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About the Presenter:

Sachin Kumar holds a Master's degree in Geography and an M Phil degree in Career Counselling and Livelihood Planning. He started his career from Indian Military Academy, Dehradun (India) and then worked as a Lecturer in Geography in different government colleges under Himachal Pradesh University in North India. Sachin has wide ranging experience in working with young people and in training teachers and youth workers. He is a life member of Indian Society of Training & Development and an office bearer in the governing council of Indian Association of Career and Livelihood Planning. He is currently working with The Promise Foundation, Bangalore (India) as a Counsellor, Master Career Counsellor Trainer and Project Manager.

Title of Paper: **Capacity Building for Career Counselling and Livelihood Planning Services: Development of a degree course for the developing world context**

Abstract:

While a number of policy pronouncements in the recent past have advocated emphatically for the provision of career services for Indian young people, none of the documents reviewed seem to have spared a thought to the preparation of trained professionals to deliver these services. There have, however, been some sporadic but significant initiatives that have been taken up for capacity building. This paper attempts to report one such initiative undertaken by The Promise Foundation in partnership with the Martin Luther Christian University in the form of an M.Phil Programme in Career Counselling and Livelihood Planning. After a brief review of the current status of career counselling training in India, the paper presents the rationale for such an M Phil course in the Indian context. The key objective of this course has been to train a team of professionals who would have the capacity to: a) to deliver career counselling and livelihood planning services, b) conduct further research to broaden and deepen the knowledge base with the



specific reference to the developing world context, and c) transfer skills to others through short certificate courses. The course's key characteristics namely its evolutionary nature, its competency based approach, its experiential methodology and its focus on resource generation are discussed. The course comprised 8 papers with varying emphasis on theory and skill. It included papers on Career Psychology, General Psychology and Career Development, Labour Market and Career Development, Research Methods and Psychological Testing, Sociology of Work, Skills for Career Counselling, Skills for Career Information Management and Reflective Professional Development. This presentation will provide an outline of each theoretical and practical paper in terms of content, method and key characteristics. This will be followed by a brief description on the Portfolios of students' experience and learning . The paper concludes by highlighting key lessons learnt from the first implementation of the course. The lessons drawn are likely to inform similar initiatives in developing world in general and the implementation of such course in particular.