

# CAREER MANAGEMENT AND STUDENT PROFILING

## PROFILEBLACKBOARD STEP BY STEP

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# APPEAL TO PARENTS

## Parent Involvement

### **Parents manage your children's profiles**

The system emphasizes the importance of parents taking an active role in their children's career development, which is crucial for guiding them towards a sense of purpose and a successful future.

Parents play a crucial role in supporting their children's career development and instilling a sense of purpose. By actively engaging with children, parents can:

- Motivate and inspire children towards a better future, as high parental involvement has a significant impact on a child's career achievement.
- Extend teaching beyond the classroom, creating a positive experience that helps children make informed decisions about their career path.
- Support learning both in school and at home, fostering their children's overall development.

This system provides parents with the necessary information and guidance to regularly assess their child's progress. Key benefits include:

- Preventing parents from leaving all the teaching responsibilities to schools.
- Keeping children focused on their career development, rather than other distractions.

### **The engagement process expects parents to:**

- i. Carry out regular assessment on their child's progress.
- ii. Guide their child through a termly project within their career choices.
- iii. Get a feedback from the child after an academic trip.
- iv. Give an update on trip feedback taking note of the child's progress.

# ABOUT US

## Ministry of Primary and Secondary Education

This program is brought to you by the ministry of primary and secondary education in conjunction with HTI group. The focus of this program is to close the skills gap. The program will equip students on how to become knowledgeable to enable them to think critically, creatively adopting leadership skills and to communicate effectively. Learners will be exposed to a variety of careers and insights to careers that are relevant to the Zimbabwean economic problems, providing economic solutions. Students will benefit on the much needed practical element, making them ready to adapt the working environment after leaving school.

## Hope Trend Investments

We believe in bridging the skills gap by equipping students with the practical knowledge (hands-on) of which we believe that its paramount for a nation to sustain economic growth and to achieve sustainability, lowering a pattern of foreign dependency. We aim to give students the exposure on the importance of exporting local manufactured goods, which is more profitable in foreign exchange, utilizing raw materials at home curtailing the importation of goods and services.

## Career Management

The system aims to manage skills gap by primarily identify students' skills and expertise and interconnect them to the appropriate sectors of the economy in order to equip them at an early age. This will also enable the nation to identify students with skills and then equip them. The process will also test as to how much our graduates are equipped with the necessary skills. This is to avoid a situation whereby we produce ten thousand graduates in the country, but cannot solve five problems the country is facing.

# CHAPTER 1

## Overview

Welcome to profileblackboard.com broadcast. Articles and interviews posted on this platform may be used by learners as case studies for academic research purposes. Publishing an article on profileblackboard.com offers you the potential for career advancement, increased visibility, credibility, collaboration opportunities, and the dissemination of knowledge.

### Career Advancement and Recognition

Publishing an article can contribute to career advancement, professional recognition, and establishing oneself as an expert in a particular field, which can lead to new opportunities for growth and recognition.

Increased Visibility and Impact:

It provides increased visibility and impact on society, allowing your work to reach a wider audience and potentially influence your field of specialty.

### The Posting board

Posting on the blackboard allows our learners and the business world (entrepreneurs) to forge stronger relationships and to identify opportunities improving communication and collaboration. Posting on this platform gives companies, organizations and individuals the competitive edge in terms of advertising and marketing, people will get to understand their business better above all providing the much needed knowledge to our learners.

Evidence suggests that exposing learners to role models, can enhance motivation. One of the most important approach is to try and inspire our learners so that they can be great in whatever they want to do

Posting on this platform give the author the much needed customer attention on their profiles attracting their target markets enabling their businesses to engage with the business world.

Profiles play a crucial role in attracting customers in several ways:

- Media Engagement
- Understanding Customer Perception
- Targeted Marketing
- Tailoring Products and Services
- Establishing Credibility
- Creating Ideal Customer Profiles

## Posting Areas

1. It all starts with an Idea
2. My point of view
3. Diary of Entrepreneur
4. What makes Zimbabwe Great

# CHAPTER 2

## Overview

This chapter specializes in managing (bridging) the skills gap.

### 2.1 What is skills gap?

The skills gap refers to the disparity between the skills an employer expects their employees to have and the actual skills employees possess. This mismatch makes it challenging for employers to fill open positions.

This gap has widened even further in recent years. The skills gap is influenced by various factors, including an educational system that hasn't kept pace with the evolving economy, poor education, an evolving workforce and a lack of industry experience or required training for candidates. It is crucial for the education sector to identify and understand any skills gaps present and how they limit company performance, especially in the context of new technologies transforming many business sectors.

### The importance of informed decisions when making career choices.

The program provides practical knowledge giving students hands-on experience and all the necessary information and skills needed to make informed decisions when making Career choices. The program makes an early intervention to students' career choices. This system will inter connect and share vital information between the education and the labour sectors on real time data, in terms of careers skills and labour demands providing a key component to economic growth. This process is paramount for students in order for them to identify career options and narrow them to make one career decision. Students can then concentrate and specialize in a specific area at an early age thereby giving learners the much needed direction and providing clarity regarding future career development. This motivates students to utilize their strengths and skills as well as improving on their weaknesses. This helps to understand the skills and knowledge that is required to fulfil both the nation's and individual goals.

### The importance of Career Management

Bridging the skills gap in schools is crucial for several reasons:

- **Future Workforce Preparation:** Schools play a pivotal role in preparing the future workforce. By addressing the skills gap, schools can ensure that students are equipped with the necessary competencies to thrive in the evolving job market
- **Industry Relevance:** Aligning educational curricula with the skills demanded by industries is essential. By addressing the skills gap, schools can ensure that students are prepared to meet the needs of the job market, thereby enhancing their employability
- **Economic Growth:** Addressing the skills gap in schools is vital for fostering economic growth. By equipping students with relevant skills, schools contribute to the development of a highly skilled workforce, which in turn drives economic prosperity.
- **Social Equality:** Bridging the skills gap in schools is essential for promoting social equality. It ensures that all students, regardless of their background, have access to the skills needed for success in the workforce.

Students must understand our local environment and get a hands on experience which enables them to develop a sense of belonging to the local community and the nation at large. Indigenous knowledge represents an important component towards national development issues. The world has become dynamic, the environment that we are living in is changing at a fast pace. Therefore, for our nation to survive this technological error, we have to equip our students with all the necessary knowledge for them to be able to react to technological changes at a global level.

Students learn best through first-hand experiences and going out into the local environment will enable students to explore and get the vital hands on experience that expose them to different features found in the country. Students can then start to appreciate our own cultural heritage and identity, as well as respect and understand the value of our local environment which then inspires them to continuously improve our environment and to acquire knowledge that provides problem-solving strategies for local communities and the nation at large.

Students need to have an understanding on how Zimbabwe can come up with sustainable measures for development from our natural resources. Particularly on areas such as our mining and agricultural sectors and how to embark on scientific research to make our own traditional food and medicine. This is crucial for ensuring that local communities can continue to add value to the raw materials and fully benefit from the local ecosystems in a sustainable way.

Career management is not a single event but a continuing process that is necessary for adapting changing in demands of the 21st Century economy. The program aims to identify career programs that add value to the economy. This program will identify and equip students on vital careers needed in the country. With this system, when learners go for A level they will have already started to advance in their careers. This brings us to a point, that when universities start recruiting they are recruiting trainee professionals in their careers such as farmers, engineers, students with a purpose to solve current problems that the nation is facing or will be facing. These trainee professionals will already be having a purpose on what they want to achieve towards building the nation.

**This program will:**

- i. Carry out a Skills Audit analysis of the students to provide a skills gap provision, focusing on bridging the skills economy gap.
- ii. Ensure that all schools will be enlightened on the importance of career management and how it relates to the national economy.

- iii. Ensure that all students are clear about their career options and their relationship to the economy and how the careers will provide solutions to our national economy.

## 2.2 Personal Profile Point System

Students must understand their Personal profile credit score, this will build a professional image and equip them with the necessary skills required to become a competent professional.

Personal profile point system is a Career management system made up of a discovery block for Primary level and three blocks at secondary level, this accumulates to 24 points at completion (Implementation). This system is designed to equip students with knowledge and skills needed for Problem-Solving and Decision-Making Steps.

### Discovery Stage

#### **Familiarization**

Discovery tours- Understanding our local environment Introduction to Career Exploration-Familiarizing with careers and learning more on career options.

#### **Discovery**

Discovery tours- Understanding our local resources.

Introduction to Career Exploration-Familiarizing with our local major sectors. Researching, evaluating, and learning about modern work opportunities and how to pursue and create a strategic plan to reach professional goals.

#### **Solution finding**

Value chain analysis tours- Understanding value adding process to our local raw materials and production processes Understand where opportunities for improvement lie. Carrying out a strategic process to evaluate and identify how skills and knowledge can contribute to a sectors competitiveness.

#### **Implementation**

Systems continuous improvement tours-To find new ways to drive efficiency, improve quality, and value delivery while minimizing waste, variation, and defects.

Business performance processes-To give the overview understanding of strategic and operational goals that support decision making, for the continuous optimization of business processes and to achieve organizational growth. Company Formation-Understanding the processes involved to start a company.

### Purpose

We want to give an exposure to our students the different types of careers such that one way or the other they can pursue on careers that relate or are in favour of our country's sustainable development and economic growth.



## Implementation Stage

This stage aims to equip pre professionals (students) with the practical knowledge (hands-on) which is paramount for a nation to sustain economic growth and to achieve sustainability, lowering a pattern of foreign dependency. Aiming to give students the exposure on the importance of exporting local manufactured goods, which is more profitable in foreign exchange. Utilizing raw materials at home curtailing the importation of goods and services.

# CHAPTER 3

## 3.1 Career Management Overview

The section is divided into four parts. The first two parts empowers students with knowledge and expertise to our local environment Zimbabwe, identifying areas of need in terms of manpower and then relate to the educational needs that are relevant to our economic growth. The third and fourth parts equips students with solutions that are home grown.

### Career specialization

This section aims to identify students' skills and expertise and interconnect them to the appropriate sectors of the economy in order to equip them at an early age. The new approach must be able to produce professionals and skilled manpower at O level meaning to say out of the one hundred and twenty O level leavers, we must have one hundred and twenty pre professionals and skilled manpower to fit in to different disciplines as the economy now demands competent employees.

### Understanding local environment

Students from different provinces will get a hands-on understanding of career opportunities within their local regions. This section will equip students with the much needed knowledge to the problems that affect their local community and the understanding of local solutions that are needed, which are the home grown solutions.

### Future labour demand

This section will focus on forecasting specialized labour demands. The world is moving from the traditional fuel powered cars to electrical cars. Zimbabwe produces lithium which is used to manufacture electrical car batteries abroad. Therefore, Zimbabwe will need knowledge and expertise to enable local manufacturing of car batteries in order to avoid exporting raw lithium.

### Academic Tours

This section will develop an approach that creates solutions to our local problems Academic tours will give students a hands-on understanding to the problems facing the nation, and the available solutions. This exercise examines the extent of effectiveness and efficiency of the solutions on the ground.

## Career Profiles

Professionals do not qualify overnight, there is a chain of events that they go through. This involves acquiring knowledge, skills and research to become effective professionals. This section reveals the build-up of a qualified professional showing step by step the researches, trainings, tours and workshops that they went through building their qualifications to become a professional. This will show that they did not just qualify by chance but have a traceable history.

## Closing the skills gap

We run employee development initiatives and in-house trainings to address skills gap which is often referred as the disparity between the skills an employer expects their employees to have and the actual skills employees possess. This mismatch makes it challenging for employers to fill open positions.

## 3.2 Sectors

When it comes to career guidance the first thing that a learner need to understand is a sector that they want to work in. Then comes the cluster lastly the career.

This section provides an in depth to our sectors, from

- Primary Sector
- Secondary Sector
- Tertiary Sector
- Quaternary Sector

## 3.3 Clusters

A career cluster is a group of occupations with similar features.

The cluster choices section helps students further specialize their career path after the initial exposure to various career options. This section is crucial in guiding students from broad career exploration to committed specialization, enabling them to maximize their potential and fulfil both personal and national goals.

### **This section will give students:**

- An in-depth exploration of career clusters, including:
  - i. Occupations within each cluster
  - ii. Required knowledge, skills and abilities
  - iii. Educational requirements, certifications and licenses
  - iv. Training providers
  - v. Job responsibilities and duties
  - vi. Job market data (vacancies, growth opportunities)
  - vii. Relevant UN Sustainable Development Goals
- Supports informed decision-making on preferred career choice
- Provides tailored guidance and mentorship to succeed in the chosen career cluster

## 3.4 Careers

This section provides practical knowledge giving students hands-on experience and all the necessary information and skills needed to make informed decisions when making career choices. The program makes an early intervention to students' career choices. This system inter-connect and share vital information between the education and the labour sectors on real time data, in terms of careers skills and labour demands providing a key component to economic growth. This process is paramount for students in order for them to identify career options and narrow them to make one career decision. Students can then concentrate and specialize in a specific area at an early age thereby giving learners the much needed direction and providing clarity regarding future career development. This motivates students to utilize their strengths and skills as well as improving on their weaknesses. This helps to understand the skills and knowledge that is required to fulfil both the nation's and individual goals.

## 3.5 Subject Choices

This section gives an insight to our learners who are completing O levels, on the subjects that they need to select for A level.

## 3.6 Learning Resources

This section provides key learning resources to support students in their educational and career development journey.

### Business School

Students must be prepared through acquisition of not just content knowledge, but also the skills and mindset they need to work collaboratively, solve problems they care about, and handle upheaval.

Our business school is designed to teach the skills and traits at the core of entrepreneurship, and teaching youth entrepreneurship can propel students along their journeys no matter what meets them post-graduation, regardless of interest, job or path.

Entrepreneurs are the driving force behind economic growth and innovation and by teaching entrepreneurship in schools and workplaces, we can help foster a more entrepreneurial and transforming society.

Students can also develop the much-needed expertise they need to start their own firms, and this can stimulate economic growth. Entrepreneurship and innovation help individuals become independent and channel their creativity into creating something of their own in this competitive world.

## 3.7 Assessment Expo

An assessment center is a platform designed for organizations and research institutes to identify managerial potential and determine candidate's suitability for future positions. This day is also used for student development purposes, we take it as a tool to evaluate candidates' personality traits and abilities. In turn students use this as an opportunity to assess their competences in particular areas.

Assessment center provides an opportunity to students of testing techniques and it allows candidates to demonstrate skills and abilities that are most essential for success in a given job under standardized conditions.

### **Benefits of Assessment Centers**

- It helps in selecting the right students for attachment, and the selection procedure is education.
- Allows students to showcase their wide range of skills that they couldn't show otherwise.
- Provides students with a better understanding of their job role.
- It helps in screening multiple students at the same time.
- Allows the interviewer to assess existing performance and predict future performance at the same time.
- It helps in differentiating candidates who seem similar on paper.

## 3.8 Students Innovations

This section covers a comprehensive range of innovation units focused on developing students' problem-solving skills and fostering their capacity for innovation. The section empowers learners to develop the necessary skills, knowledge, and mindset to become effective problem-solvers and innovators, ready to tackle the challenges of the future.

## 3.9 Awards

This section identifies learners that have been awarded in their fields.

# **CHAPTER 4**

## 4.1 Student Profile

This profile serves as skills gap management tool. Every student is expected to have a profile which reflects step by step development in their career path recording and guiding them on their achievements. The profile will provide supporting resources that are directly linked /connected to their career path. This profile will be able to display how they attain their achievements when they come to finish school this will then become paramount for employers to understand the record of the learner's journey. Therefore, it is vital for every learner to be on the profile for records purposes both for administration and learner's progressiveness.

## 4.2 Labour Market

This is a central system which gives equal chance to every job seeker in the country to showcase their skills and expertise making it easier for recruiters to identify them. This system makes it easier for recruiters to identify the right candidates with the right qualities to fit their needs. This system gives employers a bigger population to select from therefore providing better chances of reducing high turnover.

## 4.3 Program Choices

This section provides students with comprehensive information and guidance on the various degree program options available to them. The key purpose of this section is to empower students to make well-informed decisions about their future academic and career paths by offering them a detailed overview of the degree programs on offer.

## 4.4 Module Choices

This section provides detailed module descriptions with learning objectives, content, skills and Information on professional modules and interdisciplinary connections. This empowers students to make informed decisions about their degree programs and prepare for the academic journey of university.

## 4.5 Find A Course at Uni

This section provides comprehensive information about higher education institutions and their degree program offerings. Students can explore university listings, compare program details, and understand admission requirements to make informed decisions about their tertiary education path.

# CHAPTER 5

## Services

### 5.1 Registration

Anyone can register on this section to become a stakeholder in a particular area.

## 5.2 Book Exchange

This facility allows learners to exchange, donate, buy and sell books on the platform.

## 5.3 Find a School

This platform serves as a window shop to parents when it comes to find the right schools for their children. They can view all schools under one roof.

## 5.4 Schools Transporter

This service will allow parents to choose an appropriate transporter for their children. The service will give parents assurance that their children are in safe hands when it comes to transportation to and from school providing the much needed security to our learners.

## 5.5 Find a University

This service serves as a window shop to parents when they are finding universities. They can view all the universities.

## 5.6 Find a Driving School

A driving licence has become one of the essentials for learners to attain before leaving school. This platform is designed to make it easier to compare service providers under one roof.

## 5.7 Find a Tradesman

This service provides the much needed exposure by our learners to practise the practical subject that they have learned in school. The service is important to our learners because it gives learners an exposure of their work to the community creating a business start that initiates entrepreneurship.

## 5.8 Entrepreneurship

This entrepreneurial approach system is designed to teach students how to identify and solve problems in their communities and how to create value for all stakeholders. This is a vital start for students to be able to make a difference at national level. This is particularly important in today's world, where there are many pressing social, environmental and technological challenges that need to be addressed in order to make a positive

difference to our economic growth. This is an important step in coming up with home grown solutions for our local problems.

## 5.9 Tawuray.Com

This service provides the much needed exposure by our learners to practise the practical subject that they have learned in school. The service is important to our earners because it gives learners an exposure of their work to the community creating a business start that initiates entrepreneurship.

# CHAPTER 6

## Notifications

This section provides real-time updates and important announcements to students, companies, schools and all stakeholders.

### Notification Categories

1. Job Vacancies
2. Attachment Vacancies
3. International Job Vacancies
4. Innovation Expo
5. Assessment Expo
6. Open Days
7. Workshops and Seminars
8. Tour Notifications
9. Scholarships