

Chapter 12

Reasons Behind a Career Change Through Vocational Education and Training: A Case of Pakistan

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ABSTRACT

Current changes in the education system and increased competition for employment have pressurized the government to produce major skills among the youth to make them employable. Moreover, technical and vocational education (TVE) worldwide is being used to resolve the problems of unemployment, poverty, and increased competition in the international labor market. Also, technical and vocational education is called career and technical education (CTE), which enables students to get a professional job without graduating or acquiring any other professional degree. Furthermore, it is an education that provides a hands-on experience that helps individuals to get a desirable job easily in the future. This chapter highlights how Pakistan has developed TVE and has taken several initiatives like TEVTA and NAVTTC (National Vocational and Technical Training Commission), which are taken for providing skills to the local people for their better career building. The data is collected from several official government websites of Pakistan which are mentioned further in the chapter and also provided on the reference page. Also,

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the study supports different previous research articles. To empower women and adolescent girls, TVE has been considered an important factor. So, it is important in every country to include both general training and vocational education for the growth of society.

INTRODUCTION

According to Ibarra (2006), career changes refer to a subset of work role changes that include a change of employers, along with some degree of change in the actual job or work role and the subjective perception that such changes constitute a career change. Therefore, it is important to understand the subjective reasons behind a career change in adulthood and to adjust career and educational interventions accordingly (Juntunen & Bailey, 2014). It is unfortunate that each year millions of graduates from different institutes in various fields, cannot find a job relevant to their fields. One of the reasons could be the deficiency of relevant skills and experience among people that employers search for. It is suggested that this gap could be filled with the help of vocational education and training. The recent worldwide financial crisis has extended the force of financial difficulties such as skill deficiency, obsolescent workforce, joblessness, and neediness for any country in the world (Comyn & Barnaart, 2010). This could be comprehended that expertise insufficiency has often been the reason for economic constraints, joblessness, and employment scarcity. Thusly, improving expertise through training is an important cause of the development of a human resource for attaining global economic fineness (Tripathi et al., 2010). Moreover, the significance of the VET has expanded complexity because of the impact of technology on the skill required from work (Salvatore & Campano, 2012). VET is also significant for women and this paper discusses it in detail.

In this 21st century, the methodology and working style are changing quickly that influences the way society works and lives. TVET must and most likely to anticipate and respond accordingly by offering educational modules, and better approaches for instructing learning and assessing the students. Moreover, education and training for effective employment are considered necessary for the economic, social, and personal development in Asia as well as in the Pacific region. Therefore, Technical and Vocational Education and Training (TVET) is seen as a mechanism for product improvement and poverty mitigation in the region.

This paper suggests that VET is very important for countries like Pakistan where unemployment is a major constraint. Whereas much of the population of Pakistan lives in rural areas where there is a lack of colleges and universities and looking at this VET will help those people to get skilled and earn well for their families. This will help all kinds of people regardless of their gender, religion, age, and others. Pakistan's government has introduced National Vocational & Technical Training

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