



Building Careers Service capabilities in South Africa

Careers Service Forum
22nd November 2024

CAREER DEVELOPMENT IN EDUCATION PIPELINE IS UNDER REVIEW



**small business
development**

Department:
Small Business Development
REPUBLIC OF SOUTH AFRICA

NATIONAL ENTREPRENEURSHIP STRATEGY

- South Africa's development goals can only be achieved through accelerated economic growth and job creation, driven by entrepreneurship and sustainable MSMEs.
- Research highlights, however, low levels of entrepreneurship and a high-failure rate among small enterprise, relative to South Africa's peers.
- A national entrepreneurship strategy with implementation plan is being developed.

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF EMPLOYMENT AND LABOUR

- DEL is legislatively mandated to provide employment services and is the largest employment counselling entity in the country, which offers free services to work seekers and to employers that offer employment and training opportunities.
- In its cooperation with the DBE and DHET, DEL aims to further develop an education to employment value-chain by building on career development and support to improve placement.

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

- DEL aims to establish and operate a “Jobs World Centre.” This centre will be the locus for cross sector interventions between the partners.
- It will be an integrated point for the transitioning of work seekers to meaningful employment activities, building on the strengths that each partner brings to the programme, creating synergy and coherence across partners.
- This will support beneficiaries by providing information, advice, guidance and counselling services to make informed subject, study, career and employment decisions.

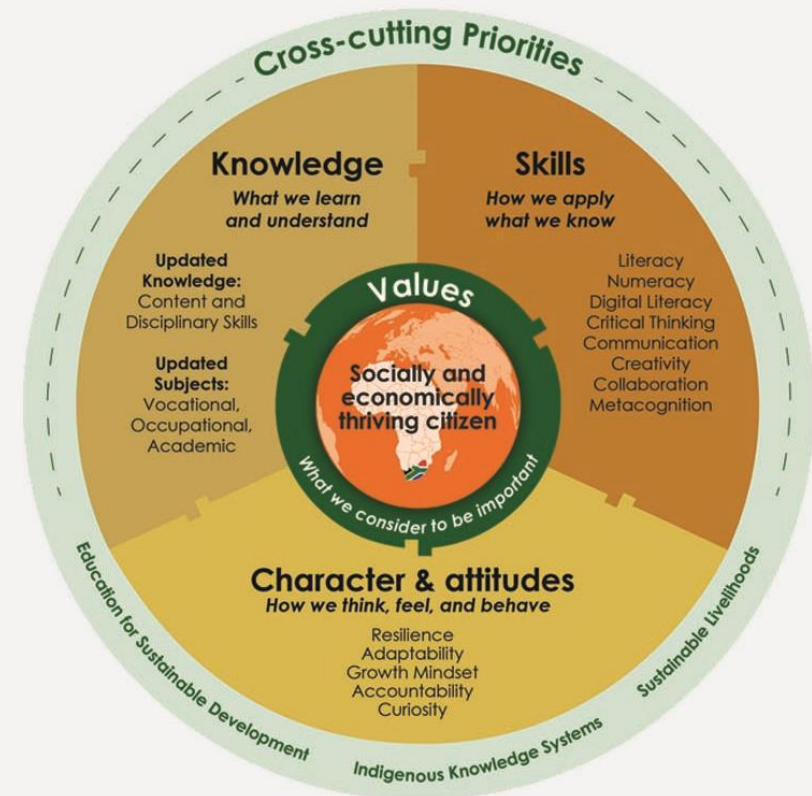
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basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

CURRICULUM STRENGTHENING



Competency framework for thriving citizens

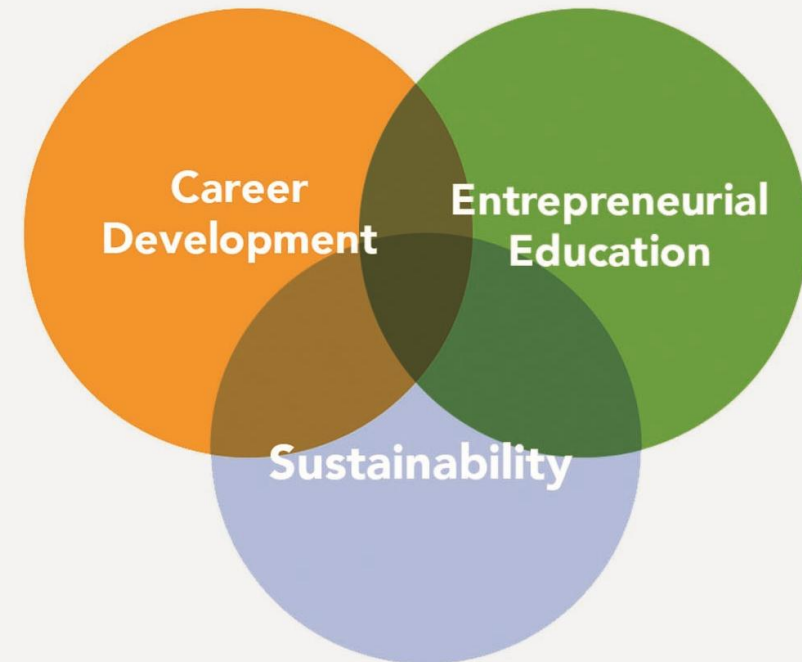
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basic education

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REPUBLIC OF SOUTH AFRICA

SUSTAINABLE LIVELIHOODS



Cross-cutting priority in curriculum

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basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

NATIONAL CAREERS WEEK



Linking education and the workplace

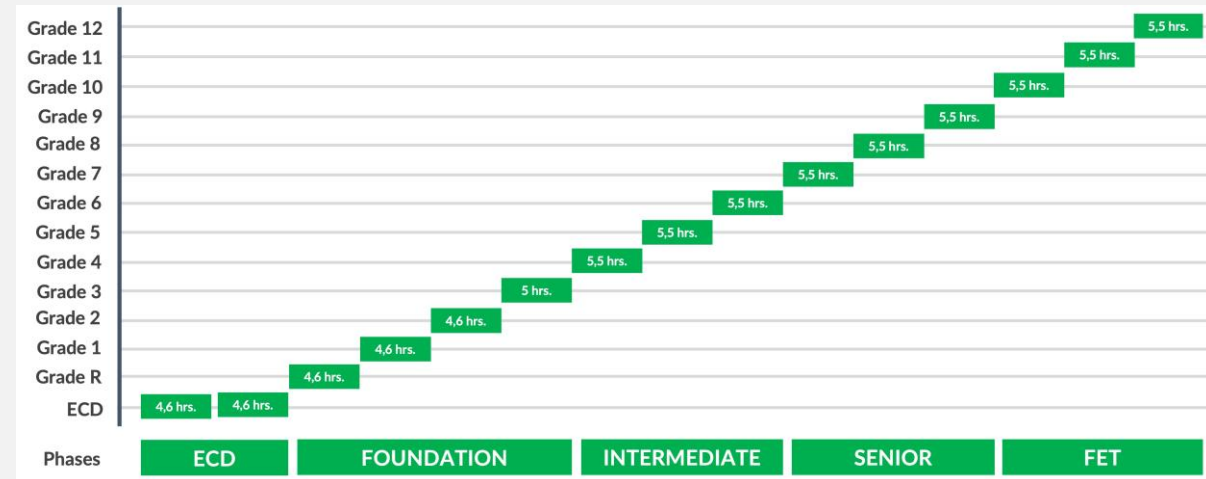
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basic education

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Basic Education
REPUBLIC OF SOUTH AFRICA

NATIONAL CAREERS WEEK



IN THE CURRICULUM

61 Hours by Grade 9 and 77 Hours by Grade 12

Term 3 Week 8 Each Year

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Inter-departmental Programme



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



small business development

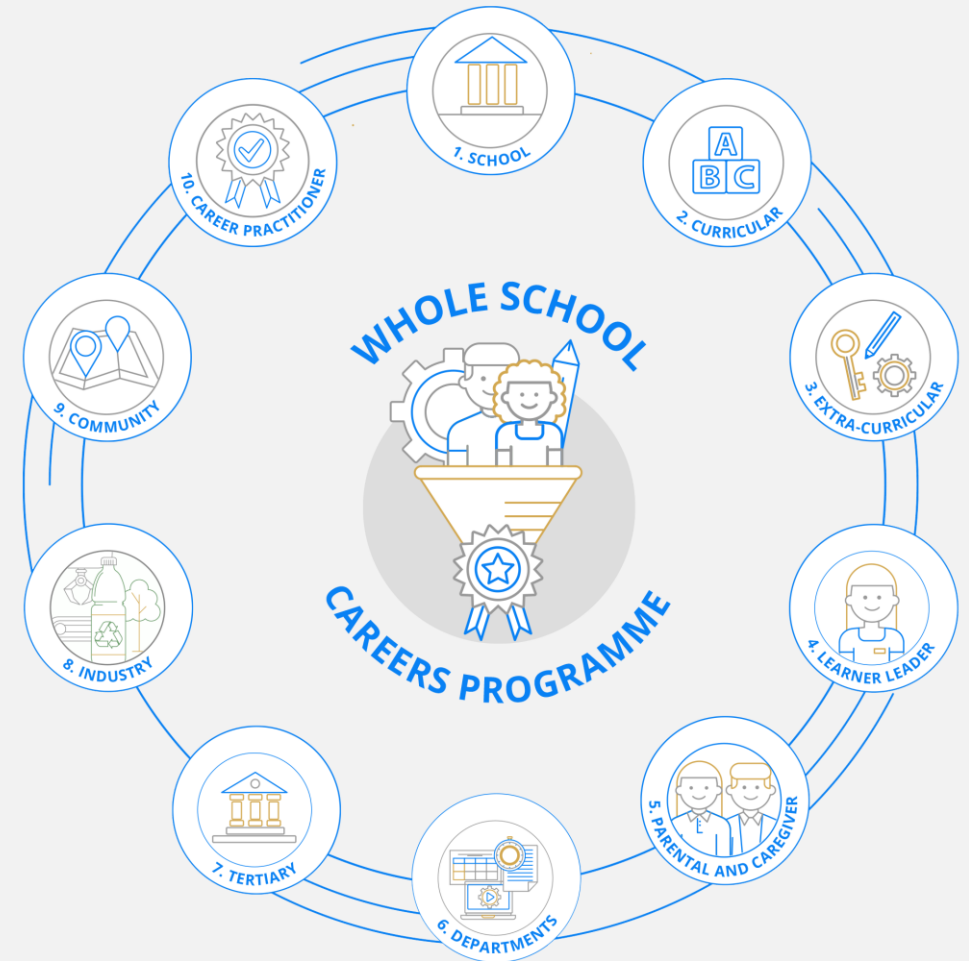
Department:
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REPUBLIC OF SOUTH AFRICA

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basic education
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REPUBLIC OF SOUTH AFRICA

WHOLE SCHOOL APPROACH



Curricular, Co-curricular and Extra-curricular

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basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

Careers Advisory Panel

- The Director-General of Basic Education has approved the establishment of a Careers Advisory Panel to investigate and advise on improving the quality of career development in schools.
- Learners who are well prepared for life and learning at university while still at school will have a better chance of success at university, and beyond.

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higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

NATIONAL CAREER DEVELOPMENT STRATEGY

- The DHET developed a national policy for an integrated career development system in South Africa.
- The department is now in the process of developing a national career development strategy to operationalise the policy.
- Furthermore, the department is also in the process of developing career development tools.

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TOOLS OF THE TRADE



Guidelines for Career Development Tools Multidisciplinary Quality Committee



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higher education
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PSYCHOLOGICAL TOOLS

- An important distinction within the South African context is to be made between CDTs and psychological tools (DT. Psychological tools measure psychological constructs.
- The Health Professions Act 56 of 1974 prohibits any person who is not a Psychologist, Psychometrist or HPCSA registered Counsellor from performing any act pertaining to the field of Psychology.

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PSYCHOLOGICAL TOOLS

- Tools that measure psychological constructs are referred to as psychometric or psychological tools.
- Psychological tools are used for diagnosis, prediction, decision-making, differentiation, comparison, selection and prescription (McCarthy, 2021) and are used mainly for high stakes decision-making in health and work settings.

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CAREER DEVELOPMENT TOOLS

- As proposed by McMahon et al. (2019) a career development tool can be defined as *“a structured instrument, technique or process that facilitates participant reflection”*.
- Whatever form these will ultimately take, there is no question that tools are needed by career development practitioners at all levels.



CERTIFICATE OF RECOGNITION:
PROFESSIONAL BODY

This is to certify that SAQA has recognised the

**South African Career Development
Association (SACDA)**

as a Professional Body and has registered the following
professional designation in terms of Section 13(1)(i)(ii) of the
National Qualifications Framework Act, 2008 (Act No. 67 of 2008):

Career Development Practitioner

3 November 2022
Recognition Start Date

2 November 2027
Recognition End Date


Chief Executive Officer

PB 0000161

PB0000161

TOGETHER EQUIPPING CAREER DEVELOPMENT PRACTITIONERS



ETHICS



ACCESS



QUALITY



GROWTH



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PROFESSIONAL DESIGNATIONS

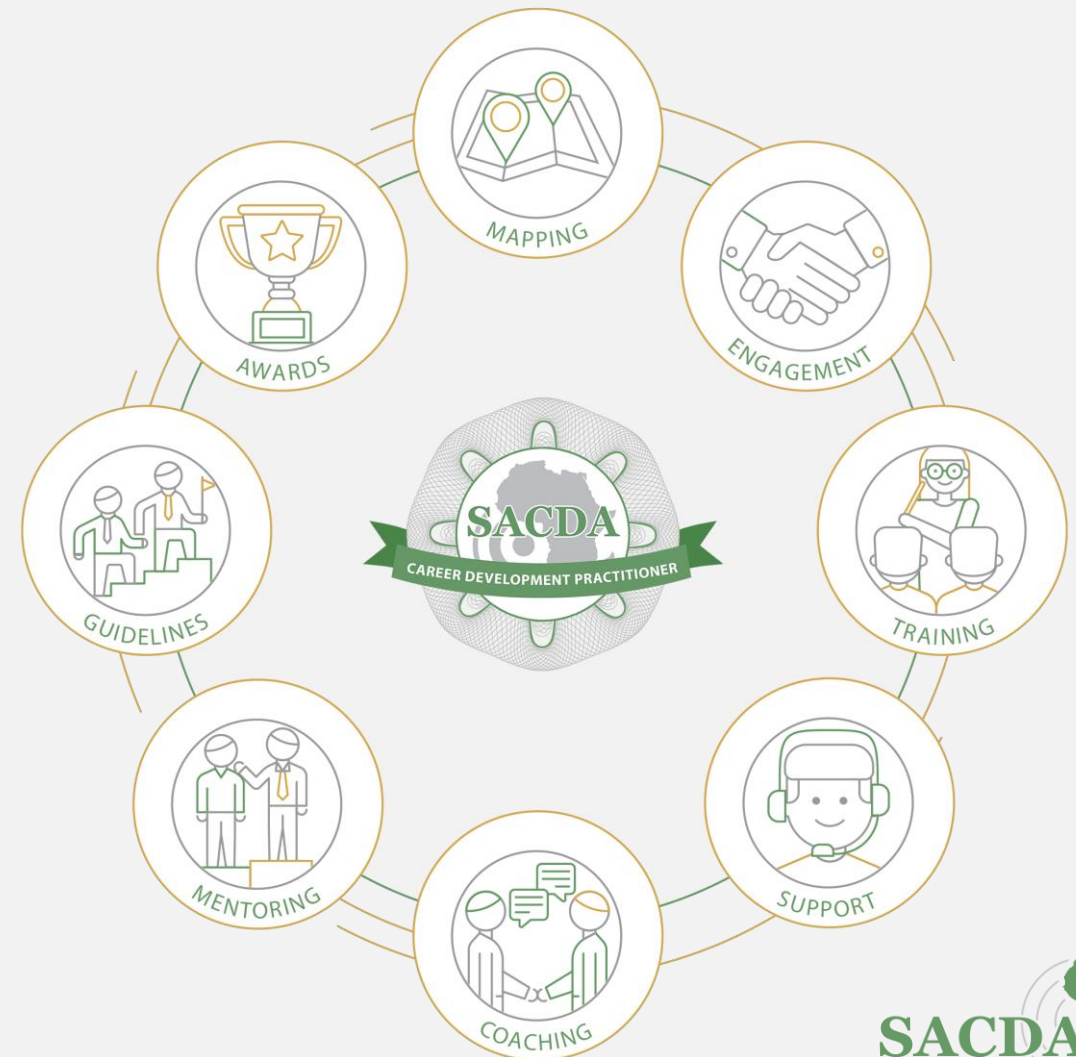
- Basic - Career Information Officer
- Advanced - Career Coach
- *Specialist - Career Counsellor (dual HPCSA)*

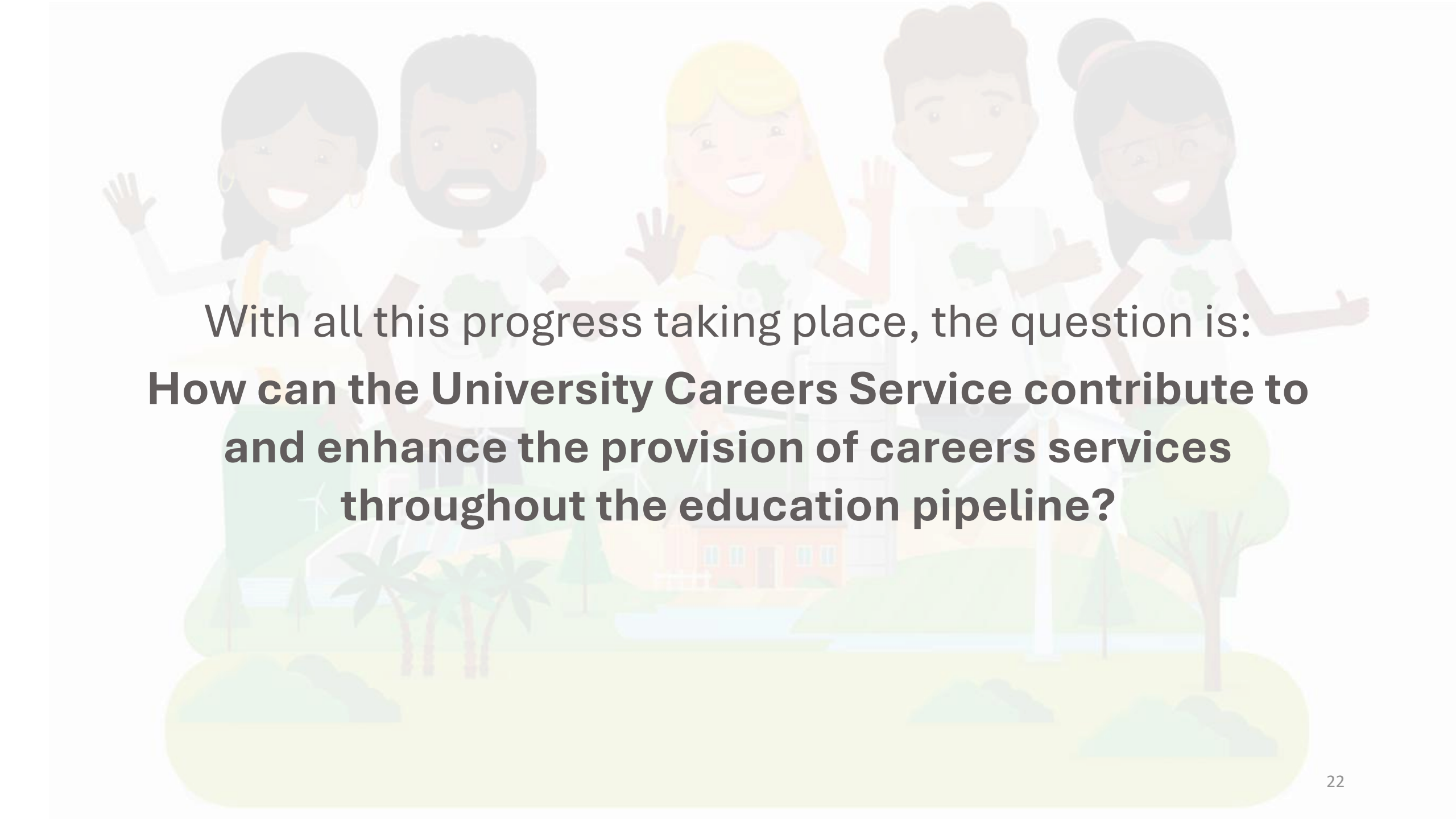
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SERVICES

Careers and *Entrepreneurship*





With all this progress taking place, the question is:
**How can the University Careers Service contribute to
and enhance the provision of careers services
throughout the education pipeline?**

Possible ways that the University Careers Service can contribute to and enhance the provision of career services throughout the education pipeline



- Facilitate student talks at schools around campuses during the NCW.
- Facilitate university alumni talks at schools around campuses during the NCW.
- Facilitate student and university alumni online talks for schools with technology.



- University Careers Service perspectives on how to prepare learners for university.
- Contribute to the dialogue on building an effective careers programme in schools.
- Contribute to a sector plan and strategy for career development in basic education.



- Staff who are working with learners and students in careers and entrepreneurship.
- Continuous professional development on careers and entrepreneurship.
- Sharing of best practice through professional learning communities.

TOGETHER WE CAN PREPARE THE NEXT GENERATION BETTER THAN THE LAST GENERATION

DISCUSSION

