



AN INTEGRATED CAREER DEVELOPMENT SYSTEM FOR SOUTH AFRICA

September 2018

Purpose of the Presentation

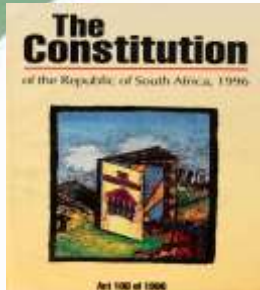
The **Purpose** of the presentation is to:

- Share the '*National Policy for an Integrated Career Development System for South Africa*'; and
- Communicate Career Development Services (CDS) shared national programmes

Problem Characteristics

- Fragmentation of services
- Gap and duplications in the provision of services
- Inaccurate, irrelevant and inconsistent information
- Lack of capacity for Career Development Practitioners
- Multiple mandates
- Absence of coordination
- Poor quality of service

Legislative Support



“Every citizen has a right to choose their trade, occupation or profession freely” (section 22)



National Development Plan – poverty, inequality and unemployment

Cabinet Mandate to Minister of Higher Education and Training
Outcome 5 (Output 5.2) of Government Programme of Action
“Establish a credible institutional mechanism for skills planning”.

Ministerial Task Team 5.1



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA



planning, monitoring and evaluation

Department:
Planning, Monitoring and Evaluation
REPUBLIC OF SOUTH AFRICA



correctional services

Department:
Correctional Services
REPUBLIC OF SOUTH AFRICA



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



UNIVERSITIES
SOUTH AFRICA



nyda

NATIONAL YOUTH DEVELOPMENT AGENCY
OUR YOUTH. OUR FUTURE.



seven **steps**
National Artisan Development



College Principals



SOUTH AFRICAN GRADUATES
DEVELOPMENT ASSOCIATION



Championing Graduate Empowerment

Ministerial Task Team 5.1


SETAS



National CDS Policy

- On **20 April 2017** the '***National Policy for an Integrated Career Development System for South Africa***' was published in the Government Gazette (vol.622, no.40795)
- The Policy has a national footprint that spans national government departments and also directs implementation at provincial and local government levels
- Its purpose is to build an integrated CDS system for South Africa

CDS Vision



**To ensure that all citizens of all ages
have access to quality career
information and career
development services throughout
their lives**

Strategic Policy Themes

- Career development services **across the lifespan of an individual**;
- Improved **access** to career development services;
- A **single, coherent and coordinated** Career Development System;
- An **enabling environment** for career development services to take place, including the development of a CDS Policy Implementation Framework that will inform the compilation of CDS Policy implementation plans by stakeholders; and
- Coordination and **leadership** in the Career Development System

POLICY DIRECTIVES



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

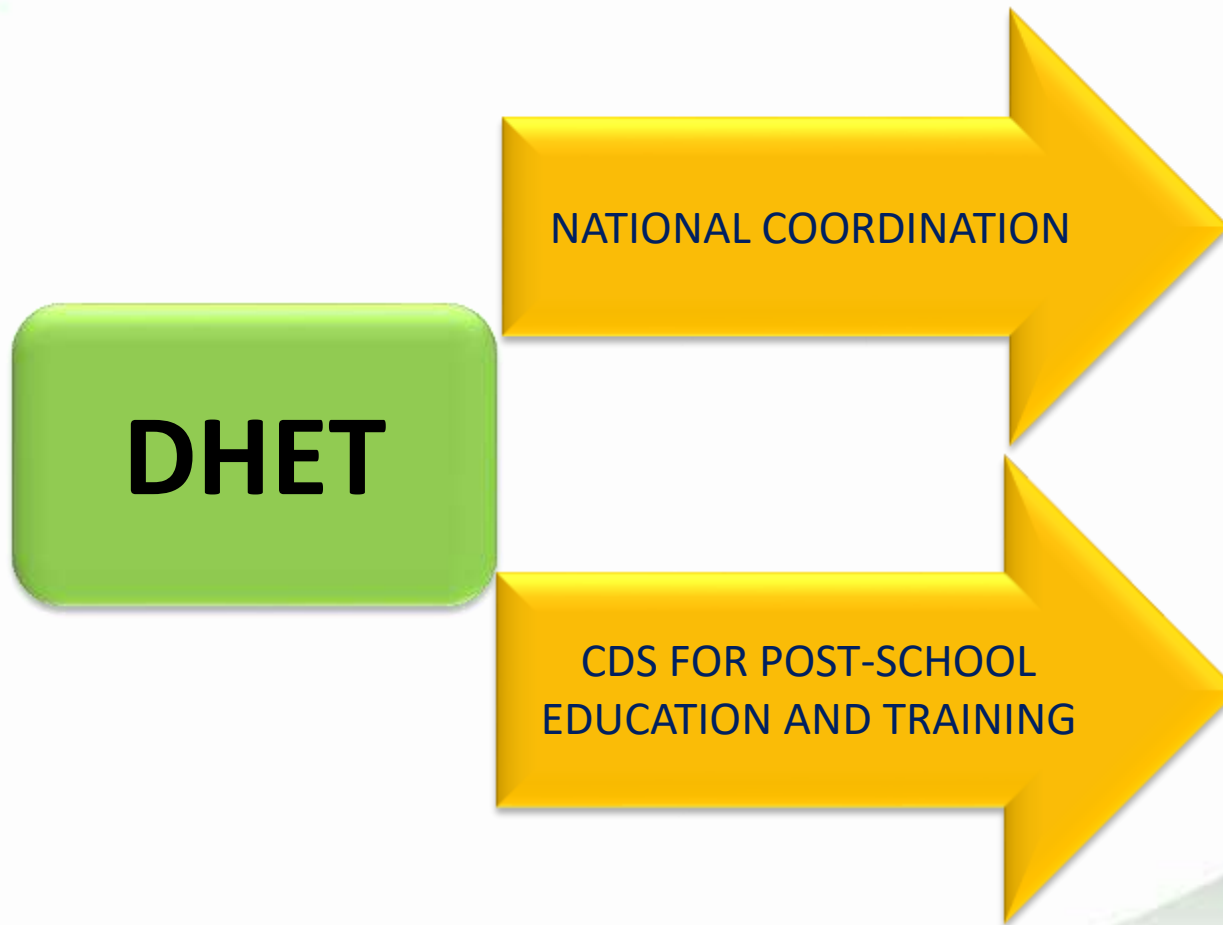
Policy and the Spheres of Government

Each department has the specific responsibility to provide and manage career development activities in the sector for which it is responsible through **specific legislative and policy mandates**

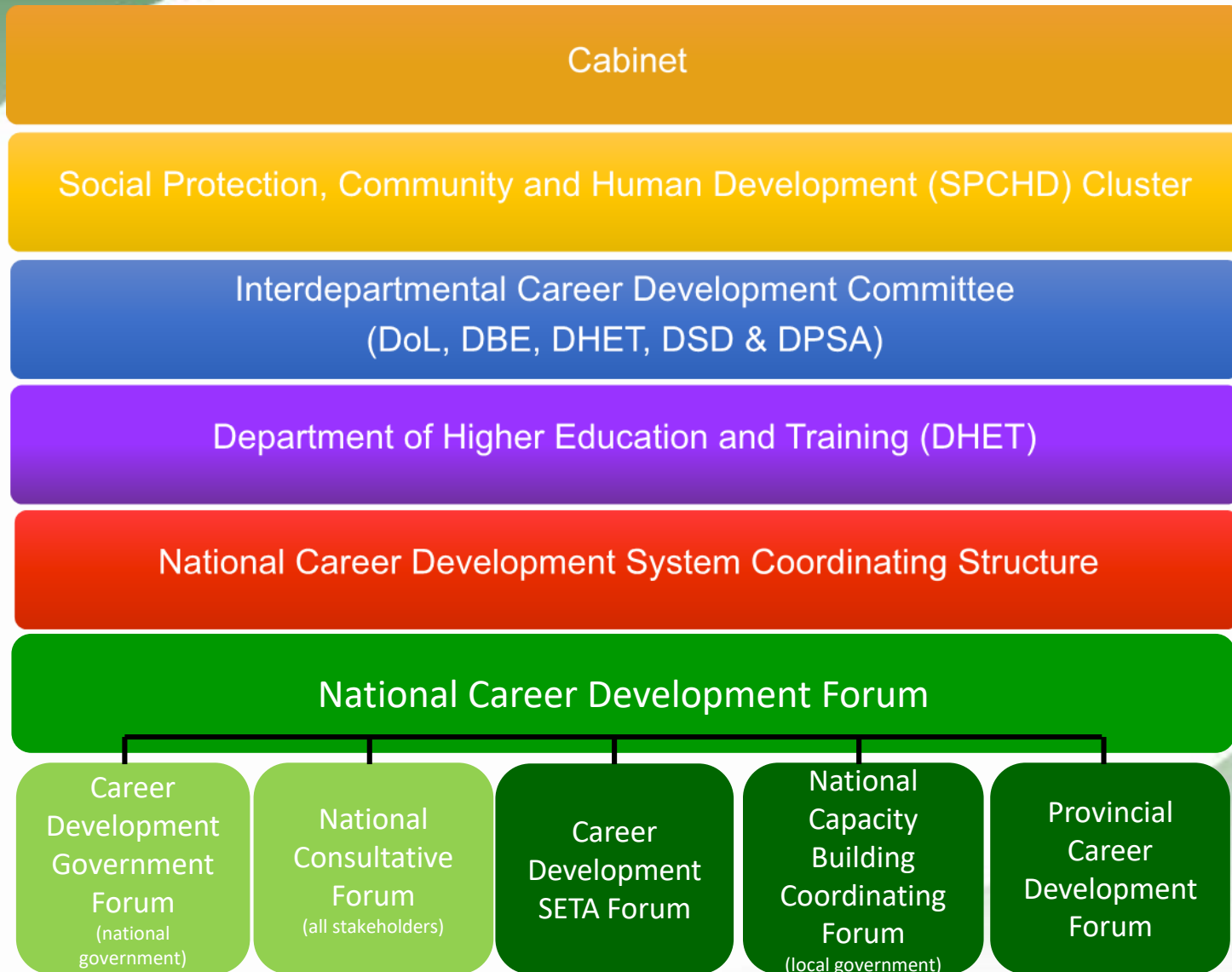
Provincial departments, local government, organisations and institutions are also responsible for career development activities in various forms.

The **DHET**, in **collaboration** with other government departments and different **spheres of government**, will develop adequate measures to guide the implementation of career development services in the country.

DHET'S DUAL MANDATE



National CDS Coordinating Structure



Purpose of the National Career Development Forum

The NCDF is an **advisory forum** established to **bring stakeholders together** and to promote **ongoing coordination**, development and **sustainability** of the national integrated Career Development System

The **Provincial and Local Career Development Forums** are sub-structures of the NCDF carrying the same purpose as the NCDF

CDS Sustainability

The DHET **will** establish a National Career Development Coordinating Structure to coordinate and manage operations of and provide shared services to the CDS system

It is envisaged that current CDS, which is functioning as a project within the DHET **will be converted** into the National Career Development Coordinating Structure

With support from the Governmental Technical Advisory Centre, a Government Component of the DHET is proposed as an institutional mechanism for CDS.

The Government Component is the most suitable for implementing the national coordination function

It is accessible to all departments

NORMS, GUIDES AND STANDARDS



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

Professionalisation



The 'Competency Framework
for Career Development
Practitioners in South Africa'

An **occupation for Career Development Practitioners** was included in the 2017 update of the Organising Framework of Occupations (OFO)



Career Development Information
Officer NQF Level 5, US ID 96372
registered

Khetha Trade Mark (logo)

- The Trade Mark is registered under SAQA
- DHET as the host department for CDS is a Licensee and all partners with formal partnership agreements with DHET receive permission to use the logo guided by the licence agreement between DHET and SAQA.





SHARED SERVICES

CDS services

Provide career information, advice and counselling services

Capacity building of CDPs (e.g. Teachers)

Implementing advocacy and communications campaigns

Provide online services

Career Approach

01



Strengthening life skills: self awareness and transition management

02



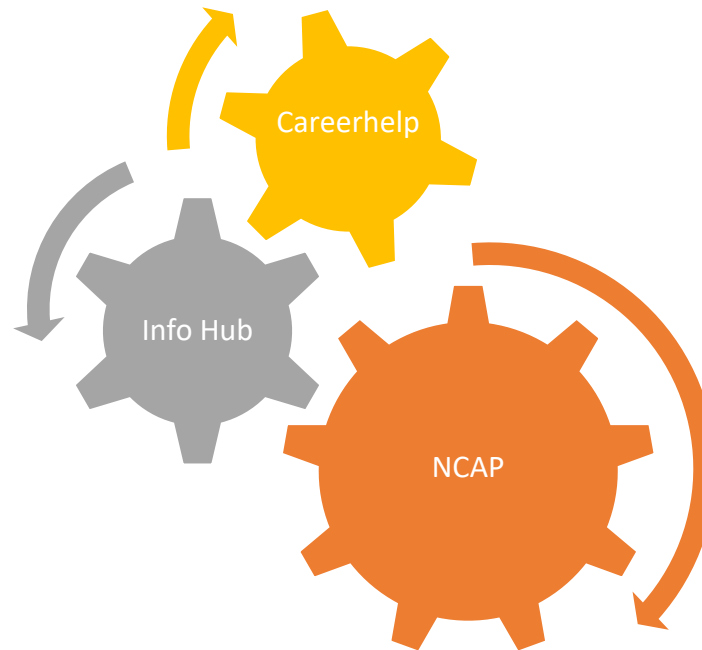
Developing competencies to understand and act on your environment: knowledge of the environ & exploration of possible scenarios

03



Constructing a career plan: vision for future, planning, execution and follow up

CDS Online Platform



National Career Advice Portal (NCAP:


Is

A free online self-help tool designed to facilitate and support informed career and study decisions

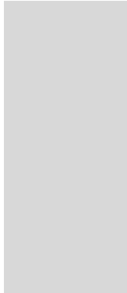
A one-stop platform for information on careers and related learning pathways, institutions of higher learning and courses and programmes they offer.

A comprehensive career resource for learners, students, unemployed youth, parents, career practitioners and workers looking to make career changes.


What Does NCAP Offer?




Information on over 1400 careers available in the labour market and information on learning pathways to these careers



Career videos for each occupation (status: over 700 video uploaded - project to be completed in September 2018)

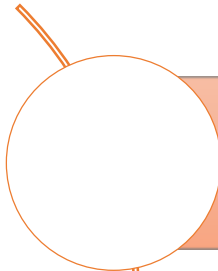


Information on careers (occupations) in high demand and a focus green skills

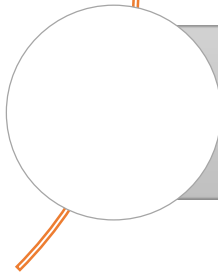


Information on all public post-schools education and training institutions and the courses they offer

Subject Choice & Questionnaires



A variety of non-standardised career questionnaires designed to facilitate self-exploration and a system generated report upon completion of each.



A subject chooser tool which helps the user to link subjects to careers and careers to subjects. A user could simply select subjects they are thinking of choosing to see which careers these subjects could lead them to and vice versa.

Careerhelp Website/Mobi-site

The Careerhelp website is a one stop shop for all career related matters. This site is an information resource designed to help all individuals make an informed career decision



Target groups: All age – Learners, Students, Unemployed Youth, Career Practitioners, Workers, Entrepreneurs, Parents, Job Seekers

Information Hub

The Info Hub is a resource platform for Career Development Practitioner (CDPs)

Designed to improve information and knowledge among CDPs

Provide a platform for discussing issues and topics (Practitioners Forum)

Next steps for online services

- ❑ NCAP intergration: Central Application Service, NSFAS, Funza Lushaka
- ❑ Broadening access to online services - Zero rating access request

Khetha Radio Time Slots

Station	Week Day	Language	Time
Umhlobo Wenene FM	Mondays	isiXhosa	20:30 – 21:00
Thobela FM	Mondays	Sepedi	21:05 – 21h30
Ukhozi FM	Mondays	isiZulu	21:05 – 21:30
Ligwalagwala FM	Mondays	siSwati	17:30 – 18:00
Motsweding FM	Mondays	Setswana	21:20 – 21:50
Ikwewezi FM	Mondays	isiNdebele	15:30 – 16:00
Tru FM	Tuesdays	English /Xhosa	18:30 – 19:00
Phalaphala FM	Thursdays	Tshivenda	20h05 – 20h30
Munghana Lonene FM	Tuesdays	Xitsonga	21:30 – 22:00
RSG	Wednesdays 19:30 – 20:00	Afrikaans Pre- recorded	Pre-recorded
Lotus FM	Wednesday	English	20:30 – 21:00
XK FM	Wednesday 15:00 – 15:30	Afrikaans Pre- recorded	Pre-recorded
Lesedi FM	Thursdays	Sesotho	16:15 – 16:45

National Network of Khetha Centers



Career Development Services



SMS/“Please call me”: 072 204 5056 a Career Advisors will call you back



Telephone: Call 086 999 0123 (Mon-Fri: 08:00-16:00)



Website: www.careerhelp.org.za or follow the link on the DHET website homepage



National Career Advice Portal: Get information on career paths, where to study and what to study at <http://ncap.careerhelp.org.za> or follow the link from the careerhelp website



Twitter: Follow us on Twitter at <http://www.twitter.com/sacareerhelp>

BETHE BESTYOU

Make the right choice.
Decide Your Future.



Career Development Services 

www.careerhelp.org.za

Thank you!