



Equipping Career Development Practitioners

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PROGRAMME DIRECTOR: Mr Mondli Biyela is principal psychologist with the Department of Labour. Mr Mondli Biyela is a registered clinical psychologist with an HPCSA and PSYSSA. He's a member there. His current position is Principal Psychologist at the Department of Employment and Labour. Mr Biyela's previous work experience includes Madadeni Hospital in Newcastle, KwaZulu-Natal, my homie too and then Hlabisa Hospital in KwaZulu-Natal South Africa, National Defence Force. He has considerable experience in the clinical field of psychology, by special interest in the role played by employment counselling and bettering the lives of people. May we welcome Mr Biyela to the stage.

MR BIYELA: Thank you so much. Vertically challenged, so I have to try to fiddle with this thing a bit. Ja, some of us are very short and that is not a disability, it's how God decided to make us. Ladies normally say they want tall, dark and handsome, so it becomes a problem for us, because one, I've got to sort of analyse myself, so check if I'm handsome. If I'm not handsome, then I'm in deep trouble, because I'm not that dark, I'm not tall and I'm not handsome. So where do I fit in? So ja, it's always a problem for us.

Thank you Chairperson for a lovely introduction and thank you to SACDA for opening this opportunity for us to come here. It's an honour. Well, I was coming, but either way, even before we got this chance to present, I think when I saw this, when actually my colleague actually said this, I thought to myself, you know what, I've been wanting this. This is what I wanted. This is the kind of



support we need as the Department of Labour, as employment counselling within the Department of Labour. So I signed out the forms and everything. So when they chose me, or when they proposed that I come and present, I was like no I'm done registering with them, just preparing this PowerPoint and then that's it.

I think colleagues we are singing the same tune, but we sing it in silos. You know, when you've got voices singing different places, it's not musical. I think we need to form a choir, so we can sing. You know people who like choral music, you don't often hear base, tenor, but it's in synergy. It's well-crafted together. Because whatever I'm going to be talking about today, is what my other colleagues have been saying, but I think we're not together. I would love to echo the same sentiments that my other colleagues sort of touched on, the fact that we need to work together towards this goal, because we get frustrated when we work alone.

You don't even know who to go to for support and thank you SACDA for introducing this. I think this is going to be our support structure and we... By the way, I think on the partners there, we've got to have Department of Employment and labour as one of the partners because we do, yes we work a lot with the guys with these issues and ja, we're going to get used to it. It was previously called Department of Labour, but now it's Employment and Labour. I still stumble with that.

Colleagues, Chris warned me that I need to really be quick, because my slides were quite a lot. I'm just going to briefly touch on these issues, but before that, let me interest you on just statistics. I'm 34 years of age and I get worried when I see needs at 38.2%, north in education, employment or training. It's

worrying. It's worrying that females are, when you look at a range from 15 to 34, look at that, it is not looking good. It is not looking good at all. Well mind because of unemployment, but look at the provinces. Look at the provinces that has the most rural communities. They're really dwindling. They're really struggling. Well Western Cape is doing well, but with us, your KZN, your Eastern Cape, your Limpopo and the likes, we're really not doing well.

I don't think you're going to see that, but what this says, it actually categorises the unemployment with regards to education, grade 12 and the rest. It's worrying when you see graduates not having employment. You know I often do shortlisting and it's worrying when you receive 100 plus of people who are graduates, not employed. I'm not talking about people who want to change jobs, I'm talking about people who don't have jobs. So it's worrying. So we really need to actually do something with regards to this.

Probably we need to do some research. Here we have something that is promising. Prof Maree spoke, or showed us a picture of agriculture. We see a rise in agriculture. That's probably where we should be channelling our students, because and I'm still going to touch on this, because most of our students lack, yes career counselling.

Maybe we need to do some research and see where the industry is going, where labour market is actually going, because we can't just do career guidance or career counselling just anyhow. We need to do research. So I'm quite glad that there's going to be research with regards to this. Because there is in South Africa, but we often get from other countries. So if we have this in South Africa, it is going to help us a lot.

We have careers in trade, construction. Construction is booming, because government is building. There are buildings left, right and centre. Even during the sooner, there is going to be this new province that is going to be developed, or new town that's going to be developed. So construction is booming. There is something in construction.

Finance, there's something in finance. So I think this is where we should be actually channelling our students, but we sort of lack this information. If I was fourth industrial revolution, I would be a happy person and sad at the same time. Happy, with regards to the fact that everyone would be talking about me and yes, so I'll be famous, but sad in the sense that people are fearful of me. Ms Juta here did mention, it's not that jobs are going away, jobs are changing. A colleague of mine made this joke to say, in restaurants, or in hotels, they're going to have robots now, being the ones that are actually doing...

When you go to reception you're going to find a robot there and then you're going to be frustrated with the service that you're going to be receiving there and you're going to call a manager and a manager in the form of a robot comes to actually address you. And then if that robot has an error, then you've have to get a human being to fix that robot. See? In as much as we're moving towards that, but we still need to have someone to actually fix that. So this is the change that Ms Juta was talking about, that we need to actually look at the supply and demand. Because if you're not going to look at the supply and demand, then it's going to be a problem for us.

I struggle with learners, I'm going to say this and I'm apologetic about it, I struggle with learners that probably don't get career counselling and they go through universities to do careers that are low in demand. I take for example,

business management, for example. You go to FETs are offering business management, universities are offering business management, the universities of technologies are offering business management, private colleges are offering business management and when you look at the demand, where is the demand? It's not there. It's not there. Where are you going to work?

So I don't know what... You know one of my dreams is to have a situation where we have Department of Higher Education, Department of Basic Education, private sector, public sector, coming together to discuss this issue, because we need to source this information from government to say, or from private sector to say, guys with regards to your work, what seems to be the direction of your labour market right now? What are you looking for? And then public sector or private sector is going to guide us, to say okay fine, we need to introduce this kind of courses. Look at the supply and demand, law of supply and demand, because if you're going to still produce a lot of business management students when there is no employment, then you're going to have a situation where you're going to have a lot of graduates who are unemployed and increasing the statistics as it is.

This is just the future where it is actually going. Already we're seeing this. Standard Bank closed about 100 plus branches, so that means a lot of people are losing their jobs and also in other shops, for example your Pick & Pay's and stuff, you can just go there, pick your groceries, scan your groceries, pay with your debit card and go away. There's no need for tellers anymore. So it is changing. So that's how we should be also changing with it.

What is this picture telling us? I'm a psychologist by profession, so I like to actually fit in psychology wherever I work and Prof Pillay did mention this. There

is a direct link with careers, employment and poverty as well as psychiatric illnesses, or psychological disorders, because if you live in poverty, definitely you're not going to be okay. So if this is not taken care of, we're going to sit with a lot of issues, decaying society and a lot of issues that we're going to struggle with. And we're going to have this. Unfortunately we're heading there.

Already it's happening. In KZN I think last month, we had a lot of trucks that were burnt down and one of the issues there was the issue of unemployment. So we're heading in that direction and please let's try to actually manage this before it gets to this.

Right, I'm from the Department of Labour by the way, so we have section that is called PES, Public Employment Services. There's UI, there's CF and there's IES. This is not famous, but we have this. This is where I work. Let me integrate this for you. Firstly, we have what is called, ESSA, Employment Services of South Africa. This is the database we have at labour and it is the only legislated database that is operated by labour, where you register work seekers, unemployed work seekers and then we have people who work there as Employment Services Practitioners (ESP's).

That go out to employers to look for opportunities for the work seekers of South Africa, obtain the opportunities, feed the opportunities to the system. The system does its magic and match the people. For example, I'll have a job opportunity from say HR and then HR, the system will sort of match people who have HR in that database and then after that match is done, then we call these people to actually come over, submit their documents and then we submit that to the employer.

But what we also do is, we don't want a situation whereby we're just going to obtain opportunities and give employers people. We also prepare them for interview, CV writing, work ethics. This is where I work. This is what I do. This is the section that I actually had in KZN, employment counselling. We don't only prepare people, we go out to the communities, the most rural communities, because we want to enhance the employability of our people. We don't want the situation whereby you're going to be called by whichever company and then you're going to struggle with the interview. We go out and offer these services to people free of charge.

Currently, we have about two million, eight hundred people registered in our database. We have registered up to so far 261 opportunities and then we've place about 61 000 work seekers. This again colleagues, needs us to work together, because some of you are seeing this for the first time, the issue of, the trend that we've got, this ESSA, this database, that is legislated, that is accessible to everyone. We need to work together because it's difficult for us to go and look for opportunities when we don't have a relationship with you guys, or with other organisations.

Who does this employment counselling? We've got people that we call career counsellors or employment counsellors nationally. In my province I have about 15 in different towns. We offer these services free of charge. Besides the fact that we do employment counselling, we also do career counselling. So we do go out, search for information, so that we can actually feed the right information to our work seekers out there, to say guys, do you know what's happening right now?

So if you want to choose a career, these are the careers that are on demand and if you want to change a career, because there's a career change as well. There are people who are actually employed and they want to change their career. We offer that services as well and the people who are unemployed, but graduates who want to actually do a lot of re-training.

This is very interesting as well. The Department of Higher Education has a website that is called www.careerhelp.org.za. You can go to that website and do a questionnaire, a career questionnaire. Just satisfy yourself and see. It's not psychological assessment, but it's something to just sort of weigh yourself where you are with regards to your future.

We also have something, in Labour, that you can actually access also through internet. You can go to www.gostudy.net/labour. You can take a questionnaire as well. With labour we also have something called SPIX assessment, that also has a questionnaire, although that one you will have to come to us, because that's a psychological test.

I'm glad that we've got merSETA and the other SETAs here because we're struggling with having this partnership for re-skilling or for skilling our people, because most of our people in our database are people that are really struggling with skills. So we need to actually give them something that is actually going to help them to actually knock on the doors of the employers. So this is really going to help us a lot.

We also do career exhibitions. So we invite some of the stakeholders we see here, for our own career exhibitions and we work with other organisations like DSD, SETA, NYDA, and other TVETs. We also, because we don't want a

situation where people are going to go out there and look for jobs, we also do SMMEs, teach people how open their businesses, register as co-ops and the likes, because we want people to also employ themselves. If there is no job, then create employment for yourself.

This is of just interest that we also do, to try and deal with the issue of unemployment. Labour subsidises... Okay let me just read here as it is. Health also transfer more than 40 million annually to supported employment enterprise SEEs, to provide employment for about 980 people with special disability in the current 12 sectors situated in 7 provinces. Health also receives an allocation of 13 million to provide subsidies to similar organisations in the private sector. So we have 7 in 9 provinces, so this is what we do also to try and work with the issues of unemployment.

Also, we have 10 organisations that we are actually funding this financial year, of people with disabilities, where they employ people with disabilities, so that we can actually do, or make a difference to people with disability.

I think I'm being chased away now, so I would have loved to talk more. By the way, as psychologists, we don't spend a lot of time talking, so if I get a chance to talk... Ja, I can go on and on and on, but this is my last slide. Thank you so much.

PROGRAM DIRECTOR: No human masterpiece has been created without great labour. So we need to pull together and work together. I liked what Ukaya was saying about the choir. Most of us are repeating everything. We have the same sentiments and we need to get to a point where we become a choir. It is said that a choir is made up of many voices, including yours and mine. If one by one

all go silent, then that will be ... then we will be left with a soloist. Don't let a loud few determine the nature of the sound.

It makes for poor harmony diminish the soul. So let's work together in ensuring that our young people, our graduates, do get opportunities. You know sometimes we think that opportunities is something out there, but little things that we can get involved. Sometimes some of us will wait for an employment for a job, but you need to be on the move as well and do something, even volunteering. Have you noticed when we speak to young people, when you mention volunteering, I want some ching, ching, ching, you know. So we encourage those things, because then it opens doors for them. Thank you very much Mr Biyela.