



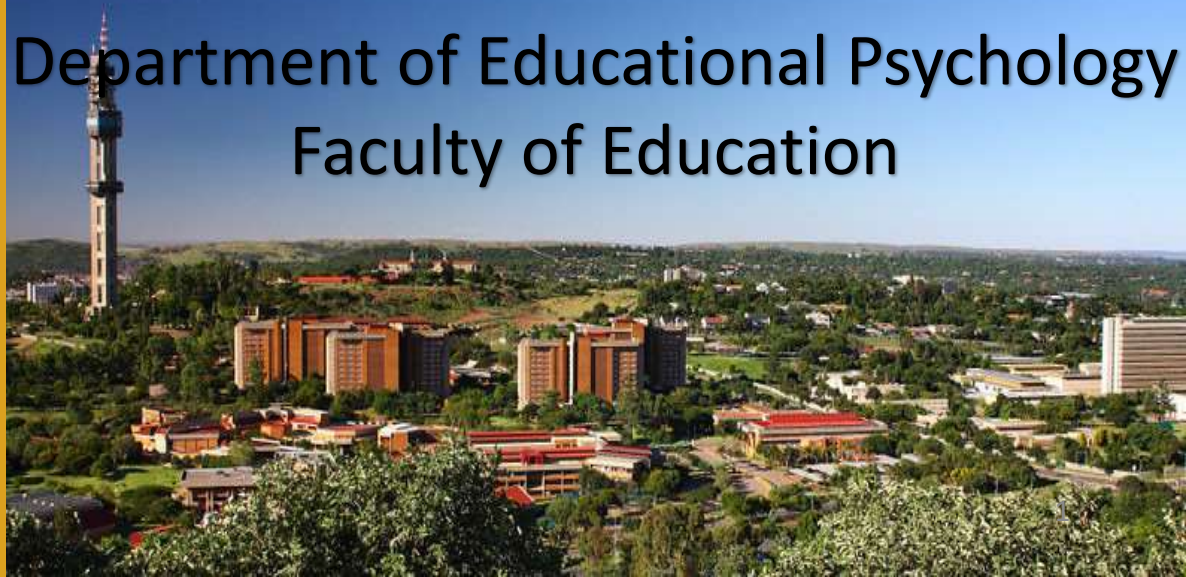
UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Education

Department of Higher Education
and Training

CAREERS IN A CHANGING WORLD
28 and 29 June 2018 at
the Lakes Hotel, Benoni

Dr Maximus M. Sefotho
Department of Educational Psychology
Faculty of Education



Disruptive vs incremental change in education, training and employment



Living in a neoliberal age or a neoliberal society

For van der Walt (2017, p. 4); Rustin, 2016, p.154), “...the pervasive influence of neoliberalism in all walks of life is unmistakable”.

Neoliberalism is “the stealth revolution” (Shenk, 2015, p. npn), for colonisation of education and educationists.

Neoliberalism propagates:

- Market-led development (van der Walt (2017, p. 5).
- “Free, possessive individual” (van der Walt (2017, p. 5).
- “A reformatational response to its pedagogical orientation” (van der Walt (2017, p. 10).

Change



**Change is the end result
of all true learning.**

Leo Buscaglia

DISRUPTIVE CHANGE

Disruptive change in education & Training

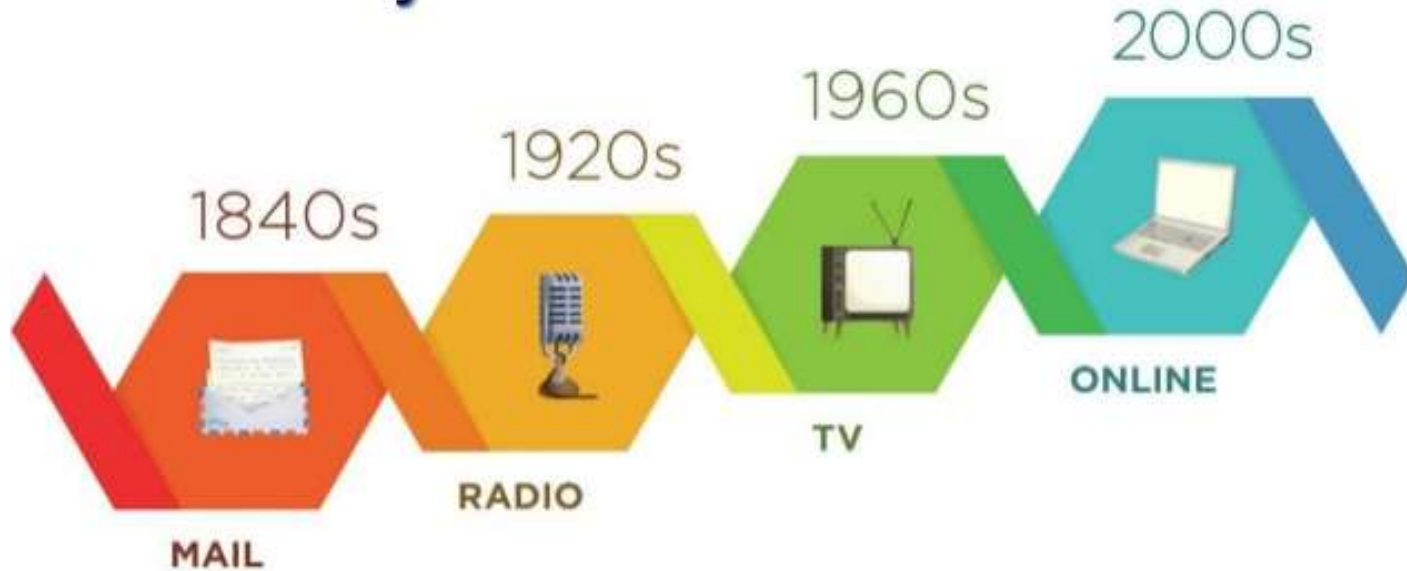
- The evolving university – Three levels
 - **technologies and approaches** within and beyond the classroom,
 - **practices and processes** that enable learners to acquire the necessary skills,
 - **institutional change and innovation**

Baker et al., (2012, p. 331)



[Smore](#)

3. History of MOOCS



As technology has evolved, so has distance learning. It began with mailing books and syllabi to students, then radio lectures, then tv courses, and now online courses.



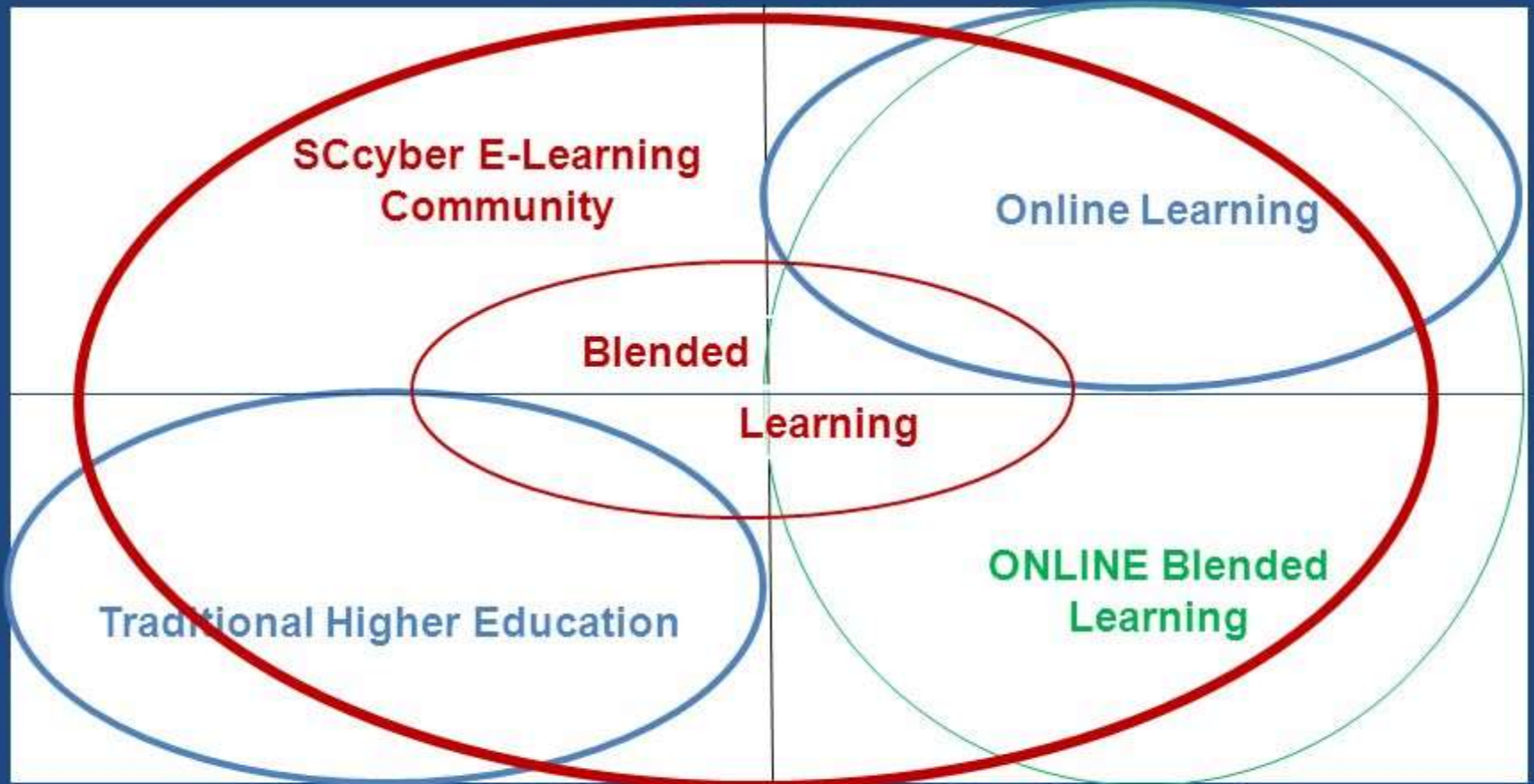
Blended Learning

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EXPERIENCE-BASED LEARNING



Alternative certification

“Alternative certification has been a term used for a variety of programs that train and credential teachers in an expedited manner often by eliminating steps such as student teaching” (Uriegas, Kupczynski & Mundy, 2014, p. 2).



**The Alternate Route to
Certification**

INCREMENTAL CHANGE

Incremental change

Incremental change refers to change that occurs slowly and without necessarily modifying the essence of social structures or organizational practices. (Ramon Gil-Garcia, 2008)

The changing employment landscape

4 WORLD DEVELOPMENT REPORT 2013

1.6 billion people working for a wage or a salary

1.5 billion people working in farming and self-employment

77% labor force participation by women in Vietnam

28% labor force participation by women in Pakistan

39% of the manufacturing jobs are in microenterprises in Chile

97% of the manufacturing jobs are in microenterprises in Ethiopia

2x employment growth in a firm in Mexico over 35 years

10x employment growth in a firm in the United States over 35 years

115 million children working in hazardous conditions

21 million victims of forced labor

600 million jobs needed over 15 years to keep current employment rates

90 million people working abroad

621 million youth neither working nor studying

22x the productivity gap between manufacturing firms in the 90th and 10th percentiles in India

9x the productivity gap between manufacturing firms in the 90th and 10th percentiles in the United States

10 million entrants to the labor force per year in Sub-Saharan Africa

30 million postsecondary students in China

3% international migrants as a share of the world population

60% foreign-born population in Kuwait, Qatar, and the United Arab Emirates

THE TECHNO-AGE AND EVOLVING EMPLOYMENT LANDSCAPE

*The employment landscape is **rapidly changing**; the techno-age is upon us and there is no turning back.*

***African paradox**: desperate need for technological development - negative impact on our ability to provide employment.*

*Use of **Artificial Intelligence (AI)** and robotics over employing people.*

THE TECHNO-AGE AND EVOLVING EMPLOYMENT LANDSCAPE

- **Outdated** education systems.
- **Suppressing** creativity.
- Need to **transform our employment landscape.**
- Need to **re-design employment.**

Changing concept of career

- Traditional concept of **career (choice)** – Outdated.
- **Career construction** – life design.
- From employment to **employability**.

Transformations in skills requirements

21st Century Skills

Metro 4Cs Rubric Performance Areas



Critical Thinking

- Information & Discovery
- Interpretation & Analysis
- Reasoning
- Constructing Arguments
- Problem Solving
- Systems Thinking

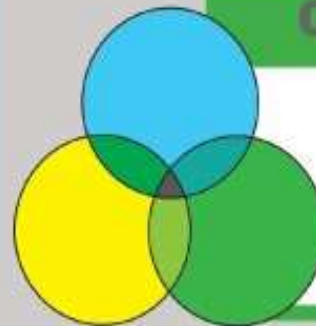


Communication

- Effective Listening
- Delivering Oral Presentations
- Communicate Using Digital Media
- Engaging in Conversations & Discussions
- Communicating in Diverse Environments

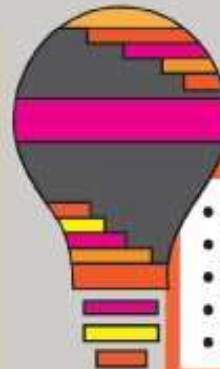
Writing to:

- Inform
- Support an Argument With Claims
- Engage and Entertain



Collaboration

- Leadership & Initiative
- Cooperation
- Flexibility
- Responsibility & Productivity
- Collaborate Using Digital Media
- Responsiveness & Constructive Feedback



Creativity

- Idea Generation
- Idea Design & Refinement
- Openness & Courage to Explore
- Work Creatively with Others
- Creative Production & Innovation

Way forward -Building on:

Protean and Boundaryless Careers

Psychology of Working Theory

Career construction and life design

Career management skills (CMS)

Developing Indigenous Home-Grown Career development theories



Thank you

Kea leboha

Muchas gracias