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SYSTEMIC INFLUENCES ON  
CAREER EDUCATION IN  
SOUTH AFRICA

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Keynote address delivered at the Annual Career Development Practitioner Congress,  
Emperors Palace, Gauteng, 24 June 2019

“ the philosophical tensions that  
lie at the heart of career  
choice and poverty, namely  
the struggle between individual  
and structural attributions ”

Perry & Smith (2017, p. 168)

# Macrosystemic Influences: Economic



# TIME

## The World's Most Unequal Country

Johannesburg, South Africa, suburbs Primrose, left, and Mokaue

# Core Competency 1: Career Development Theory

- ▶ Unemployment (broad definition) has increased to 38%
- ▶ Close to half of South Africa's population of 55 million live in chronic poverty
- ▶ 33,2% (i.e., 3, 4 million) between 15 and 24 years were not employed. not in education, not in training
- ▶ And that this rose to 40,7% (i.e., 20,3 million) if the upper age bracket was raised to 34 years Stats SA Quarterly

Labour Force Survey 14 May 2019

“ has raised significant questions about the utility of conventional wisdom in career psychology and unemployment studies, much of which is rooted in Western knowledge bases ”

Blustein, Anderson, Makiwane, & Gutowski (2017, p. 206)

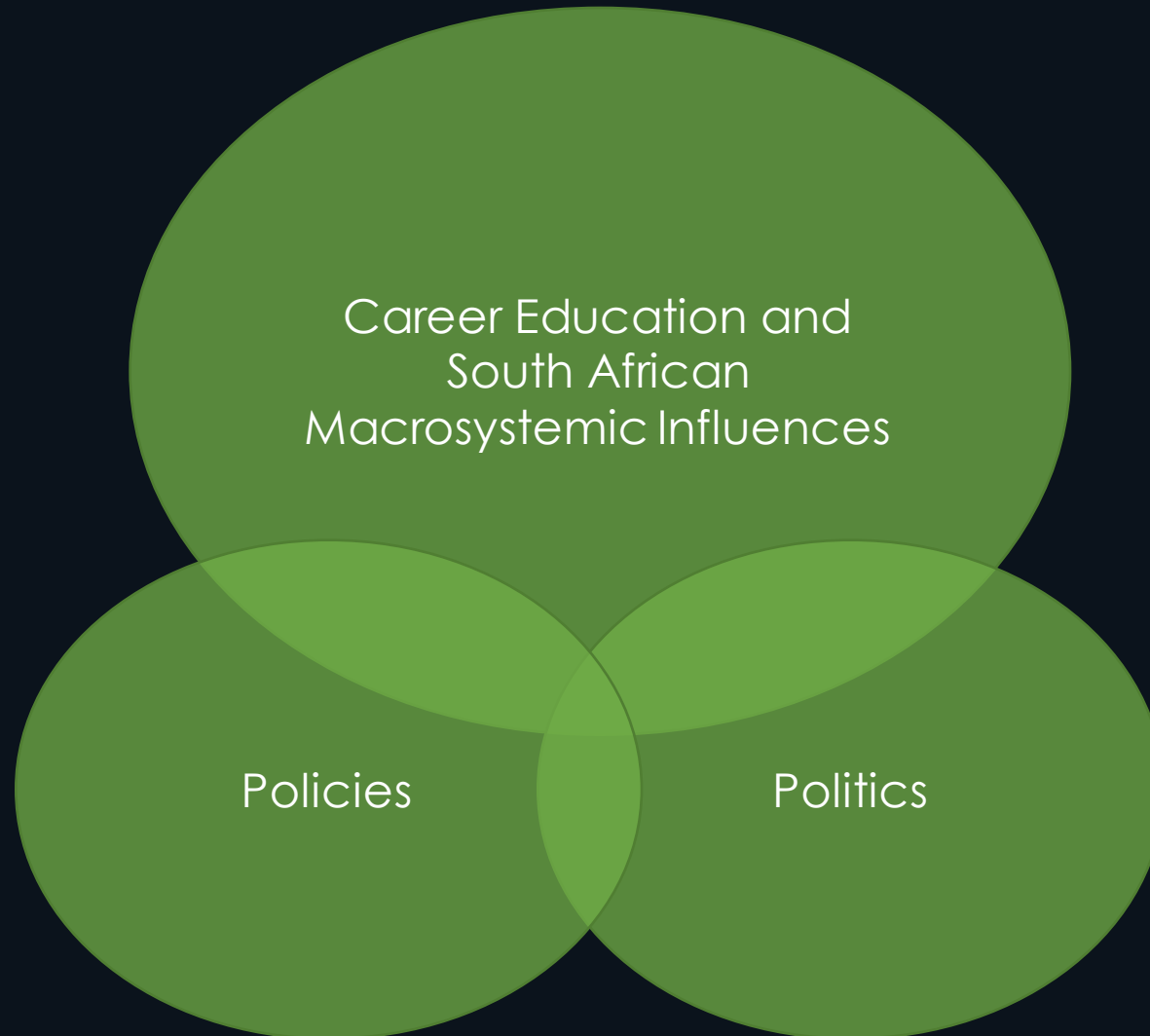
“ a hallmark of an aspirational  
foundational baseline ”

AND

“ an ideal that is becoming less  
possible for increasing numbers  
of working people across the  
globe ”

Blustein, Duffy, Kenny, Gutowski, & Diamonti (2019, p. 156)

# Macrosystemic Influences: Politics and Policies





“ career activities and  
instruction, in themselves,  
cannot fill these huge voids ”

Perry & Smith (2017, p. 165)

“ that we have ignored the ground  
and, further, that we limited the  
ground that we did focus on...  
we do not have a grounded  
approach to career guidance  
service delivery ”

Watson (2012, p. 8)

“ career components of anti-poverty initiatives throughout the educational pipeline ”

Perry & Smith (2017, p. 165)

Career Exploration and  
Development in Childhood

Perspectives from theory, practice  
and research

Edited by  
Mark Watson and Mary McMahon



“ career exploration and  
development play  
important roles  
in facilitating children’s  
academic, motivational,  
and self-regulatory growth ”

Lapan, Bobek, & Kosciulek (2017, p. 168)

# Evaluative Criteria for the Reconstruction of Career Education in South Africa

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To consider:

- ▶ its theoretical base
- ▶ whether it will be supplementary or mainstream
- ▶ a facilitative rather than a didactic teaching methodology
- ▶ greater involvement of community and other stakeholders

Akhurst & Mkhize (2006)



“

The story of South Africans is the story to which other people around the world can relate, yet it brings those experiences into a remarkably forceful light that can instruct (if not inspire) the rest of the community in career development and counselling

”

Perry & Smith (2017, p. 170)

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Thank you  
Nkosi  
Baie Dankie

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