PERCEPTIONS ON THE EFFECTIVENESS OF GUIDANCE AND COUNSELLING PROGRAMME IN ENHANCING STUDENTS CAREER COMPETENCIES: A CASE STUDY OF SECONDARY SCHOOLS IN KOIBATEK SUB-COUNTY, BARINGO COUNTY, KENYA.

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Career competencies are statements of abilities, capacities, skills, knowledge, attitudes and values students are expected to demonstrate as a result of participating in career guidance and counseling strategies, interventions and services in school.

Career guidance and counseling is a component of school guidance and counseling programme.

Guidance and counseling programme (GCP) was first implemented in Kenyan secondary schools in 1971 in accordance with the Kenya Education Report (G.O.K, 1964).

Kenya Education Report (G.O.K, 1964), recommended provision of advice on career opportunities to students among others.
GCP has undergone improvements since 1971 to strengthen and make effective in providing career guidance and counseling services to students. However, there are signs that GCP may not have achieved its goals. Several Kenya Certificate of Secondary Examination (K.C.S.E) candidates admitted to join public universities revise their degree choices more than two times at Joint Admission Board (JAB) at respective universities. There are also students who end up studying courses not of their choices despite posting good performance in K.C.S.E. This attests to the inadequacy of career competencies. Apart from addressing issues of subject selection in school and post secondary school options, GCP address job interviews, writing of curriculum vitae requirements.
AIM OF THE STUDY

- This study sought to establish the perception on the effectiveness of GCP in enhancing the career competencies among the secondary school students in Koibatek sub-county, Baringo County Kenya.
Survey research, ex post facto causal comparative design was utilized.
DATA COLLECTION METHODS

- Questionnaires
  - Open and closed ended questionnaires were used.
- Interview
  - Interview schedules were used.
Data analyzed using SPSS version 11.5 with descriptive and inferential statistics
RESULTS

- Cronbach’s alpha coefficient of above 0.70 was obtained.
- 55.0% students indicated GCP is effective in enhancing student’s career competencies.
- 55.6% teacher counselor’s indicated GCP is effective in enhancing student’s career competencies.
- 55.6% head teachers indicated GCP is effective in enhancing student’s career competencies.
- Mean perceptions on the effectiveness of GCP in enhancing career student’s competencies.
  - Student’s mean 41.88
  - Teacher counselor’s mean 39.94
  - Head teachers mean 40.22
### Analysis of ANOVA

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Analysis of ANOVA showed that there were no statistically significant difference in the respondents perceptions towards the effectiveness of GCP in enhancing student’s career competencies.

Consequently, we conclude that GCP is effective in enhancing student’s career competencies.

The study demonstrated that school GCP impart career skills, knowledge, abilities, attitudes, values and capacities to the students at Koibatek Sub-County, Baringo County, Kenya.
Recommendations

- GCP be implemented on a school wide basis as a matter of priority.
- Continued strengthening and improvement on the school GCP.
- Improvements to include capacity building of teacher counselor’s and head teachers.
- A study be done to establish the causes of the several degree choices revisions among students joining public universities.
- A study to establish whether students joining private universities, parallel degree programme and middle level colleges revise their course choices several times.
- A study on a national sample should be carried out to establish whether it would replicate findings of the study.
Thank You