

Why we need Career Development Practitioners in South Africa

Anthony Pillay

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



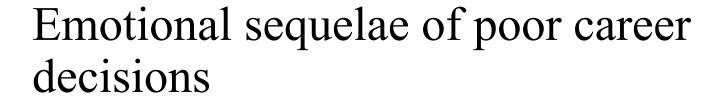
Historical issues in career planning & development

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

Times LIVE

NEWS

POLITICS

SPORT

TSHISALIVE

LIFESTYLE

BUSINESS

MOTOR



GET ALL THE INSIGHTS

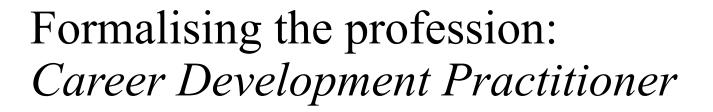


SOUTH AFRICA

Wits mourns student death, demand intervention to tackle depression

25 October 2018 - 09:20







- 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

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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

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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!!