Career Development of Differently-Abled Persons

Annual Career Development Practitioner Congress

South African Career Development Association

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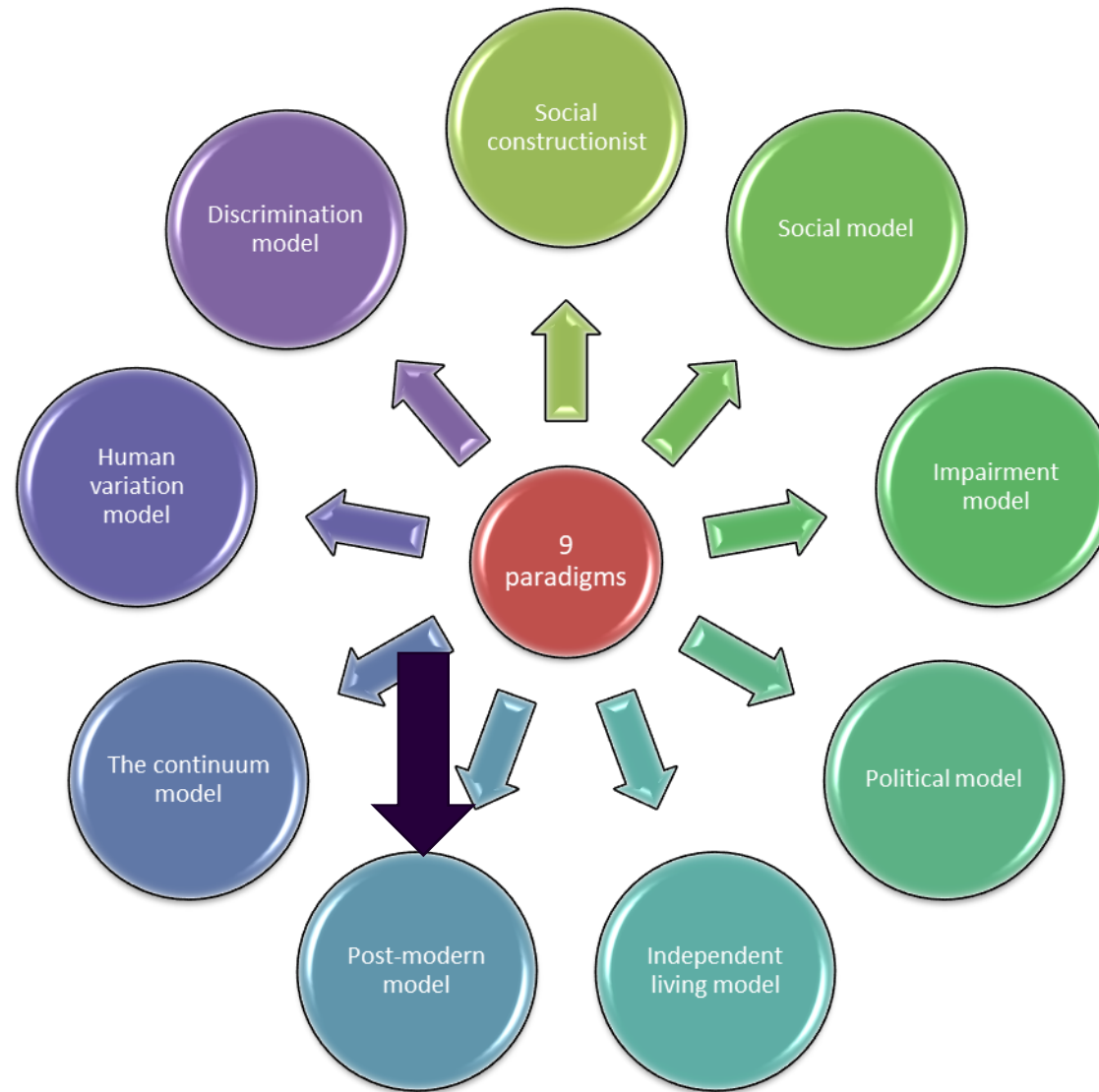# Disability is a global phenomenon

Disabled World

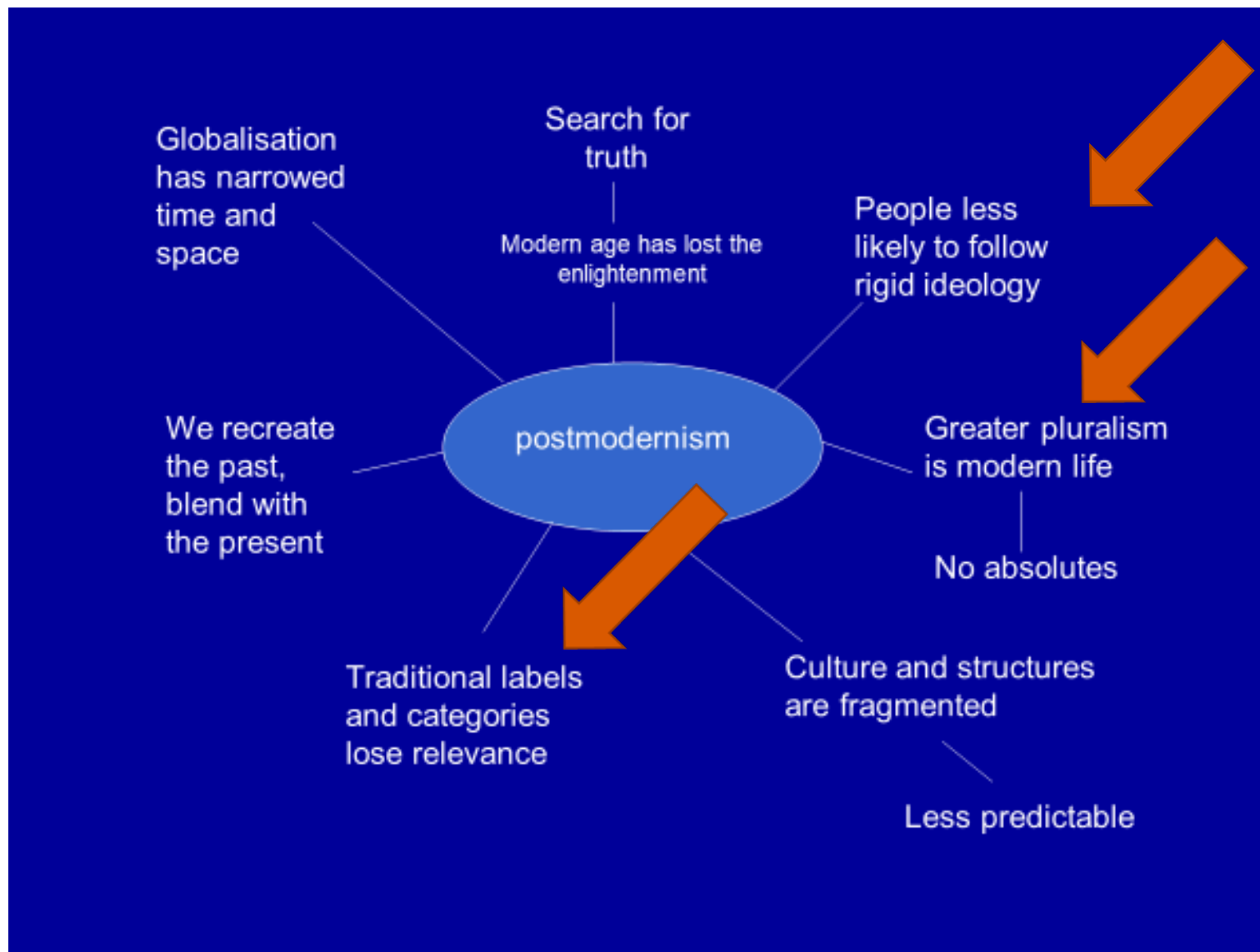# Traditional notions of disability

Sickle Cell Warriors

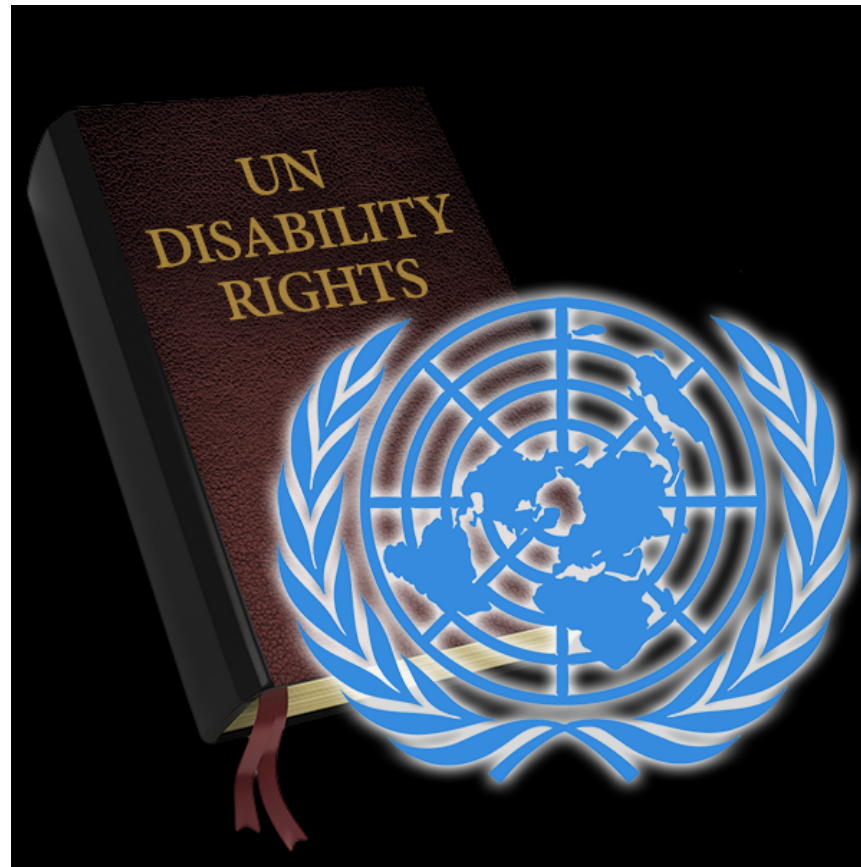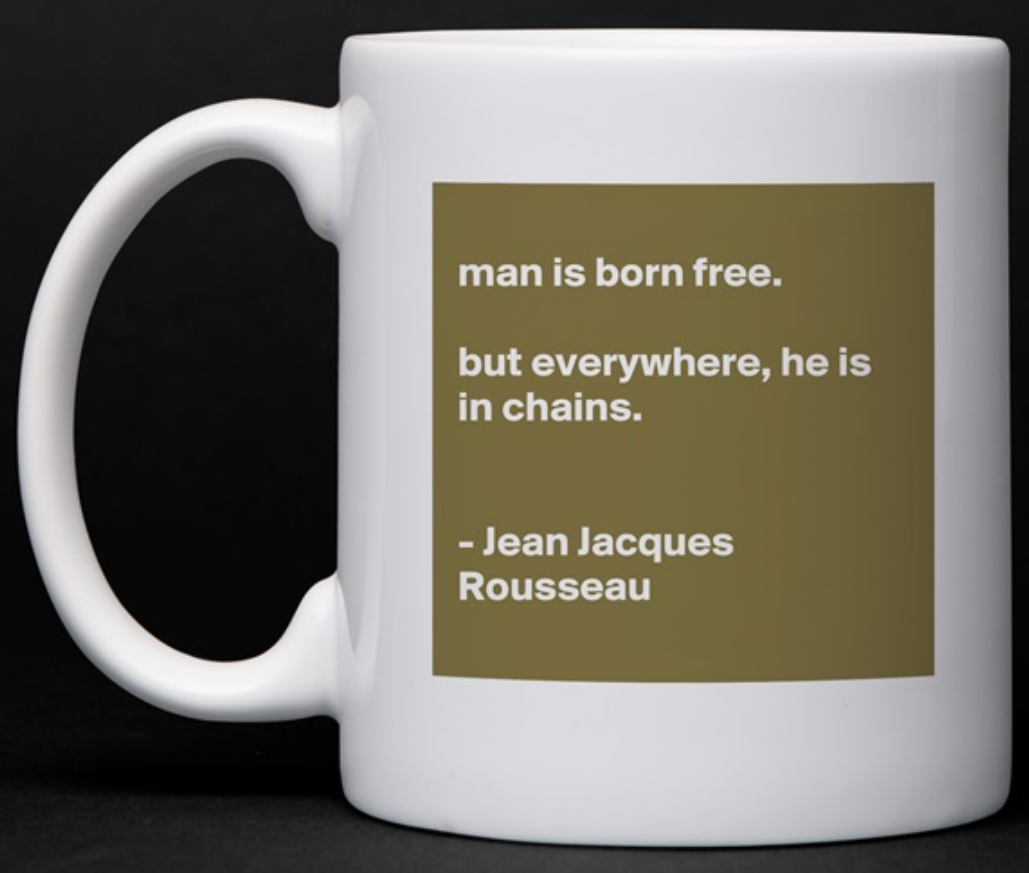# Philosophical bases of disability studies

Postmodernism breaks away from reductionism (Murphy & Perez, 2002)

Discriminating or minority group model as a basis for disability human rights movements globally.

Martha Nussbaum

man is born free.

but everywhere, he is in chains.

- Jean Jacques Rousseau

The Sindh Times

Rousseau, J.-J. 1762. The Social Contract. Harmondsworth: Penguin.

Being differently-abled

- Saurabh, Prateek & Jegadeesh (2015).

- Chhabra (2016).

- Subramanian (2012).

- Baxipatra (2013).

- Metgud, Fernandes & Naik (2016).

- Muster (2019.

This term was coined by the US Democratic National Committee in the early 1980s as a more acceptable term than handicapped (or, in the UK, disabled). The motivation seems to have been both a genuine attempt to view the people previously called handicapped in a more positive light and also as need to be seen as politically correct. The Los Angeles Times reported it this way in September 1980.

https://www.phrases.org.uk/meanings/differently-abled.html

Leshota & Sefotho (n.d).

- **linguistic device we find as**:

- abnorming and "othering"

- evoking very negative associations

- "oppositional relationship to ability" (Jones, 1999).

  - Therefore:

- a differently-enabled identity (Thompson, Bacon & Auburn, 2015). (Disability & Society)

- A transformative difference is promoted through embracing the phrase differently abled.

Indigenous ontologies

"Sehole ho 'Ma-sona ha se lahloe"

http://defatima.org/about-us/

Mary Schaefer Enright, Liza M. Conyers, and Edna Mora Szymanski (1996)

- "The presence of a disability alone does not determine a person's career development" (Szymanski & Hanley-Maxwell, 1996).

- "Rather career development is a process that involves the interplay of numerous factors beyond disability, including an individual's abilities…"

Soresi, S., Nota, L., Ferrari, L., & Solberg, V. S. (2008).

- Discarding traditional conceptualisations of disability

- New disability conceptualisations

- Personal interests to be taken into consideration

- Designing career guidance programs facilitating work inclusion

Designing Career Guidance

- Train practitioners in designing effective career guidance

- Prepare people with a disability for work inclusion

- Anxiety management

- Building support networks

- Developing transition programmes

Igor Zelenov, a young man with Autism who served us tea, participating in transition program. Igor is employed by INALLIANCE, a non-profit agency that provides services to adults with developmental disabilities. The focus is on integrated employment, social inclusion and community living. Igor served us with a broad smile and impressive curtesy. In my words, this is hephapreneurship alive: Transcending disabilities.
University of California – Davis
USA -February 2019

References

- Murphy, J. W., & Perez, F. M. (2002). A postmodern analysis of disabilities. Journal of Social Work in Disability and Rehabilitation, 1(3), 61-72. https://doi.org/10.1300/J198v01n03_06

- Soresi, S., Nota, L., Ferrari, L., & Solberg, V. S. (2008). Career guidance for persons with disabilities. In International handbook of career guidance (pp. 405-417). Springer, Dordrecht.