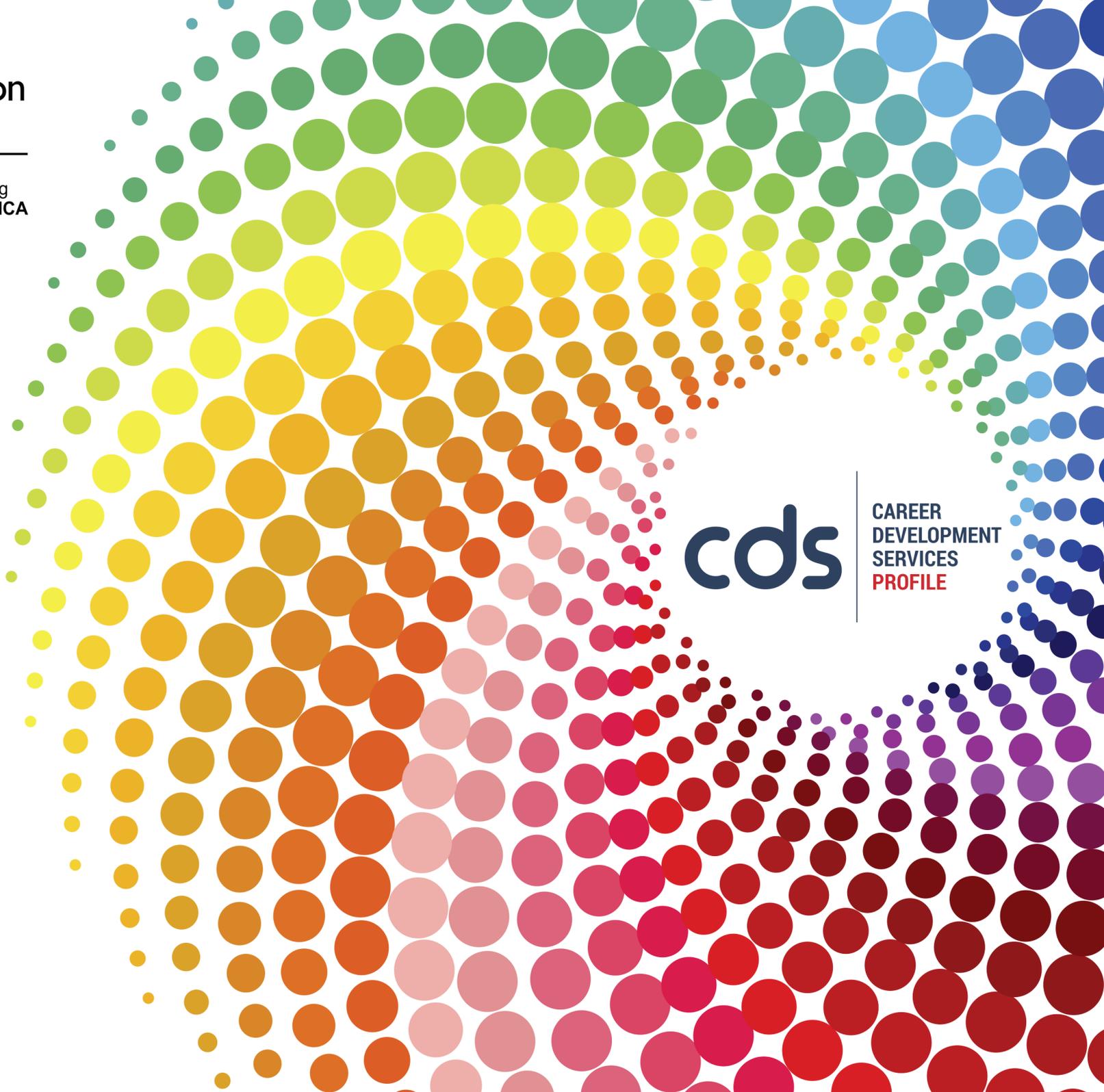




higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



cds

CAREER
DEVELOPMENT
SERVICES
PROFILE

khetha

Make the right choice. Decide your future.

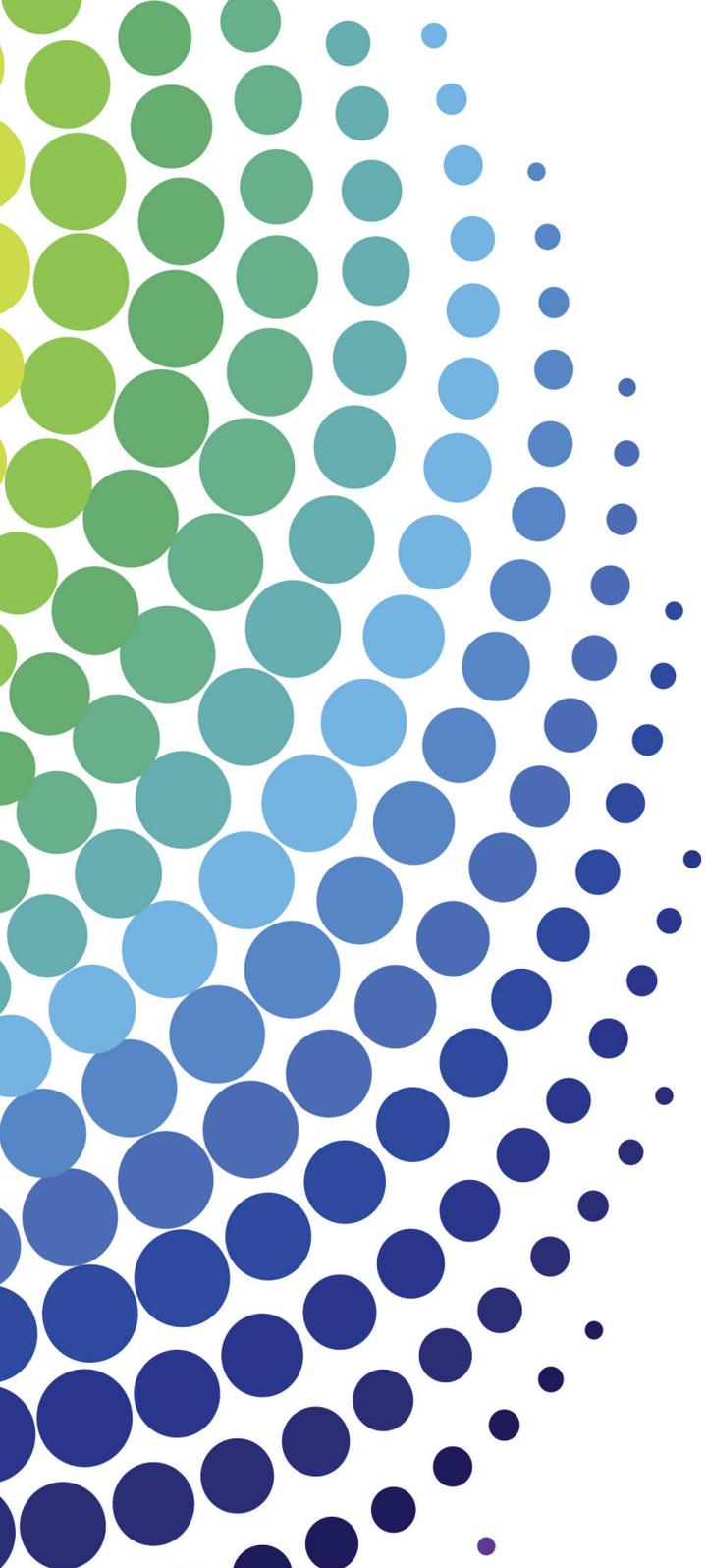


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CDS	Career Development Services
DBE	Department of Basic Education
DCS	Department of Correctional Services
DED	Department of Economic Development
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DoF	Department of Finance
DoL	Department of Labour
DoT	Department of Tourism
DPME	Department of Performance Monitoring and Evaluation
DPSA	Department of Public Service and Administration
DRDLR	Department of Rural Development and Land Reform
DST	Department of Science and Technology
DTI	Department of Trade and Industry
TVET	Further education and training
HESA	Higher Education South Africa (Now Known as Universities South Africa)
HR	Human Resources
NAMB	National Artisan Moderation Body
NCAP	National Career Advice Portal
NCDF	National Career Development Forum
NPC	National Planning Commission
NYDA	National Youth Development Agency
SACDA	South African Career Development Association
SACPO	South African College Principals' Organisation
SAGDA	South African Graduate Development Association
SAQA	South African Qualifications Authority
SETA	Sector Education and Training Authority
SSS	Student Support Services
TVET	Technical, Vocational, Education and Training

Acronyms



“Career guidance can perform a valuable role in raising the aspirations of the disadvantaged and individuals in poverty by making them aware of opportunities and supporting them in securing entry to such opportunities”

(World Bank Report, 2014)

Foreword from the Minister of Higher Education and Training

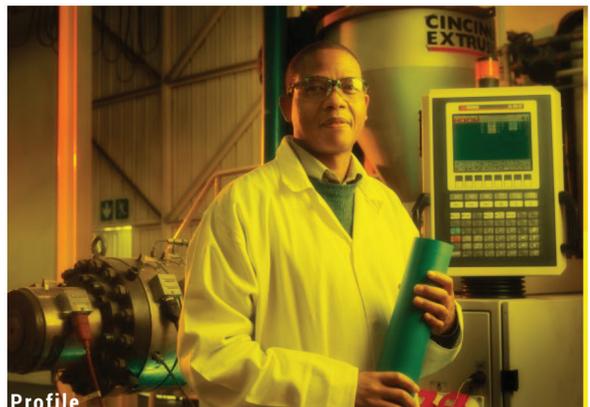


Dr. Blade Nzimande, MP
Minister of Higher Education
And Training

Career development plays an important role in society, not only to prepare people to enter the world of work but it also touches on government's key priorities by addressing the challenges presented by unemployment, poverty and inequality. Since 2010 we have made significant advances in coordinating career development services as well as establishing a national multichannel career development service in the Department of Higher Education and Training. I am delighted that the services are multi-faceted, use different platforms and media, are very effective and are reaching people of all ages. Khetha has become a well-known name across the country and stands for career development services that are effective and people that are caring.

We have to take both a proactive and reactive approach to educate and inform people about career options and post-school education and training opportunities and reach out to both rural and urban communities. The link that we form between education and training and employment is indisputable. The economic growth of our country hinges on the production and supply of skilled graduates whose skills are required by the labour market. We cannot do this alone. I am therefore happy to report that effective and efficient partnerships have been formed with all spheres of government, organisations, institutions and entities. Together we can do better.

Consistent with our goal of building a single, coordinated post-school education and training system, we are now building an effective, integrated and well-coordinated career development system that reflects the state of our democracy and economy.



What is Career Development?

Career development is the lifelong process of managing progression in learning and work. This progression is dynamic, individualistic and does not necessarily follow a straight line. Career development services on the other hand refers to "... all the services and activities intended to assist all individuals, of any age and at any point throughout their lives, to make educational, training and occupational choices and to manage their careers."

Framework for Cooperation in the Provision of Career Development Services in South Africa, 2012



Vision of DHET

A South Africa in which we have a differentiated and fully-inclusive post-school system that allows South Africans to access relevant post-school education and training, in order to fulfil the economic and social goals of participation in an inclusive economy and society.

Introduction of CDS

It is internationally accepted that education and training are key contributors to the reduction of unemployment, inequality and poverty. According to the World Bank career development services can play a valuable role in 'raising the aspirations of the disadvantaged and individuals in poverty by making them aware of opportunities and supporting them in securing entry to such opportunities' (World Bank Study, 2014).

The lack of career information, advice and guidance, particularly in townships and rural areas for people from poor socio-economic backgrounds, often result in most of them not realising their full potential and not contributing maximally to the country's economy. Many learners still leave school with little or no exposure to quality career information and advice. Far too many still arrive at post-school institutions register for 'whatever' course is available.

These learners soon discover however that their newly chosen course of studies is either boring or not fit for them. This results in many of lacking the motivation to work hard thereby affecting their performance or results in drop-outs. Watts and Fretwell (2014) argue that 'career guidance services can increase the efficiency of the use of scarce education and training resources' and improve overall 'economic efficiency' especially for developing economies.

In 2010, the Minister of Higher Education and Training, Dr Blade Nzimande, MP, signed a Delivery Agreement with the President. In Outcome 5 - the development of a "skilled and capable workforce to support an inclusive growth path", together with the associated output 5.1 - dealing with the development and implementation of a standardised framework for cooperation in the provision of career guidance and information services in the country, the Minister of Higher Education and Training is mandated to coordinate career development in the country and to lead the estab-

ishment of a national career development service for South Africa. Signatories to the delivery agreement included the Ministers of Basic Education, Social Development and Labour.

As part of its coordination role, in 2012, the Department of Higher Education and Training published a 'Framework for cooperation in the provision of career development (information, advice and guidance) services in South Africa'. This document was the first step to operationalise a career development policy framework that covers a set of principles and long-term goals that forms the basis of and provides guidelines and direction to coherent planning, cooperation and accountability in meeting national goals that relate to the topic. One of its objectives is that government, professional bodies, non-government organisations, statutory and non-statutory bodies, private organisations and education institutions all work together to provide collaborative and comprehensive career development services for the citizens of South Africa.

On 19 February 2014, Cabinet approved the development of a National Career Development Services Policy across all spheres of Government. It noted that a coordinated career development service is urgently needed to ensure that youth, students, under-employed workers and unemployed citizens have access to quality career information and services. This will enable them to make better and more informed career choices that deliver higher levels of employment and help to increase sustainable economic growth in the country.

Currently a policy is being developed, an enabling environment created for implementation and coordination mechanisms put in place to ensure participation of and collaboration between stakeholders.

The 'White Paper for Post-School Education and Training' (2014) directs the Department of Higher Education and Training to establish Career Development

Services as an integral component of the post-school education and training system. It points towards coordination and collaboration to develop a seamless service from school level onwards that will ensure that people are able to make appropriate learning pathway- and career decisions.

In 2010, the South African Qualifications Authority was tasked by the Minister of Higher Education and Training to spearhead the development of a national Career Advice Helpline.

In October 2014, a fully-fledged Career Development Service was established in the Department of Higher Education and Training. This service is free to anyone in the country, making use of different platforms and media to accommodate people of all ages and in both urban and rural areas.

The aim of the National Career Development Service is that all citizens in South Africa (at any point in their lives, and living in any part of the country) reach their full potential and contribute positively to the socio-economic status of the country. Notable among many achievements since 2010 is the establishment of the first national, comprehensive all age career development service for South Africa. Career services are offered to the public via a multichannel platforms which includes, Facebook, SMS, e-mail, telephone and face-to-face. In addition to this the public is reached through a range of outreach services, including career exhibitions and events, career information sessions, school visits and training workshops for Career Development Practitioners.

“Khetha must be a household name and everyone, young and old must know that this service is providing relevant and quality information about careers, career paths and study opportunities”

Minister of Higher Education and Training, Dr. Bonginkosi Emmanuel “Blade” Nzimande, MP



Khetha - The Brand

Khetha is a campaign identity created for Career Development Services (CDS) under the leadership of the Department of Higher Education and Training.

Khetha means 'Choose' in isiZulu, isiXhosa and isiNdebele. Similarly the word Khetha appears in more than six other South African indigenous languages making it a widely understood word and concept.

Khetha Positioning

Khetha possesses some useful connotations and espouses a sense that choice is a powerful idea; one which the youth should feel compelled to exercise to ensure life-long learning and empowerment.



Vision of CDS

All people of all ages have access to quality career information and career services throughout their lives, so that they are able to make better and more informed career choices that deliver high levels of employment and help to increase sustainable economic growth in the country.

Theory of Change



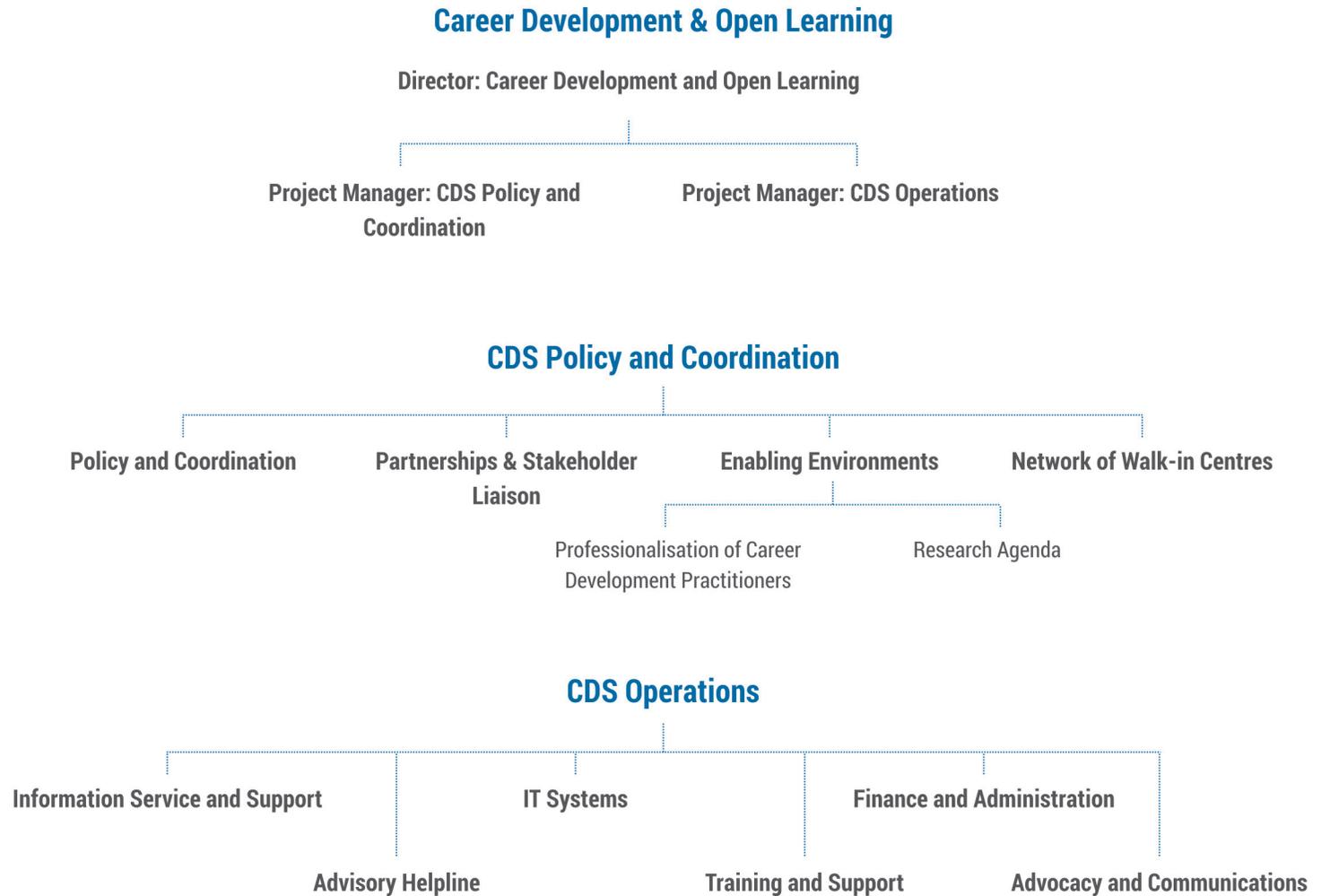
* multi-channel system: telephone, email, sms, walk-in centres, radio, online portals, mobisites, career festivals, print media, information hub, case database and the National Career Advice Portal (NCAP).

“Education is the most
powerful weapon
which you can use to
change the world.”



- Nelson Mandela

Organogram



Career Development Services Policy and Coordination

> Policy and Coordination

> Partnerships and Stakeholder Liaison

> Enabling Environment

> Competency Framework

> Research Agenda

> Network of Walk-in Centres



Policy and Coordination

The draft policy: 'Building an effective and integrated Career Development Services System for South Africa' has a national footprint that spans national government departments and also directs implementation at provincial and local government levels. The policy seeks to address the following aspects among others:

- i. The role of government in ensuring that all citizens are assured access to quality career development services.
- ii. Strengthening and ensuring continuity of leadership regarding career development services in South Africa.

Furthermore, the policy provides for the establishment of National Career Development Forum (NCDF) as a coordinating structure for stakeholders. The NCDF comprises of Career Development Government Forum (CDGF) and a National Consultative Forum (NCF).



Partnerships and Stakeholders

Effective coordination of Career Development Services in the country requires DHET to establish cooperation agreements on the provision of career development services with strategic role players. The partnerships are established with the spheres of government, the private sector and the civil society sector.

Basis of partnerships is cooperation through Career Development Services structures and specific projects for collaboration as identified by parties concerned. The process to establish partnership is in two fold namely: DHET may approach the potential partner or the other party may also approach the DHET to commence discussions to validate the need and relevance of a partnership.



Enabling Environment

The DHET play a significant role of coordinating Career Development Services and ensuring access countrywide. Career development services are offered by a diverse range of stakeholders. The sector has been operating in a fragmented manner for a while. As part of ensuring that citizens of all ages irrespective of their socio-economic conditions and location have access to quality services, the DHET has a responsibility of identifying and developing guidelines and standards on the provision of career development services in the country. These guidelines and standards are consulted and outputs are shared with stakeholders through various channels and the existing coordinating structures.



Competency Framework

The DHET developed 'Competency Framework for Career Development Practitioners in South Africa' through consultative processes. The Competency Framework prescribes the standards for specific services and a competency framework that is specific to the South African context, but in line with international standards. Competency Framework is also an important stride towards professionalisation of Career Development Practitioners in the country.

The purpose of the Competency Framework is to set a benchmark of minimum competencies that individual Career Development Practitioners must possess in order to offer career development services in South Africa.



Research Agenda

It is necessary for South Africa to develop a research and evaluation framework in order to obtain an evidence base for the rationale and continuous improvement of career guidance information and services. To give effect to this a Career Development Services Research Agenda is being developed with the following priority areas:

- i. Policy and legislative framework
- ii. Strategy
- iii. Governance and management
- iv. Structure of delivery
- v. Information to support career development
- vi. Information systems and processes
- vii. Human resources
- viii. Human resources development
- ix. Service delivery
- x. Culture, values and ethics
- xi. Monitoring and evaluation



Network of Walk-in Centres

In the efforts to increase accessibility of quality career development services to all citizens, including rural areas, the DHET is developing a framework on the establishment of a network of walk-in centres countrywide. The framework set out minimum guidelines for the services to be provided. It seeks to ensure quality, accurate and relevant CDS s offered consistently. This will be established in collaborations with other stakeholders i.e. Youth Development Centres, Thusong Service Centre and Labour Centres among others.

Career Development Services Operations

> Advocacy and Communications

> Careers Advice Helpline

> Training and Support

> Information Service and Support

> Khetha Walk-in Centre

> National Career Advice Portal



Advocacy and Communications

The Policy Management and Cooperation unit is a stakeholder liaison unit that includes policy development, professionalization of career development services, development of standards, establishing a national network of Khetha Walk-in Centres and establishing partnerships.



Career Advice Helpline

The Career Advisory Helpline unit offers a multi-channel career guidance service through telephone SMS (please call me), e-mail and social media.

A dedicated team of career development practitioners assist people via telephone, email, fax, letters and social media to provide information on careers and occupations, plan for future learning and make informed career decisions. The helpline is accessible through calling 086 999 0123 and sending an SMS or 'Please Call Me' to 072 204 5056.



Khetha Walk-in Centre

We have a Khetha Walk-in Centre at 123 Francis Baard Street, Pretoria where we provide career information, advice and guidance to individuals.

We are also supporting walk-in centres in public libraries, TVET Colleges SSS and Thusong Centres while other areas are being identified.

A standardised model for career development services walk-in centres has been developed which is being expanded to TVET colleges, labour centres and other centres that provide career development services. The standardised model is helping to ensure a trustworthy baseline of quality assured service to the public.



Training and Support Services

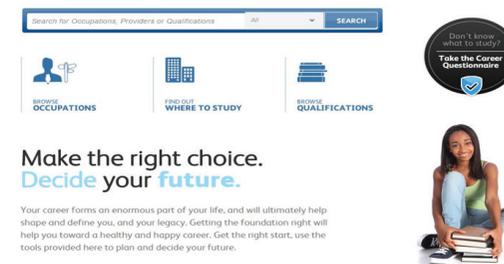
The Training and Support unit provides career information through capacity building workshops for career advisors, educators and community groups.

A dedicated team of career development practitioners provides career development training to student support service staff at TVET colleges throughout the country. The team also provides career advice at career expos and reaches people in poor and deep rural areas.



Information Services and Support

The Information Hub unit handles all career related information in the directorate and offers it through the CDS Website as the platform for communicating career development information to the public.

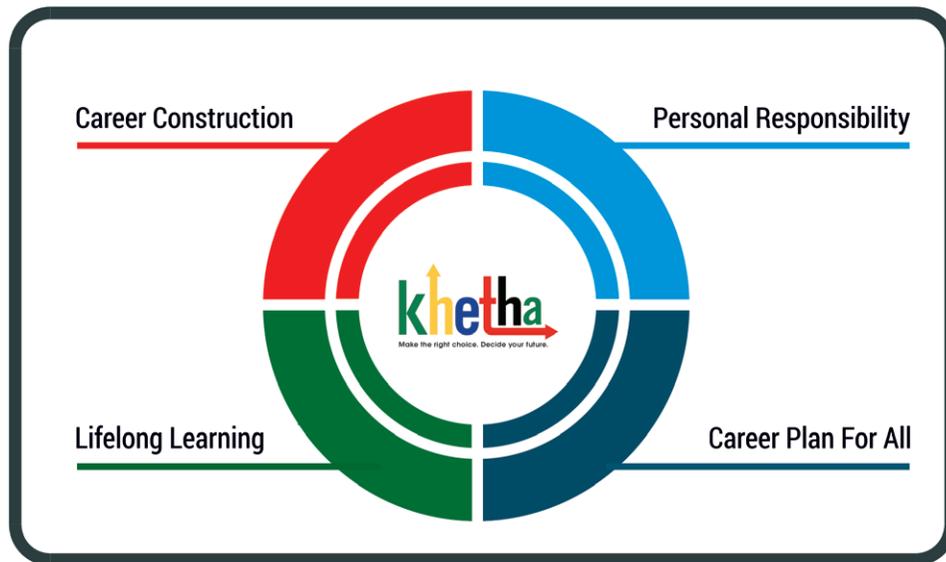


National Career Advice Portal (NCAP)

The National Career Advice Portal is accessible from the DHET website and provides easy-to use information on learning pathways for occupations, (<http://ncap.careerhelp.org.za>).

An interest questionnaire was developed to assist users in refining their choices for an occupation before they proceed in selecting a learning pathway, and consequently a qualification and institution at which to study. There are over *1400 different occupations* to choose from and learn about. The NCAP thus provides users with better access to all and other relevant career and application information.

CDS Key Messages



Career Construction

Changes to the labour market and the fluid nature of many jobs, new and old, requires a different approach to career information, advice and guidance. The reality of the current economic climates means that we can no longer define nor assess career success just as a lifetime commitment and loyalty to one employer but as “selling services and skills to a series of employers’ throughout ones working life (Career Construction Theory, Mark L. Savickas (2010). The individual is responsible for packaging, repackaging and selling the skills required by another to complete a certain task or project. The honours and demand is therefore on the individual to develop the bouquet of attitude, competencies, and behaviours and identify opportunities when they are best suited. It is clear that at the heart of this is personal responsibility.

Personal Responsibility

Career development is first and foremost a function of personal responsibility. Career development and success cannot be left to fate or chance. Each of us must take charge of our own careers. The individual is the driver and the only driver of his/her own learning and career development and must be willing to do what is required to progress and develop in their career. Personal responsibility also means being able to rebound from failure by accepting and learning from them. Personal responsibility is firm belief our decisions and actions are a consequence of our choices and how our actions and decision impacts on our career development and success. These decisions and actions will not be made once or twice but many times over throughout our lives.

Lifelong Learning

Lifelong learning has been described as “all purposeful learning activity, from the cradle to the grave that aims to improve knowledge and competencies for all individuals who wish to participate in learning activities” (Qualifications Systems Bridges to Lifelong Learning, OECD, 2007). The pursuit of learning, in all its forms plays an important role in attaining employability and career progression. Over time significant changes may take place in both the labour market and in the individual’s career interest. Lifelong learning and career development have the potential to assist individuals and whole communities to remain economically competitive and realise their full potential.

Career Plan for all

Analogous to the concept of a life plan, a career plan is a must-have for every individual who aspires to realise his/her dreams. A career plan is a map through which an individual can navigate the different routes that lead to the realisation of full potential. Therefore career planning is the continuous process of thinking about one’s interests, values, skills and preferences; exploring the life, work and learning options available and ensuring that one’s work fits with personal circumstances and continuously fine-tuning ones’ work and learning plans to help manage the changes in one’s life and the world of work.

BETHE BESTYOU

Make the right choice.
Decide Your Future.





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Annual Career Development Services Stakeholders' Conference



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Figure out what career you wish to pursue
and then choose the subjects that will take
you there. (Start with the end in mind)



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Make the right choice. Decide your future.

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Career Development Information

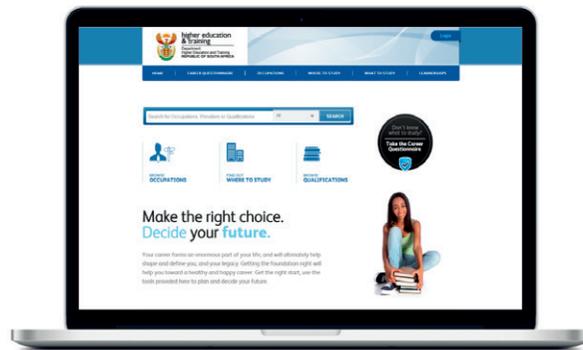
> National Career Advice Portal (NCAP)

> Careerhelp website and Mobi-site

> Information Hub

> Case Database

> Printed Career Resources



National Career Advice Portal (NCAP)

The National Career Advice Portal (NCAP) is accessible from the DHET website and Careerhelp website. The portal provides an easy-to-use information on learning pathways for occupations, qualifications, information on where to study and registered learnerships. The portal also has an easy-to-use career questionnaire which assists the users in refining their choices by identifying their areas of interest and tasks before making a career decision (<http://ncap.careerhelp.org.za>).

There are over 1 400 different occupations to choose from and learn about. The NCAP thus provides users with better access to all and other relevant career and application information.



Careerhelp website and Mobi-site

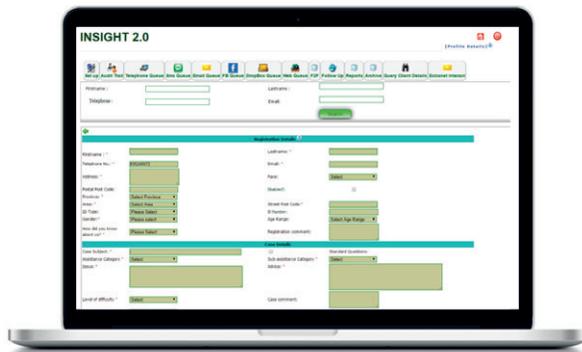
The Career Development Services website provides a comprehensive, quality-assured information on career development resources in South Africa (<http://www.careerhelp.org.za>). The site is also mobile-friendly for viewing on small screens (<http://mobi.careerhelp.org.za>). Users of social media can make contact on Facebook (<http://facebook.com/careehelp>) and twitter (@rsacareerhelp).



Information Hub

The Career Development Services Information Hub is an internet based information source for the Career Practitioners. It is comprised of career development information which assist the practitioners in the process of advising. The Information Hub is designed to be a central location for sharing, storing and maintaining knowledge. It is also intended to allow practitioners to share ideas and contribute towards the career related topics and discussions that are taking place on the Info Hub.

(<http://www.careerhelp.org.za/pls/cms/premium.login?s=194>)



Case Database

Customer Relations Management (CRM) is a web-based case database that captures contacts and communication details between a career practitioner and a person contacting Career Development Services (CDS) Helpline. It captures communication on cases reported to CDS and details of how an issue was resolved or what kind of advice was provided generating a historical view of cases reported to CDS



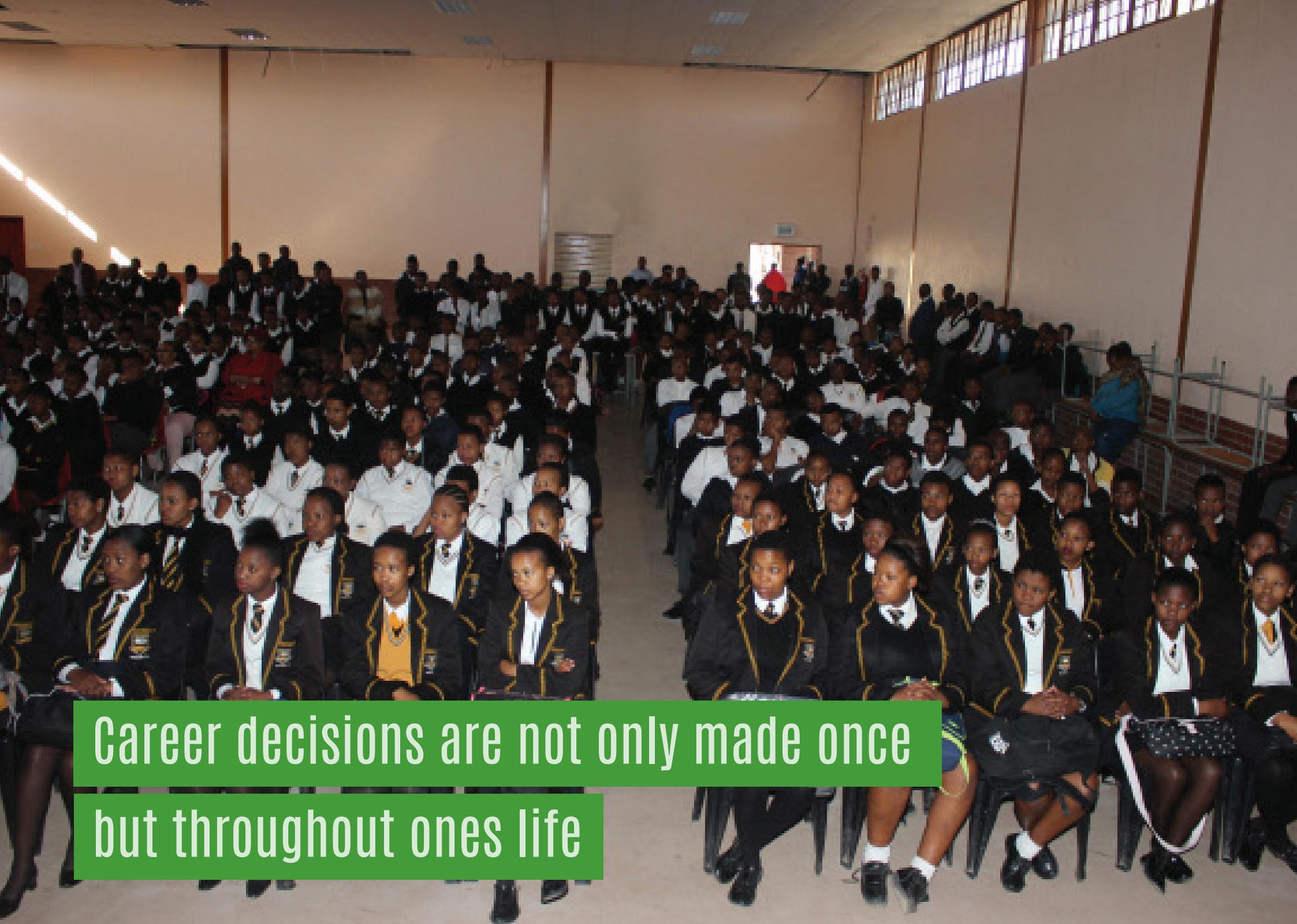
Printed Career Resources

Print resources that highlight the importance of subject choice, encouragement of early application for the post-school institutions and guidance on learning opportunities are available. There is a range of these resources which include the “Apply Now!” booklet, “Take 5” business cards and the “Post School Career Guide”.

These resources are distributed directly to schools, at career expos and in capacity building workshops. These publications may be downloaded in portable document format (PDF) from the CareerHelp website (www.careerhelp.org.za). The “Apply Now” booklets are distributed annually to all grade 12 learners each year and provide comprehensive information on most career development topics relevant to school leavers.

Career Development Services Campaigns





Career decisions are not only made once
but throughout ones life

Khetha Radio Programme

Radio is one of the most effective communication tools used by CDS in reaching out to the different target audience advocating CDS key messages. In partnership with the SABC Education, CDS hosts the Khetha radio programme on a weekly basis.

The main objective of the Khetha radio programme is to assist the public navigate

through the PSET system to career planning and lifelong learning. It's a live broadcast that tackles career related matters from choosing subjects in high school to making informed career decisions.

This platform affords the listeners an opportunity to interact with our qualified career advisors through a discussion facilitated by an SABC Education presenter. In 10 official languages, the messages are communicated

through 10 SABC radio stations. The post-school education and training system (PSET) is dissected during these 25minutes shows thus allowing our different target audience to receive quality assured information on the different segments of career development.

A schedule of programmes is available on CareerHelp website (<http://www.careerhelp.org.za>).



Ligwalagwala FM

Mondays
siSwati
14:30 - 15:00



Ikwekwezi FM

Mondays
isiNdebele
15:05 - 15:30



Umhlobo Wenene FM

Mondays
isiXhosa
20:30 - 21:30



Thobela FM

Mondays
Sepedi
21:05 - 21:30



Ukhozi FM

Mondays
isiZulu
21:05 - 21:30



Motsweding FM

Mondays
Setswana
21:20 - 21:50



Phalaphala FM

Tuesdays
Tshivenda
20:05 - 20:30



Munghana Lonene FM

Tuesdays
Xitsonga
21:30 - 22:00



Radio Sonder Grense

Wednesdays
Afrikaans
19:30 - 20:00



Lesedi FM

Thursdays
Sesotho
16:15 - 16:45

* Times advertised may vary



The Blitz Campaign



The Blitz Campaign is an advocacy tool that creates the Khetha brand awareness through the distribution of printed material in order to give the public access to career advice, guidance and quality assured information. Different resources are shared with the target audience at specific areas in the different communities such as the “Take 5” cards, Apply Now! Booklets and marketing materials such as lanyards, bags and wristbands. The campaign promotes both the Department of Higher Education and Training and Career Development Services.

Since 2015 the Blitz Campaign has reached a total of 19755 people from Gauteng, Western Cape and Limpopo provinces. The impact on the success of the campaign is measured by the statistics received from the Career Development Helpline. These are based on the number of callers who heard about the career development services through the Blitz Campaign in that particular period. Our qualified career advisors are easily identifiable by their branded Khetha T-shirts. The year 2016 will see the Blitz Campaign rolling out to other provinces capacitating our nation with relevant information to make informed career choices.

Take 5 Campaign



The “Take 5” campaign is an initiative of Career Development Services aimed encouraging CDS partners and stakeholders in government and elsewhere to promote the services of CDS and the Khetha brand. A business card with CDS contact details has been developed for this purposes. Each partner or official takes a pack of 5 cards, one for themselves and rest they distribute to others family or friends who could use the services. The main objectives of the campaign are:

- to introduce CDS to government officials;
- to encourage staff members to spread the message of CDS to their families and friends; and
- invite employees of government to use the career development services that are offered by the Department of Higher Education and Training.

The “Take 5” cards are distributed in a pack of 5 with an instruction to take one and share the other 4 with family and friends.

Apply Now! Campaign

Through the *Apply Now!* Campaign the Department of Higher Education and Training targets learners from Grade 9 to Grade 12 and aims to create awareness of the range of post-school education and training opportunities available and the importance of applying on time for admission into those programmes. The Department of Higher Education and Training's Deputy Minister Mduzisi Manana, MP visits schools as a strategy to encourage learners to apply for opportunities that exist for them in the post-school education and training system. Approximately 600 000 *Apply Now!* booklets are distributed to learners across the country.

Grade 12 is one of the most important milestones in a young person's life. The decisions made at this stage have a significant impact on the future personal and professional life of learners. As the Department of Higher Education and Training, we encourage students to start thinking about the exciting opportunities that are available to them within the Post-School Education and Training System and to start submitting applications immediately for their studies. The purpose of the *Apply Now!* booklet is to encourage students to make informed decisions when they choose to further their studies and to ensure that they apply early to an education and training institution of their choice.

Choosing a career and deciding where you are going to study to obtain a recognised qualification are two of the most important decisions that you will make. It is therefore critical that you have the right information about the careers that you are interested in. This becomes even more important if you are hoping to go into a field where there is a shortage of skills. *Apply Now!* encourages learners to be aware of all the post-school options available to them, how to go about getting funding, and the closing dates for applications.

The Department of Higher Education and Training takes career development very seriously and wish to promote a greater level of awareness about education and career paths that learners should consider. Learners must know the scope of opportunities that exist at our 26 Public Universities and 50 Technical and Vocational Education and Training (TVET) colleges, the learnerships offered by the Sector Education and Training Authorities (SETAs) as well as training offered by other departments and public sector organisations.

The Minister and Deputy Minister of Higher Education and Training encourage learners to make use of the information offered in the *Apply Now!* booklet and to apply early for the post-school option of your choice.

The Department in collaboration with Department of Basic Education launched the '*Apply Now!*' campaign with the aim of creating awareness of career options, study opportunities and application procedures for post-school education and training. A minimum of 100 '*Apply Now!*' booklets were distributed to 6 206 public secondary and combined schools in the country distributing the booklets to every grade 12 learner in the country.

In rural areas we have facilitated '*Apply Now!*' information sessions with teachers and learners in how to use the booklet and how to apply in time for study opportunities.



MANDELA DAY

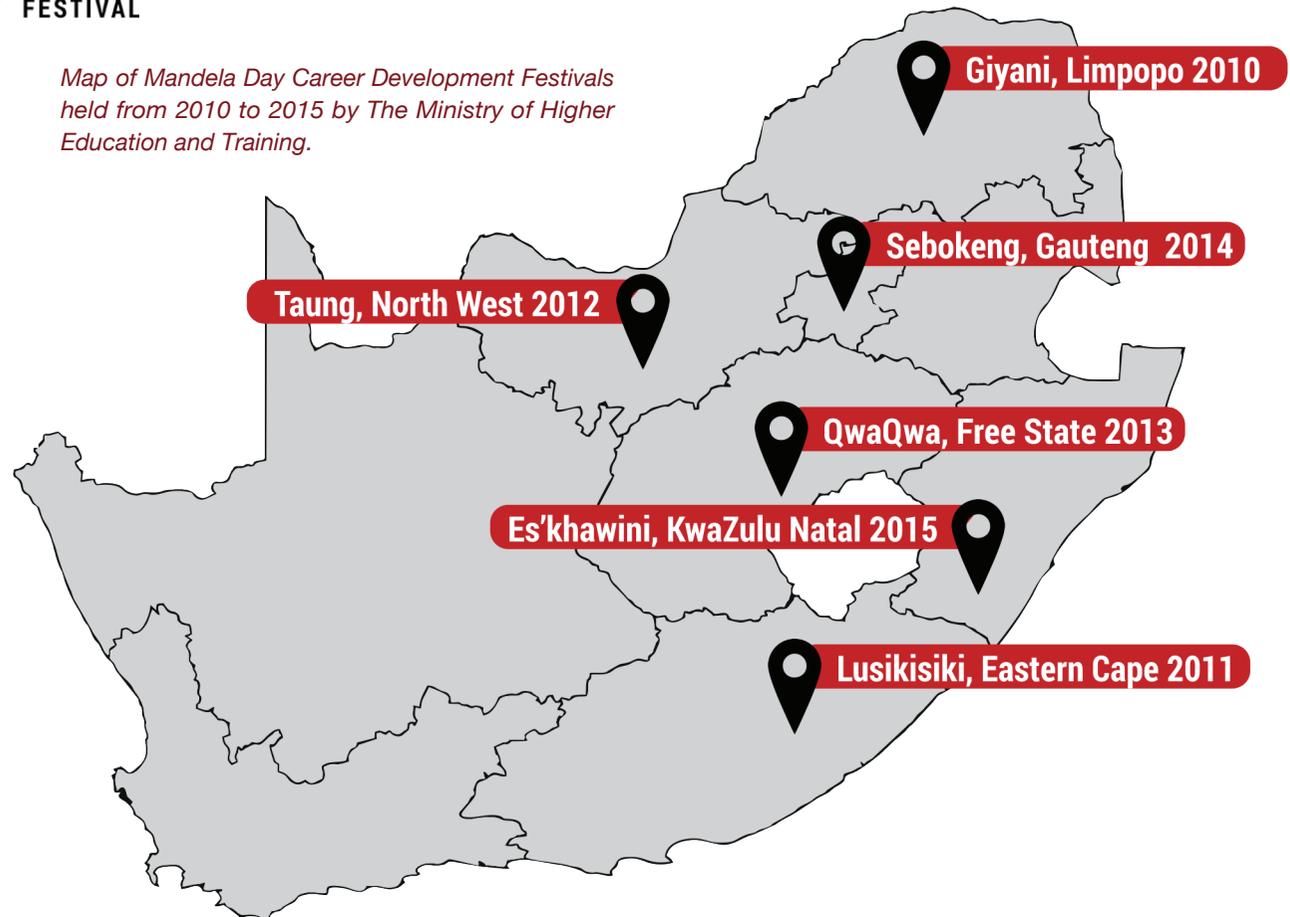
CAREER DEVELOPMENT FESTIVAL

In 2010, Parliament mandated all Ministers to embark on annual events in commemoration of the Nelson Mandela International Day (18 July). The Ministry of Higher Education and Training (MHET) responded to this national call by hosting the annual Mandela Day Career Guidance Festival. The aim of this festival is to create opportunities for learners from rural and disadvantaged backgrounds to access post school education and training through the provision of quality career information and related services.

The Minister has held 6 Mandela Day Career Development Festivals so far. These have been held in Giyani, Limpopo in 2010, in Lusikisiki, Eastern Cape in 2011, in Taung, North-West in 2012, in QwaQwa, Free State in 2013, in Sebokeng, Gauteng in 2014 and in Esikhawini, KwaZulu-Natal in 2015.

The aim of this festival is to create opportunities for learners to access post school education and training through quality career information and related guidance services. The festival is currently being implemented as a 3-day festival aimed at primarily grade 9-12 learners and their educators from schools in the hosting districts. The festival has a deliberate rural bias and a specific focus on disadvantaged communities. This is important given the need for redress and the acute lack of information in those areas.

Map of Mandela Day Career Development Festivals held from 2010 to 2015 by The Ministry of Higher Education and Training.



“Making a career choice is one of the most important decisions a learner makes. It is therefore vital that learners have the necessary information and get proper advice before they make such decisions”

Deputy Minister of Higher Education and Training, Mr Mduzuzi Manana



Empowering individuals
is investing in our future





Conclusion

There is increased interaction between the Department of Higher Education Training and other stakeholders in addressing duplications, as it has been seen to be one of the great challenges facing the Career Development Services. The Department of Higher Education Training will continue to co-ordinate and establish an interactive database for continuous updating of information and report to the NCDF.

CDS has set out a vision of a transformed post-school system which; is an integral part of the government's policies to develop our country and improve the economic, social and cultural life of its people. Central to these policies is the determination to bring about social justice, to overcome the legacy of our colonial and apartheid past, and to overcome imbalances and injustice whatever its origins.

Although enrolments at both universities and colleges will grow, the main expansion will be at the college level. TVET colleges will cater for the bulk of our post-school youth, as well as for the lower levels of the higher education band (NQF Level 5), a level which could also be offered by universities. An important innovation will be the introduction of a new institutional type – the community colleges. These colleges will absorb the current public adult education centres, continue to offer their programmes and expand their curriculum to include vocational, skills-development and non-formal programmes. Differentiation of both the college and university systems will ensure greater diversity.

The post-school system envisaged by CDS is the one that will be integrated, in such a way that the different components complement one another, and work together to improve the quality, quantity and diversity of post-school education and training opportunities in South Africa.

CDS also envisages a strategic shift in the role of the SETAs in skills planning and in supporting the provision of education and training, building on changes that have already been made over the past three years. Changes to the operation of the National Skills Fund are also envisioned.

Finally, CDS has noted that; the planned expansion of the post-school system and the improvement in the quality of its services inevitably require the strengthening of all its institutions – universities, colleges, SETAs, the NSF and the statutory councils. It is also essential that, in order to support the work of these institutions, the capacity of the Department of Higher Education and Training must be reinforced and further developed. Such capacity is required in a variety of areas. The Department will make every effort to ensure that it is a learning organisation, building its capacity on an ongoing basis to ensure that it can carry out its responsibilities effectively and efficiently in order to make its vision a reality





higher education
& training

Department:
Higher Education and Training
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