

**CAREER ASPIRATIONS AMONG TRIBAL YOUTH:
A SOCIAL WORK PERSPECTIVE**

**“A STUDY ON FACTORS AFFECTING CHOICE OF CAREER
AMONG TRIBAL YOUTH”**

EXECUTIVE SUMMARY

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INTRODUCTION

Career choice is one of the most important decisions a student or a professional has to make in their life. Choosing the right career course is becoming more and more significant for the youth in the 21st century. A career is a crucial factor in the life of an individual. Youth represents the most dynamic and vibrant segment of the population in any society, which plays a crucial role in nurturing and sustaining society. India is one of the youngest nations in the world in present times, with about 65 percent of the population being under 35 years of age. As per the census 2011 the Scheduled Tribes represent (ST) 8.6 percent of the total population. The Scheduled Tribes who were deprived of education for a long time require not only general literacy but also other skills which could equip them to face and experience the exogenous forces of modernization. Thus, education has been viewed as a mechanism through which the members of Scheduled Tribes are to be equipped to obtain occupational and economic mobility to create equal eminence in the society by their individual attainment and value. The administration is working very hard to improve the lives of those in society who are marginalized and less fortunate. A few schemes have been floated for the benefit of the ST students with the aim of providing them better education and better career opportunities so that they may come up in life. Out of various problems faced by the youth, the problem of setting the proper level of career aspiration is the most important. Ambitions of youth have long been of concern to educational researchers and practitioners over the period. Studies show that not only psychological factors but also various societal factors like culture, opportunities, family background of the students, their socio-economic status, task-oriented attitude, educational system, curricula, educational institution environment and performance of an individual influence the formation of nature and fulfillment of educational as well as career aspirations. The present study has been undertaken in view of the need for understanding the perception of the tribal youths with respect to factors affecting their choice of career.

RESEARCH METHODOLOGY

Research methodology consists of the method and process of research to be followed by the researcher to find conclusions on the topic under study. The present research study is undertaken to investigate the factors affecting the choice of career among Tribal Youth. Challenges perceived by them in pursuing their choice of career, changes perceived by them at individual level, family level and society level and needs and support system available for tribal youth with reference to their career aspiration and choice of career. For the study Samras Hostels of selected cities of Gujarat namely Vadodara, Surat, Ahmadabad, and Rajkot had been selected. The section deals with the methodology of the present investigation which includes design of the study, objectives of the study, Significance and Scope of study, Population, Sampling description, Schematic Plan of Sampling, Tool Construction procedure, Validity & Reliability of tools, Administration of Tool, Collection of Data, Ethical consideration, limitation of study and organisation of the thesis.

Title of the Study: Career Aspirations among Tribal Youth: A Social Work Perspective.

Subtitle: A Study on Factors Affecting Choice of Career among Tribal youth.

Background of the Study:

A person's lifetime progression and acts, particularly those that are related to their work, can be characterized as their career. Another way to think of a career is as the culmination of all your life's experiences, such as your paid and unpaid labour, community service, and family commitments. A career is a crucial factor in the life of an individual. This is true in the sense that a person's choice of career affects their way of life and how they choose to spend their time. The choosing of one's career has a significant impact on their entire future. Out of various problems faced by youth, the problem of setting the proper level of career aspiration is the most important. Career Aspiration of youth is one of the significant areas need to be investigate by researcher, academicians. Studies show that not only psychological factors but also various societal factors like culture, opportunities, family background of the students, their socio-economic status, task-oriented attitude, educational system, curricula,

educational institution environment and performance of an individual influence the formation of nature and fulfillment of educational as well as career aspirations.

Magnitude of the Problem:

As per the census 2011 the Scheduled Tribes represent (ST) 8.6 percent of the total population. Poverty, backwardness, is the major concern of the present society. Education is the means of attaining many achievements in an individual's social life. A better life has become possible only through the development in general and education in particular. The Scheduled Tribes who deprived of education for a long time require not only the general literacy but also other skills which could equip them to face and experience the exogenous forces of modernization. The educational facilities provided under the various schemes sponsored by the Central and State Governments to Scheduled Tribes ranges from extensive provision of scholarships, free ships, hostels for school and college students, to coach the candidates who are desirous of appearing for IAS and other competitive examinations still the public participation of people belonging to tribal community in various sectors like in educational institute, political, government administration is very poor. According to the census calculation of 2011 the literacy rate among the tribal community was 58.96 percent (Male 68.53 percent and Female 49.35 percent) respectively. (Source: Registrar General of India 2011) In comparison to all social groups it was low. The all-social group reported literacy rate 80.69 percent (Male 72.99 percent and female 64.64) respectively. (Source: Registrar General of India 2011). When we talked about Gujarat, the tribal population of Gujarat, numbering 89.17 lakh, constitute 14.8% of the state's population. There are 11 major tribes in Gujarat: the largest Bhil, constituting 47.89% of the state's tribal population. When we see the literacy rate of total population and schedule tribe population and gap in literacy rate, we observed that is total literacy rate is 78.0 ST literacy rate is 62.5 and gap is 15.6. The Gross Enrolment ration of ST (XI-XII) in Gujarat total is 31.4 which are very less. According to statistics of school edu.2010-2011, dropout rates of ST are 70.9 which are very high compared to all category i.e., 49.3. Career aspiration of tribal students are affected by different factors like gender role, parent's occupation, and education. Poor access to quality of education in tribal community is also one of the factors affected career aspiration of tribal youth.

The reservation policy and some anti-poverty policies have opened the gates of education to Scheduled Tribes (ST) people. But quite a few tribal people are aware of their rights and welfare and do not take advantage of the reservation and policies of protective discrimination. Youths 'career aspirations and expectations have been viewed as important determinants of their future social mobility and career self-concept (Rojewski,1995). Keeping these in view, the researchers considered Career Aspiration as an important variable to study and different factors contributed in it. This study aimed to investigate future life, orientation, different factors like socio – economic, socio cultural, school related factors and individual factors to choose the career, and different problems and support that needed to accomplish it among the tribal youth.

Significance of the Study:

The study was carried out against the backdrop that tribal student's career choice and career aspiration had been of great concern to the practitioner and researcher in the field of higher education since they perceived that there were some determining factors that contributes highly to the student's selection profession.

The study of career aspirations of the tribal youth is an important topic, both for the individual and for the nation. By aspiring for and choosing the right career, the individuals will enjoy their world of work and the nation will flourish through the efforts of the dedicated working men and women. Education is one of the most important tools of empowerment for tribal youth. It enhances their ability to access Knowledge, acquire skills and accept changes. It also increases employment opportunities for youth. Almost every aspect of human societal pursuits-economic, educational, scientific, legal, political, official, and religious sphere Indian tribal community suffers overwhelmingly. This study will help researchers in examining how government and other agencies provide career opportunities for tribal community especially tribal youth, increase their chances to access leadership position in society and increase their motivation and aspiration level for career advancement and growth. Enrolment of youths and Adolescent in primary and secondary schools in Gujarat are almost equal but there is disparity in the enrolment at tertiary colleges and universities that offer courses for skilled manpower in science and technological careers. The study may unearth the factors which hinder youth from aspiring to pursue higher

education in Gujarat. Such information may be utilized by NGOs and other lobby groups interested in youth education and the empowerment of them. The study may be of significance to school principals, career masters and teacher counselors, as it may reveal the factors that influence career aspirations of youth. Such information could be of use while planning a career guidance programme. The study may reveal where the principals and teachers in secondary schools fail to capture the interest of youths in various subjects, especially the sciences. The study may be of significance to stakeholders at the Ministry of Education so that they can come up with policies to help the education institutions to curb the problem.

The National Education Policy 2020 is the first education policy of the 21st century and aims to address the many growing developmental imperatives of our country. This Policy proposes the revision and revamping of all aspects of the education structure, including its regulation and governance. The new education policy must provide to all students, irrespective of their place of residence, a quality education system, with particular focus on historically marginalized, disadvantaged, and underrepresented groups.

Significance of Study in Social Work Profession:

Social work is a practiced based profession dealing with the problems of different segments of the society.

Prof. P.D. Mishra classified the functions of social work into the following 4 major categories: Curative, Preventive, Correctional and Development. Social work profession deals with different segment of the society like women, children, elderly people, and marginalized group. (Mishra,1994)

A study of career aspiration of the tribal youth is an important topic, both for the individual and for the nation. Education is one of the most important tools of empowerment for tribal youth.

Sustainable Development Goal -4 reaffirms the belief that education is one of the most powerful and proven vehicles for sustainable community development (SDG-11). To bring about decent work and economic growth, upliftment of every community, especially tribal community, is vital. (SDG-8) The tribal choosing and pursuing their career of their choice will reduce inequality from the nation (SDG-10)

Tribal Youth struggle on the path of career development. It is a social problem in contemporary times where the social work profession can play vital role of using different social work methods for the enhancement of the career aspiration of tribal youth and overall tribal community development.

Objectives of the Study

- 1) To understand youth's perception of factors determining their choice of career (Socio-Economic, Cultural, Individual factor etc.)
- 2) To identify and to analyse the challenges encountered by tribal youth for perusing their choice of career.
- 3) To understand changes that youth's career aspirations have brought in their lives (changes from their point of view on Individual, Family and Society Level)
- 4) To study needs of the youth for career aspiration and the support system available in the society.
- 5) To find out the gaps among the needs of youth and services provided by stakeholders.

Research Questions:

The study addresses the following research questions:

1. What are the different factors affecting career aspiration of tribal youth?
2. Which challenges are encountered by tribal youth for pursuing their choice of career?
3. What are the changes perceived by youth in their lives at individual level, family level and society level by choice of career?
4. What are the needs of tribal youth in context of career development?
5. In which ways can career aspiration of tribal youth be enhanced?

Hypothesis:

H₀: There is no statistically significant difference between factors affecting career choice and male and female respondents.

H₀: There is no statistically significant difference between challenges faced in career choice and male and female respondents.

Operational Definitions of Variables**Career:**

Career aspiration is literally defined as the desire to achieve a particular vocation (Merriam-Webster, 2004). The term career, in the present study, is used to describe an occupation or a profession that usually involves special training and formal education.

Career Aspiration:

Refers to the educational or occupational related ambition, goal, or target that one has set for him/herself in life. For this study career aspiration would mean strong desires for a job and further study.

Youth:

A person between the age group 15-29 years. (According to National Youth policy 2014.) for the purpose of this youth consider the age group between 20- 26 years and pursuing higher education.

Professional Courses:

Professional Courses refer to the courses which provides practical and specialized knowledge in the field which can be practiced professionally. For this study professional courses include (Management courses, Business administration, Law, Medical, Journalism and Mass communication.

Tribal:

Schedule tribes are the groups probably referred as Adivasis which from the oldest ethnological sector of the national population living apart in the hills and the plain, leading a separate excluded existence and are not fully assimilated in the main body of people. To this study tribal would mean an indigenous person who was born and brought up in an indigenous community.

Social Factor:

For this study social factors includes Socio-economic background, parent's education, direct and opportunity costs of schooling, limited employment opportunities,

parental/family investment behaviour, location of the school and native, gender specific role and peer group etc.

Cultural Factor:

For the purpose of this study cultural factors include cultural beliefs, custom, practices, traditions, early marriage prevalent in community.

Personal Factor:

For the purpose of this study personal factors include persons' personality, gender, motivation, ethnicity, interests, strengths, and capacities of the person, their perception about job, type of job, personal growth, economic security etc.

Challenges:

The present study considers the challenges as an obstacles/barrier that prevents someone to achieve something for instance lake of guidance from parents, teachers, unavailability of role model, lack of infrastructure, lack of information, poor financial condition and so on.

Change:

A process through which something become different.

Changes at personal level- include changes in behaviour, personality, attributes, perception.

Changes at Family level include socio-economic changes, change in social status, involvement in decision making process and other important process.

Changes at society level include acceptance in society, respect from society, and influence on peer groups.

Research Settings:

Samras Hostels schemes are launched by Tribal Development Department, Government of Gujarat. The objective of this scheme is to provide residential facilities to the students of schedule caste, schedule tribe and other backward class categories to study in major cities of Gujarat. Students of weaker economic background can get the advantage of this scheme to pursue higher education. Under this scheme students are provided with residential facilities in six major cities Ahmadabad, Surat, Vadodara, Rajkot, Bhavnagar, and Anand. Hence researcher

selected this setting as her entry point to get the information of tribal youth who come from rural to urban area for higher education.

Research Design:

The research design of the study was descriptive study because the descriptive research design provides data about the population being studied. The design also described the answers to the topic as to what factors influenced the student's career choices, challenges perceived by them while pursuing their choice of career and changes perceived by tribal youth in pursuing their choice of career.

Sampling Design:

Non-Probability sampling design - purposive sampling method has been used to select the major cities of Gujarat. The four major cities (Ahmedabad, Surat, Vadodara, and Rajkot) have been selected for the study as universities like Gujarat university, South Gujarat University, The Maharaja Sayajirao University of Baroda, and Saurashtra University are there where in majority of youth comes for higher education. Purposive sampling refers to a group of non-probability sampling techniques in which units are selected because they have characteristics that researcher need in her sample (Kothari.C, 2004). In the present study major cities of Gujarat had been selected because most of the well-established universities were there where majority of youth come for the higher education at the same time the researcher was interested to study only those tribal youth who belonged to tribal rural community and come in urban areas for higher education so Samras hostels were there from where researcher can approach tribal students. The census survey method has been used for collecting the data of tribal youth from Samras Hostels. Census Survey Method is also called Complete Enumeration Survey Method for data collection wherein every item in universe is selected. As per the inclusive criteria set by researcher all the samples fall into category of the inclusive criteria selected as sample for the study.

Criteria for Selection of Samples

Inclusive Criteria:

- Those tribal youth (20- 26 years) whose biological parents live in native place. (Tribal community) and who come for the study in urban area, living in Samras Hostels.

- Only those tribal youth who are admitted in professional courses are provided in colleges and universities.
- Who are available at the time of study and willing to participate

Exclusive Criteria:

- Tribal youths whose parents are settled in urban cities.
- Youth who are pursuing traditional (non-professional) courses has not been included in study.

Sample Size:

Samras Hostels located in cities	Total number of ST Students (Male & Female) Enrolled in the year 2019-2020	Total number of respondents as per inclusive criteria	Number of Data Collected
Vadodara	480	79	67
Ahmadabad	550	90	75
Surat	1150	80	65
Rajkot	504	45	30
Total	2684	294	237 Sample Size

Tools and Techniques of Data Collection:

A semi- structured questionnaire had been prepared with closed ended questions to collect information from tribal youth. The questionnaire comprised of different sections which includes Section-I Demographic details of respondents include variables like age, gender, education, medium of instruction at school level, socio-economic status of parents which included level of education and level of income among parents, occupation of parents and types of family. Section -II includes different social, cultural, personal factors determining the choice of career among tribal youth. Section -III Challenges faced by the youth perusing the career choice, Section -IV consists of the changes perceived by youth's career in their lives (Changes at Individual, Family and Society Level), and Section -V discuss the support

system available in the society and needs of youth. Validation of tool has been done by approaching four experts and professors and corrections and suggestions are incorporated in the tool. A pilot study of tribal youths was carried out and test for reliability, Cronbach's Alpha Coefficient was calculated on the piloted questionnaire, it was used as the internal consistency measure of items in the questionnaire. Subsequently certain items were dropped, and certain items were modified for better elicitation of results. The data collection was carried out during the period of (November 2019- January 2020)

Data Analysis:

Analysis of data in a general way involves a number of closely related operations which are performed with the purpose of summarizing the collected data and organizing these in such a manner that they answer the research questions. The data obtained in this study was quantitative data. The descriptive method was used in analyzing the data Statistical Package for the Social Sciences (SPSS) version 21 was used to make clarification of the research findings. The mean score of the sample, was used to find out the major factors affecting the career choice of tribal youth. Which helped the researcher to get a clear understanding of findings and specific intervention for the same. t-test is based on t-distribution and is considered an appropriate test for judging the significance of a sample mean or for judging the significance of differences between the means of two samples. It was used to understand how the different factors and challenges affected the male and female respondents and see the significance difference between the means of two sample.

Ethical Considerations:

Research can be a valuable tool for gathering information about what respondents want. This research involves voluntary participation and trust of the respondents. It is the ethical responsibility as a researcher to treat respondents with dignity and avoid violating this trust. The respondents were not forced to respond to each question which they didn't want to answer.

Ethical clearance has been obtained from:

1. Permission obtained from authorities of Samras Hostels for collecting data
2. Consent was obtained from the respondents.

Limitations of the study:

- The study is limited to only those tribal youth whose biological parents live in their native. The youth whose parents settled in urban areas were not included in the study.
- This study is limited to the selected cities of Gujarat.
- The study focused on Tribal youths living in Samras hostels. So, it excluded the other tribal youths who live in university's hostels or at any other residential facility.
- This study has not included youth studying in secondary and higher secondary schools hence it will not throw light on aspirations of tribal student studying in the same.

KEY FINDINGS AND CONCLUSION

The present chapter deals with a summary of findings of the current study, a conclusion arrived from the study and discuss various recommendations pertinent to the problem. The study was conducted keeping in mind certain objectives and investigated by researcher.

1. To understand youth's perception of factors determining their choice of career
2. To identify and to analyze the challenges encountered by tribal youth for pursuing their choice of career.
3. To understand changes that youth's career aspirations have brought in their life
4. To study the needs of the youth for career aspiration and the support system available in the society.
5. To find out the gaps among the needs of youth and services provided by stakeholders. The study areas covered Samaras Hostels of selected cities of Gujarat namely Ahmadabad, Surat, Vadodara, and Rajkot. The respondents were selected in accordance with the inclusive criteria of the study. A set of tools like questionnaire were used for collection of data. Tabular representations, graphical representations, t-test, were used to furnish all data obtained through questionnaire and data were used to discuss, analyze, and interpret accordingly. The researcher here made an attempt to highlight major findings as per the objectives along with discussion, concluding remark and recommendations.

Results & Discussion

Perception of Factors Determining Choice of Career

The Study's findings regard to factors affecting the choice of career among tribal youth. The results showed that Social-Economic (Mean=3.1235) and Personal Factors (Mean=3.5709) were more dominant factors compared to Cultural Factors (Mean=2.8920) which influenced the career choice among tribal youth.

The research also tried to analyze that in each socio-economic, cultural, and personal factors which were the dominant factors that influenced the career choice among the tribal youth. The research here made an attempt to present the major findings through a chart.

Factors affecting Career Aspirations

<p style="text-align: center;">Socio-Economic Factors</p> <ol style="list-style-type: none"> 1. Poor financial condition of parents/guardians,. 2. Lack of Employment Opportunities at native place 3. Friend's Choice of Career 4. Lack of scope of higher education in native place 5. Gender Sensitive Role 	<p>Cultural Factors</p> <ol style="list-style-type: none"> 1. Lack of role models in community 	<p style="text-align: center;">Personal Factors</p> <ol style="list-style-type: none"> 1. Financial Outcomes 2. Prestige attached to the profession 3. Employment securities 4. Interest in education 5. Self Motivation 6. Preference about more enterprising occupations and higher levels of analytical and numerical skills in career
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Socio-Economic Factors:

The data revealed that majority of the respondents agreed that 'Poor Financial condition of parents/guardians' has influenced their career choice which constitute 167 (70.5%) with highest mean score (**Mean=3.776**). However, lack of employment opportunity at native place which constitute 168 (70.9%) with (**Mean= 3.734**), also career that are gender sensitive and suits their personality influence their career choice which constitute 120 (50.7%) with (**Mean=3.612**), Lack of Scope of higher education in native place which constitute 155 (65.4%) with (**Mean=3.595**) influenced the career choice. 155 (65.4%) claimed that Friend's choice of career influenced their career choice with (**Mean=3.612**). While the least in the mean score was 'Family Business that influenced the career choice of the tribal youth with (**Mean= 2.511**) followed by Occupations of parents/guardians which constitute 136 (57.4%) with (**Mean= 2.599**), Information from parents which constitute 119 (50.2%) with (**Mean=2.679**) and Dominant Profession with (**Mean= 2.637**) were not dominant factors of career choice of tribal youth.

Cultural Factors:

Lack of role models in community was the major factor which constitute 147 (62%) with (**Mean=3.532**). Early marriage practice and traditional family business, child labour practice were not the dominant factors that influenced the career choice of tribal youth.

Personal Factors

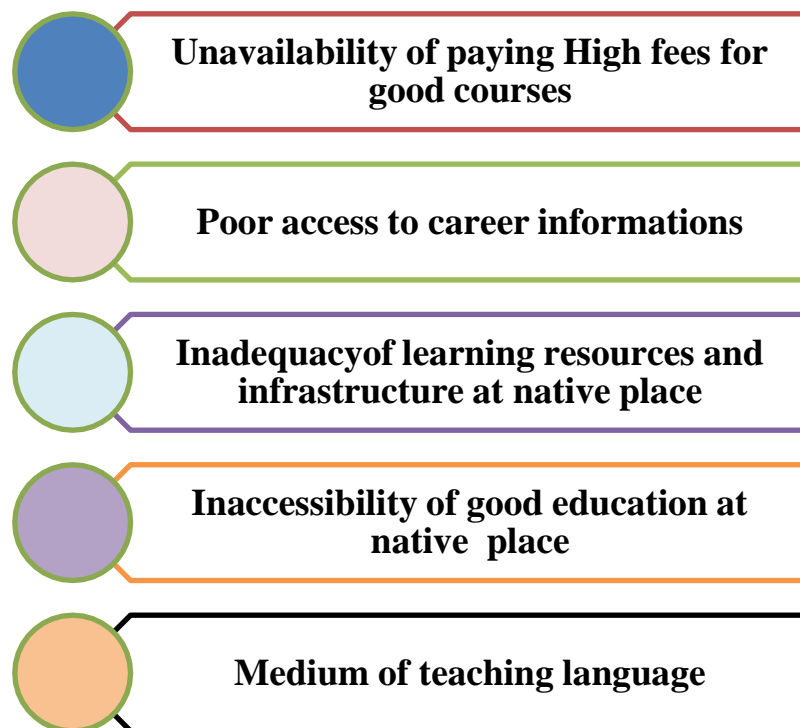
Out of various personal factors financial outcomes with high mean score (**Mean=3.920**), followed by Prestige attached to the profession with (**Mean= 3.907**), Employment securities with (**Mean= 3.878**) and respondent's interest in education with (**Mean=3.873**) were dominant factors that influenced the career choice of the respondents.

Hence the result shows that poor financial condition of parents, lack of employment opportunity and lack of scope of higher education at native place and friend's choice of career, Gender socialization are major factors which influenced the career choice of tribal youth. The findings confirmed the expression by (Jambo, 2014) that parental socio-economic status influences career choice and parental level of education does not necessarily influence the career choice. The findings also support the study conducted by (Pattanayak, 2014) that aspiration for tribal students are influenced by gender role socialization. While factors like family business, occupation of parents, information from parents regarding career choice and dominant profession in family have less impact on the career choice of tribal youth. The findings regarding parental/guardian's education and career choice agree with (N. Getangel & Sagwe, 2016) study that even though many parents were farmers and had low basic education they encourage their children to take up their professional career. Hence in present study parent's education and occupation does not affect career aspirations of tribal youth.

Challenges Encountered by Tribal Youth Pursuing Their Choice of Career.

Challenges can be considered as an obstacle, barriers which do not allow an individual to achieve the goal. The researcher tried to investigate the challenges encountered tribal youth while pursuing their choice of career which includes Inaccessibility of good education at native place, lack of transportation facilities available at native place, family or home responsibilities, gender discrimination,

poor access to career information and so on. To understand the major challenges faced by tribal youth mean score of all the challenges calculated and the data showed that out of various challenges encountered by tribal youth. The following are the major challenges which shows highest mean score which includes Unavailability paying High fees for good course with (Mean=3.667), Inadequacy of learning resources and infrastructure at native with (Mean=3.561), Poor access to career information with (Mean=3.536), Inaccessibility of good education at native with (Mean=3.477), and Medium of teaching language with (Mean=3.502).



To understand how these challenges affect the male and female respondents. T-Test was carried out to see the statistically significant difference between challenges encountered in career choices and male female respondents. The results showed that there is significant difference between mean scores of the challenges faced in career choice like Inaccessibility of good education in native, Unavailability of paying High fees for good course, Lack of job opportunities in native, Family or home responsibilities, Poor academic performance, Lack of parent's support and Gender discrimination among male and female respondents so null hypothesis is rejected. For the rest of the factors null hypothesis may not be rejected. It means that there is no significant difference between mean scores of challenges faced in career choice factors of Lack of transportation in native Poor access to career information,

Inadequacy of learning resources and infrastructure in native among male and female respondents. Hence, we can interpret those challenges like challenges like lack of job opportunities at native place affect differently to male and female respondents the mean score of males is (Mean=3.67) and female mean score (Mean=2.94) which is less than male score. Also, Family and home responsibilities mean score also showed that males were affecting more compared to female which mean score were (Mean=3.157) and (Mean=2.742) respectively. Poor academic performance also showed difference in mean score which were Male (Mean=3.63) and Female (Mean=2.948).

Changes Perceived by The Youth in Their Lives at Individual Level, Family Level and Society Level Through Their Choice of Career

Education is the important for the social and economic development of any community, more so for tribals who are economically poor and educationally backward. Education has directly or indirectly enlightened the tribals. The researcher made an attempt in this study to understand how career choice brings change in tribals at individual level, family level and society level.

Most of the respondents believed that because of their career choice they become capable of thinking and acting in a suitable direction. Now they do not follow customs and traditions which are harmful to society and individual, they do not support superstitions prevalent in community. Their lifestyle has changed because of their career choice as their thinking becomes modern, become more profession in look as well as in speaking with others, use of cosmetics, jewelries, formal clothes, change of hairstyles, change of food habits, their personality also changed. Their attitude toward the age of marriage also changed. Their attitude towards the age of marriage has been extended and wants to settle first in career and become independent, successful and after then only think about marriage. Attitude towards life partner also changed. They choose their life partner who are like them or in the same field of profession, they choose their life partner as per their choice, who are also well educated and working. They become more self-confident and independent. They can see things from a broader perspective and act accordingly. At Family level parents involves them in decision making process and feel proud about them. Community people also respect them and take advice from them for further education for their children.

Support System Available for Youth in the Society with Reference to Their Career Aspiration and Career Development

Most of the respondents said that they had the service of career guidance session at college level. They also asserted that they have career counseling workshop at college level. they have online access of resources for choosing right course for career at college level. They have Pravesh Parichay programme for students to access information regarding different career option at college level. They have education exposure visit by school and college for choosing right career. they have availability of expert talk and seminar for good career development at college level.

The findings of the studies showed that at school level tribal students didn't have any facilities and support system to identify and explore their career aspirations. The school should offer support service and programme for tribal students that work on building self-perception, encouraging goals and aspirations and planning for future education. At University and College level tribal students who are poor in studies, extra coaching should be provided so that they may be able to compete with others on better terms, steps should be taken to raise the level of their performance. Provision of trained vocational and subject advisors at university and college level should be there. At university level tribal student's welfare cell can act as a support system who pursuing higher education and opted professional courses.

CONCLUSION

Career choice is one of the factors in the present-day scenario. In the present circumstances of the competitive world everyone wants to build up a solid and prosperous career which not only brings them handsome salary but also establishes them in society as a worth person, enhance their self-esteem. However, the choice of career of an individual is influenced by various factors. It is perceived that the urban youth have better inclination towards the career they wish to pursue compared to tribal youth. The tribal community is perceived as less opportune compared to urban community. The present study has highlighted the major factors which influence the career choice of tribal youth. The findings of the study reveal that socio-economic status plays an important role in the life of a person. Poor financial condition of the family hinders the career progress of an individual person. Overall findings also reveal that lack of employment opportunity and lack of scope of higher education in rural areas influence the career choice of tribal youth. Employment security, Opportunity to use skills and abilities in field, self-motivation influenced career choice. Poor access of information related to career and inadequate learning resources and infrastructure in their native is one of the challenges faced by tribal youth in pursuing their choice of career. Respondents stated that financial conditions became obstacles, and they think twice before joining any course. Respondents also worked during vacation to pay college's fees and other expenses. Certain changes at Individual level, Family level and Society level were also observed by respondents. They believed that because of their career choice they become capable of thinking and acting in a suitable direction. Now they do not follow customs and traditions which are harmful to society and individual, they do not support superstitious prevalent in community. Their attitude towards life partner also changed. They choose their life partner who are like them or in the same field of profession, they choose their life partner as per their choice, who are also well educated and working. They become more confident and a broader perspective has been developed to see the things and analyze it.

RECOMMENDATIONS

- Findings pertaining to the factors affecting career choice of tribal youth following recommendation are presented.

To bring maximum awareness among tribal students regarding government's schemes, programmes, and centers who providing scholarship for higher education, and coaching for competitive exams so that tribals students can avail the benefits of its and it does not hamper their career choice because of their poor financial background. NGO and Voluntary organization can organize career guidance camp in tribal areas and spread awareness for the same.

There is strong need for significant role of government agencies, parents and teachers who can intervene and help tribal students to deconstruct the gender-role stereotypes or perceptions of roles society considers appropriate for male and female. They should encourage the students to choose the career which they like instead of expectation of family and society to choose a career which is gender stereotyped.

Data also showed that lack of role models in community is also one of the factors that influenced the career choice of the tribal youth. Aspiration focused programs include parent meetings, career counseling for higher secondary students' exposure visits to higher education institute, highlighting local heroes in school curriculum. The school should arrange annual gatherings and call people from tribal community who act as role model and mentor for tribal students.

Lack of employment opportunity at native place is also considered as one the factor affecting career choice of tribal youth. A National Education Policy (2020) has opened the gate of employment for youth as the policy has a multidisciplinary, value-based approach keeping in mind holistic education with special emphasis on skill development to improve employability rate. The higher education curriculum will be redesigned and restructured to empower youth with necessary technical and soft skills at undergraduate and post-graduate levels which will help them for future professional career and development.

- Findings pertaining to the challenges faced by tribal youth, the following recommendations are provided.

The data reveals that unavailability of paying high fees for good course, inadequacy of learning resources and infrastructure at native, Poor access to career information, Inaccessibility of good education at native, Lack of job opportunities at native with Medium of teaching language considered as major challenges in pursuing their choice of career. At school level Career Programme should be introduced at early stage to enable them for their future career. Career guidance and Counselling needs to be introduced as an integrated component of the curriculum at all stages of school curriculum with diverse objectives depending upon the needs of the student in each stage of education. NGOs and Voluntary Organization should provide scholarships or loan to poor and needy meritorious tribal students for higher study. Though government is providing scholarships for students, the process of availing the benefits of scholarship programme for higher study need to make more simpler, need to be disbursed on time with minimum documentation process. Data also showed that medium of teaching language is also one of the challenges perceived by tribal youth in pursuing their choice of career. Data revealed that most of the tribal youth belonged from tribal rural community and from vernacular linguistic background when they come for higher education, they face difficulty in the higher education as medium of instruction is generally English. Special English speaking and remedial coaching class should be provided at college and university level for tribal students.

RECOMMENDATION FOR FURTHER STUDY

The present study focused on the factors affecting the career choice of the tribal youth with challenges and changes perceived by them in at individual, family, and society level. This study covered only those tribal youth who were enrolled in professional courses and living in Samras Hostels. Further study can be done on tribal students who are studying in non-professional courses and belong from urban cities.

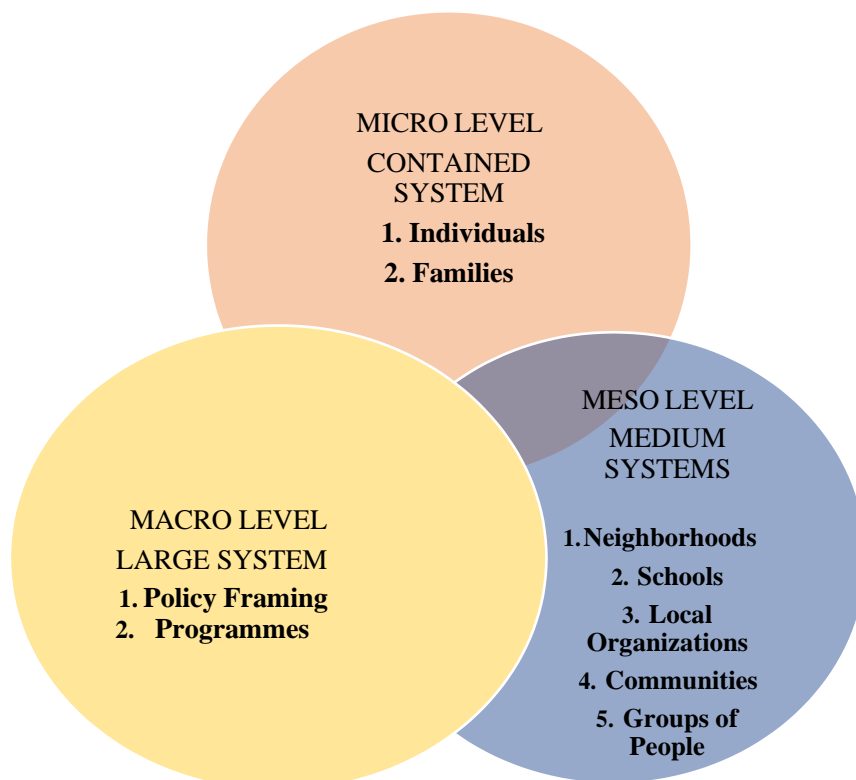
Similar study can be done focusing on personality factors of tribal youth and their academic achievements.

APPLICATION AND INTERVENTION OF DIFFERENT METHODS OF SOCIAL WORK AND THE ROLE OF A SOCIAL WORKER.

Being a social worker and with the topic related to social work, it becomes essential to discuss the role of social worker in dealing with the problems of the tribal youths. Social Work is a method based on scientific knowledge. (Verma, 2010). Based on the findings of the present study the researcher has attempted to prepare a comprehensive Social Work Intervention Action Plan to support Tribal Youths in the upcoming three years. The basic invention components include School Teachers, Parents, NGOs, Local Leaders of Community and Government agencies.

PROPOSED ACTION PLAN

SOCIAL WORK INTERVENTION ACTION PLAN TO SUPPORT TRIBAL YOUTH



(Source: <https://ashleylyon.wixsite.com>)

1. Micro Level Intervention: - At Micro level Social Worker can work with Individuals, Families and Small Groups. Out of various problems faced by tribal youth decisions regarding career choice are important issues on which the youth need help. The researcher as a Social Worker can help the youth by doing counselling to understand their basic specific needs, aspiration and help them steer away from those needs and aspirations which are not conducive for the proper development of their personality, and which are not feasible and practically achievable.

- Individual Counseling for Career Choice at Higher Secondary School.

Many problems of youth seem to be because of a great gulf between the parent and children. The researcher can bridge this gulf by having meeting with parents, teachers, and youth.

- Regular meetings with parents of tribal youth and teachers to understand the academic achievements of students and difficulties faced by tribal youth pursuing their higher education.
- Periodic counselling sessions and focused group discussion can be done with tribal students to understand their difficulties and problems pertaining to education.

2. Meso Level Intervention: Meso Level intervention includes Neighborhoods, Schools, Community, and Groups of people. The social worker, through group work practice, can help in arranging programmes and activities like

- Identify the Role Model of the community and can arrange inspirational talk for tribal youth at school level which motivate them to pursue high career aspirations in their life.
- At school level lack of accessibility of career guidance and information was observed as researcher is belong to tribal community and have registered NGO in Tribal Area. Through the NGO intervention regular career guidance session can be arranged by inviting experts from different professional field and help the tribal youth for constructing career aspirations.
- Regular Conducting Aptitude Test among tribal youth at school level to prepare them for competitive exams and develop analytical skills.

- At Community level with the help of local leaders, Government Agencies and NGOs Career Guidance Campaign can be done to provide the better career opportunities in career.
- At Higher Secondary Schools Exposure visits of Tribal Students can be organized to different educational institutions which are providing professional courses.

3. Macro Level Intervention: This level of intervention provided on a large scale that affect larger group of society. Macro level intervention is designed to bring about planned change in communities (Netting, Kettner & McMurtry, 1993). Macro Level Intervention activities includes Welfare Programmes for tribal community and policy arenas.

- With the help of District Education Offices, Collector Offices and other Supportive Staffs Career Guidance Camp/ Pravesh Parichay of different higher education institutions can be organized in all Tribal District of Gujarat State to provide better opportunities and information for careers and education.
- When the researcher started her research the NEP 2020 was not implemented but after introducing National Education Policy 2020, this study become more significant as NEP 2020 emphasises the skilled based programme in education curriculum which help the students to get better opportunities for employment. Based on the findings of research and action plan certain changes can be made at policy level.

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