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Teachers' pedagogy in creating careers of students

POOJA KESHAVRAV INGOLE*

Veer Narmad South Gujarat University, Surat-395007, Gujarat

ABSTRACT:

The crucial role that teachers' pedagogy plays in influencing students' career awareness, decisions, and long-term professional growth is examined in this paper. It highlights that pedagogy involves more than just imparting knowledge; it also involves involving students in learning through creative, inclusive, and student-centered teaching strategies. According to the research, pedagogical approaches including inquiry-based learning, project-based learning, and real-world applications help kids develop important life skills, have a greater understanding of the world, and be exposed to a variety of career paths. Teachers can successfully incorporate career counseling into the curriculum as mentors and facilitators, assisting students in coordinating their academic interests with possible job aspirations. Students' self-awareness and ability to make decisions about their future occupations are also improved by group projects and reflective practices, according to the study. The role of the teacher in offering guidance, support, and inspiration is even more important in settings where formal career counseling is not readily available. Additionally, the study promotes educational justice by guaranteeing that students from various socioeconomic and cultural backgrounds may access career-related information and possibilities. Utilizing a secondary research approach, the study examines previous research to make inferences regarding successful teaching strategies and how they affect professional growth. The findings support the idea that instructors are important contributors to students' overall development by showing that a well-integrated pedagogical approach can have a substantial impact on students' job preparation and aspirations.

Keywords: Pedagogy, Career Awareness, Student-Centered Learning, Career Guidance, Teacher Role, Professional Development, Inclusive Education

Introduction

Pedagogy is more than just teaching—it is the thoughtful and purposeful practice of education that blends theory with real-world application. Although it might appear to be an easy task to present the material and teach, there exists a central distinction between the processes of just instructing the students and teaching them through effective pedagogy. The Cambridge Dictionary defines pedagogy as the study of the methods and activities of teaching and Britannica as a science that is involved in the study of teaching methods. These definitions indicate that pedagogy is more than content delivery, pedagogy is an intentional, evidence based, framework of how to manage learning. (Tes, 2023)

The primary definition of pedagogy comprises strategies and principles adopted by educators in order to make students learn effectively. It includes all such things as lesson planning and curriculum design, classroom activities, and assessment tools. In effect, pedagogy deals with the manner in which the teachers impart a teaching rather than what they are imparting. A highly-developed pedagogical practice takes into account the personal demands of pupils and apply the relevant methods in assisting them in attaining certain educational objectives. Through their ability to integrate instruction and develop this understanding of those in their classes, teachers have developed a learning environment where deep and meaningful interaction with content takes place.

The traditional schooling usually has some historical roots, where a teacher-centered focus was expressed which included lectures, memorizing, listening and drilling. The students in this model were mere receptacles of knowledge, they were supposed to simply absorb the facts in the model and not relate to them. As much as this approach could be applicable, it did not help in some situations especially in terms of learning differences and critical thinking. However, the modern pedagogy is moving toward student centered approach encouraging group projects, learning and practical uses of knowledge. (Shirke, 2021)

The current pedagogy could not ignore the cognitive, physical, and emotional growth of learners in order to become an effective teacher. The learning capacity of students in terms of engaging with content, interacting with other students as well as reacting to teaching is today prompting educators to learn how developmental level affects these learners. Take the scenario of nursery and college students; the former might require to learn through more tactile and visual learning, and the latter might require social learning activities and critical thinking exercises. This holistic perspective of the teaching practice is essential towards bringing about necessary responsiveness on the informative teaching in such a way that the teaching is relevant to the complex demands of the students in the diversified learning environments.

And lastly, pedagogy is not only a science; it is an art as well. Creativity, passion and flexibility are some of the requirements of teaching, they cannot be described with any theoretical framework. This was pointed out by philosopher John Dewey who thought that education cannot make a difference until it is treated as a process of creating an art piece with imagination and the involvement of the individual. In the same way that the music or artist would put emotion and vision into their work, the educator must inspire and be creative in their teaching. The collaboration of science and art in

pedagogical processes (as well as their harnessing) would lead to learning as a transformative process in which the teacher and student experience a dynamically active learning process. (Bixler, 2023)

Types of Pedagogy

Teacher-Centred Pedagogy: Teacher-centred pedagogy is the conventional system of teaching where the instructor plays the core role as far as the teaching and learning process is concerned. In the classroom, knowledge and authority is the prime provider given by the teacher as s/he provides it in a format of orderly lectures, demonstrations or instructions. The students will be required to listen, take notes and be filled with content with minimal interaction and input. The method is usually effective in addressing a set curriculum and having consistency in content delivery to a group of learners. (Patel et al., 2021), (Ghafar, 2023)

Nevertheless, this model can be inflexible, which limits the active participation and creativity among the students. According to the WPP, there is less room, both verbatim and otherwise, when it comes to the expression of the learner, questioning, or relating new information to knowledge or practical situations that had occurred earlier. Consequently, it can also prevent independence of thought and reasoning. However, teacher-centred pedagogy does have its uses in some situations (e.g. introducing basic principles, conveying them in big classes). (Moate & Cox, 2015), (Serin, 2018)

Student-Centred Pedagogy: Student centred pedagogy is a learning philosophy where the emphasis is laid on the student; the student is supposed to be active, interested and have the individual learning style. Here, students have a chance to be inquisitive and self-directed through opportunities provided by the teacher who acts as a facilitator or mentor. One thing about lessons is that they are usually flexible and allow the students to input their own ideas, reflection and creativity.

Issues addressed in this pedagogy include critical thinking, inquiry-based learning and problem-solving. It makes the students responsible to educate themselves, thus making them gain confidence and determination. Student centred methods especially have the merit of producing lifelong learning skills, flexibility and increased knowledge of the subject matter. To differentiate instruction and provide personalised learning experiences, technology, project-based learning and formative assessments are often intertwined in this model. (Santosa, 2022), (Goodwin, 2024), (Rusconi, 2025)

Collaborative Pedagogy: Cooperative pedagogy is about group work and learning together. There is joint participation among students that includes both discussions, group projects and peer reviews and they may be working on similar objectives or solving difficult problems as a unit. The teacher plays a facilitative role, guides and provides feedback as well as setting tasks and managing group processes, and not a content delivery role.

This approach develops the social component and interpersonal qualities including communication skills, ability to work as a team, empathy and leadership. It also allows students to acquire knowledge under different angles and fortify the same with communication and interaction among peers. Collaborative pedagogy replicates the sort of professional scenario in which collaboration and coordination leads to success. When used correctly, it creates a communally-humane and accountable environment in the classroom and makes learning more communicative and interesting. (Rusconi, 2025)

Aim

To explore the impact of teachers' pedagogical approaches on students' career awareness, choices, and development, with a focus on understanding how instructional strategies shape students' professional aspirations.

Objectives

- To examine the relationship between teachers' pedagogical approaches and students' awareness of career opportunities.
- To analyze how innovative and student-centered teaching methods influence students' career choices and aspirations.
- To evaluate the role of teachers in integrating career guidance within classroom pedagogy to support students' long-term professional goals.

Research Methodology

This study also utilized a secondary method of research, which was used in gathering the related data in line with the research objectives. The methodology used to conduct the research was the use of information published by other authors that is reputable such as peer-reviewed journal articles, scholarly books, reports, and institutional publications along with legitimate online databases. The choice of literature used relied on this property, which was its authenticity, correspondence to the research topic and whether the information contained therein was true. A thorough review was carried out first and this assisted in noting major trends, theories and results which were pertinent to the topic of discussion. Systematic data extraction was made so that it fit the research questions and objectives.

The use of the secondary data provided a number of benefits. It also provided the possibility of viewing masses of information in a short time as well as the analysis of mass or longitudinal data that would otherwise be problematic to get through primary research. In addition, the validated and published data used increased the reliability and objectivity to a high degree. Care was taken in cross checking facts and making interpretation of the data in its context of origin rather than giving a distorted opinion. This approach was especially valuable in developing a picture of larger trends, aiding in comparative study, and acting as a basis on which to conduct further research. On balance, secondary research was the most cost-effective and time-saving way to get extensive information, and the issue remains sufficiently academic and believable.

The relationship between teachers' pedagogical approaches and students' awareness of career opportunities.

There is a substantial and complex relationship between students' awareness of job opportunities and teachers' educational approaches. Research continuously shows that students' comprehension of possible career choices is influenced measurably by the way teachers plan and execute their lessons, as well as the extent to which they incorporate career-related conversations and activities.

Active and Innovative Pedagogies Enhance Career Awareness: Practical and creative teaching methods which are project-based learning, inquiry-based learning and application of concepts in the real world profoundly follow to increase the awareness of the students and their awareness levels in a variety of available career options. These methods take the place of rote learning and therefore the emphasis is made towards participation in solving real life problems and application of knowledge creativity. Such exposure is beneficial to the students as they not only get to know what they are studying in the schools but the reason why they are studying it, a way of connecting school subjects to real-life careers. An example could be that addressing a business problem in an actual scenario in a classroom project can open students up to the world of entrepreneurship, being a manager or marketing. On the same note, building a model in the field of science may also encourage an interest in engineering or environmental science. As the student goes further into studying the material using their hands or discussing the material in groups, they start to recognise individual interests and strengths. Such self-awareness creates a foundation of an educated inquiry into career thus providing pedagogy as more than a medium of knowledge but also an opening into future career prospects. (Narayanan, 2018), (Hovhannisyan, 2023), (Ephraim, 2023)

Role of Career Guidance Activities: Career guidance activities are of great importance in cultivating future direction of students as a means of providing an insight on jobs and the attributes that are required. Societies with these activities enshrined in the education system have educated students who make more informed decisions when it comes to choices of careers, which best suit their skills and passions. Events like career fairs and job-shadowing, expert- Talks, and skill-building Workshops will provide real-world perception and enable the students to engage with practitioners in other fields of work. Such experiences expand the knowledge base of students regarding industry practices and culture at work places. Notably, where the active methodology is involved by the teachers themselves (reflection activities after a guest talk, internship project reports, or presentation of the occupational trends of a group), the efficiency of this guiding is going to get a boost. Students develop into subjects or owners of information as opposed to the passive receivers. Additionally, early exposure to a range of professional possibilities aids in debunking stereotypes or prejudices related to particular occupations, facilitating more fair and knowledgeable decision-making. Students are guaranteed to be both career-aware and career-ready through a dynamic and interactive approach. (Tarasov & Spasskaya, 2023), (Kremen & Kremen, 2023)

Teachers as Career Mentors: Besides being facilitators of academics, teachers are also important more so in grooming students towards productive careers. Teachers occupy a good position because they closely interact in classrooms and thus monitor the interests, strengths and areas of improvement among the students. They assist students in setting their learning careers in line with a realistic career path when they provide individualized directions, motivations, and positive criticisms. A teacher who observes that a student has good communication skills may advise him/her to take journalism or public relations, whereas a person who has the ability to deal with logical reasoning may be advised in technical courses. In addition to classroom teaching, educators are able to give clues to the professional world, meaning that the students get to know what the various occupations entail and how to get ready to undertake such occupations. Such twofold duty of teaching and mentoring students contributes to self-confidence and strength of the students regarding the future. Additionally, frequent mentorship helps develop the feeling of trustworthiness and emotional security and motivates students to consult freely. By acting in the capacity of mentors in the long-term, the teachers addressed do not only make the students see the world the way it is but the way it could be, molding careers paths in a more directed and informed approach. (Oswaal, 2023), (Joho et al., 2024)

Integration Across the Curriculum: Integrating career consciousness into different instructional courses will enable learners to continuously make bridges between their college-level education and possible career choices. Instead of subjecting the students to a few career guidance seminars or isolated events, there is a more normalized and substantial exposure in schools that have demonstrated integration of real-world relevance in courses. As an example, the opportunities of using data analytics in business or sports can be considered in mathematics that opens new opportunities in career. In the field of literature, persuasive writing analysis may pertain to careers in either the legal, journalism, or advertising field. Integration of this nature makes students aware of the fact that each school subject has both real world applications as well as possible career applications. Teachers will also have a crucial role as they may structure activities, assignments, or projects around workplace issues or industry practice. Contextual learning enhances student engagement and demonstrates to them how academic abilities transfer into employability. Career exploration is a continual and curriculum-integrated experience because students are more inclined to explore different disciplines when they perceive their learning as a part of a larger professional landscape. (Joho et al., 2024), (Tarasov & Spasskaya, 2023)

Equity and Access: In the career education, teachers must be aware of the varied socio-economic and cultural backgrounds of the students, in order to achieve equity and access. Some students are not equally exposed to career choices with some of them facing family, community or financial issues. Educators who go out of their way to address this diversity and consider it in classrooms assist in bridging the divide. Through the display of sheer variety of different career choices available to individuals, even beyond the options common or most desirable, teachers broaden the horizons of the students. Moreover, an equal opportunity to conduct internships, mentorship, and career exploration tools will make no student to fall behind resources or information. The role of teachers cannot be ignored also, as they can support the underrepresented students to think about the non-traditional careers, both in regards to inclusion and aspiration. Educators ensure that the traditional view of success is more balanced by creating a setting in which all students are made to feel that their background is being taken into account and their potential being cherished. Such a holistic way will empower social mobility and make the opportunities in career development available to any learner and not a select few. (Kremen, 2023), (Joho et al., 2024)

How innovative and student-centered teaching methods influence students' career choices and aspirations.

The influence of innovative teaching methods and student-centered methods is very great and multiple-dimensional concerning the students in career choices and aspiration. The following are some of the major factors identified through research and educational practice:

1. Fostering Real-World Relevance and Engagement

Such student-centered approaches as project-based learning, blended learning, collaborative activities, etc., make classroom learning directly linked to practical, real-world situations. This raises the interest and enthusiasm of the students as they are able to understand the connection between what they study and the profession that they are pursuing or might want to pursue in life. (Riipen, 2024), (Soraschools, 2025)

Students will more so learn and be motivated to read and learn careers that are related with their course hence having good hopes of succeeding in what they really like.

2. Developing Career-Relevant Skills

New methods of teaching focus on transferable skills, those that are pertinent to many of the careers of the 21 st century, generally being the ability to think critically and solve problems, collaborate, communicate, adapt, and be creative. (Xiange, 2024), (Riipen, 2024)

These settings promote self-efficacy and self-regulated learning which are key to lifelong learning and the real-world work environments that prevail in the contemporary job market. (Ardianti et al., 2024), (Le et al., 2024)

3. Empowering Students' Autonomy and Self-Discovery

The learner-driven education revolves around student choice and voice. In making students choose which projects they want to approach, finding areas of personal interest and interests and conducting reflection of the process of studying, these methods result in the development of a sense of ownership over the learning, which manifests itself in the more purposeful and educated career choices. (Decleva, 2013), (Student centered world, 2025)

The programs that allow students to get interested in establishing personal learning goals and planning career paths, allow students to pursue the aspirations that align with students values and strengths. (Wu & Sagubo, 2024), (Decleva, 2013)

4. Positive Influence from Inspiring Teaching

Those students who have gotten a chance to experience the innovative or student-centered teaching have the tendency to consider the teachers as a role model or a immediate career inspiration. Research demonstrates a sizable number of the students find themselves under the influence of the dynamic teaching techniques and inspirational teachers pointing them to the fact that their career choices and especially in the field of education is driven by these factors. (Szabó L., 2025), (Faitar & Faitar, 2013), (Nansubuga et al., 2025)

The flexible style of teachers helps students to be aware of a wider range of career opportunities, which is of particular concern to disadvantaged representatives.

5. Greater Adaptability and Lifelong Learning

Adaptability is developed through creative, student-centered approaches that teach kids how to handle new issues, negotiate ambiguity, and synthesize knowledge from multiple sources. In industries that are changing quickly, these competencies are essential for career advancement. (Xiange, 2024), (Riipen, 2024), (Soraschools, 2025)

These approaches prepare students for long-term career development and future changes in the labor market, in addition to their first job. (Mu et al., 2023), (Student centered world, 2025)

6. Enhanced Achievement and Aspirations

Higher academic achievement, improved college readiness, and increased perseverance are observed in schools that use student-centered learning, particularly among underprivileged pupils. According to this data, this kind of instruction not only influences career decisions but also increases aspirations and long-term success rates. (Student centered world, 2025), (Soraschools, 2025)

The role of teachers in integrating career guidance within classroom pedagogy to support students' long-term professional goals.

By encouraging students' self-awareness, building competencies in line with long-term professional goals, and incorporating career-related learning into topic teaching, teachers play a critical role in integrating career advising within classroom pedagogy. This integration is particularly important in situations when professional career counsellors are hard to come by, which makes the teacher's involvement even more important. (Bersan et al., 2024)

Key roles of teachers in this integration include:

- Initiating Career Dialogue: Teachers who participate in career guidance professional development lead more "appreciative, reflective, and activating" classroom discussions, assisting students in making connections between what they learn in the classroom and their future self-perception, professional acts, and future employment.
- Embedding Career Skills: By including conversations about occupations, necessary competencies, and practical uses into their lessons, educators assist students in seeing how their education relates to their future vocations. These exercises increase students' capacity to make wise career decisions and adjust to the changing demands of the labor market. (Sibgatova, Mirzagalyamova, et al., 2014), (Sibgatova, Sabirov, et al., 2014)
- Collaborative Methods: In order to provide students with real-world career knowledge and experiences, teachers collaborate with vocational colleges or industry representatives. This type of integration between educational institutions and the professional community is frequently necessary for effective career assistance. (Sibgatova, Mirzagalyamova, et al., 2014)
- Developing Self-Determination: Integrative pedagogy, like professional career planning electives, improves students' capacity for self-determination, flexibility, and comprehension of the pathways from school to vocational training and employment. (Sibgatova, Sabirov, et al., 2014)
- Being Trained Advisors: Due to a lack of qualified counsellors, training programs are increasingly preparing teachers to serve as structured career counsellors, especially for final-year students. (Bersan et al., 2024)

- Promoting Reflective Practice: In order to integrate classroom experiences with longer-term objectives, tools such as guiding talks and eportfolios encourage students to reflect on their goals and progress, which fosters deep learning. (Harrington & Luo, 2016)
- Fostering Inclusive and Culturally Responsive Guidance: With the help of frameworks for culturally responsive pedagogy, educators can
 offer individualized instruction that takes into account students' unique experiences, promoting greater involvement in a range of
 professional paths. (Pattnaik & Bhoi, 2024)
- Teachers are mentors, facilitators, and role models who help students make thoughtful, educated decisions about their futures. They are not
 only educators who impart academic knowledge. For optimal efficacy, educational institutions gain from providing instructors with ongoing
 training, up-to-date materials, and professional connections, guaranteeing that career counselling is a regular component of classroom
 instruction rather than a stand-alone endeavour. (Sibgatova, Mirzagalyamova, et al., 2014)

Discussion

The research highlights the central role of pedogy of teachers in creating path awareness, decision making, and goals of students in terms of their career. A teaching approach that focuses on student activity and the implementation of real-life context and collaborative performance promotes not only the academic knowledge but also helps develop career targeting. The project-based, inquiry-based, and experiential learning are student-centered methods of teaching that can make the transition between the classroom and the workplace easier. These approaches provide students with the experience of different job opportunities through the integration of practices of actual problems and industry related tasks in the everyday studies, thereby making the education meaningful.

In addition to this, incorporating career guidance in pedagogy enhances the capacity of students to see themselves in a labour pool. A career is mentored by teachers through their knowledge of strengths of individual children as well as their interests to provide information on projected career paths. They promote ordered conversations, career assignments, and interaction with practitioners that help in understanding vocational opportunities in a deeper sense. The role of teachers does not finish with curriculum delivery, teachers become travel agents to a landscape of career propositions, personalized to both the aptitude of student and to socio-cultural context.

Notably, pedagogical innovation is also promoting the necessary 21st century skills which include adaptability, collaboration, critical thinking and problem solving. Such competencies, which are enhanced by dynamic and participatory activities in the classroom, enable learners to make self-directed learners and flexible professionals. The presence of the teacher is even more decisive in under-resourced contexts in which more formal forms of career guidance are unavailable. Qualified teachers that incorporate reflective activities, individual feedback, and culturally responsive teaching frameworks make sure that every student, despite their background, is subject to the universal access of career development opportunities.

Furthermore, access and equity continue to be essential components of successful teaching strategies. In addition to encouraging non-traditional job goals and breaking down barriers founded in societal stereotypes, educators who recognize the different experiences and problems of their students can also provide inclusive support networks. This all-encompassing method turns pedagogy into a tool for transformative empowerment as well as academic training. Thus, the study comes to the conclusion that career-integrated, teacher-led pedagogy has a big impact on students' long-term professional preparedness. In order to integrate career counselling as an essential component of pedagogy and ultimately empower students to make knowledgeable, self-assured, and aspirational career decisions, it promotes ongoing professional development for educators, institutional cooperation, and methodical curriculum revision.

Conclusion

According to the study's findings, good pedagogy has a profound impact on students' career awareness and goals, going much beyond conventional teaching. Students' perceptions of their future career opportunities are actively influenced by teachers who use creative, inclusive, and student-centered teaching strategies. Teachers enable students to make knowledgeable and self-assured professional decisions by tying academic material to practical applications, encouraging reflective practices, and including career counselling into regular lessons. Teachers also act as mentors, identifying each student's unique abilities and pointing them in the direction of career paths that play to their skills and interests. Teachers have an even more crucial role in offering career-related advice and support in environments where access to professional counselors is restricted. The study highlights the necessity of ongoing professional development for teachers, resource assistance, and curriculum changes that incorporate career exploration into regular classroom activities. In the end, teacher pedagogy may encourage professional preparation, encourage lifelong learning, and support fair access to a variety of job options for all students when it is intentionally coordinated with career development.

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