

Why we need Career Development Practitioners in South Africa

Anthony Pillay

Department of Behavioural Medicine,
Nelson R Mandela School of Medicine, UKZN

Historical issues in career planning & development

- Largely unavailable
- Where available – only for a select few

- Many students ill-advised on career planning
- Academic struggles

- Workers ill-advised in career development
- Perhaps not realizing true potential

Dilemmas facing young people

- Teenagers developmental phase
- Can they make decisions about the rest of their lives?
- What is the 16 year-old brain capable of planning?
- They need much guidance
- Poor career decisions – significant consequences
 - Emotional
 - Financial
 - National

Emotional sequelae of poor career decisions

- Emotional instability
- Low self-esteem
- Feelings of worthlessness
- Depression
- Suicide ideation
- Current mental health crises in universities ?

SOUTH AFRICA

Wits mourns student death, demand intervention to tackle depression

25 October 2018 - 09:20

BY NOMAHLUBI JORDAAN AND NONKULULEKO NJILO



Formalising the profession: *Career Development Practitioner*

- Benefits of formalising a professional discipline
 - Taken more seriously by authorities
 - Consumers see the intrinsic value
 - Professionals view their role more seriously
 - Regulating becomes an inherent component
 - Ethical codes can be developed & implemented

Decent work for all

- Goal 8 – UN SDG's
- Number of workers living in extreme poverty
- Many unaware of their work potential
- Unaware of their income potential
- ‘Encouraging innovation, entrepreneurship and job creation ...’
 - Relevance to Africa

Career guidance in schools

- Currently minimal
- Necessary to advocate for this as standard
- Increases priority of career decision-making
- Students become more aware of
 - Various career options
 - Careers they are suited to
 - Study requirements for specific careers
- Must everyone go to university?

Informing secondary school curricula



- Career development practitioners' additional role
- Role of tertiary education institutions
- Are school curricula suited to tertiary education?
- Are school curricula suited to the workplace
- Making school curricula more relevant
- Role of CDP in Education planning

Community oriented career development

- Locating career development practice & practitioners
- Developing community-oriented practice
- Formal & informal job market
- Rural / urban contexts
- Including indigenous focus

In a country lacking formal jobs ...

We need to

- Restructure cognitions regarding careers
- Include less conventional careers
- Prepare young people
- Adapt Career Development Practice to Africa
- Help organisations conceptualise jobs
- Be innovative in job development
- Network with corporate entities

Ethics

- Beneficence
- Non-maleficence
- Cost of services
- Be wary of temptations
- Be wary of easy money
- Enticements to wrongdoing
- Doing what you are trained to do

In Conclusion

- The Career Development Practitioner is welcomed
- Integrate into the broader human service
- Prioritise needs of poor, rural & disadvantaged
- Focus on uplifting communities

Thank You !!