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2021-05-18

TO WHOM IT MAY CONCERN

CAREER DEVELOPMENT COMPETENCE REFERENCE FOR CHRISTOPHER JOHN BEUKES

This letter serves as a reference of Mr. Christopher John Beukes's career development competence.

General statement

Having worked with Mr. Beukes on a number of projects and in a number of capacities in the period 2017-2021, I confirm that I found him to be a pleasant, motivated, and committed person who gives of his best and displays a willingness to walk the proverbial extra mile. Collaborating with him has been a great professional experience.

Contributions to the establishment of the South African Career Development Association (SACDA)

Mr. Beukes has contributed to the establishment of the South African Career Development Association (SACDA) as the professional body for Career Development Practitioners (CDP's) in South Africa. This role has included the development of policies and procedures required for optimal functioning of the professional body. In addition, he has developed a Recognition of Prior Learning (RPL) system and professional designation for SACDA.

Service to the community and the profession of career development

Mr. Beukes's commitment to outreach programmes and the cause of people with disadvantage has always been one of the focal points and strengths of his professional portfolio.

Contributions to the establishment of the *African Journal of Career Development (AJCD)*

Mr. Beukes has made (and continues to make) substantial contributions to the establishment of the *African Journal of Career Development (AJCD)* as an African peer-reviewed scholarly journal. He has also partnered with professional career development bodies in the United Kingdom, Australia, New Zealand, and Canada to create the International Career Development Peak Body Network (ICDPBN). In addition, Mr. Beukes has initiated the National Careers Week and National Careers Awards in South Africa.

Developing the Periodic Table of Skills (PTS)

Mr. Beukes has developed the Periodic Table of Skills (PTS) which is a framework for career management that covers 60 skills. The *Self Education Employability Device (SEED)* (a qualitative occupational assessment instrument and not a psychological test) and employability course have been developed based on the PTS.

Concluding comments

I found Mr. Beukes to be a motivated, committed, and bright human being, Having collaborated with him on various projects over the past few years, I commend him on his commitment to the task at hand and his ability to work in groups. A team player par excellence, he consistently displays commendable interpersonal and leadership skills. With his multi-faceted talents and his inspiring work ethic, accompanied by his ability to think independently, Mr. Beukes will be a great asset to any institution.

My best wishes accompany this dedicated, talented, and kind-hearted colleague.

Yours faithfully

A handwritten signature in black ink, appearing to read 'J. G. Maree', with a small arrow pointing to the right below the signature.

PROF. J. G. MAREE

DPhil (Psychology), DEd (Career Counselling), PhD (Subject Didactics Mathematics)

Registered Psychologist (Educational)