

**TO WHOM IT MAY CONCERN**

**LETTER OF REFERENCE: PERIODIC TABLE OF CAREER SKILLS FRAMEWORK FOR INCLUSION IN THE SCHOOL EDUCATION CURRICULUM**

It is great pleasure to recommend the **Periodic Table of Career Skills (PTCS)** framework developed by Mr Chris Beukes (SACDA) for inclusion in the school education curriculum. The PTCS is a novel, ground-breaking African framework for career management. The framework is based on sound theoretical and research foundations and seems to be the most comprehensive career management skills framework to date. The PTCS allows for an integrated progressive approach for career education by covering the main parts prior to covering the 60 skills outlined in the framework. The PTCS's value lies in its potentiality to be constructed into a sound curriculum programme that can be progressively presented according to levels of education. The framework offers the opportunity for learners to progressively develop a comprehensive range of career management skills (60 skills in total) during the course of their school years.

The PTCS is a well-grounded framework for career management. The framework brings together many seemingly diverse skills into one coherent framework that allows for a practical way to explain complex matters. As the framework covers 60 skills, it would take a number of years to fully capacitate a citizen with the requisite skills to manage their careers. It is for this reason that the framework is suggested as part of a phased curriculum in the school educational context.

Educating learners on the overall framework as a single concept could be a good way to begin the crystallisation process. This could be achieved through well-rounded training manuals and materials for the educator on the application of the PTCS, certification of the educator as a career development practitioner, and teaching them innovative ways of familiarising the learner with the skills framework such as for example, colouring in pages or tree starter kits, where learners could plant a seed to better understand the concept. This could then lead to the 12 parts being broadly covered as part of the next phase. The specific skills in each part could then be progressively covered during the grade levels, possibly 12 skills per year. Finally, the framework with the 60 skills could be integrated to ensure learners leave the basic education system with a good integrative understanding of their career skills.

I therefore, without hesitation, am keen to recommend favourable consideration of this golden opportunity to integrate this unique, novel and African-relevant framework in the South African education curriculum.

Sincerely



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