



MEETING THE TEAM: WELLNESS PORTFOLIO

NAMHLA TAMBATAMBA



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CEO Corner



It is wonderful and rewarding to see the hard work of so many behind the scenes beginning to take shape.

We as a collective region, now look to what is to come next.

The career development learning communities will begin to take shape from February 2026, under the leadership of Ms Cathy Sims.

The first cohort of Careers Advisors in South Africa will be registered from February 2026, and the career coaching qualification is near completion.

From 2026, we will also begin to introduce more functionality of the career practitioner portal, from micro-credentials to resource packs, we will have you covered.

One gentle word of caution for members is to please ensure your CPD, and fees are up-to-date, or the system will downgrade you.

Thank you for your continued patience with us through the past years of incubation.

We now stand ready...

Christopher John Benkes

Meet the Team

Ms Namhla Tambatamba

Board: Wellness Portfolio



A leading well-being solutionist

Approaches complex situations with a simplicity mindset to create impact, over time.

Namhla Tambatamba stands out for leading organisational health and well-being with a solutionist mindset, and is currently the Head of Wellbeing at Nedbank.

Her credentials include a BA Honours degree in Industrial Psychology, a Master's in Business Administration, and Executive Development Programme.

Namhla is a registered Master HR Professional with the SABPP, and a registered Career Development Practitioner with SACDA.

A noteworthy contribution is her thought-leadership piece in the 'Improving Mental Health in the workplace' book. Her experience spans over 20 years of working mainly in the financial services sector.

The mix of leadership roles and academic experiences depict a sought-after ability to implement win-win strategies for businesses, with a non-negotiable focus on it's people.

Guided by a strong belief in the power of collective impact and informed by diverse life experiences, she subscribes to the philosophy that personal adaptability is key to making a difference. Her guiding daily motto is: **'I AM THE ONE'**.

We acknowledge and appreciate the perspectives that Namhla is providing through the board in support of career development in general, and the well-being of career practitioners and their clients, in particular.

PROFESSIONAL LEARNING COMMUNITIES

The Universities Careers Forum has been coordinated through the South African Graduate Employers Association (SAGEA) for more than 20 years.

As the forum has continued to evolve, so has the need to introduce more structure in terms of professional learning, best practice and professional standards.

To this end, SAGEA and SACDA engaged on the establishment of a Professional Learning Community (PLC) for career development for the higher education sector.

While we have been focused on the basic education sector, we recognise this PLC as an important step in better addressing the career disjoint between basic and higher education, and industry.

We thank SAGEA for over 20 years of unyielding commitment to supporting quality careers services in the higher education sector. We wish SAGEA well in its continued endeavours.

We, as a collective, are eager for enhanced collaboration in advancing the profession of career development practice in higher education in South Africa next year.

We will also be exploring the SAGEA Graduate Development and Learning Pathway Programme (SGDLPP), by Dr Kate Daubney (seasoned UK career practitioner) as a potential value-add to the Universities Careers PLC, expected to be launched in February 2026.



We are also proud to announce that Ms Cathy Sims has graciously accepted to lead in the Universities Careers PLC for a period of 6 months from February 2026.

This support has been made possible, as Cathy now retires as founder and CEO of SAGEA, after more than 20 years of service! Well Done!

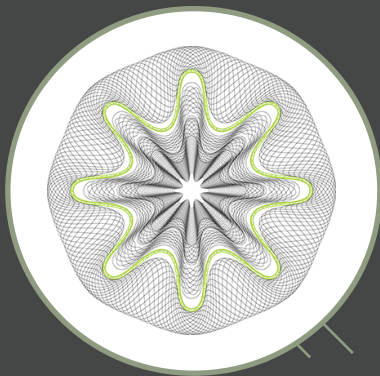
Under Cathy's stewardship, several mechanisms were established to shape best practice in talent development, such as the Employer Benchmarking and Candidate Insights surveys for understanding the graduate employment market in South Africa, and the Graduate Development and Retention Study that is shaping best practice for nurturing early talent beyond recruitment.

We are confident that through the leadership of Cathy, the foundations of the Universities Careers PLC will be well grounded in preparation for optimal growth of the next PLC going forward.

<https://sagea.org.za/honouring-leadership-and-legacy-Cathy-sims-retires>

1st Careers Advisor's for South Africa

applications open 16 Feb 2026



SACDA SEAL OF EXCELENCE

Applications for the very first cohort of Registered Careers Advisors will open on 16 February 2026.

While no qualification yet exists, a decision was taken to begin conferring this title to establish a community of practice where professional standards can first be developed. If we are to “care” for the profession, that needs to happen from the design of the professional standards.

These standards must then inform the development of qualifications if they are to equip career development practitioners in managing the demands of their roles and responsibilities proficiently.

For example, there were no explicit standards for the Career Coaching qualification being developed by the ETD P SETA, which then creates a challenge of ensuring the outcomes of the training will have the intended impact.

Given the current qualification gap for an advanced-level Registered Careers Advisor, entry-requirements include at least an honours degree in a related qualification such as education, psychology or human resources, with at least 3 years of experience in providing careers services.

The registration committee will consider reduced periods of experience for applicants who hold a BPsych degree given the intensive experiential component. All applicants will also undergo a panel interview to gauge depth of thinking and probe alignment to the values and ethics expected of each practitioner who will hold this advanced title.

Existing members who meet these requirements are encouraged to email our community coordinator, Ms Aamena Joosub on, community@sacda.org.za by 28 November 2025. No application fee will be charged, and these members will be included in the first cohort of Careers Advisors in South Africa interviews.


The annual registration renewal fee is set at R1470,00. This includes professional development events, micro-credentials, professional networking and a best practice standards development pro-gramme for the title.

All Continuous Professional Development (CPD) requirements for SACDA and the thirty (30) for the HPCSA are included in this fee. A group discount is available for centre’s with more than five (5) staff members.

The 2026 programme for Careers Advisors includes four (4) higher education best practice events on employability and entrepreneurship. While these events will include expert guest speakers, their format will be participatory, with breakouts, practical application discussions, and best practice logging.

Career counselling events, such as psychometrics in careers will also be provided next, for members who are dually registered with the HPCSA to provide counselling and psychometric assessment.

The career counselling community will also begin to expand next year, given the close collaboration that is needed between career information, career advice, career coaching, and career counselling in South Africa.



In preparation to begin uploading member CPD to the HPCSA, seven (7) *African Journal of Career Development (AJCD)* articles have been accredited for fifteen (15) CPD points. These points will be available to all members by completing the micro-credentials.

Kindly note that the articles will be published on the career practitioner portal of the SACDA website on 14 November 2025.

All members who require this CPD to be uploaded to the HPCSA should inform Aamena by 19 December 2025, upon which time, no further CPD will be uploaded for the year.

One aspect to note is that not all activities and micro-credentials are accredited for HPCSA CPD points. This will be clearly marked and stated on all relevant materials.

Below are the articles that will be loaded on 14 Nov if you want to get a head start...

Career adaptability as an instructional scaffold for career education in South African schools.

<https://doi.org/10.4102/ajcd.v6i1.123>

Exploring factors that influence students' career decision making at a South African University.

<https://doi.org/10.4102/ajcd.v6i1.99>

Increasing graduates' employability skills through rational emotive career coaching.

<https://doi.org/10.4102/ajcd.v6i1.106>

Technical Vocational Education and Training in Uganda: Career guidance and practices.

<https://doi.org/10.4102/ajcd.v6i1.100>

The need for structured career guidance in a resource-constrained South African school.

<https://doi.org/10.4102/ajcd.v6i1.116>

The psychological factors influencing youth from unemployment to employment in South Africa.

<https://doi.org/10.4102/ajcd.v6i1.118>

Perspectives of South African Adolescent Girls making decisions for their future.

<https://doi.org/10.4102/ajcd.v6i1.113>

NATIONAL

CAREERS WEEK

IN THE CAPS CURRICULUM

The National Careers Week (NCW) programme was launched as an inter-departmental career exhibition programme by the Minister of Higher Education and Training in 2021. The NCW programme has evolved through an extensive 3-year consultation process within the basic education sector, supported by the Education for Employability (E4E) programme, funded by the European Union (EU). The restructured NCW programme, planned for re-launch in 2026, is based on two mutually agreed principles, with the first being “in school only”, and the second being “term 3 week 8”.

At present, most rural and marginalised schools are excluded from career exhibitions due to the demand being greater than the supply. These schools receive few community guests as part of the academic calendar. Furthermore, while only a small group of secondary learners are selected for career exhibitions, hosting career activities in-school can include all learners in some manner each year. The second principle of term 3 week 8 relates to the time in the school curriculum that has been identified for careers week for all grades. This week was selected through a consultative process as part of the E4E programme.

The Department of Basic Education (DBE) intends, as part of the curriculum strengthening process, to take the content for sustainable livelihoods, i.e. entrepreneurship and careers, in every subject and place it in that week to galvanise career education in the curriculum. Guidelines to assist schools in the implementation of careers week for all grades have been developed, and the DBE has already incorporated careers week into the vocational and occupational streams of secondary education. The next NCW2026 focus will be on teacher guides, lesson plans, and learner workbooks, to further streamline the process.

A recent development, by suggestion of the DBE and DHET, is for the re-launch to include a virtual exhibition for schools, due to expanding access to technology and data. The virtual programme will include key stakeholders from post-school education and training to industry, who will avail themselves for different segments during the week. One example of the power of this service is the Department of Employment and Labour (DEL), who have over 250 HPCSA registered employment counsellors who could provide online career guidance and counselling during that week.

It should be noted that careers week is intended as a seven (7) day programme, and schools are encouraged to host community members, such as parents and those not in employment, education or training, over the weekend. The NCW steering committee is also considering a provincial celebration to take place on a rational basis. Further to celebrating and awarding school-based best practices, the provincial event would also showcase activities that schools could initiate with community partners, such as speed interviews and try-a-skill, for example.

SEPTEMBER
14–20



NATIONAL
CAREERS WEEK

20
26

GET READY

I PLEDGE TO GO BACK TO MY SCHOOL

TO TALK TO ABOUT MY CAREER JOURNEY

#CAREERSWEEK2026



basic education
Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



small business
development
Department:
Small Business Development
REPUBLIC OF SOUTH AFRICA



SACDA
South African Career Development Association

GLOBAL CAREERS MONTH



Southern Africa

GLOBAL CAREERS MONTH LAUNCHES TOMORROW

#GlobalCareersMonth2025 | #GlobalCommunity

The Global Careers Month (GCM) will take place again in 2025, with the IAEVG being nominated to coordinate national and regional activities this year.

GCM2025 opening webinar is on 5 November 2025, from 14:00-15:00 (Central European Time).

Link to further information:

<https://www.skillsforemployment.org/iagevent>

The objectives of Global Careers Month 2025 are to:

Raise awareness about the role and importance of effective career guidance to enable access to decent work and careers and support equitable and sustainable social and economic development;

Identify shared challenges to the development of career guidance systems as well specificities linked to local contexts;

Showcase high quality innovative solutions for successful career guidance and to promote career development support in diverse contexts and for learners at different stages in their educational and career pathways.

For Southern Africa, the GCM2025 main regional event is bound to produce results. The youth-led event, on 25 November 2025 from 09:00-11:00 (CET), will deliberate on an expanded definition of employability to include finding employment, creating employment, or subsistence, in a manner that values the people, profit and planet.



The future of Southern Africa is bright

Greetings from Southern Africa. First and foremost, we'd really like to take this opportunity to thank the inter-agency working group for career guidance for initiating this programme, the Global Careers Month.

For this year, the event is bound to be very interesting and different. The format is youth driven. We'll be looking at employability and an expanded definition for the region.

The misnomer we will aim to address is that employability only about finding a job. We wish to thank the European Union delegation of Eswatini, who have chosen to support this event.

The National Curriculum Center (NCC) who will be hosting the main regional event, see this as a springboard for the secondary career education reform, by considering the youth perspectives on a career education framework.

A great thanks to the EU Youth Sounding Board in Eswatini who are driving this process and bringing in the stakeholders to engage and deliberate on this defining moment for the region.

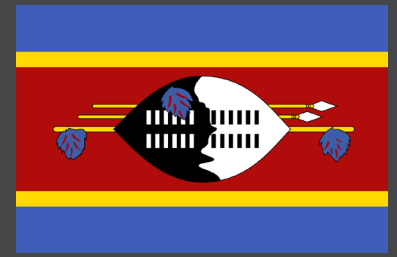
We invite you to this event:

25 November 2025 from 09:00-11:00 (CET)

<https://www.skillsforemployment.org/event-detail/9215>



PERMISSION TO DREAM



Event: GCM2025 - Southern Africa Event

Date: 18 November 2025

Time: 10:00-11:00 CET

Speaker: Limor Davison Shabtai
Expert in Socioeconomic Mobility

Facilitator: Yael Uzan-Tidhar
Programme Director Likusasa

Link:

<https://www.skillsforemployment.org/event-detail/9212>

Inspiring youth at risk to build meaningful careers

A case study from Eswatini on how career guidance can serve as a transformative tool in the lives of youth, through the experience of an NGO working in Eswatini. By combining theory and practice, the presentation demonstrates how structured career guidance, grounded in empathy and empowerment, can help youth recognise their strengths, broaden their horizons, and take meaningful steps toward sustainable livelihoods.



International Association for Educational and Vocational Guidance

We are proud to announce our recent re-affiliation with the International Association for Educational and Vocational Guidance (IAEVG), to further solidify our link to the global career community by adding further presence to the International Career Development Peak Body Network (ICPN).

This step grants SACDA a voice in IAEVG decisions, with four votes in the IAEVG decision-making mechanisms, and opens doors for our members to engage with international colleagues, contribute to the esteemed International Journal for Educational and Vocational Guidance (IJEVG), and access current global news via the IAEVG newsletter.

This renewed relationship aligns with our position that a future IAEVG conference should be held once again on South African soil.

THANK YOU

We also wish to thank the IAEVG President, Prof Jaana Kettunen and her efficient team, for assuming administration of GCM2025. We trust this is the start of greater things.



A CAREER PRACTITIONER IN EVERY SCHOOL



Canadian
Career Development
Foundation



The International Career Development Peak Body Network (ICDPBN) comprises career development professional bodies from Australia, Canada, United Kingdom, New Zealand and South Africa. The purpose of the ICDPBN is bring the profession closer together from an international perspective, to share best practices and mobility.

The Career Industry Council of Australia supports the business council's call for a career practitioner in every secondary school. *"Every student should have access to a career practitioner. Modern and accessible career information and guidance is crucial for helping students identify future job opportunities and equipping them with the knowledge and skills necessary for success,"*

"A career practitioner in every school would ensure career development is woven into the education system rather than left to chance,"

Ensuring students receive guidance from professionally trained practitioners who meet national competency standards will guarantee consistent, evidence-based, and ethical career development services, supporting students' long-term success. As the demand for skilled professionals increases, access to quality, structured, and scalable career development services, led by professionally qualified practitioners will be essential in building a resilient and adaptable workforce.

<https://cica.org.au/career-industry-council-of-australia-backs-call-for-career-practitioners-in-every-secondary-school/>

JOBS BOARD

A jobs board is being developed for members through the career practitioner portal for launch on 5 February 2026. Tutorials will be produced to support you through the process.

SACDA disclaimer: While we will make every attempt to vet service provider authenticity, the final quality assurance is up to the career practitioner. SACDA will not be receiving any placement remuneration, and is only doing this to add value to the career of the career practitioner.

CareerXplora Facilitator Position
Part-Time | Online | Contract-Based

Join the CareerXplora Team!

CareerXplora, an **Investec CSI Initiative**, is making career guidance accessible to learners across South Africa through our online chat-based platform. We're seeking passionate **HPCSA-registered Counsellors or Psychometrists** to join our part-time team of online facilitators.

Facilitators offer ethical and **empathetic guidance** to help learners explore career fields, subjects, and study options. Candidates should be comfortable using digital platforms and available for **2-3 sessions per week**.

Key Requirements:

- HPCSA-registered Counsellor or Psychometrist
- SACDA-registered Careers Advisor (**Advantageous**)

What we offer:

Part-time, contract-based remuneration, ongoing professional development, and collaboration with a passionate, learner-focused team.

To apply: Send your CV, proof of HPCSA registration, SACDA status, and a short cover letter to careerexplora@pokelloeducation.co.za with the subject "CareerXplora Application."

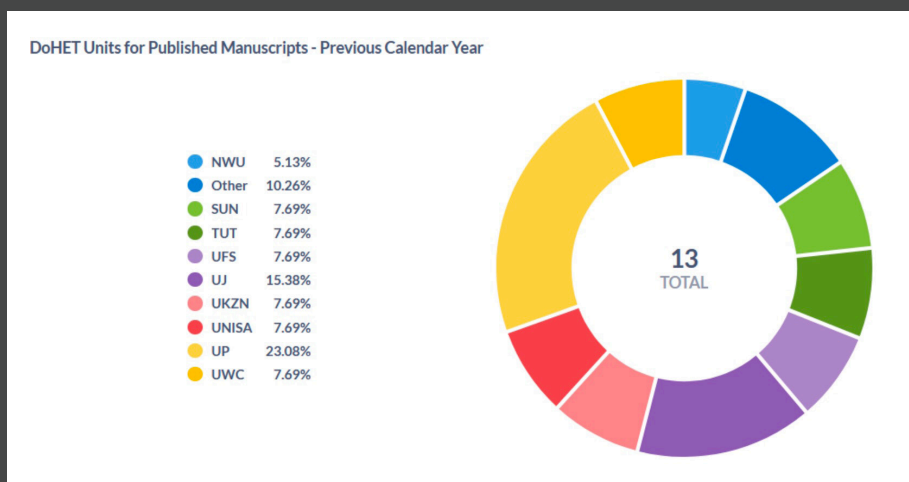
www.careerexplora.com
careerexplora@pokelloeducation.co.za
+27 72 860 3723

African Journal of Career Development

The *African Journal of Career Development (AJCD)* is a peer-reviewed scholarly journal that provides a forum for the dissemination of cutting-edge research relating to career development predominantly in Africa. (but also to career development elsewhere in the world).

The core aim of the *AJCD* is to facilitate the reporting of research related to promoting sustainable decent work for all. Here, decent work is regarded as a basic human right for all those who are willing and able to work. The challenge facing us as careers researchers, theorists and practitioners in the early part of the 21st century is how we can individually and collectively join hands to promote sustainable decent work for all.

The *AJCD* continues to grow under the leadership of the Editor-in-Chief, Prof Kobus Maree, and support from AOSIS. There is progress towards indexing with SciELO, which will represent another significant step forward in the further establishment of the *AJCD* as the scientific 'mouthpiece' of career development in the continent.



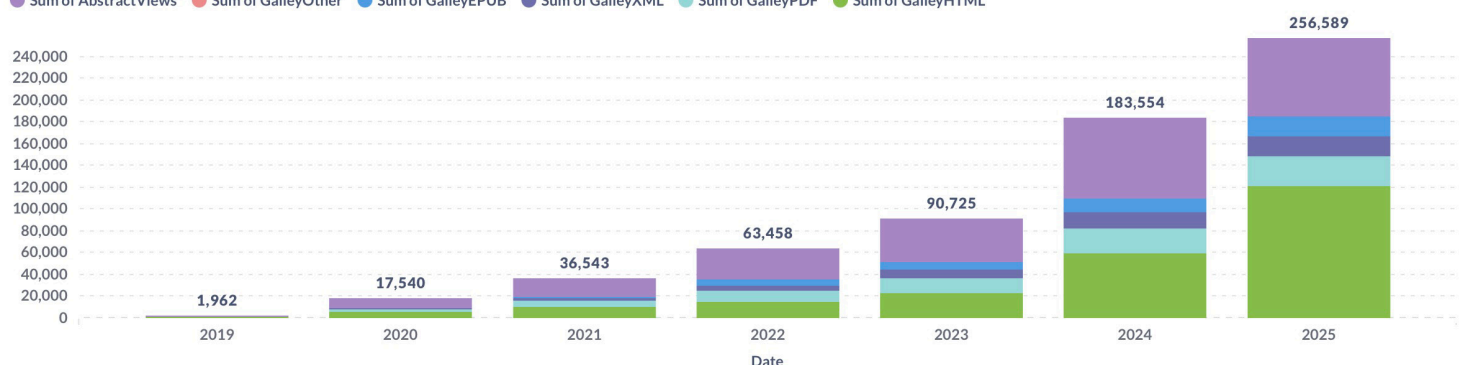
The graph to the left is a depiction of South African universities who are currently contributing to the *AJCD*.

The University of Pretoria (UP) is currently in the lead, and the University of Johannesburg (UJ) is not far being, in their contributions to the field of career development, through the *AJCD*.

We thank UP for the years of office sponsorship through our incubation, and look forward to continued collaboration in adding pathways of meaningful articulation for EdPsych.

Q: Yearly Download Analysis Across ALL Journals in Bar-Chart - Duplicate

Sum of AbstractViews Sum of GalleyOther Sum of GalleyEPUB Sum of GalleyXML Sum of GalleyPDF Sum of GalleyHTML





***Some draw circle selves
Some all humanity***



YouTube: www.youtube.com/@careerpractitioners



Threads: www.threads.net/@careerpractitioners



Instagram: www.instagram.com/careerpractitioners



Facebook: www.facebook.com/careerpractitioners

