

# 2<sup>nd</sup> Annual Career Development Stakeholder Conference

**Conference theme: “ Career in a changing world”**

**Conference Sub-theme: “Change agents for education, training  
and employment”**

**Topic: “Realities of Career Development Practitioners in South  
Africa (Case Study)”**

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# The ETDP SETA's Career Development Project (A case study)

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# Presentation scope of coverage

- Background to ETDP SETA's Career Development Officers (CDOs) Project
- Implementation of the ETDP SETA's Career Development Officer's Project
- Unisa's Programme for Career Guidance Officers and the SAQA capacity building workshops
- Appointment of the CDOs project manager
- Institutionalising of the CDO's Project through the Career Development SETA Forum

# ... *Cont* Background to ETDP SETA's Career Development Officers (CDOs) Project

The conceptualisation and implementation of the ETDP SETA's Career Development Officer's Project was informed by firstly, the Constitution of the Republic Of South Africa, which states:

“Every citizen has the right to choose their trade, occupation or profession freely”

In relation access to information, the Constitution establishes that:

“everyone has the right of access to any information held by the state; and any information that is held by another person and that is required for the exercise or protection of any rights”

# Background to ETDP SETA's Career Development Officers (CDOs) Project



Secondly, the NSDS III's Goals 4.3 and 4.8, namely:

- NSDS III Goal 4.3: Promoting the growth of the public TVET college system that is responsive to the ETD sector, local, regional and national skills needs and priorities
- NSDS III Goal 4.8: Building a career and vocational guidance
- This initiative was as a result of a discussion between ETDP SETA , SAQA, SACPO and the South African Career Development Association (SACDA) to support, among other things, the career guidance drive in the TVET colleges and agreed on the training needs of the CDOs

# Implementation of the ETDP SETA's Career Development Officer's Project



In response to the constitutional prescripts and the NSDS III Goals 4.3 and 4.8 outlined above, the ETDP SETA conceptualised and implemented the CDOs Project as follows:

## YEAR 1 ( 2012/13)

- In order to ensure that the implementation of the ETDP SETA's CDOs project was a successful one, the SETA entered into an MoU with SACPO, and the 50 TVET college in addition to the internship agreements signed with the individual CDOs
- The CDOs project ran for a period of five years (i.e. from July 2012/13 – December 2016/17)

# ... *Cont* Implementation of the ETDP SETA's Career Development Officer's Project



## YEAR 1 ( 2012/13)

- In addition to the development and distribution of the ETD sector career guides to over 156 138 learners, the ETDP SETA started the CDOs project started in 2012/13 (from July 2012 – June 2013)
- 200 unemployed graduates were placed at the 50 public TVET colleges (4 per college) as the primary beneficiaries of the ETDP SETA's CDOs Project paid a monthly stipend of R3 000
- The secondary beneficiaries of the CDOs project were prospective and current TVET college students and learners who are still in schools.
- The 200 CDOs were also enrolled on a Unisa's programme for Career Guidance Practitioners before the project launch in October 2012/13

# ... *Cont* Implementation of the ETDP SETA's Career Development Officer's Project

YEAR 2 - 4 (2013/14 – 2016/17)

- In addition to the 200 CDOs that were placed in 2012/13, 113 more CDOs were placed at the satellite campuses of the TVET colleges
- During the subsequent years (i.e. 2013/14 – 2016/17), the ETDP SETA undertook to increase the stipend to R5 000 per month with effect from 01 April 2013.
- The CDOs who passed the Unisa programme also got an increase from R5 000 to R6 500 during 2015/16 and 2016/17



# Unisa's Programme for Career Guidance Officers and the SAQA capacity building workshops



- This was a 12 month certificate programme that was offered to the 313 CDOs by Unisa's Centre for Continuous Professional Teacher and Community Education and Training
- The programme was offered through an Open Distance Learning (ODL) mode nationally to all the CDOs
- Colleges provided the CDOs with access to computers and network and also to availed office
- In partnership with SAQA, the ETDP SETA conducted nine (9) career guidance capacity building workshops for the 313 CDOs in all the nine provinces in 2013/14

# Appointment of the CDOs project manager

- The SETA appointed a project manager in 2014/15 who ensured that the project is implemented in a structured and standardised manner
- This included the development of the CDOs job profiles, monitoring , reporting tools and constant liaison with the TVET college on the day-to-day CDOs project related matters

# Institutionalising of the CDO's Project through the Career Development SETA Forum

Subsequent and the gazetting of the “National Policy for an integrated Career Development System for South Africa” and the lessons learnt from the piloting of the CDOs project by the ETDP SETA over a five year period, the need is even much greater to:

- Explore possible partnership with other SETAs through the Career Development SETA Forum with a view to expanding the scope and nature of the career guidance services beyond the TVET college sub-sector



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## ... *Cont* Institutionalising of the CDO's Project through the Career Development SETA Forum

- This would include capacitating the current cohort of Student Liaison Officers and Life Orientation Teachers in career guidance related matters with a view to professionalising the field

# Thank You