**ADDRESS BY THE DEPUTY MINISTER OF HIGHER EDUCATION AND TRAINING, MR BUTI MANAMELA, TO THE ANNUAL CAREER DEVELOPMENT SERVICES STAKEHOLDER WORKSHOP 2018**

**THE LAKES HOTEL AND CONFERENCE CENTRE, BENONI, GAUTENG**

**29 JUNE 2018**

Programme Director – Ms Masuku

Director General of the DHET – Mr Gwebs Qonde

Our Keynote Speaker – Professor Moloi

Esteemed Panellists – Dr Yeld; Prof Kraemer-Mbula; and Prof Mpono

Fellow stakeholders in Career Development Services

It gives me great pleasure to deliver some remarks at our Annual Career Development Services Stakeholder Workshop. This is a stakeholder workshop because career development interacts with many phases on an individual’s life.

You interact with career development in primary and high school through our basic education system. You interact with career development through our higher education and training institutions.

An individual interacts with career development at work through our labour system. If you are a public servant you will interact with career development through our public service and administration system. You can also interact with career development through our social development service provisioning.

Government’s career development approach must involve the range of stakeholders that interact with a citizen’s career development needs at different stages of their lives. Your participation in this conference is not by accident. It is because of the cooperative effort across government to ensure a seamless, integrated career development service to our citizens.

Our career development efforts is embedded in Clause 22 of our Constitution which states that “Every citizen has the right to choose their trade, occupation or profession freely”.

Outcome 5 of the Government Programme of Action 2014 to 2019 is about developing a skilled and capable workforce to support an inclusive growth path. Career development is central to meeting this Outcome.

Career development is a lifelong learning process that requires government to ensure that all citizens of all ages have equal access to quality and relevant career information in order for them to make informed choices as they exercise their constitutional right to choose trade, occupation and profession. It is for this reason that the DHET, in April 2017, published the National Policy for an Integrated Career Development Services System for South Africa. We developed this policy through a cooperative effort with several government departments.

Continued fragmentation, duplications and gaps in the career development services systems in South Africa causes poor access to careers services, a lack of credible career information and duplication of state resources.

This limits the ability of our country to develop a skilled and capable workforce for an inclusive growth path. The policy creates an enabling environment to guide coordinated implementation of career development services across all spheres of government. The Department of Higher Education and Training (DHET) is responsible for national coordination of career development services in the country.

While the DHET drives national coordination, each department and critical agencies, such as the National Youth Development Agency, are responsible for coordinating and implementing career development services in their respective sectors. As such, the Policy is not a DHET policy but a national policy.

The National Youth Development Agency will continue to be a critical role player in implementing the policy. They have a responsibility on driving career development information dissemination initiatives for unemployed young people while the DHET takes the responsibility of national coordination.

The coordination function is supported by the Interdepartmental Career Development Committee which is comprised of the Departments of Higher Education and Training (DHET), Labour (DoL), Basic Education (DBE), Public Service and Administration (DPSA), and Social Development (DSD).

The National Career Development Forum (NCDF) constituted by multi-sectoral stakeholders enables a platform for stakeholders to share experience and contribute towards building an integrated career development system for the country.

The apartheid system created unequal career development services for our citizens. Career guidance and information was limited or non-existent in black schools. It was the same situation in our workplaces for black workers. In the twenty four years of our democratic government we have been slow to advance career development and as a result we have lost valuable opportunities to build momentum for career development.

We are changing that. Our National Policy for Integrated Career Development Services is a step in the right direction. The efforts that government departments, agencies and entities are making in implementing career development programmes and interventions tell us that we are serious about taking career development forward in South Africa.

We have to be serious about this. A lack of relevant, quality career information and guidance leads to poor higher education choices. This results in young people leaving or dropping out of institutions early, believing that they made the wrong choice. Our high dropout rates are a testament to this. It means that government is spending valuable financial resources on students who will not complete their study choices. This is not a wise investment of resources. Nor is it an astute plan for inculcating the skills that we need to grow our economy. Do you see the rippling effect that career development has?

Global changes have an impact in how we plan for skills development and facilitate economic participation of all citizens. Our panel discussion on the changing world of work will further illuminate the global and local challenges. The need to equip citizen’s especially young people with transferable skills and equipping them for careers that are required for a changing world is the responsibility of all spheres of government, the private sector and civil society.

Lifelong learning, and relevant and credible career information are critical characteristics of the envisioned integrated career development system for the country. Government is committed to this cause and this conference will further deliberate on the issue of government tackling youth unemployment within the context of a changing world. Your insights on this matter will add value to public policy and existing youth unemployment initiatives such as the Youth Employment Services.

Our government, working with other sectors, will continue to facilitate relevant career development services and skills development in the country. Career development will go a long way in ensuring that unemployed youth are guided properly in making career choices.

I thank you.