings out changes, innovations and newness. This alterations and changes will require teaching, training and learning processes. As educators rebuild the societies and communities, then their importance in this era has increased than ever.

However, current century and global changes have given birth to an atmosphere in which nearly everything is in competition with each other. This case is also valid for educators. On one side, everything is changing very fast; on the other side, they are supposed to adopt themselves these rapid changes. Such an adaptation requires some certain commitment, motivation and planning.

Within this context, career planning is very important on the very beginning of the educational journey, but this is not sole adventure of teacher; it is also of learners and institutions, as well. The institutions and teachers are supposed to take required initiatives, set the things in accordance with the requirements and expectations of current age.

In this sense, being just a good teacher will not be enough. Teachers should be open-minded people, especially concerning innovations and internal or external (self) evaluations. For the institutions; they are supposed to set necessary settings with short and long-term goals in terms of career development of their educators. In this way, the process of education turns into a win-win situation for teachers, learners and schools.

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