



THE CAREER GUIDANCE WORKSHOP



Connecting Career to Life

KNOWING THE WORLD OF WORK
SELF UNDERSTANDING



FINDING CAREER ALTERNATIVES
CAREER PREPARATION





Jiva - A Career Guidance System

A Background

Jiva is a career guidance system created for India by a team of internationally acclaimed career psychologists at The Promise Foundation and Consultant Psychologists Group.

The *Jiva* system is based on extensive research. It emerged from a large national survey of Indian young people's orientations to work and career and a national consultation on career psychology that was attended by scholars, teachers, counsellors, officials from the NCERT and UNICEF and heads of schools.

***Jiva* means life, in most Indian languages. The *Jiva* career guidance system shows the young person that a career can be happy and healthy when it becomes an extension of his/her life.**

Four Key Values

Career Development is a Spiral not a Ladder. Development may not always point in the “forward” direction. The world of work requires new learning as well as a return to earlier learnings to face new challenges. It may also require the individual to let go of earlier positions and begin anew.



The *Jiva* Tick Mark. The labour market today, offers the Indian young person innumerable opportunities. This does not mean that just because an opportunity exists it should be taken. How relevant is an opportunity to one's interests and aptitudes? Is it merely a job or does it lead to a career? *Jiva* teaches the young person to assess before accepting a career.

Green and Blue. These are the *Jiva* colours. *Jiva* challenges the young person's sensitivity to the “other”. Career development is more than a promotion of the self. The manner in which an individual engages with work should promote harmony within oneself, the community, and the environment.



The Changing and the Unchanged. A career develops in finding the balance between what changes and what does not change. Personal interests, for example, are more liable to change while aptitudes are relatively more stable. Jobs are tied to the boom and bust of the labour market. But a career, composed as it is of a collection of jobs, does not go out of demand as easily.

***Jiva* takes a value based approach and during the workshops, young people are given the opportunity to introspect and work out what career means to them from a lifelong perspective.**



Jiva Career Discovery Workshops for Students

About the Workshop

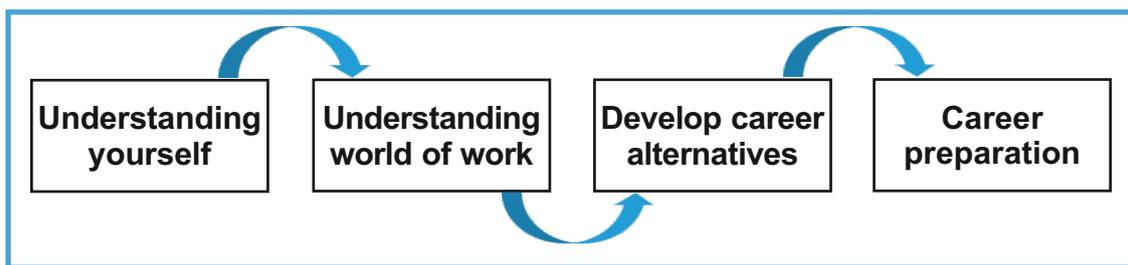
Standardised and Validated. All tests and techniques used in the workshop are culturally validated and statistically standardised for the Indian context.



Activity Based and Student Led. The workshop comprises series of activities supported by worksheets. The facilitator creates an environment for career discovery. Students engage in small group discussions with their peers and also engage in personal, introspective activities.

The Career Discovery Path

The workshop follows the career discovery path with the following key elements:

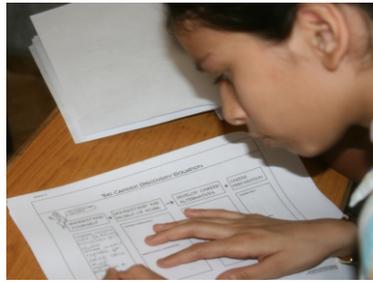


- **Self-Discovery.** The programme uses *quantitative* devices such as standardised aptitude tests and interest inventories. We also use *qualitative* methods such as identification of the student's accomplishments, hobbies, marks and grades. This data is combined to generate the student's potential profile which is a combination of the student's interests and aptitudes.
- **World of Work.** Students are introduced to a wide range of careers, courses and institutions, entrance procedures and eligibility criteria. They also learn about educational milestones, qualifications and subject streams. Attitudes towards work and career beliefs are also discussed.
- **Career Alternatives.** Students learn to combine information about themselves and the world of work and identify a specific set of careers to explore further.
- **Career Preparation.** The workshop culminates with the student learning to generate and develop educational pathways and career plans.
- **Career Report.** We prepare a career report for each student, with details about personal interests and aptitudes, career alternatives and career paths, with information about institutions for further and higher education. These reports are sent to the students approximately 6 weeks after the workshop.

Workshop Materials – An Overview



Flip Charts



Worksheets

Special Take Away...

All participating schools receive this set of 160 Jiva Career Information Cards, free of cost. These cards are used in the workshop and can be used as reference material in the school.



Career Dictionary



Learning Cards

Parent Workshop (Optional)

Many parents are uncertain about how to guide their children and may impose their own preferences. Included in the Jiva programme is a 2 to 3 hour group workshop for parents. The workshop informs parents about what was done in the student sessions and also gives them ideas and tips on how they can be an effective force in their child's career development. Ideally, this session should be held on the evening of the day on which the student workshop is conducted.

Workshop Details

- Target Group: Classes 10, 11 and 12.
- Duration: 1 full day per group.
- Programme Facilitators: A team of career psychologists from The Promise Foundation.
- Number of students: 40 (approximate) students per group.
- Timing: Student Session: 09.00 am to 04.30 pm (or as per the school timetable).
- Fees: Charged as per number of students.

Teacher Training: An Integrated Approach (Optional)

An integrated approach would ensure that discussions about career extend into the classroom. During the course of teaching a subject, a teacher can learn to show students how the subjects they are studying lead to a wide range of exciting careers. This not only improves students' career maturity, it could also increase their interest in the subject and in studies in general. Included in the Jiva programme is a 3 to 4 hour session for teachers which shows them how career development can be blended into the curriculum with no extra effort. Ideally, this session should be held on the same day when the student workshop is held.

The Facilitators

Gideon Arulmani is a Clinical Psychologist and holds a doctoral degree in Career Psychology from the University of Portsmouth (UK). He has more than 20 years of experience in the field and is a consultant to the World Bank, UNICEF, the International Labour Organisation and the Asian Development Bank, for whom he has executed training programmes in guidance and counselling in more than 30 countries. He is an International Fellow of the National Institute for Careers Education and Counselling, UK., Visiting Senior Lecturer at the University of Canterbury Christ Church, UK., and Visiting Professor at the Martin Luther Christian University, India.

Sajma Aravind holds a Master's degree in Clinical and Counselling Psychology from SDM College, Ujire. She works at The Promise Foundation in the capacity of Project Manager and career counsellor with the Jiva project. She counsels students in individual sessions and conducts group workshops in schools through which she has met many hundreds of students. Presently she is completing doctoral studies in career counselling for children with dyslexia.

Rayan Miranda completed his Master's in Social Work (Medical & Psychiatry) from St. Aloysius College, Mangalore and holds the position of Project Coordinator at The Promise Foundation. He plays an active role in working with students from less privileged homes and conducts career guidance workshops in several government schools.

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