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# VOCATIONAL GUIDANCE: THE TRAIT AND FACTOR APPROACH AS PANACEA FOR REALISTIC OCCUPATIONAL CHOICE FOR ECONOMIC SUSTAINABILITY IN THE 21ST CENTURY

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## ABSTRACT

- Workers are the "life wire" of any industry or establishment. Presently, some industries and establishments have collapsed as a result of maladjusted workers. Thus the quality of workers, their level of efficiency and job satisfaction goes a long way to determine economic sustainability. The fact remains obvious that, when individuals makes realistic occupational choice that suit their personal characteristics, they gain job satisfaction and becomes motivated to work effectively and efficiently. These increase productivity and positively affect economic development and sustainability. However, for this to be possible, there is the need for vocational Guidance. Vocational Guidance, "The Trait and Factor Approach" is panacea for realistic occupational choice. Its main goal is to provide individuals with vocational information and make them to have adequate knowledge and understanding about their abilities, limitations, aptitude and personality traits that can be directed towards a particular occupation so as to enjoy job satisfaction. Thus if individuals must be placed in the job where they can perform better and contribute their own quota to the development and sustainability of the economy in this 21st century, vocational guidance must not be neglected. This paper therefore examines the concept of Vocational Guidance, goals of vocational guidance and role of vocational guidance in achieving realistic occupational choice for economic sustainability. Among others, the paper recommended that, Guidance Counsellors should provide adequate vocational guidance to individuals in schools and non-school settings in order to make realistic occupational choice.


Keywords: Vocational Guidance, Trait and Factor Approach, Occupational Choice, Economic Sustainability.

## INTRODUCTION

Making realistic occupational choice is an important task that must be made by everyone if one must experience job satisfaction and perform better to increase productivity in his place of work. However, to ensure that individuals makes realistic occupational choice, there is need for adequate vocational guidance. Uzoeshi (2013), opined that, vocational guidance is specially designed to provide students with the necessary support that can enable them to make career preference that can match their potentials. This implies that, an individual's ability to make realistic occupational choice depend on the level of vocational guidance he has received over a period of time. Thus, vocational guidance plays an important role when we talk about realistic occupational choice.

Today some individuals are in profession or jobs that do not match their personal attributes because of lack of adequate vocational guidance and these has negatively affected their performance. The fact remains obvious that, "you cannot give out what you don't have." The bitter truth is that, when individuals are in profession or job that is not suitable with their personal attributes, they will not have job satisfaction and this will eventually affect their performance negatively.This is one of the major reasons why some businesses today are struggling to survive while others have collapsed. This indeed is a big problem. If the economy of any nation must be sustainable, individuals must be placed in the job where they can be best fitted, just like the saying "fixing square peg in a square hole."

Joseph (2017), upholds the view that, when individuals are placed in a job that matches their interest, abilities, personality traits, and other personal attributes, they will perform better and become useful to themselves and the society in general. Also, Nweze and Okolie (2015), asserted that, when an individual personal characteristic is fitted into a particular job, the individual becomes happier, useful and effective in his job. Therefore, for us to have individuals in jobs that matches their personal attributes or characteristics, there is need for adequate provision of vocational guidance to individuals in schools and non-school settings.

Guidance Counsellors must apply the "Trait and Factor Approach" to ensure that individuals make vocational choice that can best match their personal attributes. The country can only experience economic sustainability in this 21$^{st}$ century when the right persons are placed in the appropriate jobs or profession that matches their personal characteristics.

### Conceptual Clarification

**Concept of Vocational Guidance "The Trait and Factor Approach"**

The Trait and Factor Approach maintains the view that, individuals make career choice that is congruent with their personal characteristics. The first man to adopt this style is Frank .B. Parson who is known as the "Father of Vocational Guidance" His main target is to assist young people make vocational choice that can be in a perfect match with their personal characteristic. Parson as cited in Nwamuo (2001), opined that, individuals passes three stages in process of choosing their career preference. These stages include the following: (a) identification of personal characteristics (b) identification of job requirements (c) matching the individual with the right type of job.

Thus, making career preference and understanding individual's personal characteristics according to Parson, plays an important role in determining career choice. Therefore, whenever we talk of realistic occupational choice, the role of vocational guidance must not be neglected. Vocational guidance is an essential tool that determines an individual's ability of making realistic occupational choice that can be suitable with his abilities, aptitude, interest, personality traits etc.Nwamuo (2001), opined that, Vocational Guidance help individuals to make occupational decision that can enable them to adequately prepare and progress in their chosen profession. In other words, in vocational guidance individuals are given full support or assistance in terms of planning, preparation and adjustment so as to record great job success.Also, Ojo and Rotimi (2006), asserted that, vocational guidance is the process of providing assistance to an individual to enable him match his personal attributes with suitable jobs.

This implies that, vocational guidance enables individuals to discover their calling or careers that can be of a perfect match with their potentials so that, they can put it into useful means and enjoy happiness in their job. In the same vein, Uzoeshi, (2013), opined that, vocational guidance is specifically designed to provide students with the necessary support that can enable them to make career preference that can match their potentials. In other words, vocational guidance is a reflecting glass that enables individuals to discover true picture of their personal characteristic in terms of strength and weakness. Thus, no matter the type of guidance that must have been given to an individual, his level of happiness and progress in life depends greatly on his occupational choice. Bark as cited in Oku (2012) support the view that, guidance is the assistance given to individuals to help them make their decision. Therefore, adequate provision of vocational guidance should be made available to individuals in schools and non-school settings before they

make their occupational choice. Abiri (2002), opined that, vocational guidance should be provided to enable students make realistic career choice.

Therefore, for the society to totally eradicate vocational maladjustment and promote realistic occupational choice that can facilitate economic development and sustainability, there should be adequate provision of vocational guidance to individuals.

## GOALS OF VOCATIONAL GUIDANCE

Denga (1986) listed out some goals of vocational guidance. They include the following:

- Vocational guidance aims at assisting individuals to plan, prepare for and adjust tothe world of work
- To make individuals be aware of different careers in the field of work.
- Vocational guidance wants individuals to think of occupational status and choose careers from which they would derive job satisfaction.
- One of the goal of vocational guidance is to provide vocational information to individuals
- Vocational guidance aims at helping individuals to understand themselves better in terms of their abilities, aptitudes, interest, personality etc.
- To provide individuals the assistance to find occupation that is suitable and matches their occupational choice.
- To provide information relating to the requirement, nature of job, training, and other benefits to individuals.
- To examine individual's aspirations, anxieties, attitudes and feelings that are concerned with work.

**Realistic Occupational Choice and Vocational Guidance.** In our society today, we have different occupations in the world of work and one is expected to make his occupational choice in the midst of other alternatives. Therefore, choosing an occupation and the right one in particular is an essential task that must be accomplished successful by everyone If we want to live a satisfactory and meaningful life. Oniyama, Omoni and ljeh (2009), define occupation as a person's job or profession that is carried out on a regular basis to end a living. This implies that, occupation is the work or job one does in order to earn a living. In the same vein occupational choice is the act of making a choice of occupation. However, while making occupational choice it must be realistic. In other words, an individual must make occupational choice that is best suitable

with his personal characteristics or attributes so as to enjoy job satisfaction and be productive. Today many individuals are suffering as a result of unrealistic occupational choice. Thus, making realistic occupational choice is an important task every individual must accomplish in life. This is due to the fact that, individuals' basic needs are greatly provided by their wages as a result of their occupation. the occupational choice of an individual goes a long way to affect his total wellbeing. Therefore, if any individual wants to be productive and enjoy job satisfaction there is need for realistic occupational choice through the provision of vocational guidance. It is an indisputable fact that vocational guidanceif adequately provided help individual to make realistic occupational choice that can match their personality, interest, aptitude intellectual abilitye.t.c.Oayinka as cited in Dabibi (2010), opined that, lack of vocational guidance in schools have made many students choose careers that do not match their potentials and interest. Thus,the place of vocational guidance should not be neglected if one must make realistic occupational choice.When individuals are giving adequate vocational guidance, they develop a sense of belonging and connectedness to their working environment. Thisaction promotes positive behavior and reduce absenteeism in work place which can positively promote increase productivity. Vocational guidance assist individuals to develop coping strategies to be able to manage their emotions which can negatively affect their performance in their place of work. It is very sad to know that,many individuals lack total concentration, efficiency and dedication to duties as a result of their emotional problems which in one way or the other affect them from becoming useful in their place of work. But with proper vocationalguidance individualswill be able to develop coping strategies to be able to manage their emotions and ensure that, they put in their best of service in their job which goes a long way to improve economic sustainability. The provision of vocational guidance to individuals help them to make the maximum use of their talent and attain the height of excellency and job satisfaction. This motivateindividuals action towards utilizing their talent to increase productivity and sustain the economy.

**Dynamic Factors in Occupational Choice**

There are many dynamic factors that have been discovered to influence the career choice of students.Uzoeshi (2013), classified factors influencing the individual career choice as follows:

1. Psychological factors which include: aptitude, interest, self-concept, need, value etc.
2. Sociological factors which include: Parents, socio-economic status, school, peer group, family etc.

3. Physiological factors which include: physique, sex, age etc.

Also, Nwamuo (2001), listed some factors that influence career choice as aptitude, intellectual ability, family, interest, school and personality.

**The Influence of Personality on Occupational Choice:**Personality has been discovered to be an important factor that influences occupationalchoice. The personality of an individual reveals his true identity to the outside world. Ugal as cited in Welson (2016), affirm that, personality is the total quality of an individual's behaviour. This implies that, personality is the "trade mark" that sells an individual as product to others. People differ in terms of their personality, no two individuals are the same, not even identical twins, our personality makes us different even in our occupationalchoice. Some individuals are specially prepared from birth to enter into a particular profession because of their personality. It is as a result of this that, we have workers in the same profession with similar personality characteristics. It is an obvious fact that, each career has its own personality characteristics that must be possess by its workers. Therefore, personality factor helps in determining whether a person is suited for a particular job or not. Many researches have been conducted in time past and the result revealed that, personality is a strong factor that determines the career choice of an individual. Holland as cited in Nwamuo (2001), upholds the view that, an individual's career choice is the "true picture" of his personality, that individual's makes career choice that can be in a perfect match with their personality. For instance, an extrovert when given the right opportunity will be able to do well in the legal profession because of his Artistic personality. While someone who is social and have love for humanity if given the right opportunity will do well in the teaching profession because of his social personality type. Zimmerman as cited in Welson (2016), upholds the view that, variation in personality types bring about difference in career choice. Also, Holland as citied in Nwamuo (2001), affirm that human beings are made up of six personality types which have significant influence on individuals career choice. They include the following:

Realistic personality,Investigate personality, Artistic personality, Social personality, Enterprising personality and Conventional personality.

According to Holland, each of these personalities has their respective career environment which individuals must choose their career choice from if they want to have job satisfaction. For instance, individuals with the realistic personality must have their occupationalchoice from the realistic career environment. Investigative personality individuals must make their career choice

from the investigative career environment. Individuals with the Artistic personality must select their career choice from the Artistic career environment.Social personality individuals must make their career choice from the social career environment. Individuals with the enterprising personality must make their career choice from the enterprising career environment while conventional personality individuals must make their choices in career from the conventional career environment. The assumption from this illustration shows that, when the individual's personality matches its career environment, it is only then; the individual can have job satisfaction. This implies that, there is a significant relationship between an individual personality and occupationalchoice. However, most individuals lack adequate knowledge about their personality type that can be directed into the right career environment.It is as a result of this failure that we have so many people in occupations that are not in line with their personality type.

**Influence of Need and Value on Occupational Choice:**Human nature operates on the "Principles of Need". Most of our basic needs in life are very important and dare to us. That is why we are motivated to carry out certain actions and decisions in life just to gain satisfaction.However, "Needs" can be manifested in different aspect of life, most especially in the area of career choice. Today most people are in different occupations because they want to meet up with the satisfaction of certain needs in life. Uzoeshi (2013), upholds the view that, "Need" is associated with something that can enable an individual to gain adequate satisfaction in the occupational world. This implies that, in making occupationalchoice individuals also put into consideration the satisfaction of their most important need. That is the reason why most people enter into certain occupations because of the strong desire to satisfy their needs which they knew if they enter into such profession will provide them the opportunity to gain job happiness. This assumption is in line with the opinion of Roe as cited in Nwamuo (2001), who upholds the view that, individual's career choice is a sign of their longings to satisfy a specific need. This means that, occupations are chosen in accordance with what the individual need to accomplish in life. The need can be a pressing one and the only means to achieve it, is to choose a particular profession. For instance, an individual who want to live an enjoyable and satisfactory life can decide to make his occupationalchoice from prestigious and lucrative professions so that, at the end of his training, he can be able to have a well-paid job.

Value is another important factor that significantly influences the career choice of students. The fact remains obvious that, individuals make choice in careers as a result of the value they attach to

such profession. Uzoeshi (2013), sees value as the importance an individual attached to a particular thing. This implies that, in making career choice individuals also put into consideration the societal value that is accorded to certain profession. This indicate that "Need and Value" are strong factors that goes a long way to influence individual's career aspiration. An individual's personal value for things sometimes can be quite different from the societal value.

However, in terms of occupationalchoice most people are more concern about the societal value. They don't want people to look down on them as a result of their profession. This is one of the reasons why most people prefer to go into certain profession that are highly valued by the society. There was an incident in my former school were a school visitor asked students to mention their choice of occupation. It was very shameful that none of the students mention the 'Teaching Profession" as their occupational choice. This shows the rate the "Teaching Profession" has been devalued by some set of people in the society, to the extent that most of our young boys and girls don't want to go into this noble profession. The researcher was able to interact with one student to ask him the reason why most students refuse to pick "teaching" as their choice of career. The answer he gave to me is that, "Teachers are not well paid". This is one of the reasons why great value is not given to the profession. Investigations have alsoproved to the fact that; the society accord less value to the teaching profession. Most parents don't want their wards to be 'Teachers" rather they are highly delighted when their children make career choice from prestigious and lucrative courses like Medicine, Nursing, Law, Engineering, Pharmacy etc. which are accorded with great respect and value by the society. They want the profession of their wards to bring honour and respect to the "Family Name". Hence, they prefer answering "Papa and Mama Doctor" instead of answering "Papa and Mama Teacher". This implies that, the value we attach to different occupation in the world of work significantly influence the occupationalchoice of students.

**Influences of Family on Occupational Choice**: The family is big agent of socialization. We learn most of our norms and value in the society from our parents who have strong influence in our decision and belief system. Echebe(2010), affirm that, the family is association of individual that is connected by blood or social bond in other words; the family is made up of the parents and their children.

However, in a typical Africa society, the family comprises the parents, children, grandparents and their relatives. Thus, we have two types of family which include:The Nuclear family and The

Extended family. The Nuclear family consist of the Father, Mother and their Children. While the Extended family consists of father, mother children, grandparents and other relatives.Parents' as leaders of various family have great expectations from their children. They want them to be at their best in whatever level they find themselves.These great expectations make them to closely monitor the decisions of their wards. The fact remains clear that,parents constitute the first learning environment of the child and the strong attachment between parents and their wards goes a long way to influence their decisions and lifestyle. This assumption is due to the fact that, most parents sees their children as not matured enough to make rational decision except they are guided by matured minds.

Basically, this is one of the reasons why most parents exercise their control over every aspect of the life of their wards and ensure that, their children obey their order without questioning.

Thus, in situation like this, the freedom of the child to make his own decision is totally taken way. He has no other option but to obey the decision of his parents which is final. Unfortunately, this control is extended to the career choice of their wards. Investigations have proven to the fact that, parents significantly influence the career choice of their wards by assigning careers to them irrespective of the child's intellectual ability, interest, aptitude, personality etc. Indeed, it is a sad situation for one to see a father telling his son to study law because he has many land cases he wants to charge to court without considering if the child has the entry qualification or not. This is the reason why we have many university dropouts because they could not meet up with the intellectual demands of their course of study.

Another factor in the family that influence the career of students is the type of career that dominates in the family. Uzoeshi (2013), upholds the view that, the type of career that dominate in the family significantly influence the career choice of the child. For instance, in a family where most members are "medical doctors" it is likely that, most of the young boys and girls will want to make medicine as their occupationalchoice. Thus, occupational inheritance exists in some families. Children take after the family occupation. Many researches have been conducted in time past and the evidence prove that, certain profession run through the family blood. To support this view, Nwamuo (2001) testify that, the Rotimi Williams are known as families of lawyers and the Akintola Williams accountants. This implies that, the career that is dominant in the family plays a significant role in influencing the career aspiration of the children. I know of an incident were the father and his two daughters are all medical doctors working in the family clinic.

Additionally, another significant factor in the family that influence the career choice of students is the type of child rearing style practiced in each family. Roe as cited in Nwamuo (2001), upholds the view that, the type of child rearing style practiced in the family significantly influence the career choice of students. For instance, when parents in the family exhibit extra ordinary love, care and concern towards their wards, consequently, children from such homes will likewise demonstrate their adoration to others and this caring drive them to pick "people-oriented career" were they can meet personally with other individuals, collaborate with them and show them love.

However, when parents in the family do not show love and concern, during selection of career, their wards will pick "thing-oriented career" were they can discover delights.

**The Influence of Interest on Occupational Choice**

Individual's interesthas also been discovered to have a significant influence on career choice. In life we all have special desire which indicate our likes. This likeness can also be seen as our interest. Most individuals today are in different profession because of their interest.Investigations have been conducted in time past and the result proves that, interest is a strong factor that influences the Occupational choice of students. Anagbogu (1992), upholds the view that, interest is an important factor in career choice. This means, one cannot make career choice without the element of interest. Your desire which indicate your interest must have a part to play even as you make your choice in career.Most students from onset manifest their desire for a particular profession and this they do by having strong interest in the school subjects that can enable them to enter into such profession. This means that, interest is a strong factor that determines the career choice of individuals.In addition, it is an important factor that can enable one to have job happiness. The driving force that can keep one moving on the wheels of success inspite of challenges, that is why parents/guardians should not influence the career choice of their wards but provide them the opportunity to make their own career choice that will be in line with their interest so that they can enjoy satisfaction in their career.

Unfortunately, it is very sad to note that, most parents are just after their personal interest not the interest of their wards. They want to answer names like "mama doctor, papa doctor", "mama lawyer, papa lawyer" etc.This group of parents wants their wards to read prestigious courses without considering their career interest. For example, there is an incident of a young man who has strong interest to study music in the university, but his parents forced him to study medicine. At the end of his training as a medical doctor, he handed over the medical certificate to his parents

and went back to the university to study 'music' because of his interest. This young man was able to stand upright and ensure that his interest for music as a career is not destroyed by his parents.This implies that, interest is an important factor in Occupational choice.

**The Influence of Aptitude on Occupational Choice**

Aptitude is another essential factor that has been discovered to influence the occupationalchoice of individuals. Aptitude is individual's innate ability and talent. In other words, the ability is inborn in the individual. Previous investigations have proven to the fact that, the aptitude of an individual is a strong factor that influence career choice and those individuals make choice in career in line with their aptitude. This fact is obvious because each career in the world of work has its own required aptitude that must be possess by individuals who want to enter into them and it is only when an individual's aptitude matches the one required by his career choice that he can record success and job happiness.

In spite of this fact it is worthy to note that, some individuals were predestinated to enter into certain profession because of their innate ability and during the period of choosing career, most of these individuals go straight into such careers that can be of a perfect match with their aptitude. For example, some individuals are very good in artistic work, they can draw very well, and such individuals can decide to choose "Fine Art" as their career choice because they already have the innate ability that can enable them to record success in such profession.Also, some individuals are gifted with the power of speech; they are very good in communicating and can argue a matter and come out successfully. This group of individuals during the period of making choice in career can decide to pick "Law" as their career choice since they have the innate ability.Thus, it is not advisable to enter into any profession because of parental or peer pressure. Your aptitude must be brought under consideration. That is why as an individual, it is very important for you to have adequate awareness of your aptitude so that you can be in a better position to make realistic career choice that can be in line with your aptitude and avoid those once your innate ability will not be able to cope with.

This fact remains obvious because different careers or professional training demands certain degree of specialized aptitude and each individual possess different degree of this aptitude which is inborn. Therefore, individuals are expected to compare their aptitude and that required by different careers so as to make decision concerning the career that can be well suited with their innate ability. Unfortunately, most individuals fail to understand that, an individual's aptitude

plays an essential role in any occupation or professional training. This group of people also lacks the knowledge that an individual's aptitude determines the level of vocational success one can attain to in cause of life journey.It is as a result of this failure that, most people today have become unproductive in their various places of work because they made career choices that do not match their aptitude. This is one of the major reasons why we have so many people in our society today experiencing "Job dissatisfaction". For an individual to overcome this problem, it is very important that, he makes occupationalchoice that can be of a perfect match with his aptitude (innate ability) so as to record excellent performance and accomplishment.

**Influence of Intellectual Ability on Occupational Choice**

Individual'sIntellectual Ability has also been discovered to influence occupationalchoice.The purpose of education is to acquire knowledge. Hence, for an individual to succeed in his vocational training, he must have the required intellectual ability. In this context, intellectual ability connotes the individual's capacity to assimilate, make comparison and recall data. Intellectual ability is the ability of the individual to think abstractly, acquire knowledge and be able to solve problems.Additionally, intellectual ability is of different grade and each individual fall into one of these grades which include the following: High Intellectual Ability, Average Intellectual Abilityand Low Intellectual Ability.An individual intellectual's ability is an essential factor that has been discovered to significantly influence occupationalchoice.

Previous research findings have proven to the fact that, most individuals make their choice in career in line with their intellectual ability. The fact remains clear that, most people know their strength and weakness with regard to their school subject and as such some students while making their career choice avoid career areas where they lack the required intellectual ability. Different career in the world of work requires certain degree of training in higher institution. An individual who does not have the required intellectual ability will find it very difficult to enter into such professional training and record excellent performance. Nwamuo (2001), upholds the view that, high intellectual ability is required for occupations that are of high level. This implies that, an individual with low intellectual ability will record failure if he enters into such areas. For instance, a profession like Engineering, Medicine, Nursing, Pharmacy etc. requires an individual to have high intellectual ability.Therefore, an individual who has the intention to go into such profession is expected to perform excellently above average in the science subjects. This is because during entrance into the university, the JAMB cut-off point for these courses are always very high, it is

only those with high intellectual ability that can have the opportunity to be admitted into such career areas. However, individuals with low intellectual ability will find it very difficult to enter into such profession rather they will seek admission into course that do not require high intellectual ability.

This implies that, each course has its required intellectual ability. Some courses required high intellectual ability; others average intellectual ability while semi-skilled jobs require low intellectual ability and individual with this type of ability can be able to fit into somewhere. However, it is important to note that, an individual intellectual ability goes a long way to determine his occupationalchoice.Nwamuo (2001), upholds the view that, intellectual ability is an important factor that influence career choice. However, it is very sad to note that, some parents use their executive position and connection to put their wards in the university to study prestigious courses that demands high intellectual ability in spite of their poor performance in the Joint Admission Matriculation Board (JAMB) Exam and also the university Aptitude test. It is indeed very unfortunate that our school system can be manipulated to this level.

That is why today, some students in the university are finding things very difficult because they made choice in career that is higher than their intellectual ability. Hence, as a result of this failure, some of these students who are victims have drop-out of school because they could not cope with the high intellectual demands, while others sort themselves out of school with either third class or ordinary pass.Thus, to overcome this failure, Parents/Guardians should create the opportunity for their wards to make occupationalchoice that is in line with their intellectual ability.

**The Trait and Factor Counselling Approach**

When we discuss “trait” we mean those unique individual characteristics that makes up his identity. In the field of human psychology, trait is an individual personal characteristic that always structures his activities and responses to different circumstance. In this manner, the trait and factor theory maintain the view that, individuals make career choice that is congruent with their personal characteristics. The first man to adopt this style is Frank B. Parsons, who is known as the father of vocational guidance. Onyejiaku as cited in Nwamuo (2001), asserted that, Parson B. Frank was the first to propose the trait and factor theory. His main target is to assist young people to make vocational choice that can be in a perfect match with their personal characteristics.

He mulls over the individual's weakness and strength before connecting them to a particular vocation or career. This means an individual cannot jump into any career without having the required personal characteristics and expect job satisfaction. That is the reason why today, we have so many workers that are not satisfied with the nature of their work because they lack the required characteristics trait. Thus, trait and factor theory uphold the view that, individuals make career choice that can be in a perfect match with their personal characteristics. For instance, an individual who want to go into the medical profession must be able to bear the weakness of people, some one that is hot-tempered will find it very difficult to cope with patients.For example, there are cases of some nurses and doctors who have sent so many people to their early graves as a result of their character. This implies that, your intellectual capacity is not enough for you to enter into any profession but what matters is your personal attributes because each profession has its own personal characteristics that must be possess by its workers.

Parson as cited in Nwamuo (2001), upholds the view that, individuals passes three stages in process of choosing their occupational choice. These stages include the following: Identification of personal characteristics, identification of job requirement and matching the individual with the right type of job. Most individuals lack full knowledge and understanding of their personal attributes or characteristics and in making career preference, an individual personal characteristic according to Parson plays an important role in determining his occupational choice. Thus, the Guidance Counsellor must provide adequate assistance to the client to have full knowledge and understanding of his personal characteristics which include the individual's abilities, strengths, interests, weakness, temperament, ambition, values, needs, personality etc. These characteristics of the individual must be fully identified before making any career preference.

Secondly, every job has its own characteristics that must be possess by its workers that is why we have different people in the same profession with similar characteristics. Thus, the Guidance Counsellor in other to assist the client must have a thorough study of the requirements demanded by different occupations. In other words, the Guidance Counsellor must carry out "Job Analysis" so that he will have full knowledge and understanding about job requirements by different occupations in the world of work. Thirdly, the last stage is very critical if one must make right career and enjoy job satisfaction. Thus, after a full understanding of the individual's personal, characteristics and the characteristics required by different occupations. The Guidance Counsellor then assists the client to enter into the career that is in a perfect match with his personal

characteristics. The trait and factor theory therefore, upholds the view that, individuals make career preference that can be in a perfect match with their personal characteristics.

**Economic Sustainability and Vocational Guidance**

The quality of workers, their level of efficiency and job satisfaction goes a long way to determine economic sustainability. The fact remains obvious that, if workers in various establishments and industries lack job satisfaction, efficiency, hard-work and devotion to duties, it will decrease productivity and this will negatively affect economic development and sustainability. The fact remains true that, an establishment or industry with maladjusted workers may perform below expectation which may lead to the collapse of the industry or establishment if proper measures are not taken. For it is an indisputable fact that, when workers are vocationally maladjusted they will not have job satisfaction and these can lead to depression, frustration, unproductivity and lack of adequate motivation to function. This indeed has caused a lot of problems in our society and country at large. It is one of the reason why, some workers are into drinking, smoking and hard drugs, just to forget about their sorrows. Thus, workers need to be vocationally adjusted to increase productivity and economic sustainability. Joseph (2021), asserted that, economic sustainability is a practice that involves long-term economic development of a nation or company. Also, Ogunleye (2021) opined that, sustainable economic development is a situation where the real per capital income increases over prolong period of time. Thus, the sustainability of the economy is one of the major goal of any country.

However economic sustainability cannot be achieved if workers in various establishment and industry lack job satisfaction, efficiency, hard-work and effectiveness. The fact remains indisputable that, the quality of workers, their level of efficiency and job satisfaction goes a long way to determine the sustainability of the economy. Therefore, to ensure this, there is need for Vocational Guidance.

**The Role of Vocational Guidance in Achieving Realistic Occupational Choice for Economic Sustainability**

Vocational guidance helps individuals to enter into occupation that is well suitable and matches their abilities, interest, aptitude and personality traits. This help to produce capable workers that can utilize their potentials to increase productivity and promote economic sustainability. For when

the right people are in the right occupation it makes things to work better, effectively and efficiently.

Also, vocational guidance helps individuals to make occupational choice which they can derive job satisfaction. For when workers enjoy job satisfaction they become happier, active and dedicated to the performance of their duties. These goes a long way to increase productivity and economic sustainability.

Similarly, vocational guidance helps individuals to develop the right attitude or mindset to work. For when individuals put up the right attitude to work, they will be able to think logically and have creative ideas that can be useful to the sustainability of their business and impact positively on the economy.

Furthermore, vocational guidance solvesindividuals' vocational problems that could have caused depression, frustration, negative thoughts, criminal and destructive behaviors and make them to become responsible individuals that can utilize their potentials and contribute their own quota to the development and sustainability of the economy.

Also,when individuals are given adequate vocational guidance, they develop a sense of belonging and connectedness to their working environment. This action promotes positive behavior and reduceabsenteeism in workplace which can positively promote increase productivity. Vocational guidance assist individuals to develop coping strategies to be able to manage their emotions which can negatively affect their performance in their place of work. It is very sad to know that, many individuals lack total concentration, efficiency and dedication to duties as a result of their emotional problems which in one way or the other affect them from becoming useful in their place of work. But with proper vocational guidance, individuals will be able to develop coping strategies to be able to manage their emotions and ensure that, they put in their best of service in their job which goes a long way to improve economic sustainability. Similarly,the provision of vocational guidance to individuals help them to make the maximum use of their talent and attain the height of excellency and job satisfaction. This motivateindividuals action towards utilizing their talent to increase productivity and sustain the economy

## CONCLUSION

Vocational guidance plays an important role in career decision making. It helps individuals to make realistic choice that can promote economic development and sustainability. Therefore, its importance should not be neglected.

**SUGGESTIONS**

- Guidance Counsellors should provide adequate vocational Guidance to individuals in schools and non-school settings in order to make realistic occupational choice
- Guidance Counsellors should make individuals to see the need why they must subject themselves to adequate vocational guidance before making their occupational choice.
- Guidance Counsellors should create the awareness of the importance of Vocational guidance to the public through mass media, seminars, conferences and workshops to ensure that, individuals make right occupational choice.
- Parents, peers, relatives and other significant figures in the lives of individuals should not influence their occupational choice but they should allow them to make their own choice that can match their personal characteristics.
- Guidance Counsellors should make individuals to understand themselves better in terms of their abilities, aptitude, personality traits, interests and match them with the requirement of a particular occupational choice
- Individuals should be encouraged to utilize their potentials and contribute their own quota to the development and sustainability of the economy.
- The Government should provide special fund for Guidance Counsellors to carry out effective vocational guidance programmes

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