

NEWSLETTER

AUGUST 2018

BUILDING TRUST IN CAREER DEVELOPMENT

The South African Career Development Association (SACDA) is established as the professional body for the regulation of Career Development Practitioners (CDPs) in South Africa.

MANDATE

Our mandate is to support the standards, ethics and lifelong learning of registered Career Development Practitioners as a conduit to facilitate decent work for all. Trust in the profession will be enhanced through the provision of quality services by Career Development Practitioners who operate within a sound boundary network.

PROGRESS

On 28 March 2019, an annual Career Development Practitioner congress will be launched. At the event, the first professional designations will be conferred together with the launch of the *African Journal of Career Development (AJCD)*. Four (4) Working Groups and one (1) task team will also be constituted at the congress.



TABLE OF CONTENTS

PAGE 03 | PROGRESS SINCE AUGUST 2017

PAGE 04 | PROGRESS STATUS AUGUST 2018

PAGE 05 | FIRST DESIGNATIONS

PAGE 06 | ANNUAL CONGRESS

PAGE 07 | AFRICAN JOURNAL OF CAREER DEVELOPMENT

PAGE 08 | WORKING GROUPS

PAGE 09 | CHAIRPERSON ELECT

PAGE 10 | GUIDELINES FOR SELF-EXPLORATION QUESTIONNAIRES



MEET THE CEO | Christopher John Beukes

The role of Career Development Practitioners in society is set to grow exponentially now that the occupation, qualification and designation are in place. As a collective, we have an immense opportunity to specialise in a profession which has the capacity to ensure decent work for all. Where the right to decent work is seen as a basic human right for all who are willing and able.

“Suffice it to say that Chris’s input has been monumental. Without his passion, selfless efforts, and unfailing commitment, SACDA may very well never have made a successful start. The country is indebted to him.”

- Professor Kobus Maree

PROGRESS SINCE AUGUST 2017:



1 **DESIGNATION AWARDING POLICY**

FINALISE **PROFESSIONAL DESIGNATION AWARDING POLICY** FOR CAREER DEVELOPMENT PRACTITIONERS

Member and stakeholder comments were reviewed and adopted into the draft Professional Designation Awarding Policy that accompanied the 2017 newsletter. The policy was adopted on 26 October 2017. This policy will be made officially available on 1 April 2019, when applications for the professional designation are opened to the public.

BEGIN CONFERRING DESIGNATIONS **2**

BEGIN CONFERRING **PROFESSIONAL DESIGNATIONS** FOR CAREER DEVELOPMENT PRACTITIONERS

A call was sent out for members to participate in the RPL mechanism pilot. At present, there are 18 participants in the pilot group. The draft RPL mechanism has been completed and will be piloted from 30 August 2018. Participants who meet the competency requirement, will be conferred the designation of Career Development Practitioner - Information on 28 March 2019.

3 **RECOGNISED PROFESSIONAL BODY**

SOUTH AFRICAN QUALIFICATIONS AUTHORITY RECOGNITION AS **PROFESSIONAL BODY** FOR CAREER DEVELOPMENT PRACTITIONERS IN SOUTH AFRICA

The South African Qualifications Authority (SAQA) has been engaged throughout the establishment of SACDA. From attending meetings and workshops with SAQA, it can be confirmed that the majority of recognition requirements have been addressed. A final requirement is to provide evidence of financial sustainability through income such as membership fees. Therefore, as soon as membership income is generated, a final application will be submitted.

CENTRES OF EXCELLENCE **4**

REGIONAL **CENTRES OF EXCELLENCE** FOR CAREER DEVELOPMENT PRACTITIONERS AT COMMUNITY LEVEL

One (1) of the Working Groups to be constituted at the congress will focus on Community Career Centres of Excellence (CCCEs). The aim of CCCEs is to provide a community approach to sharing best practice in real-time and ensuring local boundary networks are established. These CCCEs will provide a platform for community specific career development support programmes.

PROGRESS UPDATE AUGUST 2018:

SACDA, in collaboration with the Manufacturing, Engineering and Related services Sector Education and Training Authority (merSETA) and the University of South Africa (Unisa) have initiated a career development project to add value to the good work already taking place in career development in South Africa. This is being achieved through the establishment of: 1. an RPL mechanism, 2. an annual Career Development Practitioner congress, 3. an Open Education Resource (OER) scientific journal and 4. Working Groups to address specific priorities such as indigenous interventions.

A sincere thanks to Ms Ester van der Linde for her sterling support in facilitating the realisation of this project. Ester is based within the merSETA Executive Corporate Services and heads up the merSETA Career Development Unit. It is a rare privilege to engage with a human being of her calibre.

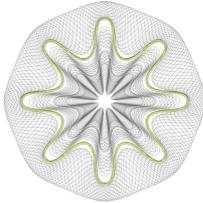




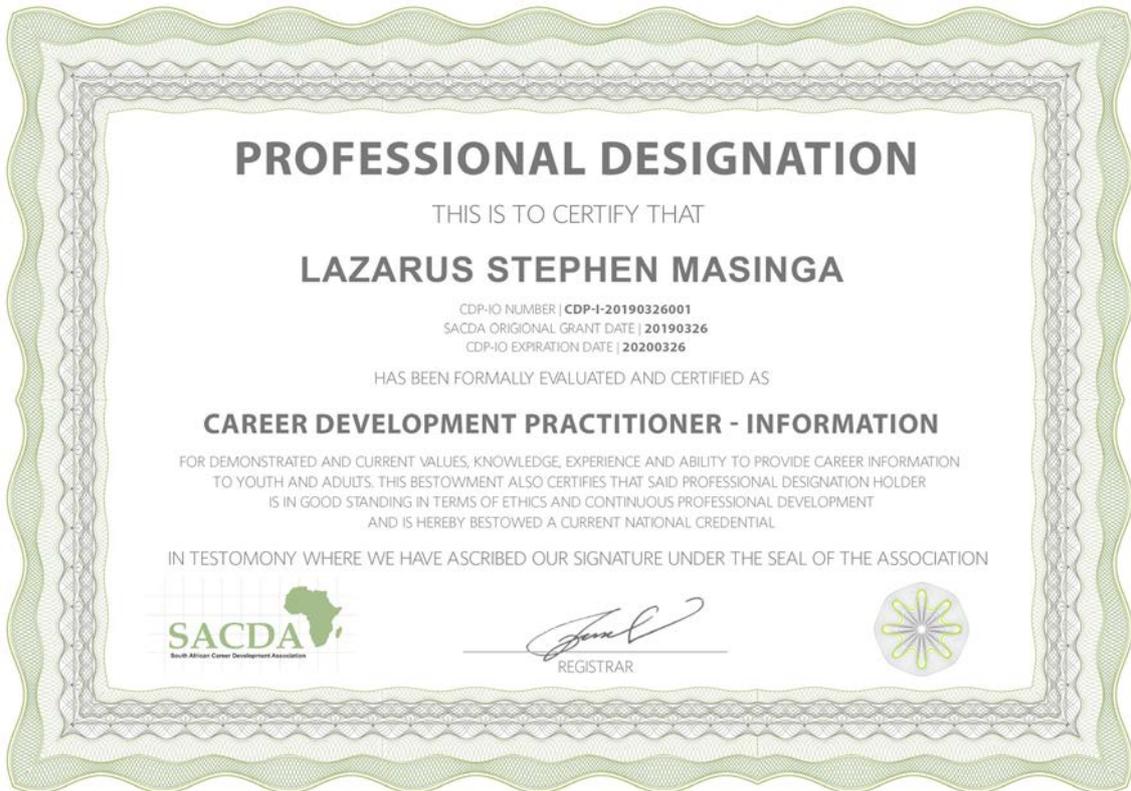
The First

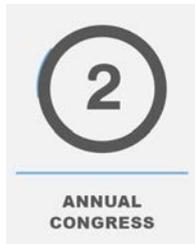
PROFESSIONAL DESIGNATION of

Career Development Practitioner



The Organising Framework for Occupations (OFO) is the South African coded occupational classification system. Recently, a new occupation was registered on the OFO. This occupation is titled: Career Development Practitioner. The first professional designations relating to this occupation will be conferred at the annual Career Development Practitioner congress on 28 March 2019. This new occupation serves to provide a conduit to facilitating decent work for all.





The First

ANNUAL CONGRESS of

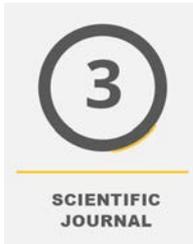
Career Development Practitioners

The annual Career Development Practitioner Congress will showcase the best of career development practice from South Africa and abroad. The focus of the congress will be twofold, with the first being to consolidate progress made in providing quality career development services. The second will be to focus on key issues facing society from a Career Development Practitioner perspective. The congress will be launched on 28 March 2019 with keynote speakers such as Ms Jan Ellis, Chief Executive of the Career Development Institute (CDI). The CDI is the single United Kingdom professional body for Career Development Practitioners. An MOU has been established with the CDI to begin sharing best practice and ensuring equivalence between South African and international career development designations. Further keynote speakers include Professor Maria Eduarde, Research Director of Career Guidance and Development of Human Resources Services at the University of Lisbon.

The theme of the congress is simply:

HOW CAN I HELP?

This theme encapsulates the ethos of client-centered service and the first question that all Career Development Practitioners ask.

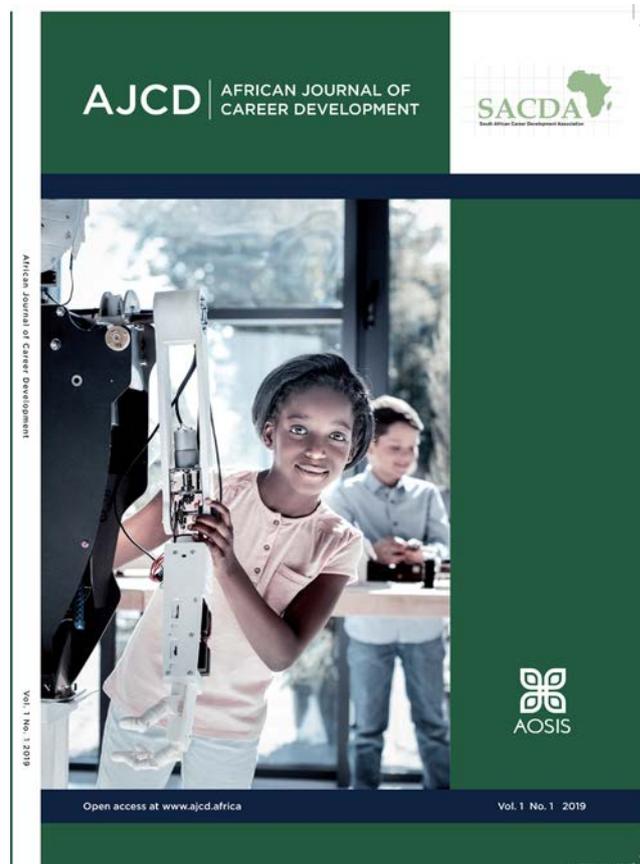


The First

AFRICAN JOURNAL of

Career Development

In partnership with AOSIS Publishing, the open access *African Journal of Career Development (AJCD)* is being established. This journal will focus on pertinent career development issues as determined by a board of thirty eight (38) international and national career development specialists. The first will be a special edition on *Career Development in Developing Country Contexts: A Conduit to Facilitate Sustainable Decent Work for All* from the United Nations Educational, Scientific and Cultural Organisation (UNESCO) University Twinning and Networking (UNITWIN) network. Please expect to receive a Call for Papers from AOSIS, emailed from submissions@ajcd.africa, to contribute to this edition. We recommend that you save this email address in your contacts to receive the email in your inbox.



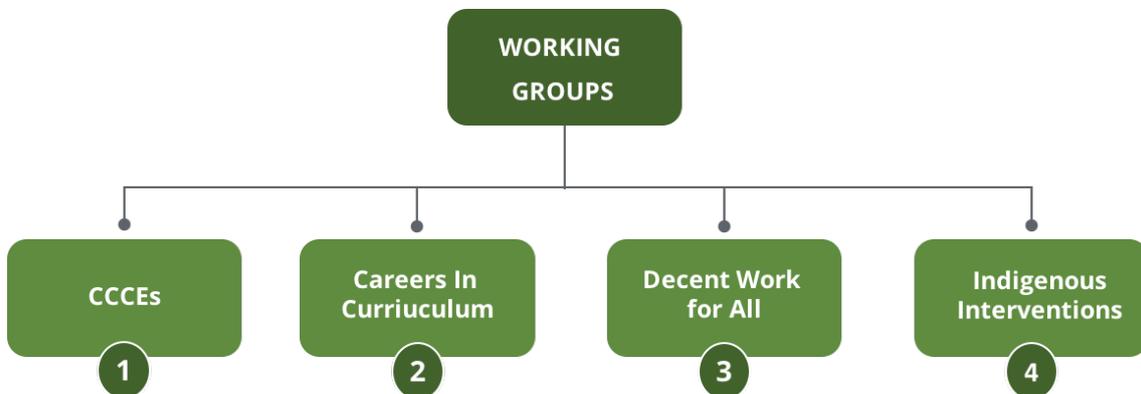


The First

WORKING GROUPS of

Career Development Practitioners

A total of four (4) Working Groups will be constituted at the upcoming 2019 congress. The first Working Group will focus on 'CCCEs' to ensure community-based support for Career Development Practitioners. The second Working Group will focus on 'Careers in the Curriculum' from the perspective of Schools, Community & Technical Vocational Education and Training (TVET) colleges and universities. The third Working Group will focus on 'Decent Work for All' with a special focus on developing countries, where the fourth Working Group will focus on 'Indigenous Interventions'. These priority areas will be considered as standing agenda items at all meetings.



CHAIRPERSON NOMINATION

In the absence of a 2018 Annual General Meeting (AGM), the position of chairperson and deputy-chairperson has been opened for distance vote. To be nominated for these positions, a member needs to have served on the board or governance structure for at least one (1) year.

A call for nominations went out to the existing board and governance structure with Dr Boitumelo Diale and Mr Puleng Phala being nominated and available to stand for the next term.

Dr Boitumelo Molebogeng 'Tumi' Diale is the Head of Department: Educational Psychology in the Faculty of Education at the University of Johannesburg (UJ). She is also the Programme Coordinator for the Masters in Educational Psychology (MEd Psych). Dr Diale specialises in the field of Career Development and is involved in the training of Honours (registered counsellors) and Masters Educational Psychology students (educational psychologists) and BEd Senior Phase and undergraduate students in career development. Her niche area of research is in the field of career development across the life span.

Mr Puleng Stephen Phala holds a Master of Philosophy Degree in Ethics; B. Ed. Honours Degree in Education, Training and Development and Diploma in Educational Management from University of Johannesburg. Puleng is a registered Assessor, Moderator and Skills Development Facilitator and currently employed as Senior Education Specialist: Projects at Tshwane North TVET College. He is engaged in community development projects in the rural area of Sekhukhune, Limpopo province and is a member of Ethics S.A. Puleng has a strong passion towards human capacity development and motivating young people. He has received many accolades in motivating young people at educational institutions and communities.

Please submit your nominations for the position of Chairperson and Deputy-chairperson by **31 August 2018**:

Email: info@sacda.org.za

Fax: 012 420 2047

Physical: Office 3-102, Aldoel Building |
Department of Educational Psychology |
University of Pretoria | Groenkloof Campus |
Pretoria | Gauteng | South Africa | 0002



Members who wish to serve on the board or governance structures are encouraged to submit a letter of motivation and CV to info@sacda.org.za

The First Guidelines for

SELF-EXPLORATION QUESTIONNAIRES for

Career Development Practitioners

After consultation with the Health Professions Council of South Africa (HPCSA), a task team will be established to develop guidelines for non-psychometric self-exploration questionnaires. SACDA will again consult with the HPCSA once such guidelines have been developed to ensure such guidelines abide by the HPCSA's rules and regulations.

These self-exploration questionnaires will:

1. not 'measure' psychological constructs in the traditional sense of the word,
2. deal with non-psychological constructs (such as study orientation) but also constructs that may very well relate to these constructs (e.g. interest),
3. be implemented and interpreted qualitatively,
4. be endorsed for use only by registered Career Development Practitioners,
5. need to comply with best practice to be endorsed as high quality material by SACDA.

When questionnaires seem to 'measure' psychological constructs in the traditional sense of the word, the HPCSA will be notified accordingly.



On a final note, the International Association of Applied Psychology (IAAP) Division 16 (counselling), have requested news from the African continent through Professor Kobus Maree who is on their executive. Please will you provide feedback on any news, books or events by Friday 31 August that we may update them accordingly. Please send updates to Kobus.Maree@up.ac.za

BUILDING
TRUST IN

CAREER DEVELOPMENT

SACDA



South African Career Development Association