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The Anchor Runner In Students' Career Achievement Phases -The Role Of Stakeholders: A Review

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ABSTRACT: Youth of the nation addressed as demographic dividend contributes when it is appropriately directed, precisely monitored and rightly managed. The career development of the youth needs to be focused with utmost care and the people who are responsible for imparting knowledge should exercise the same with integrity. The stakeholders in whose hands the students are entrusted with must have the commitment and conviction of their role in the process of student's career development.

This study focuses on the phases of career development, thereby studying the role of the parents, teachers and the policy makers. The phases set for these role players is depicted as the runners of the race, who pass on the baton to the subsequent runner. Notably, starting from the parents who bring forth the child to this world, subsequently handing over it to the teacher for education, further the teacher keeps them ready in order to be trained with the skills demanded by the policy makers.

KEY WORDS: Parents, Teachers, Policy Makers, Students and Career Development

INTRODUCTION: The phase of the preparatory period determines the employment opportunities of the youth. Many are the pursuers but few are the achievers. The stakeholders who are investing the enormous resources for the well being and the better career of the students are bound to fine tune the skills, redraft the policy, and redesign the methodology as and when required. This would undoubtedly unearth the unseen blessings restored for the young minds of this era.

Importantly, there are many motivators in the phase of the career development of a student, but the pace determines the timely achievement, which has to be administered by the stakeholders, manifested in the form of Parent, Teacher and Authorities. The commitment of them cannot be blamed at any stage, but the intensity of the commitment at each and every phase needs to be monitored with utmost care, "as the little dripping in the pipeline weakens the visionary youth to blame the society and blame themselves at one stage. Dwi Aris Nurohman (2024) mentions that the educational institutions strengthen professional development programs for teachers, so that they are equipped with relevant skills, knowledge and methods to effectively support student character formation and it is recommended to examine the long-term impact of these approaches on student behavior and academic success.

SCOPE OF THE STUDY: To identify the essential process or the phase involved in the skill development. This will enable the youth to obtain the soundness of mind and the readiness to accept the environmental challenges and changes. These factors are the unavoidable in the process of climbing up the ladder of career development. The longer the period, the stronger the capacity building and vice versa, is the verse proclaimed for years together. On the contrary, in the current era, the youth sharpens or shapes their cognitive development by the tools of technological advancement and social media. No doubt or not to wonder, these tools would be addressed as the social skills for the millennial Gen Z, Alpha Kids and the future generations to come.

This study covers three phases of career development of the youth to attain their careers (childhood to an adult). The phases are segmented as per the role played by the parents, teachers and the decision making authorities who are vested with the ultimate interest in developing their skills in their respective arena. This review study also focuses on the responsibilities of role player, emphasizing their committed role rather than the conferred role.

PARENTS PUT FORTH THE FIRST LEG IN THE RELAY RACE

The Parents, who are less recognized in the path of employment, comparatively most spoken at the time of reaping career benefits, play an imperative role in upbringing the child and their efforts have to be measured alongside and must be inclusive while developing the skill suit of the child. The cognitive development of a child whether it is inherited or imbibed starts at home and has the feature of everlasting impact in one's life.

Barnes, Sally-Ann et al (2020) states in their report that although parents undoubtedly have the potential to influence their children's career development, both positively and negatively, robust evidence of what, when and how parental behaviours constructively support their children's learning about career progression remains inconclusive. The childhood days are to be carefully observed and the efforts are to be taken to avoid the actions which would bring the negative effect and act as a barrier or weapon in the psychological realm of a child.

The parents play a major role in the early phase of the career development of a child; one cannot deny the fact that they are the cornerstone laid to build up the entire superstructure. Their responsibility forms a major part in handing over a child, who was psychologically nurtured, physically maintained and socially developed, to be further sculpted by the teachers.

Early stimulation to the encouragement of curiosity, parents act as beacons in their children's educational paths. Creating a nurturing home environment is more than just a physical space; it's a sanctuary for growth and learning Kenneth Sandin(2023). Innumerable parents spent their entire life for the sake of their offspring and stand as the testimonies for many to follow their path; special care and attention shown by their parents are proven beyond the economical factors like poverty and prosperity.

The impediments in the learning process and adaptation to the environment in students' life are the results of a previous history, which are untold or cannot be well explained by the affected innocent kid. Purva D. Lanjekar et al. (2022) insists that the positive parenting is required for early cognitive development, emotional balance, and the maturation of thought, while negative, hostile parenting leads to depression and social and cultural problems. The bitterness experienced by the children due to careless upbringing or negligence on the part of the parents can be resolved by the collective care taken by the stakeholders, undoubtedly the parents themselves.

SECOND RUNNER PORTRAYING THE TEACHERS ROLE, ABSOLUTELY NOT THE SECONDARY ROLE

According to Ananda Rivaldo (2021) the teacher the role model, character builder and knowledge provider intervenes in a child life could imprint his/her image in the child's mind or the path maker to direct them towards their vision and goal. For this, one must be the mind reader who travels along the child as a supporting staff both in the academic and psychological aspect. Many leaders are not born but are made because of the meticulous efforts put forth by the teachers. Rustiadi, Sonny (2015) found that Education is not just about delivering knowledge, but also finding ways to the process in partnership with the students. Accordingly, education can be more valuable if it's customized to the capacity and needs of each individual- although indeed the cost (or the investment, whichever one sees it) may be substantial.

The teacher who receives the raw clay from the hands of the parents moulds them and makes them as the useful vessels in order to be the blessing to many. Care must be taken to see that the clay is not marred before it is formed. Sma Negeri et al (2022) in their study states that the character education must involve aspects of moral feeling and moral action and instills habits so the students understanding (cognitive), are able to feel (affective), and have good values (psychomotor).

The resourcefulness of the committed teachers ever fills the minds of the students and never remains semi filled. The days of the present era call for the resource that is seasoned by the academic, social and mental factors.

Gigi G. Makabenta (2024) found that the teacher's personality as to having great contributions to their character building particularly in terms of helping them to establish attitudes/behavior that make them accept additional activities. Few of these traits develop among them are willingness, diligence, self-discovery, and responsibility.

POLICY MAKERS- THE FASTEST AND FURTHEST RUNNER IN BESTOWING THE BLESSINGS

The administrative authorities spending their huge investment for the welfare of the students and their well being should not be done in. Investment of ample funds and devoting more time in policy framing and its implementation would not yield the benefits unless it is monitored till the light is lit on the mount to illuminate the entire society. Utmost care is to be meticulously taken from the day of policy framing, its implementation and the success to be measured in the same scale as it was designed with the primary objective of students' comprehensive development.

The steps and measures taken by the policy makers and the implementing authorities are to be the collaborative effort till the point of tasting the fruit of the benefit of success.

The well knit initiative taken in the early stage will manifest the full fledged and uncompromising efforts to fix the square pegs in the square goals without finding out the vacuum place in the policy design. Ramadhani, Tiara & Widiyanta et al (2024), finding proves the synergy relationship between the collaborative participation of the main institutions, namely school, family and the wider community, can empower students with strong character, have good morals and be perfectly responsible.

Nowadays the students' dwelling place is not only literally found on the geographical boundaries, they happen to socially live on the invisible land where technology web plays its gimmicks. The measures taken to impart the skills or its fine tuning process cannot be spread out as a blanket package; rather it is to be tested in the light of psychological, social and geographical factors.

STUDENT- THE ANCHOR RUNNER TO COMPLETE THE RACE

The ultimate efforts taken at each and every step of the students' career development are certainly focused on the benefits to be reaped by the students. Likewise, the student mind must be prepared to understand the importance to adore the blessings rendered by the stakeholders. Gaurav Sachar et al (2015) concluded the study stating that a high level environment of home and school and good ideals of a teacher are very much required to form a good character. The students, who have the mind and heart with the submissive spirit, inherit the treasures restored for them in each and every phase of their journey. Youth, the arrows kept in the quiver, in order to be used for the uplift of the family, society and nation have to be sharpened by the protective hands of the pace setters namely parents, teachers and policy makers.

The young minds reflect the images of their role models, who have molded their characters with the virtues of chastisement, encouragement and comfort in their timely phase of career development. Keeping in consideration of this, the stakeholders responsible for character and career building of the youth must rededicate and consecrate the duties entrusted to them.

THE SOWER AND THE REAPER SHALL REJOICE IN ONE ACCORD

The adult grown up with the needed wisdom and sound knowledge will definitely repay the benefits to be reinvested for the society to enjoy the fruit of its effort. The financial benefits earned by them in the form of salary or return on investment would be ploughed back into their nation's growth. The students, who have enjoyed quality education in their motherland and serve in foreign nations, undoubtedly would bring the laurels to motherland.

LITERATURE REVIEW

- Oomen, Annemarie (2016) found the International interventions have been designed to involve parents more in adolescents' career development since the 1960s. These interventions can be arranged in three models: (a) career information-centred; (b) family learning; and (c) family therapy. Moving forwards, it is important to develop stronger models for parental engagement in career guidance, alongside an accompanying research agenda.
- Femina Ann Thomas et al (2024) points out that the parents try to strike a delicate balance between fostering autonomy and exercising control, reflecting both evolving attitudes and entrenched cultural norms. Siblings and peers expand the decision-making network, while financial limitations and emotional bonds shape career trajectories.
- Ovacevic, Jasna et al (2018) suggests that educational system as complex adaptive system cannot be controlled, but effectively managed through distribution of control and creation of few attractors, benefiting from self-organization in the technical core and making change in the official top-down rhetoric.
- Verger, Antoni (2014) found that the methodologically speaking, it is worth mentioning that comparative education is potentially well-suited to analyzing the impact of global education policy ideas, as comparative analysis is one of the most appropriate strategies for understanding why, to what degree, and under which particular circumstances the same transnational idea is more influential in some particular settings than in others.
- Nancy A. Watkins (2022) this study informs that teachers and elected officials to lead policymaking in education based on the evidence of benefits of involvement regardless of ideology and political pressures. If the true interest is to do what is best for students and make sound, sustainable educational policy, securing a way for teachers to have their voices heard in the political arena is vital.
- Wang, Zhenlin & Wang, Lamei. (2015) insists that children's learning strategies show great variability, both within and across individuals. Education should provide children with opportunities

of supported exploration and experimentation, intentional demonstration and instruction, as well as guided discovery.

- Itryah, & Pertiwi, Dea. (2024) The contributions of the research include a) interactive learning activities that incorporate games during learning, b) active participation of teachers in implementing interactive learning methods can enhance cognitive development, c) the establishment of cooperation with early childhood education providers and kindergartens, d) creativity that can be created and developed to improve cognitive abilities.
- Zamora, Dra & Maldonado Núñez et al (2024) clearly states that promoting healthy cognitive development in early childhood should be a priority for parents, educators, and society as a whole. By providing a nurturing and supportive environment, fostering curiosity, and providing relevant educational experiences, we enable children to reach their full cognitive potential and lay the foundation for lifelong learning and success.
- Wang Haoyue et al (2024) this research synthesizes current literature to underscore the cognitive benefits of play-based learning, emphasizing its integral role in early childhood education frameworks globally. Practical implications for educators and policymakers are discussed, advocating for the integration of play-based strategies into educational curricula to optimize cognitive growth in young learners.

CONCLUSION: Every nation protects its demographic dividend, the youth population is the vital human resource and an uncompromising factor of production is all pervasive in its nature. No sector could be started or survived without humans, importantly the youth, the mighty valor in the aspects of age, strength and innovative thinking.

In the era of technology driven world, the youth have to play their eminent role in all realms. To justify the above mentioned fact, the role of human intelligence designs the artificial intelligence. The youthfulness of the younger generation must be manifested in their skills, attitude, and critical thinking capacity are to be carefully designed from the initial stage; the child starts to look at things with the curiosity of learning the environment.

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