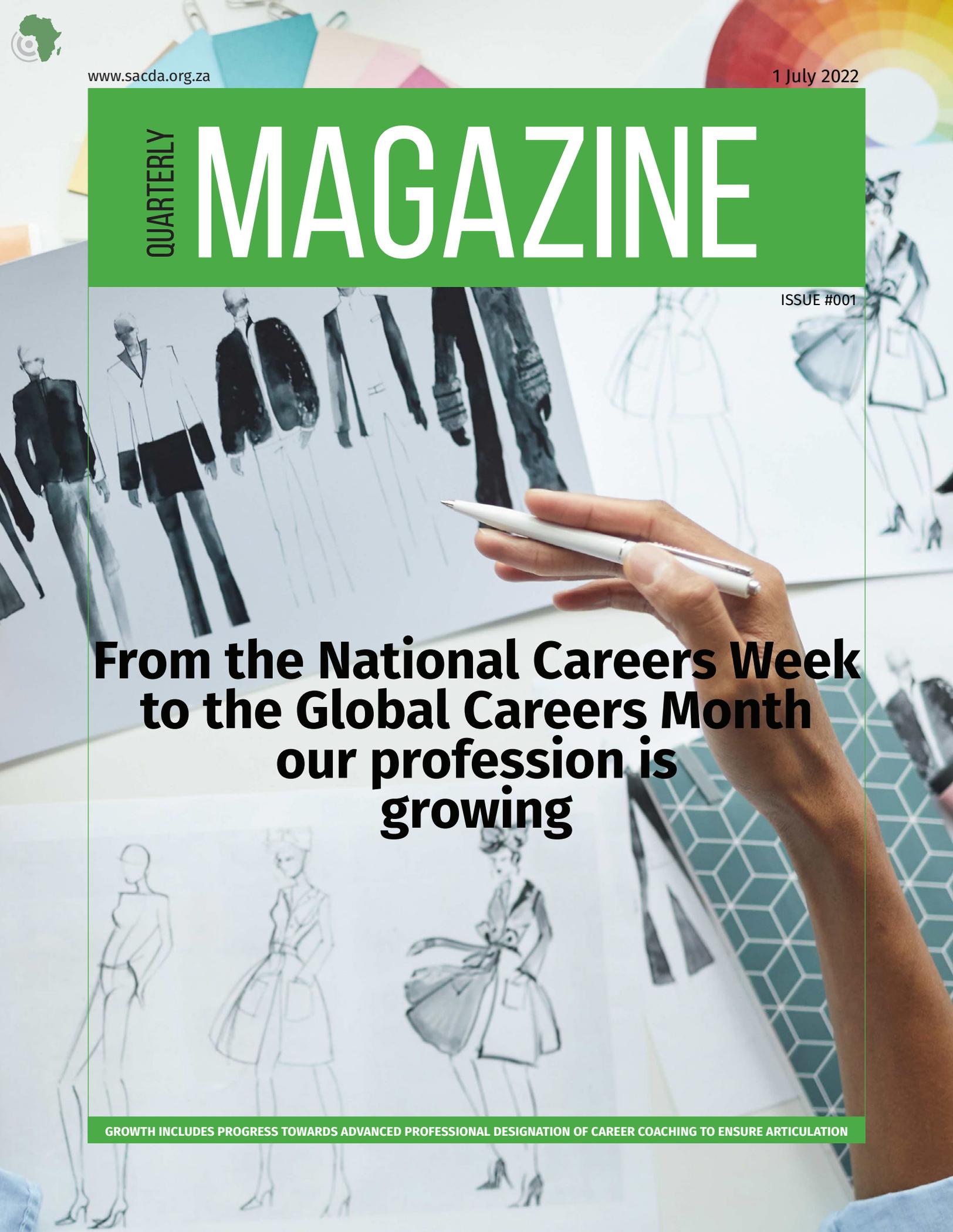




QUARTERLY

# MAGAZINE

ISSUE #001



**From the National Careers Week  
to the Global Careers Month  
our profession is  
growing**

GROWTH INCLUDES PROGRESS TOWARDS ADVANCED PROFESSIONAL DESIGNATION OF CAREER COACHING TO ENSURE ARTICULATION



NATIONAL  
CAREERS WEEK



FOR #NATIONALCAREERSWEEK

I PLEDGE TO PLAN A CAREER

FOCUSED LESSON!



## MESSAGE FROM THE CHAIRPERSON

Dear SACDA members,

It is my personal honour to share this message of encouragement and support. SACDA is growing from strength to strength because of your passionate support and your endless effort to remain its members.

Your supportive actions are well noted and are explicitly received through the constructive inputs that we continue to receive. We are working day and night towards ensuring SACDA is both effective and efficient in achieving its goal.

We have applied to SAQA to be recognised as a professional body, and the evaluation process is now at an advanced stage. Our current application will now be gazetted.

Through your support, we have become globally recognised and renowned through partnerships such as Australia, New Zealand, Canada and the United Kingdom. We have partnered with the ILO, OECD, and UNESCO as an example.

The aim of these partnerships is to ensure we collectively access international best practices and with resources. The partnerships, together with external provider events and resources will ensure you are better equipped.

Furthermore, we are designing the next professional designation in the advanced-level category of Career Coaching, and supporting the DHET, ETDP SETA and the QCTO

in developing the qualification. Finally, we are working with key stakeholders such as the DHET and the HPCSA to develop quality guidelines for non-psychological career development tools to be accessible to all CDP levels.

In the same tone of appreciation, I ask that you encourage colleague educators, lecturers and others with qualifications and experience to affiliate with our professional body.

Bravo to you all!!!

**PHALA PULENG STEPHEN**  
Chairperson

## GLOBAL CAREERS MONTH COMES TO THE SADC REGION

SACDA is nominated as SADC representative in the Global Careers Month in collaboration with CEDEFOP, the European Commission, ETF, ILO, OECD, and UNESCO to highlight the significant potential of career development in society

### Reskilling needs



## NATIONAL CAREERS WEEK COMES TO SOUTH AFRICA

SACDA has partnered with the DHET to establish the National Careers Week as a national campaign that takes place in April each year. Campaign partners also include the DBE, DEL and industry. The campaign will include events and resources during the year to keep the campaign top of mind

## CPD COURSES & RESOURCES FROM EXTERNAL PROVIDERS

It is with great excitement that we appeal to our community, as well as broader skills training providers to begin submitting events, courses, materials and resources for CPD accreditation with SACDA. The aim of this initiative is to further capacitate CDPs



## CAREER DEVELOPMENT TOOLS FOR CAREER PRACTITIONERS

SACDA is working together with the DHET, HPCSA and other key stakeholders such as ASSA through an SA/EU Dialogue Facility to develop quality guidelines for career development tools. The purpose of these guidelines is to identify and classify quality tools for CDPs at all levels of registration



## AFRICAN JOURNAL OF CAREER DEVELOPMENT

The *AJCD* has been indexed in the DOAJ and accredited with the DHET through the remarkable work of its Editor-in-Chief. Its contributors and readership is growing from strength to strength. We call on you to contribute by submitting an opinion piece, case study or research article in this prestigious journal published by AOSIS

**AJCD** | AFRICAN JOURNAL OF CAREER DEVELOPMENT

**TOPICAL ISSUE:**  
**INVITATION FOR SUBMISSIONS**

14

ajcd.africa | DOAJ

AOSIS



## SAQA RECOGNITION AS A PROFESSIONAL BODY

While the SAQA process of recognition as a professional body has taken time and effort, it has been worth it. SACDA has put all critical policies and practices in place to operate as a world class professional body. Our application will now be gazetted as the final step

## PROFESSIONAL DESIGNATION OF CAREER COACHING

SACDA is working with the ETP SETA and DHET in the application to the QCTO to develop the next qualification to be termed, career coaching. The articulation route for CDPs will be from career information to career coaching. The professional designation category is also in the final process of being designed

S Career Coaching in South Africa

Share

17

Watch on YouTube



## PARTING REFLECTION

As a body, we remain acutely aware of the career development needs and challenges of citizens. We are working on the foundations to support our people through Career Development Practitioners who are competent, equipped and connected to a professional network within each community, province, country and continent. It is possible

## SACDA IS THE GLOBAL CAREERS MONTH REGIONAL FOCAL POINT FOR SOUTHERN AFRICA

The Inter-Agency Working Group on Career Guidance (IAG WGCG) is launching a Global Careers Month to promote a series of global and regional events in partnership with regional focal points that are driven by career development professional associations in the area of career development.

The Inter-Agency Working Group on Career Guidance (IAG WGCG) is composed of CEDEFOP, the European Commission, ETF, ILO, OECD, UNESCO and World Bank. The working group together with regional partners is launching a Global Careers Month during which international organisations will promote a series of global and regional events.

The main objectives of the Global Careers Month are to i) raise awareness about the role and importance of effective career development to enable access to decent work and career opportunities during the economic recovery; ii) identify shared challenges to the development of effective career development systems as well as local specificities linked to local contexts.

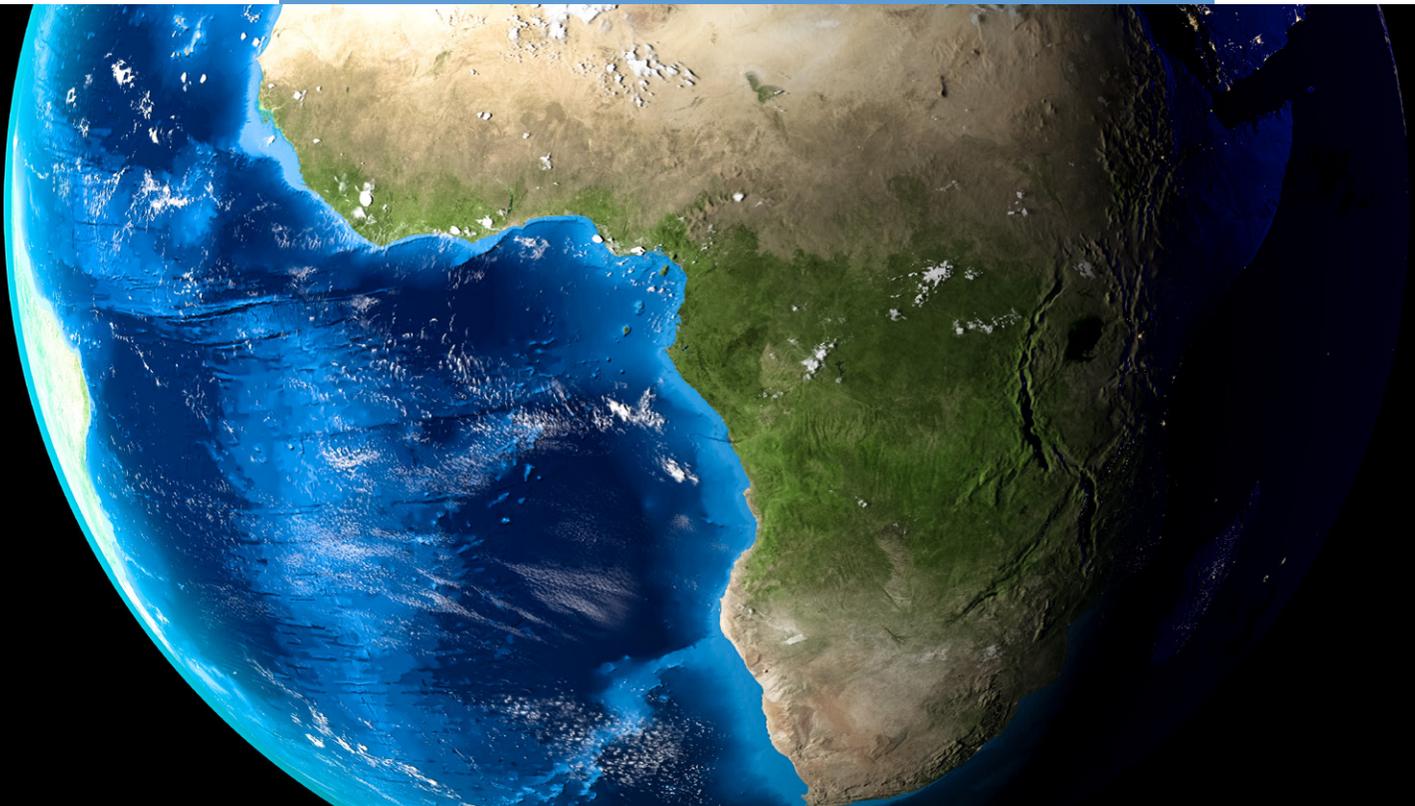
The initiative will also iii) showcase high quality and innovative solutions to promote career development support in diverse contexts and learners at various stages in their educational and career pathways together with dissemination of research undertaken by the collaborating international organisations on design and delivery of effective career guidance.

A global opening event will commence online on the 8 November 2022 and a global closing event online on 13 December 2022. Regional events across the globe, from Southeast Asia and Oceania to European Union, together with Central, Eastern and Southern Africa and the Americas, will dive into challenges, opportunities, solutions, practices and policies in the field.





SACDA is the regional focal point for SADC countries. Regional focal points will lead in close consultation with the IAG WCGG in the design and implementation of practice-oriented, locally driven regional events that will take place during the Global Careers Month.



The role of the focal points is to consolidate or where existing, mobilise a regional network in the field of career development by engaging relevant service and professional organisations in the region and involve the network in the definition of key topics for region events that are framed by the concept note offered, and development and in implementation that will take place in the framework of the Global Careers Month.



# The National Careers Week is set to become a main event on the national career calendar

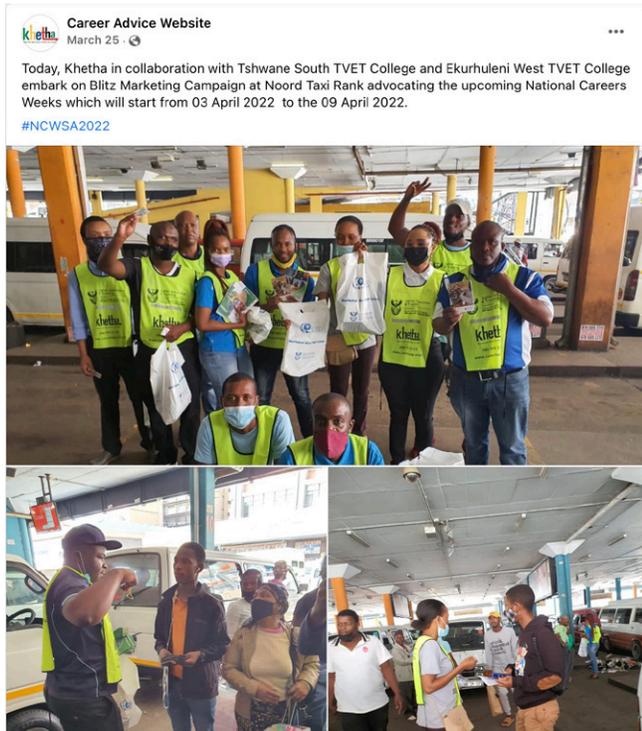
The National Careers Week 2022 (NCW2022) campaign included 9591 beneficiaries through 64 activities in 4 provinces throughout South Africa. The campaign is planned for national implementation in all provinces by 2024.





The National Careers Week (NCW) is a celebration of careers and brings the public and private sector together each year to open their places of learning and work to reach out to their local communities. In South Africa, career services require innovative delivery methods to reach millions of learners, work-seekers, and workers amidst a paucity of resources.

An online platform is being developed together with templates and materials to resource CDPs as they support institutions, organisations and communities through the NCW campaign each year. The platform and materials should be made available prior to the launch of NCW2023.



**Fasset**  
April 5

In honour of National Careers Week, here are 5 steps to getting started on choosing a career path suitable for you and your interests.  
#NCW2022 #NCWSA2022

### Getting Started

Step 1:	Step 2:	Step 3:	Step 4:	Step 5:
<b>Know yourself (self-knowledge)</b>	<b>Identify your options (career knowledge)</b>	<b>Evaluate career options</b>	<b>Select a career option</b>	<b>Design an action plan</b>
Develop a true understanding of yourself in terms of your skills (what you are good at), your educational background (what qualifications you have), your interests (what you enjoy doing), your values (what would give you satisfaction in your career) and your personality (what kind of person are you).	Gathering information and researching careers.	Examine the information you have collected, identify what additional resources and information you will need and explore and use new information.	Based on the information you have gathered and analysed, you should now be able to choose one of the career options.	You can now begin developing and implementing a plan of action. Determine what information or resources you need to complete each step of your plan of action. Identify the obstacles to implementing your career decision and how you can overcome them and lay out the steps you should take to implement your career decision.



We welcome your contributions as we collectively develop the NCW into one of the main career events on the annual national career development calendar.

Given that South Africa is both a first and third world of development, this requires flexible reasoning to find fit-for purpose career development models. The campaign was launched in 2021 by the Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, MP, and launched in 2022 by the Deputy Minister of Higher Education, Science and Innovation, Mr Buti Manamela, MP.

**Services SETA**  
April 9

Whether it's career guidance you're looking for or entrepreneurship opportunities, just visit <https://www.asktumi.co.za>  
DHET #NCWSA2022 #servicesseta #NationalCareersWeek2022

**West Coast College Institution of Excellence**  
April 5

National Careers Week 2022 continues

As per our discussion yesterday with @Donna Miller from the Vredendal Campus...Career Guidance is indeed valuable for your career and selecting the correct programme and career.

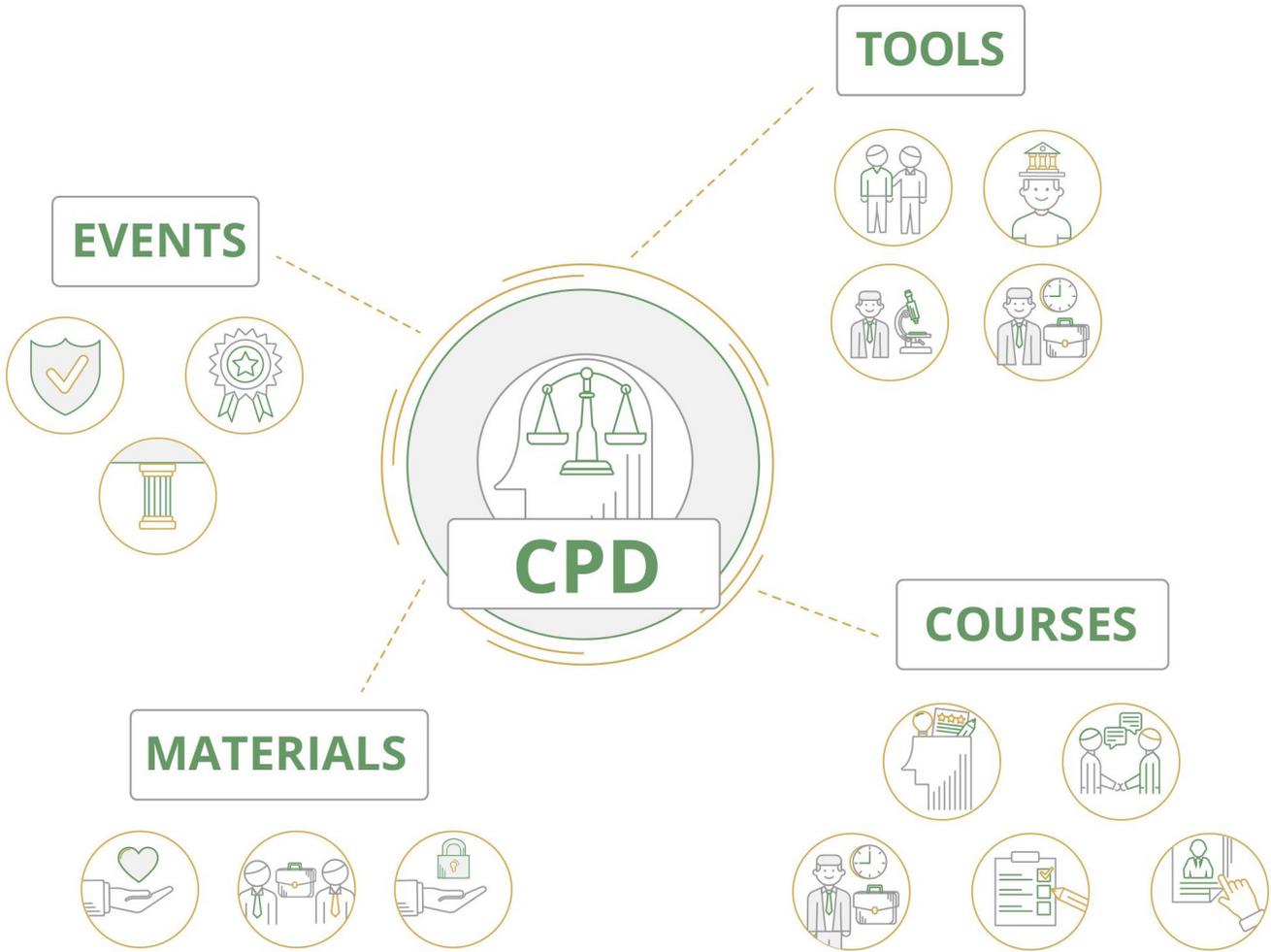
Should you wish to speak to any of the Student Support Officers and need to schedule some career guidance (free of charge) then you can contact them during office hours.... [See more](#)



**This is Jameelah Nathie**  
She is the Atlantis Campus Student Support Officer.  
*Should you have any questions about Career Guidance then please get in contact with her.*  
062 144 7280  
07:30 - 16:00



**This is Donna Miller**  
She is the Vredendal Campus Senior Student Support Officer.  
*Should you have any questions about Career Guidance then please get in contact with her.*  
084 214 0855  
07:30 - 16:00



## CPD COURSES AND RESOURCES FROM EXTERNAL PROVIDERS

SACDA’s mandate includes supporting the standards, ethics and lifelong learning of registered Career Development Practitioners as a conduit to facilitate decent work for all. As the first professional designation category is being conferred, we are seeking diverse continued professional development opportunities that can expand our members’ knowledge, skills and tool sets in providing an effective career service.



IT IS WITH GREAT EXCITEMENT THAT WE APPEAL TO OUR COMMUNITY, AS WELL AS BROADER SKILLS TRAINING PROVIDERS WHO CAN OFFER LEARNING EXPERIENCES THAT SUPPORT THE PROFESSIONAL DEVELOPMENT AND PRACTICE OF CAREER DEVELOPMENT PRACTITIONERS

Learning experiences and resources will be accredited by SACDA with Continuous Professional Development (CPD) credits. Kindly note that these learning experiences will be accredited by SACDA, and will be separate to accrediting bodies such as the HPCSA, SACE, and SABPP.

The nature of these events and resources can be varied, and range from articles, workshops, webinars, in-person events etc. These activities will run under each service providers' brand, and thus are separate from SACDA.

All events require that attendance be monitored and skills to be assessed. Competence can be assessed through multiple choice questionnaires. Each credit is equivalent to one notional hour of learning.

Those designing and facilitating learning will be awarded the CPD credits equivalent to the course. These learning activities will be shared with our members via direct mailers and or the members portal.

All individuals taking part in the events, are required to rate the quality of the experience. Any event not meeting a high standard of quality and value add, will be investigated. SACDA reserves the right to remove events that do not meet the standard of quality required.

## GUIDELINES FOR CAREER DEVELOPMENT

**C**areer Development Tools can be defined as resources that can be used to assist individuals, to make well-considered learning and work choices. These tools can be publications, websites, decision-making tools, quizzes, workbooks, psychometric instruments, career pathing games, questionnaires, assessment centres, competency tests, subject ranking scales, study skills, and others. These resources can be grouped into three categories; self-exploration tools, career-preparedness tools, and career information tools. These resources may be online, electronic, or paper based. Some resources can be completed on ones' own, whilst others might require a trained facilitator to administer them.

An important distinction within the South African context is to be made between those Career Development Tools that pertain to psychological constructs and those Career Development Tools that do not. The Health Professions Act 56 of 1974 prohibits any person who is not a Psychologist, Psychometrist or HPCSA registered Counsellor from performing any act pertaining to the field of Psychology. This includes the use of Career Development Tools that measure psychological constructs.

There are certain career development tools such as self-exploration tools that do not necessarily measure psychological constructs, but within the confines of the Act and the absence of guidelines as to whether a tool measures a psychological construct or not, citizens are in many instances being denied access to receive comprehensive career development services. While there is a need to ensure access to career development services, there is also a need to operate within related legislaion. These guidelines aim to make clear that distinction.





# DEVELOPMENT TOOLS FOR SOUTH AFRICA



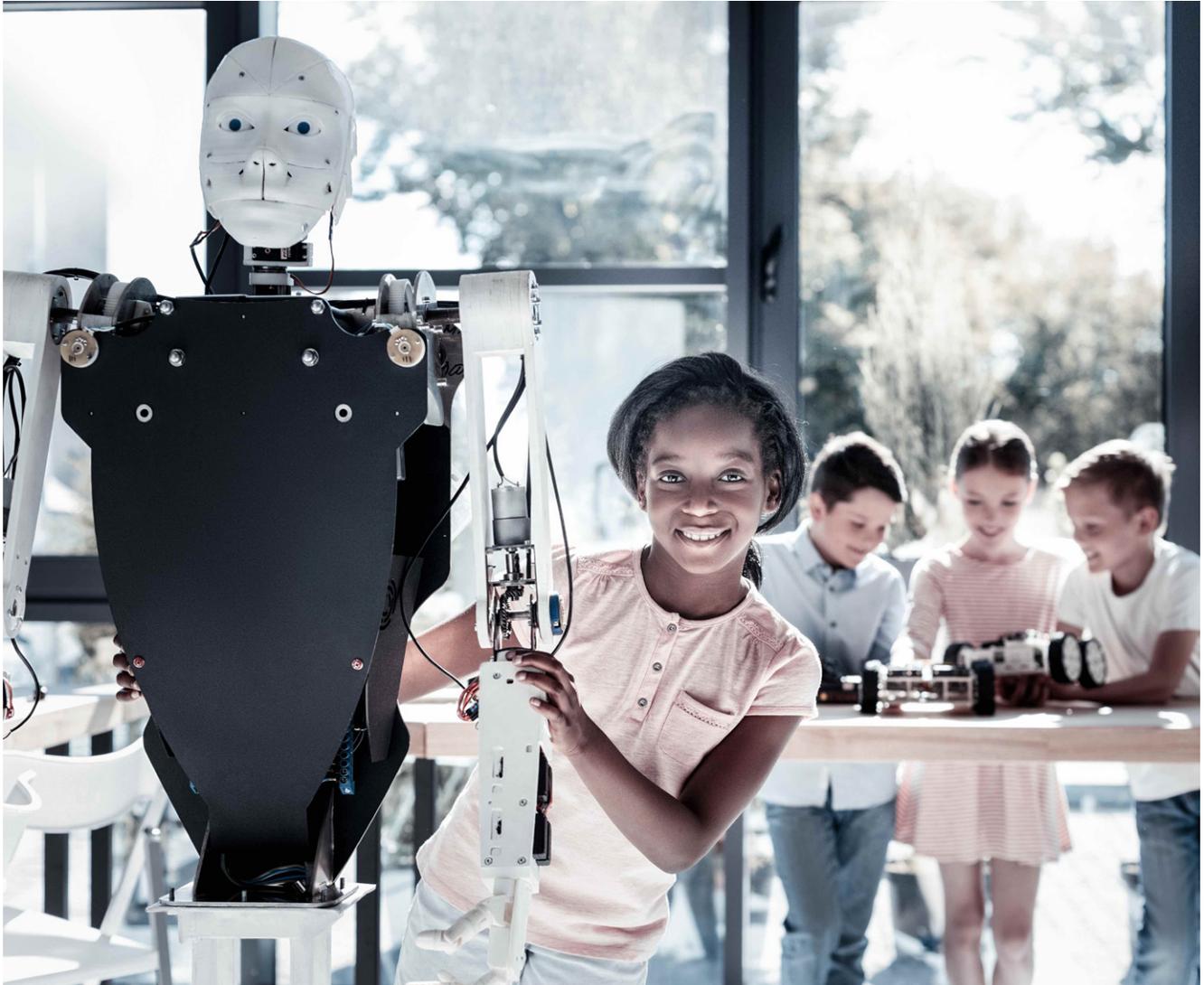
TECHNICAL WORKING GROUP

Psychological or psychometric tools are used for diagnosis, prediction, decision-making, differentiation, comparison, selection, prescription (McCarthy, 2021) and used mainly for high stakes decision-making in health and work settings. These tools are only to be administered, scored, and interpreted by psychologists, psychometrists or counsellors who have the required professional qualification and HPCSA registration that gives them the professional approval to do so.

The challenge is that most citizens in South Africa are not able to access and afford career guidance services that includes the use of psychological tools. The South African context requires Career Development Tools that are accessible to all citizens and these guidelines are intended to set the quality and ethical standards that these tools should adhere to.

These guidelines draw extensively from existing papers, guidelines, acts of parliament, and legal judgements, as well as from inputs by the Technical Working Group for Career Development Tools and the SA-EU Dialogue workshops and conference. In particular, these guidelines draw upon guidelines from other parts of the world. They have been studied for relevance and suitability to South African conditions and adapted accordingly. These guidelines are specific to tools that do not measure psychological constructs.

All tools that are approved for inclusion in the catalogue of Career Development Tools will have met stringent quality and ethical guidelines appropriate to the category that a tool belongs to. The practical application of this first edition guidelines will be evaluated against submissions by tool developers. The process will include a feedback mechanism to allow for ongoing review, adaptation, and update of the guidelines.



## AFRICAN JOURNAL OF CAREER DEVELOPMENT



### THE AJCD PROUDLY CELEBRATES ITS THIRD YEAR OF PUBLICATION

The newly-established *African Journal of Career Development (AJCD)* is a peer-reviewed scholarly journal that provides a forum to disseminate 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. This year, the *AJCD* proudly celebrates its 3rd publication year. Even more significant is the fact that this year marks a year of renewing the journal's strategic direction, aiming to build upon our achievements and setting new goals that we can work towards achieving.



The *AJCD* was accepted in the Directory of Open Access Journals (DOAJ), an online directory that indexes and provides access to high-quality, open access, peer-reviewed journals, in March 2021. The DOAJ is accredited by the Department of Higher Education and Training (DHET), and ensures ensuring the *AJCD* is now also accredited.

*The journal is committed to capacity building in the area of scholarly writing and publication among new writers. It aims to accelerate the development of capacity among black and women career development practitioners in Africa in particular.*

AOSIS invites authors to submit their latest manuscripts for publication in the following issue to be published in the [African Journal of Career Development \(AJCD\)](#):

**Theme:** Looking through a ‘hope- and purpose-enhancing career development’ lens: The key to promoting adaptability, employability, and meaning-making

**Editor:** [Jacobus Gideon \(Kobus\) Maree](#)

Deadline for submissions: 15 July 2022

In your proposal, please include

- the proposed title,
- a brief abstract (maximum word count of 250 words), and
- author’s name, e-mail address, and affiliations.

To submit your article, please visit the website at [ajcd.africa](#).

For submission guidelines, [click here](#). All submissions will undergo anonymous review to guarantee high scientific quality and relevance to the subject. A final decision regarding acceptance/revision/rejection will be based on the reviews received from the reviewers and at the sole discretion of the Editor-in-Chief.



## SAQA RECOGNITION AS A PROFESSIONAL BODY

Our first application for recognition with the South African Qualifications Authority (SAQA) took place on 24 July 2015. Since that period, SACDA has been working on its policies and practices to align with the stringent recognition criteria as set by SAQA. Further to policies and practices, SACDA has developed an online applications and Recognition of Prior Learning (RPL) system, together with a professional development platform. These developments culminated in the latest submission on 22 October 2021.

Following that, SACDA successfully concluded a site visit, together with a membership application and RPL process inspection. Currently, we are testing the data uploads system to ensure conferred professional designations can be uploaded onto the National

Qualifications Framework (NQF). The final step will be the gazetting for public comment prior to final decision. Recognition as a professional body by SAQA will further confirm our commitment to excellence.

One practice that was identified for correction is that of Continuous Professional Development (CPD) requirements for dual-designation holders. At present these members are only required to complete ten (10) hours of CPD a year, as opposed to non-designation holders who are required to complete fifteen (15) hours of CPD each year. The correction will be to standardise the CPD requirements between the two categories and require fifteen (15) hours from both. Affected members will be communicated with shortly relating to the change.

# CAREER COACHING

## QUALIFICATION AND DESIGNATION

The core principle of career coaching is that the client is inherently capable of knowing themselves and making choices for themselves. It is different to counselling, as it doesn't touch on anxiety, depression, learning problems, addiction, grief, trauma, etc. Its focus is on identifying goals, and supporting individuals in tapping into their strengths as well as exploring any barriers that may emerge in taking action.

It can be done individually or in group coaching sessions. Self-reflective exercises, games and activities can be used to encourage self-exploration, but no psychometric assessments are applied. All processes are non-psychometric and non-psychological in nature. Career coaching is therefore not mentoring, advice, therapy or counselling. At present, there is no regulation in career coaching. Anyone with even a short course in life coaching calls themselves a career coach, and the public does not have any way to verify the competence and credentials of the service provider.

The development of the qualification and professional designation will therefore protect the public against unscrupulous individuals whose only focus is on profit at the expense of service and quality. The development of this qualification and designation will provide a career path for CDPs to move from career information to career coaching. A higher number of trained and skilled career coaches will enable further support to the South African population and fellow CDPs.

South Africa needs career support at differing levels of complexity through information, coaching and counselling in varying settings such as schools, libraries, faith organisations, corporate, etc. This will impact people's lives directly through practitioners who are competent and operate within a code of ethics with clear competencies and skills requirements. There is a need for a qualification at a higher level than the existing information officer for career pathing.

In the face of challenges brought by global trends in technology, demography and environment, career development support has become of critical importance. The career coaching qualification and designation will equip CDPs with skills to coach learners, students, graduates and all employed and unemployed citizens with career planning, management, and development skills to identify opportunities, skills, and relevant actions that are needed to participate in economic/employment opportunities. Career coaching can therefore provide skills and knowledge suitable for the South African context to reduce poverty, inequality, and high unemployment rates.

SUPPORTING THE CAREER DEVELOPMENT OF EVERY CITIZEN IS THE COLLECTIVE RESPONSIBILITY OF US ALL. MOST HEALTH PROFESSIONS OVERLAP WITH CAREER DEVELOPMENT. EVEN THE PROFESSION OF PARENTING SIGNIFICANTLY OVERLAPS. THE NEW OCCUPATION OF A CAREER DEVELOPMENT PRACTITIONER IS INTENDED TO SUPPLEMENT ALL OTHERS AND NOT COMPETE. AS A COLLECTIVE, WE ARE BUILDING THE FOUNDATION OF CAREER DEVELOPMENT IN THE COUNTRY, CONTINENT AND PLANET. JOIN US IN THIS MOST IMPORTANT ENDEAVOR.



EACH AND EVERY PERSON WHO IS BOTH WILLING AND ABLE, DESERVES THE RIGHT TO A DECENT AND MEANINGFUL LIFE AND CAREER. THE REALISATION OF THIS BASIC HUMAN RIGHT WILL NOT BE ACHIEVED WITHOUT OUR COLLECTIVE EFFORT. WE ARE ACUTELY AWARE OF THE CHALLENGES, BUT REMAIN CERTAIN THAT THE SOLUTION IS TO WORK STRATEGICALLY TOGETHER IN EVERY COMMUNITY, PROVINCE AND COUNTRY.