Annual Career Development Practitioner Congress Emperors Palace
Johannesburg
2019-06-24; 10:15-10:30
Prof. J.G. (Kobus) Maree
DEd (Career Counselling); PhD (Didactics of Mathematics); DPhil (Psychology)
kobus.maree@up.ac.za
www.kobusmaree.org

Buon giorno / Saluti
Merhaba!/ Dobro jutro!
Good morning / Greetings
Goeiedag / Wees gegroet
Lotjhani!/ Molweni
Sawubona!/ Dumela!
Dumelang Madume/ Dumelang Ditumediso/
Ndi masani Ndumeliso
Avuxeni Xewani/ Bonjour!
Guten Morgen!/ Li gün!/ Sabah!
Presentation overview

A. A PICTURE PAINTS A 1 000 WORDS … BRIEF "PHOTOMONTAGE" TO ILLUSTRATE THE KINDS OF MANUSCRIPTS WE ARE LOOKING FOR
B. What kinds of manuscripts are we looking for?
1. Reports on action research: What works and what does not?
2. Case studies
3. Manuscripts that deal with incisive analyses of people's narratives to understand their pain...
4. Think pieces
4a. How do we enhance career adaptability?
4b. How can we increase employability?
4c. How do we promote career resilience?
5. Manuscripts that talk to the need for changing the language of our discourse
6. How can career development be used to promote decent work for all in Global South/developing countries in particular?
Photomontage

7. How to exploit the potential of group interventions
8. How can individuals manage their careers to maximise their chances of accessing decent work?
9. What can individual people and civil society do to promote decent work for all in developing countries to maximise workers’ access to decent work?
10. What can the public sector do to promote decent work for all in developing countries?
11. How can career development be promoted systematically through education at various levels in developing countries?
12. The potential roles of NGO’s and NPO’s
13. What can the private sector do to promote decent work for all in developing countries?
14. Which economic systems are most suited to promote decent work for all in developing countries?
15. Concluding comments

A. AFRICAN JOURNAL OF CAREER DEVELOPMENT (AJCD)
- Flagship journal of the South African Career Development Association (SACDA)
- Published by AOSIS
Career development ...

• is accepted to include vocational guidance, as well as, career education, information, advice, guidance and counselling

B. A picture paints a 1000 words ... Brief "Photomontage" to illustrate the kinds of manuscripts we are looking for

C. What kinds of manuscripts are we looking for?
1. Reports on action research: What works and what does not?

Developing career counseling models and methods often occur in contexts characterized by uncontrolled conditions.

2. Case studies
Storied approach …

On Christmas day, at the age of four I was **given** a pair of shoes by my father. The shoes were neither of the same size (left 3, right 4) nor of the same colour (left pink, right white). I tried them on but the left shoe (smaller) hurt a lot. I felt ashamed to wear the shoes to the *moletlong wa losika, ke tshogile gore ke tlile go sotliwa le go tshogiwa* (family gathering, fearing that I would be humiliated and mocked).”

3. Manuscripts that deal with incisive analyses of people’s narratives to understand their pain …

Learner A
Being a girl
and convert their pain into hope (courtesy of life design-based counselling)

Learner B: Living without parents (Ukuphila ngaphandle kwabazali)
1.

4. Think pieces
4a. How do we enhance career adaptability?

4b. How can we increase employability?
4c. How do we promote career resilience?

5. Manuscripts that talk to the need for changing the language of our discourse
• Boundaryless
• Gig
• Jobless world
• Work 4.0
• Pivot(‐ing)
• “Wirk” (= full- and part-time internet work)
• ...

6. How can career development be used to promote decent work for all in Global South/ developing countries in particular?
• Theory
and
• Practice

The MCM
The CIP

INSTRUCTIONS

INTRODUCE ALL THE INFORMATION FROM ALL THE ABOVE TABLES AND COMPLETE THE FOLLOWING

I want to study (Kelvin) (left)

Health, physics, chemistry, computer science and technology

on a (right)

so that I can (personal meaning)

Find the more clean and human energy source that will be sustainable and save the time and the life forever

Facts

and in the process (social meaning)

Relevance testing in the world, but on and on the maximum

diseases and find the more efficient sustainable means

That everyone not affected

STEP 6: THOROUGH FOR ANALYSIS!
7. How to exploit the potential of life design-based group interventions

Junior Tukkie project

8. How can individuals manage their careers to maximise their chances of accessing decent work?
9. What can individual people and civil society do to promote decent work for all in developing countries to maximise workers' access to decent work?
“These initiatives bring together government, the private sector, higher education, but most importantly ordinary people who voluntarily give of their time, of their emotions, of their energy to enable everyone, including the poorest of the poor, to be served in our country. They are giving ordinary people hope” (Jansen, 2008).

10. What can the public sector do to promote decent work for all in developing countries?
Relieve poverty via achievements in science. Critical criterion should be: Has our work impacted positively on improving the living conditions of poor people? Otherwise: Little value (Pandor, 2009)

11. How can career development be promoted systemically through education at various levels in developing countries?
12. The potential roles of NGO’s and NPOs

Enabling people to narrate and exploit their career-life stories to help them find decent work

The Good Work Foundation

• If change is to be brought about in career counselling in (South) Africa, it will be through our individual and collective efforts. In the words of Margaret Mead: “Never doubt that a small group of thoughtful, committed citizens can change the world indeed world. Indeed, it is the only thing that ever has”.
African tradition: tree is place to meet and discuss important matters; here, learners gather under a digital tree of knowledge, made entirely out of discarded computer parts AND features e.g. PowerPoints, a sound system, USB, etc.

13. What can the private sector do to promote decent work for all in developing countries?
14. Which economic systems are most suited to promote decent work for all in developing countries?
What do you see on the next two slides?

Recognizing opportunities?
15. Concluding comments

Developing and retaining Africa’s unlimited potential
Bar-On (2007): Conditions in which the people are deprived of an opportunity to blossom, hide, perhaps bury, many gifted individuals compounding the human tragedy that they evoke. How many leaders have we lost/are we losing: Nelson Mandela, Mother Teresa, Marx, Freud or Einstein who may have significantly contributed to human existence and (wo-)mankind?