



## Career Planning for Children based on Willingness and Ability

Meritorious Professor Dr. Syed Arif Kamal\* profdrakamal@gmail.com  
 ISST, University of Karachi, PO Box 8423, Karachi 75270, Sindh, Pakistan

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*Did you ever consider what would you like your children to become as they grow into adulthood?*

*Do you feel that your son or daughter should follow the family profession?*

*Do you know that upbringing of youngsters would affect career choices?*

*Whether a civilian or a military occupation is suitable for your offspring?*

*How to determine aptitude and willingness for a given profession?*

*How to determine ability (mental and physical) to pursue a career?*

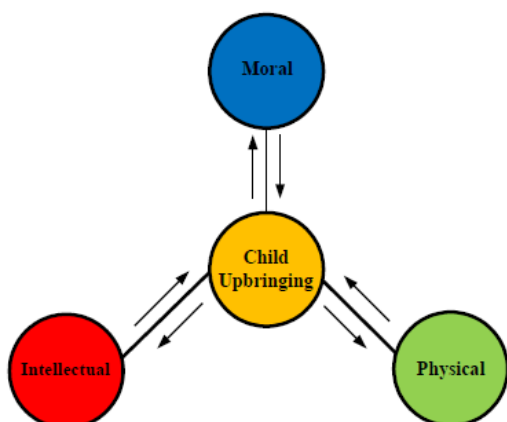
*Are you perplexed in which system of education you should enroll your future?*

*How to efficiently and effectively prepare for a given career?*

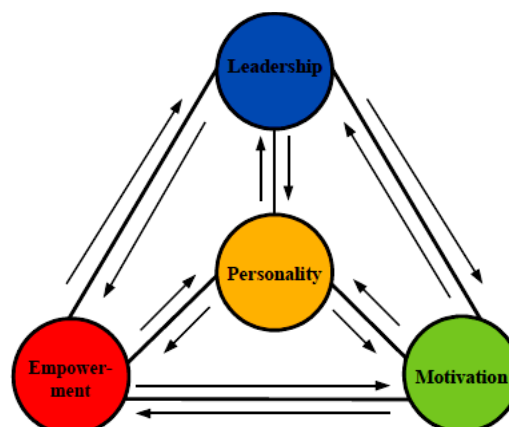
Career planning is a process for Identifying what your child will be good at the job market for the selected career, extrapolated to say twenty years from present, matching social, intellectual and financial needs. This involves knowing how youngster's skills, talents, values and interests transform into possible careers or jobs. At the start of one's career, salary should not be the most important factor, but growth, learning, diversity and job satisfaction should be! It is not essential that your sons or daughters should follow the family tradition. As long as they want to do something positive for the society, they should be given the freedom to think, to explore and to practice. The youngster's upbringing should give equal emphasis on moral, intellectual and physical development (Fig. 1). Parents should adopt a **balanced style of child rearing** for their sons and daughters, which make them independent at the same time respectful to others, self reliant at the same time obedient, curious at the same time good-mannered and, finally, considerate at the same time well-behaved. They should be trained to accept ethnic and linguistic diversity, to respect differing points-of-view, to exhibit religious tolerance and to love nature. Instead of relying on different tests to determine their aptitude and willingness, the speaker proposes that parents closely observe their children's interest in different activities. They should broaden their horizon by taking their sons and daughters to different places or letting them look at workings of different professions and attending their talks, in addition to books and videos. Once the aptitude and the willingness to opt for a given profession becomes clear, the next question is determining the ability (mental and physical) to pursue that particular career. If your son or daughter would like to pursue a career in the Armed Forces of Pakistan, you should have an evaluation of child's estimated-adult height (doctors do it using graphs; our group does it using mathematical formulae). If your **son's estimated-adult height comes out to be less than 5 feet 4 inches and daughter's less than 5 feet 2 inches**, you should consult the child's pediatrician to overcome this shortcoming. Similarly, a determination of build should indicate whether your child is good in intellectual work, planning and development tasks (brain function dominating body function) or tasks involving strength and speed (body function dominating brain function). Next, different systems of education in practice were discussed. To name a few, these included AKU Board, GCE Cambridge Board, GCE London Board/EdExcel, IB (International Baccalaureate), Karachi Board (corresponding local boards in other regions). Parents should consider, carefully, the pros and the cons of any educational system (plans of future study, cultural integration, cultivation of creativity and innovation). Seventy-four years have passed since the creation of Pakistan. However, it a pity that our educationists have not been able to adopt and to implement an educational system, which cultivates self-esteem, scholarship and pride in our heritage, at the same time preparing the students to cope with challenges of the third millennium. Educational-policy makers need to formulate vibrant and dynamic curricula, which can produce leader-integrator in research, development and community outreach. In the final year of a degree program (basic, applied or technical), there should be sessions for job seeking and job creating (entrepreneurship). Throughout the four- or the five-year program of study, personalities of students should be groomed through motivation, empowerment and leadership (Fig. 2). They should be imparted with technical (subject) skills — x axis; managerial (soft or power) skills — y axis; **innovative (out-of-the-box thinking) skills** — z axis. The degree-awarding institution should arrange internships as well as sessions in resumé preparation and training for **behavior-based interviews**.

**Pictures of the Event**

**Last KUECHS Guest Lecture**



**Fig. 1. The curriculum should give equal emphasis to child's moral, intellectual and physical upbringing**



**Fig. 2. Motivation → empowerment → leadership — the roadmap to become leader-integrator of 21<sup>st</sup> century**

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\*Ex-Acting Vice Chancellor and Ex-Dean, Faculties of Science & Engineering, University of Karachi