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BEYOND THE CLASSROOMS: ADVANCING FUTURES THROUGH SCHOOL CAREER COUNSELING

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KEYWORDS	ABSTRACT
Career Counselling, Career Guidance, Career Development, Career Development Centre, Career Planning, Career Goal & Change	Opting career is one of most important choice in pupils' life. The right choice ensures success in their personal and professional life. This research aimed to examine the impact of career counselling sessions and vocational guidance methods on the pupil's career choices of 8th-grade students in Bahawalpur. Students were randomly assigned to control and experimental groups across four different elementary schools (2 boys & 2 girls' schools, public & private). A validated online questionnaire adapted from Minnesota Career Cluster Interest Survey was used to collect the data. The results revealed significant differences in career choices between the two groups after treatment. Data analysis using SPSS-21 showed that the availability of a career counselor/ teacher and attendance at counseling sessions were strongly associated with students' career choices. The study found that parental education level was a vital factor, as about 3-quarters of students tended to follow their parents' professions & advice rather than exploring other options. Study recommends that incorporating compulsory counseling programs in social & behavioral sciences curricula across elementary schools to better support the students' career decision-making.
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INTRODUCTION

One of the major aims of education appears to prepare students for life and to make them able to face challenges in their future life. Every individual has unique personality with various abilities, interests and attitudes which need to be polished, groomed and utilized (Parzych, Generali, Yavuz, 2023). The majority of students appear to be unaware of what they want in life and what are their strengths and weakness. They even seem not to assess themselves about their academic and career

fields which suit their interest and aptitude (Zunker, 2006). Opting an academic discipline and professional career is very difficult decision which everyone has to take but seemingly majority of graduates have to take it without any guidance and consultation (Lovejoy & Stone, 2012). It could be a source of creating stress and frustration amid students when their interests do not match to their academic areas and even not to their professional fields. The situation seems alarming. It is assured with inefficiency of students though most of times it is the result of improper or absence of accurate guidance & counselling. As compared to developing countries developed countries are providing facilities of career services through educational institutions (Nasir, Hashmi, Siddique, Adnan, & Kanwal, 2017).

Career counselling is very important in helping students to find jobs and it helps to equip them with understanding toward the world of work & self-knowledge. Career counselling should be designed in a way that it should help students to understand and analyses their society as a work organization and also get access to the chances and places for them (Keumala, Nurihsan, & Budiamin, 2018). For deciding suitable or right career the students should know themselves and about the occupations and professions that are available. Over all it is a career counselling which helps students for better self-understanding, interest, educational attainment, opportunities, future goals and career choices (Hirschi & Herrmann, 2012). The career counselling should be designed in a way that it should help students to understand and analyses their society as a work organization and also get access to the chances and places for them. For deciding suitable or right career students should know themselves and about occupations and professions that are available (Savickas, 2019). It is a procedure to help an individual to be prepared with skills of problem solving of normal life in home, school & society. It is alleged that career counselling is blend of activities that has given us a road map out of existing various issues in today age of complex technological and scientific developments (Hughes, Meijers, & Kuijpers, 2015).

LITERATURE REVIEW

The importance of career counseling in supporting individuals' career development has been well-established in the literature. The recent studies have explored various aspects of career counseling, including the role of career adaptability, integration of digital technologies, and the effectiveness of group-based interventions. In 2020, study published in journal of career development examined the relationship between career adaptability and career decision-making self-efficacy among the university students (Rudolph et al., 2020). The findings indicated that the career adaptability was positively associated with the students' confidence in making informed career choices which in turn predicted more decided and committed career decisions (Wang, Liu & Deng, 2022). Building on growing emphasis on digital technologies in career services, a 2021 review article in international journal for educational and vocational guidance highlighted the potential of virtual career fairs, online assessments, and AI-powered career guidance tools to enhance access to career counseling, especially during COVID-19 pandemic (Hartung & Cadaret, 2021). Thus, focusing on high school students, research published in 2022 in the journal of employment counseling explored the impact of group-based career counseling interventions on reducing career decision-making difficulties (Whiston et al., 2022).

The study found that these group sessions helped students feel more confident and capable in their career decision-making process. More recently, the longitudinal study in the Career Development Quarterly tracked the long-term effects of comprehensive career development program for middle school students (Ginevra et al., 2023). The findings indicated that program participants exhibited greater career adaptability, career decision-making self-efficacy, and clarity about career goals several years after the intervention, compared to a control group. Finally, a 2024 study in British journal of guidance & counselling investigated the potential of virtual reality technology in career counseling (Sampson & Osborn, 2024). The researchers found that VR-based career exploration activities helped university students gain a more immersive and realistic understanding of different occupations and career paths. Generally, students' goals in entering into educational institutions are obtaining good grades, acquire certificates, achieving good employment, gaining of knowledge and skills (Wanga & Tara, 2020). But majority of the students perform poor because they lack their right attitude and behavior to study and do not have the right introduction and orientation from home and society (Savickas, 2015). The counselling is mostly seen as a kind of the leadership and direction offered by individual to assist other individual to make decisions about his or her present and future life.

If the society is not playing its role in elimination of frustrated, unrealistic & disgruntled behaviors than it is required that guidance and counselling regarding career information should be given to enable school and society to build realistic and required career choice for their students with actual realizations of their capabilities and potentials. No doubt career counselling should be integral part of modern academic plan especially at very early stages of education (Dabone, Graham, & Fabea, 2015). The trend of career counselling is not new in Pakistan as some services like career counselling & job placement centers established by NAVTCC, TVETA & PVTC, ILO working projects on Helping Women Make Better Career, Career Development Centres by USAID, Career Counselling Centres at university level by PHEC, Edu vision Institute for career counselling established in 2005 & some of online career counselling services. It is observed that career courses are refining students ability to understand career decision making procedures, enhance motivation level and help in decreasing negative career thinking (Fowkes & McWhirter, 2007). Literature highlights the complex nature of career counseling, with evolving student career adaptability, leveraging digital technologies, and using innovative counseling methods to enhance career decision-making & long-term career development outcomes.

Objectives of Research
1. To review the existing services of the career counselling in government elementary schools.
2. To find the effects of career guidance and counseling on students' career choice at schools.
3. To examine and compare the career selection/ choice of control and experimental group.
4. To explore the problems of elementary schools' students in terms of diverse career choices.
5. To propose diverse career counselling intervention to students at elementary school level.

RESEARCH METHODOLOGY
According to the nature of the current study, experimental research design was used to examine the research issues. This research design was selected because of effects of intervention that were

observed thoroughly while comparing the two groups. The study was conducted by taking on the following procedure.

Population of Study

Participants for treatment & control groups were students of 8th grade at Government Elementary Schools Bahawalpur e.g., Government Boys School, Government Girls School, Private Boys School and Private Girl school Bahawalpur. Random sampling technique was used to select participants of study. The total respondents of this research study were 120 selected through random sampling. Then all subjects were distributed into two groups randomly. Basically, random type assignment used to confirm similarity of two groups and controls extraneous variables as well. The experimental group and the control group (n = 60) each. Both groups (experimental & control) were chosen after a blind draw. Tagged slips were placed in a container in front of the all participants, teachers and head teachers. Then the slips were mixed in the container so that they could distributed thoroughly. The researcher then selected the groups by picking slips on by one and finalized the control and experimental group.

Sampling of Study

The sample of this research was drawn from the 8th class students of each of school. The researcher selected four elementary Schools (one Government male school, one Government female school, one private male school and one private female school) purposively. And 15 students having some common characteristics (age, gender, parents' profession, family pattern and parents' income) from each school was selected as sample of study for each group. As Cash, Stankovic and Storga (2016) explained that in "experimental research" and in the "causal comparative research", it is required to have a at least 15 cases in each of group so that they could be compared. Therefore, the group consisting of 15 participants were finalized as manageable group for the career counselling. Thus, current research needed 15 participants more as 15 required for experimental group and 15 more for control group. Total 15 students were selected for experimental group randomly by using simple random sampling.

Research Design

As it is mentioned in sampling that there were two groups for this study and these two groups first had pre- test and the results of pretest were compared with the posttest at the end of the study. There was treatment package made up of guidance together with individual and group counseling both for the experimental group of research study. This pre-test and post-test design was the ideal methods for comparing groups to measure the degree of variations occurred as a result of different interventions and treatments. Consequently, it was to find out the "impact of counseling on career choice of the students" the pre-test and post-test control group design was applied in order to attain desired outcomes.

Research Instrument

This comparative study always utilizes an experimental design consisting of one experimental group and other is control group. The experimental group comprised of students were exposed to intensive career guidance and enrolled in classes in which teachers modify their presentation of

subject matter to include career-relevant information. Thus, the students in the control group were exposed to a traditional teacher oriented instructional environment. A pre-test/post-test design was utilized. The student career attitudes and behaviors were surveyed by the Minnesota Career Cluster Survey.

Data Analysis

This research study was conducted on the basis of pre-test and post-test control & experimental group design. The gathered data was given codes numerically and also analyzed through the SPSS (statistical package for social sciences) via "Frequency, percentage, Chi square, ANOVA and t-test" for the differences to minimize the chances of type 1 error. 120 students were randomly chosen to know the impact of career guidance and counselling o career choice of students. After obtaining the results from analysis, the findings are communicated and on these bases the impact of career counselling and all those relevant interventions are suggested to include in job descriptions of a career counsellors which are related to the students training regarding career choices. Therefore, these statistical procedures assessed the measured results were F statistic and the Least Significant Differences Test.

FINDINGS OF STUDY

Table 1 Characteristics & Techniques

Group	FRQ	%	Gender	FRQ	%	School	FRQ	%
Control	65	51.18	Male	64	50.39	Government	65	50.39
Experimental	62	48.82	Female	63	49.61	Private	62	49.61
			Father Status					
Education	FRQ	%	Profession	FRQ	%	Income	FRQ	%
Primary F. A	65	51.18	Driver/tailor/formers	65	51.2	Less than 20	65	51.2
B.A/M.A	36	28.35	Teaching and others	36	28.4	50 & above	36	28.4
MPhil/PhD	26	20.47	Professor/Dr/Officer	26	20.4	80 & above	26	20.4
			Mother Status					
Education	FRQ	%	Profession	FRQ	%	Income	FRQ	%
Primary to F. A	24	18.89	Beauti/tailoring/Cook	24	18.9	Less than 20	24	18.9
B.A/M.A	90	70.87	Teaching and others	90	70.9	50 & above	90	70.9
MPhil/PhD	13	10.24	Professor/Dr/Officer	13	10.2	80 & above	13	10.2
			Distribution of Career Counseling Techniques					
Lecture through handouts having personality types consisted occupations							23	37.1
Interview Semi structured							4	6.5
Drawing a person							11	17.7
Demonstrations and guesses							14	22.6
Role play							10	16.1
			Career Counselling Techniques used by teachers					
Lecture through handouts having personality types consisted occupations							9	14.5
Some of the discussed techniques							7	11.3
None of the discussed techniques							46	74.2

The sample of 127 school students, 65 (51.18%) were from control group and 62 (48.82%) were from experimental group where 64 (50.39%) were males and 63 (49.61%) were females and 65 (51.18%) were from government schools and 62 (48.82%) were from private schools. The parental status of

students, distribution of career counselling techniques and career counselling techniques used by teacher presented in table.

Table 2 Distribution of Profession Choice of Students Before Delivering Counseling Sessions

	FRQ	%		FRQ	%
Information technology	7	5.5	Law, Public Safety & security	4	3.1
Marketing/sales & services	7	5.5	Transportation, Distrib & Logistics	2	1.6
Health Sciences	5	3.9	Human service	7	5.5
Architecture & construction	2	1.6	Arts, A/V aids communication	1	.8
Business, Management	13	10.2	Finance	14	10.9
Education & Training	18	14.1	Science, Tech, engineer,	13	10.2
Govt. and Public Administration	23	18.0	Agri, Food, natural Resources	3	2.3
Hospitality Tourism	2	1.6	Manufacturing	6	
Distribution of Profession Choice of Students after Delivering Counseling Sessions					
Information technology	2	1.6	Human Services	6	4.7
Marketing/sales & services	6	4.7	Law, Public Safety and security	1	.8
Health Sciences	1	.8	Transportation, Distribu & Logistics	6	4.7
Architecture & construction	5	3.9	Agriculture, Food & natural Resour	1	.8
Business, Management & Adm	21	16.4	Arts, A/V aids & communication	2	1.6
Education & Training	24	18.8	Finance	14	10.9
Government. & Public Administr	17	13.3	Science, Tech, Eng & Maths	18	14.1
Hospitality & Tourism	2	1.6	Manufacturing	1	.8

Table 3 Correlation Among Different Aspects of Elementary School Students

Study Parameter(s)		Father EDU	Mother EDU	Pretest	Posttest	N
Father Education	Pearson Correlation	1	-.115	-.087	.147	
	Sig. (2-tailed)		.372	.499	.253	
Mother Education	Pearson Correlation	-.115	1	.229	.096	
	Sig. (2-tailed)	.372		.074	.458	62
Pretest	Pearson Correlation	-.087	.229	1	-.077	
	Sig. (2-tailed)	.499	.074		.552	
Posttest	Pearson Correlation	.147	.096	-.077	1	
	Sig. (2-tailed)	.253	.458	.552		
Study Parameter(s)		Father PRO	Mother PRO	Pretest	Posttest	N
Father Profession	Pearson Correlation	1	.012	.115	.193*	
	Sig. (2-tailed)		.897	.198	0.30	
Mother Profession	Pearson Correlation	.012	1	.063	-.018	
	Sig. (2-tailed)	.897		.479	.838	
Pretest	Pearson Correlation	.115	.063	1	.451**	
	Sig. (2-tailed)	.198	.479		.000	127
Posttest	Pearson Correlation	.193*	-.018	.451**	1	
	Sig. (2-tailed)	.030	.838	.000		

Table 4 Correlation Among Various Factors of Elementary School Students

Study Parameter(s)		Pretest	Posttest	Father INC	Mother INC	N
Pretest	Pearson Correlation	1	.451**	.115	.063	
	Sig. (2-tailed)		.000	.198	.479	
Posttest	Pearson Correlation	.451**	1	.193*	-.018	
	Sig. (2-tailed)	.000		.030	.838	127
Father income	Pearson Correlation	.115	.193*	1	.012	
	Sig. (2-tailed)	.198	.030		.897	

Study Parameter(s)					
Mother income	Pearson Correlation	.063	-.018	127	1
	Sig. (2-tailed)	.479	.838	.012	
Study Parameter(s)		Pretest	Posttest	Gender	SCH type	N
Pretest	Pearson Correlation	1	.451**	-.060	.115
	Sig. (2-tailed)		.000	.499	.198
Posttest	Pearson Correlation	127	1	-.154	.079
	Sig. (2-tailed)	.451**		.085	.379
Gender	Pearson Correlation	-.060	-.154	1	.039
	Sig. (2-tailed)	.499	.085		.662	127
School type	Pearson Correlation	.115	.079	.039	1
	Sig. (2-tailed)	198	.379	.662	

Table 5 Details about Correlation

Study Parameter(s)		Pretest	Posttest	CCT	TUT	N
Pretest	Pearson Correlation	1	.451**	-.008	.081	
	Sig. (2-tailed)		.000	.950	.530	
Posttest	Pearson Correlation	.451**	1	-.170	.098	
	Sig. (2-tailed)	.000		.188	.447	62
CCT	Pearson Correlation	-.008	-.170	1	.067	
	Sig. (2-tailed)	.950	.188		.607	
Techniques used by teachers	Pearson Correlation	.081	.098	-.067	1	
	Sig. (2-tailed)	.530	.447	.607		
Study Parameter(s)		Siblings	Order	Pretest	Post-test	N
Siblings	Pearson Correlation	1	.716**	-.002	-.066	
	Sig. (2-tailed)		.000	.985	.460	127
Order	Pearson Correlation	.716**	1	.050	-.032	
	Sig. (2-tailed)	.000		.578	.725	
Pretest	Pearson Correlation	-.002	.050	1	.451**	
	Sig. (2-tailed)	.985	.578		.000	
Post-test	Pearson Correlation	-.066	-.032	.451**	1	
	Sig. (2-tailed)	.460	.725	.000		

Table 5A Details about Study Parameters (Mother Education)

Study Parameter(s)		CCT	TUT	Father EDU	Mother EDU
CCT	Pearson Correlation	1	-.067	-.244	.059
	Sig. (2-tailed)		.607	.056	.648
TUC	Pearson Correlation	-.067	1	-.035	-.223
	Sig. (2-tailed)	.607		.787	.082
Father EDU	Pearson Correlation	-.244	-.035	1	-.043
	Sig. (2-tailed)	.056	.787		.629
Mother EDU	Pearson Correlation	.059	-.223	-.043	1
	Sig. (2-tailed)	.648	.082	.629	
	N	62	62	62	62

Table 5B Details about Study Parameters (Mother Profession)

Study Parameter(s)		CCT	TUC	Father PRO	Mother PRO
CCT	Pearson Correlation	1	-.067	-.036	.096
	Sig. (2-tailed)		.607	.783	.456
TUC	Pearson Correlation	-.067	1	.169	.295*
	Sig. (2-tailed)	.607		.188	.020
Father PRO	Pearson Correlation	-.036	.169	1	.012

	Sig. (2-tailed)	.783	.188		.897
Mother PRO	Pearson Correlation	.096	.295*	.012	1
	Sig. (2-tailed)	.456	.020	.897	
	N	62	62	62	62

Table 5C Details about Study Parameters (Mother Income)

Study Parameter(s)		CCT	TUC	Father INC	Mother INC
CCT	Pearson Correlation	1	-.067	-.036	.096
	Sig. (2-tailed)		.607	.783	.456
TUC	Pearson Correlation	-.067	1	.169	.295*
	Sig. (2-tailed)	.607		.188	.020
Father Income	Pearson Correlation	-.036	.169	1	.012
	Sig. (2-tailed)	.783	.188		.897
Mother Income	Pearson Correlation	.096	.295*	.012	1
	Sig. (2-tailed)	.456	.020	.897	
	N	62	62	62	62

Table 5D Details about Study Parameters (Gender)

Study Parameter(s)		CCT	TUC	Gender
CCT	Pearson Correlation	1	-.067	.150
	Sig. (2-tailed)		.607	.245
TUC	Pearson Correlation	-.067	1	-.026
	Sig. (2-tailed)	.607		.842
Gender	Pearson Correlation	.150	-.026	1
	Sig. (2-tailed)	.245	.842	
	N	62	62	62

Table 6 Pre-Test performance Statistics with Gender and its effect

Pretest	T	Df	P-value	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
	.102	60	.919	.119	-2.207	2.445
Post-Test Performance Statistics with Gender and Gender effect on Post-Test						
Post test	T	Df	P-value	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
	2.049	60	.045	2.052	.049	4.055

Frequency Distribution is used to know about the visual representation or illustration of the data collected and analyzed by the researcher. This is particularly useful for regular distributions used to present the observations of possibilities divided among standard deviations. These distributions are presented as tables of frequencies, bar chart or histogram. Following are frequency distributions of current data. 51.18% students were from control group & 48.82% were included in experimental group. It shows more students participated in control group. 50.39% male students were involved in the study and 49.61% were female students. It shows that male students were more interested in participating this study. 51.18% students from the public schools participated in this study while 48.82% students from private schools are participated in the study which shows that more students from the Government schools are involved in this research. In this connection, 46.46% fathers have

Matric and Intermediate degree while fathers having less education (primary or less than primary) were only 4.72%.

It shows that maximum students have qualified fathers. 70.87% mothers were graduate and post graduate while mothers having less education (primary or less than primary) were only 14.17%. It shows maximum students have qualified mothers. 51.2% fathers are Mechanics/ Drivers/ Tailors/ Shopkeepers/ Farmers etc. and less no of fathers with ration 20.4% are from highly paid jobs like Professors/ Doctors/ Bureaucrats/ Bankers/ Engineers. 70.9% Mothers are Teachers and Schools heads where as 10.2% are from highly paid jobs like Professors/ Doctors/ Bureaucrats/ Bankers/ Engineers. 51.2% fathers have 20,000 and less than 20,000 monthly incomes whereas fathers with maximum monthly income (80,000 and above) are only 20.4%. 70.9% mothers have 50,000 and above 50,000 monthly incomes whereas mothers with maximum monthly income (80,000 & above) are 10.2%. 37.1% used career counselling technique was "Lecture over handouts having personality types consisted occupations. This was used techniques due to students' maximum interest and the least used technique was interview semi structured with the ratio 6.5% because of students' shyness and planned answers.

18.0% students wanted to join Government and Public Administration jobs while .8% students wanted to relate to the Arts, A/V aids and communication before delivering the career counselling sessions. 18.8% students switched to Education, training jobs and .8% wanted to opt manufacturing field after delivering the career sessions. 12.5% male students wanted to join Science, Technology, Engineering and Mathematics and 1.6% male students chose the field of Arts and communication in pretest. 23.4% male students opt field of Science, Technology, engineering and mathematics and 1.6% students wanted to Health Sciences, Government jobs and Tourism in post- test. 30.2% female students wanted to join the Government and Public Administration jobs and 1.6% female students chose the field of Law, Public Safety and Security in pretest. Whereas effect of father and mother education on students' career choice has shown the non-significant result in pre –test of experimental group. 31.7% female students wanted to join Education and Training Departments and 1.6% female students chose the field of Manufacturing, Communication and Hospitality & Tourism in post-test.

Existing Services of Career Counseling in Government Elementary Schools
74.2 % of the students were never taught or trained by any of career counselling intervention in Pakistani Elementary Schools. They do not have such exposure neither at public schools nor at Private schools. Some of the students as 14.5 % students were taught by Lecture through handouts having personality types consisted occupation. Among them only 7% students are taking these sessions by their own sources like from by their family members, home tutors or elders. That is why 7% students who are already trained by any of mean regarding career guidance have shown more strong relation towards currently delivered career counselling sessions. These 7% students who were taking some of career counselling sessions are male students with the mean score 7.80. None of girl student was already taken any of career counselling session for career guidance. It was shown by 0.032 p-value that currently practiced career counselling intervention is more effect for male students as compared to female students. Although students who were not taking any of career

counselling sessions have shown the non-significant results in the pre- test. And the students who were already taken any of career counselling sessions have shown significant results in in post- test with the p-vale .015.

Effects Of Career Counselling on Career Choice of Elementary School Students

Effect of lecture through handouts on students' career choice has shown significant result through the experimental group's post-test showing "p-value .021". Whereas students of control group have shown non-significant result with "p-value .593. in pre-test of experimental group. It is found that if students should be given some career information along with scope and options in that career then it brings significant result on students' career choice as shown in experimental group's post-test with the "p-value .000. Effects of role plays and demonstrations consisting on profession of choice on students' career choice has shown significant result through experimental group's post-test showing "p-value .037". Whereas students of control group have shown non-significant result with the "p-vale .612" in post-test. It is found that if students are given time to discuss their aptitude through semi structured interviews, then it brings significant result on students' career choice as shown with "p-value .000" in experimental group's post -test. whereas students who have not given chance to confer anything about careers, they scored non-significant result in pre−test of experimental group with the p-value .543.

Comparison Between Career Selection / Choice of Control and Experimental Group

0.919 p-value shows that scores of control group regarding career choice have presented the non-significant results which means that students' career choices are same in pre and post-test. .045 p-value presents scores of experimental groups regarding career choice have shown the significant results which means that students' career choices are highly different in pre and post-test. .000 p-value compares between boys' and girls' career choices in pretest and gives the significant results of their responses in experimental group. .000 p-value compares between boys' and girls' career choices in post-test and gives significant results of their responses in experimental group.000 p-value compares amid boys' and girls' career choices in pre-test and gives the significant results of their responses in control group. .034 p-value compares between boys' and girls' career choices in post-test and gives the significant results of their responses in control group.032 p-value represents that male student are more responsive to currently practiced career counseling interventions as compared to female students.000 p-value compares between responses of Government and private school students of control group in career choices in pretest & post- test. .000 p-value compares amid responses of Government and private school students of experimental group in career choices in pre-test and post-test.

Exploring The Problems of Elementary School Students in Terms of Career Choices

Birth order is the main problem which is relevant to students' career choice with the p-value.000 that is evident that elder children are supposed to opt profession of parents' choice as compared to children who are at 2nd or 3rd order. Mother income is another problem which is highly influence on students' career choice as if mother is also earning hand, it highly effects the choice of student and it is shown with the p-value.000. Father income is another problem which is highly influence

on students' career choice as if father is having handsome monthly income, it highly effects choice of student and it is shown with the p-value.000. Mother profession plays important role in students' career choices and it is proved with this study as those students got highest scores in post- test whose mothers are from.

DISCUSSIONS & CONCLUSION

Career choice is a mental process of selecting a specific profession or career path for one's future. In many cases, initial choice of educational field determines the future profession. There is a common hypothesis in developing countries like Pakistan that the younger generation struggles to make important career decisions independently. Many young people select careers based on family traditions, peer influence, or personal passions rather than through the scientific aptitude testing or psychological assessments. In the 21st century, future career paths are no longer solely determined by family backgrounds. Pakistani youth now have access to a wide range of career options due to industrialization, internationalization, and globalization. Numerous family factors play a strong role in developing positive feelings about one's career choice, including social relationships, self-efficacy, academic support, self-confidence, career satisfaction. Parental influence is a key factor, as students often seek guidance from their parents. Financial and economic aspects may not be the primary drivers of career choices, for students from privileged socioeconomic backgrounds. Still, economic and social factors can act as "pushing" factors leading to satisfaction or dissatisfaction with the career choices.

The students' self-understanding, self-confidence, and perceptions of academic support and self-efficacy significantly influence their final career decisions. Inadequate social support and lack of confidence can lead to doubts about career options. It is important to consider the social context of Asian students, including the influence of the family, religion, and culture, when examining their career choices. Thus, there is a need for increased career counseling services and bridging the gap between academia and industry to guide students towards suitable and satisfying career paths. On the basis of the findings, present research revealed that majority of elementary school students believe that they have to choose the professions of their parents 'choices. Both girls and boys rely on their parents' choice most and took career related advice mostly from them. Very few students have sense to opt such career in which they have deep interest and they are passionate to grow in that career. Similarly, study exhibited that effect of father and mother education on students' career choice has shown significant result in post –test of experimental group. It is found that if father and mother is highly qualified then it brings significant result on students' career choice in post –test of experimental group.

Whereas students who have highly qualified father and mother also scored non- significant result in pre –test of experimental group. Effect of mother profession on students' career choice has shown non-significant result in pre –test of experimental group. The study showed the effect of father and mother profession on students' career choice shown significant result in post –test of experimental group. Effect of father and mother profession on students' career choice has shown non-significant result in pre –test of experimental group. While effect of father and mother profession on students' career choice are significant shown through result of post –test in experimental group. This research

study verified that students were never taught or trained by any of career counselling intervention in Pakistani elementary schools. They do not have exposure neither at public schools nor at Private schools. Some of the students were taught by Lecture through handouts having personality types consisted occupation. Among them some students are taking these sessions by their own sources like from by their family members, home tutors/elders. That is why students who are already trained by any of mean about career guidance have shown strong relation toward currently delivered career counselling sessions.

These students who were taking some of career counselling sessions are male students. None of girl student was already taken any of career counselling session for career guidance. It was shown in the study that currently practiced career counselling intervention is more effective for male students as compared to females, although students who were not taking any of career counselling sessions have shown the non-significant results in in the pre-test. And the students who were already taken any of career counselling sessions have shown the significant results in in post-test. Likewise, study depicted the scores of control group regarding career choice which presented the non-significant results which means that students' career choices are same presented through pre-test and post-test. Furthermore, scores of the experimental study group regarding career choice have shown the significant results which means that students' career choices are highly different in pre and post-test. In this connection, study compared between boys' and girls' career choices in pretest and gives the significant results of their responses in experimental group. It also gave comparison between boys' and girls' career choices in post-test and gives the significant results of their responses in the experimental group.

It has also concluded the comparison between boys' and girls' career choices in pre-test and gives the significant results of their responses in control group. Another comparison between boys' and girls' career choices in post-test and shows the significant results of their responses in control group. The conclusion represents that male student are more responsive to currently practiced the career counselling interventions as compared to the female students. The study gave the brief comparison between responses of Government and private school students of control group in career choices in pretest and post- test and this comparison represents significant difference between responses of Government and Private school students of the experimental group in the career choices presented through pre-test and post-test results. This research study explored some issues of the elementary school students in terms of career choices i.e., Birth Order, Mother Income, Father Income, Gender, Government and Private Schools exposure in terms of career counselling and Mother Profession. One of the problems is birth order relevant to the students' career choice that is evident that elder children are supposed to opt profession of their parents' choice as compared to the children who are at 2nd or 3rd order.

Mother income is another problem which is highly influence on students' career choice as if mother is also earning hand, it highly effects the choice of student. Father income is another problem which is highly influence on students' career choice as if father is having handsome monthly income, it highly effects the choice of the student. Mother profession plays important role in students' career choices and it is proved with this study as those students got the highest scores in post- test whose

mothers are from education and teaching departments. Gender is an important barrier in career selection as female students want to opt many fields which are mainly relates to males like finance, manufacturing and tourism etc. but the female students discouraged to opt them. Private School students are encouraged to join most demanding fields like the Government Administration jobs, Bureaucracy and Teaching and Trainings while students of Government schools are expected to go to the ordinary jobs school type and the students' career choice is significant. Another important problem is relationship amid type of session/ intervention used to deliver career sessions. As many effective sessions are not being conducted in schools. Private schools & government school exposure regarding kind of the career counselling sessions is also an important problem with relevant to the students' career choice.

As private schools focus all important technique for delivering career session whereas Government schools does not. Male students need to have different career tool for opting career as compared to female where as in Pakistan and especially in the Government school there is no such bifurcation. Generally, study found out that the school students are not properly given knowledge about the latest and demanding career opportunities and above all students are less aware with their own inner abilities and aptitude. They never taught or trained regarding preparing proper career plans for their future and they even not addressed regarding hurdles and issues in their career decisions. The students of the age of 14 to 16 are highly needed to trin and sensitized for the detailed career counselling plans. But this happen rarely in Pakistani schools and this is not the issue of Pakistani rather it is dilemma of every developing country. The results of the current study are very well in demand because these results could be utilized for preparing the career development programs. Overall, this study concludes that that most elementary school students are less aware with the appropriate knowledge about their future professions. The parents' role is considered an important, influential and significant role in student's occupational picks & students seek their parents' advices to be trustworthy.

The study revealed those students who provided guidance sessions for selection of jobs have to face less difficult situation for making career decisions. They consider their parents' and their peers' professions to be very important and one more element is teachers' advices have utmost importance in this regard too. It is also observed that career counselling techniques regarding career guidance are considered important for career decisions. Hence it is concluded that career counselling most of the elementary school students of Pakistan do not possess appropriate knowledge about the career counselling technique. Whereas higher educational institutions take career counselling as an important segment of the educational institution and they are trying to create awareness of it all around the educational set up. But when we talk about at the school side then it is proved from the current study that only few private schools are well trained din it and as far as Government schools are concerned then no such intervention is in practice there in the public schools of Pakistan. Thus, future researchers must look upon that why administrative authorities of elementary schools are least concerned about career guidance session for their students and why they are not providing these students with the appropriate career counsellors. And no funding sources are available in Pakistan in this regard.

Recommendations

Fortnightly, the career counselling short sessions may organize by class teachers for every level of education especially at elementary classes and School Teachers may reveal the aptitude to utilize various kinds of career related information in their class rooms during regular lessons on frequent basis. School Heads may describe the importance of career information and train their staff on the importance of career planning at all level of education and School Administration may arrange training on the different career counselling techniques for the School Heads thereby investing in comprehensive career counseling programs, schools can significantly contribute towards the future success and well-being of their students. Education Department may evaluate the worth of career information resource those can better utilize in the schools and Government may include career information as an important element in educational plans and present clear way that how it can be used in future plans.

Government educational policies may prepare well integrated plans for educational, professional; economical and career management interventions and Curriculum Development agencies may develop tools like questionnaires, checklists, surveys and interviews to measure the career interests of students at every level of education. Future researchers may focus on action researches in field of career guidance and counselling and future researchers may conduct researches on this theme for other levels of education at rural & urban areas. The study may be repeated in future at large scale to discover the elements of career counselling and non-governmental organizations may work for sensitization over career related sessions, training workshops, and seminars institutions supported by the HEIs to make students ready for future careers which could help parents in identifying their roles in providing variety of career information taking into account their needs, interests and other personality factors.

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