



Connecting Careers to Life

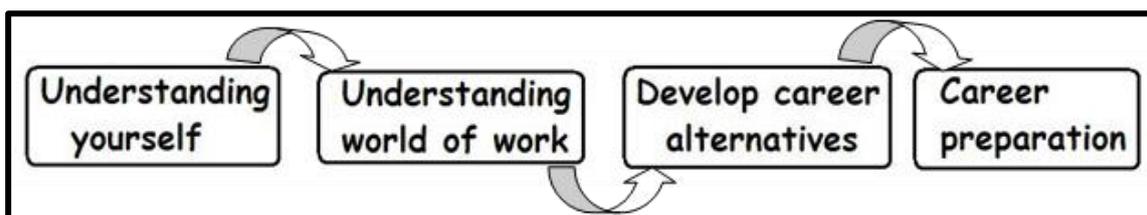
The Jiva Approach to Career Development

The Jiva Model of Career counselling has been developed for India by The Promise Foundation in partnership with leading career psychologists from around the world. *Jiva* means life in most Indian languages and this approach views career development as integrally connected to *life*. Key features of this method are:

- A *values* based approach to career choice. The model rests on five principles drawn from ancient Asian thought that underline how work is inherently connected with the larger context. These values are interpreted to match the demands of the contemporary world of work.
- A *mixed methods* approach to assessment. Jiva blends quantitative with qualitative methods. The Career Guidance Facilitator learns a testing process that is contextually grounded and at the same time able to offer a framework within which objective measurements can be made. The approach within the Jiva method is not to use normative data to compare one individual with another. Instead an intra-individual approach is taken to help the individual gain insights into the profile of what his/her interests and aptitudes are.
- *Participant-led* learning. Emphasis is laid on building the career chooser's skills to take responsibility for career development. Therefore the Jiva workshop design has no lectures or formal teaching units. The role of the facilitator is to guide and create an environment for career discovery. Strong emphasis is laid on peer-learning and introspection.
- Comprehensive *resources* for career guidance. Central to this course is the Jiva Kit. This is a rich compendium of career guidance material with which a complete career guidance programme can be delivered. The Kit is described in greater detail on the following pages.

The Career Discovery Path

The Jiva model comprises four key elements of career guidance which together are described as the Career Discovery Path as shown in the figure below.



Specific activities have been developed for each of these components. The facilitator guides students systematically through each set of activities. Learning is accumulative. The learnings of one activity contribute to the next one and so on throughout the programme. The Jiva workshop series culminates with the student identifying a set of career alternatives and learning how to prepare for these alternatives.

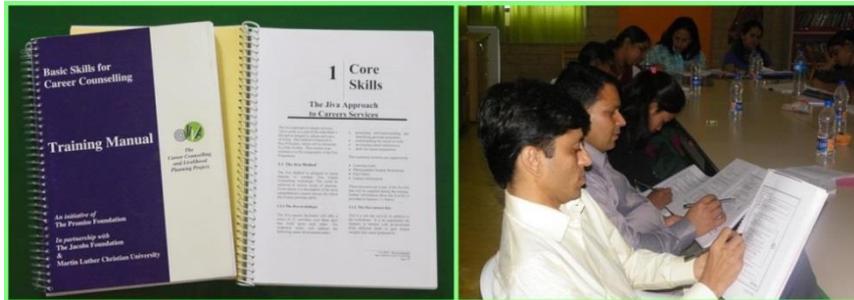
Jiva has reached over 150,000 students and youth, trained 210 individuals across 18 batches, has won international endorsement for its validity and has been adapted for use in a number of other countries.

This course in Basic Skills for Career Counselling develops the participant's capacity to deliver career guidance using the Jiva approach. The course blends theory with practice and is designed to build participants' knowledge and skills for career guidance facilitation.



The Jiva Kit

The Jiva Kit is a collection of career development resources developed specially for India. This Kit has been designed around the Career Discovery Path and has been trial tested extensively. The Kit does not excessively rely on infrastructural support. Some Jiva counsellors are even able to conduct effective career guidance just under the shade of a tree using the Jiva Kit. An overview of the Kit is provided below.



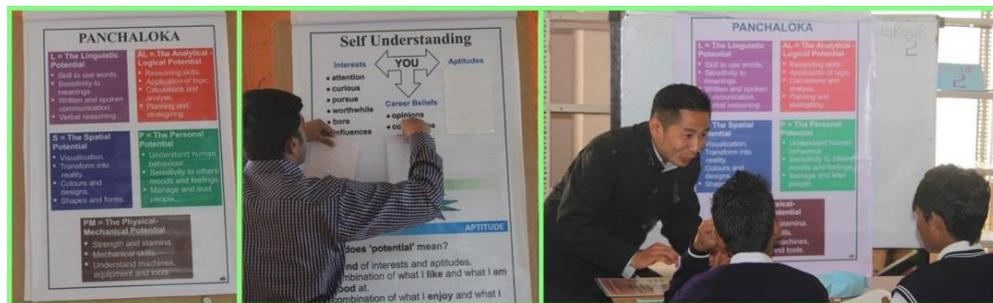
Facilitator's Training Manual

This is a comprehensive handbook covering key themes, a detailed explanation of career guidance skills and comprehensive facilitators' notes. The manual also carries information on related themes such as

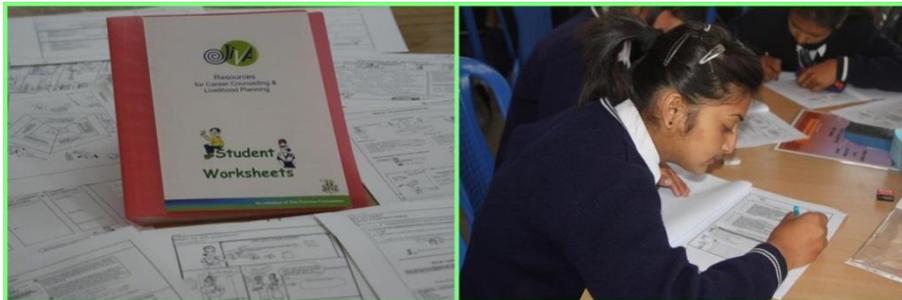
developmental milestones, personality and assessment. All notes are supported by a set of worksheets that facilitators can use to note down their learnings and insights.

Flip Charts

The Kit provides a set of large sized, highly durable charts that the facilitator can use for each of the sessions. They are large enough to be used in a class



room of about 30 to 40 children. This unit of the Kit allows the facilitator to conduct the programme with a minimum of resources.



Student Worksheets

Each activity in the programme is supported by specific Student Worksheets. The Kit supplies a Master Set of worksheets that can be photocopied for each workshop. Students compile all the worksheets

into their Jiva Workbook at the end of the programme. A completed workbook is a permanent resource for the student's further thinking about career development.

Learning Cards

Small group discussions are supported by large Learning Cards that match the Student Worksheets. The cards contain career development information based on which members of the small group have a discussion, fill in their section of the worksheet and then present their views to the rest of the class.



The Jiva Certificate Course

The Jiva Course is an intensive seven-day programme that leads to a certificate in basic skills for career guidance facilitation. Participants learn fundamental career guidance concepts and receive intensive training in skills for career guidance. The focus of the programme is to ensure that trainees gain mastery over the Jiva Kit. The course is delivered in the workshop format and takes a competency based, learning outcomes oriented approach to the process of teaching and learning. The course content comprises Conceptual Foundations and Core Skills. Key features of our training methodology are as follows:

- Lectures and Discussions
- Demonstrations
- Personalised Tutorials where necessary
- Skills Practice

- Role Plays
- Group Presentations
- Assignments and Tests
- Formative and Summative Feedback

Skills practice with Students

All participants prepare a short workshop at the end of the course and present it to a group of grade 10 students.

Certification

- All participants will receive a certificate from The Promise Foundation, stating the grade obtained by the candidate and the level at which he/she can function.
- All candidates who achieve a grade of at least C, will be recognised as Career Guidance Facilitators by the Indian Association of Career and Livelihood Planning (IACLP) (www.iaclp.org).
- This course is recognised by the Martin Luther Christian University (MLCU) (www.mlcuniv.in), a state university of Meghalaya. Candidates who complete a field assignment after the course can apply for their certificate to be endorsed by the university.

Faculty

Gideon Arulmani PhD., is the lead trainer of the course and handles the Conceptual Foundations component. He is the director of The Promise Foundation and led the team that developed the Jiva approach. Gideon is an internationally acclaimed specialist in career psychology and has written a number of papers and books on career guidance. He has led assignments for the ILO, UNICEF and the World Bank and has established career guidance services in a number of other countries.

Sajma Aravind, holds a master's degree in Counselling Psychology and handles the Core Skills component of the course. Sajma is a project manager at The Promise Foundation and is a gifted career guidance practitioner and an experienced trainer. She has led the skills training of 10 batches of the Jiva course.

Rayan Miranda, holds a master's degree in Psychiatric Social Work. He is a project coordinator at The Promise Foundation and manages the demonstration and practice components of the course. Rayan is extensively experienced in career guidance services for the disadvantaged sector.

Course Details

Eligibility

- At least Bachelor's degree (any stream).
- Minimum 20 years of age.
- Stated willingness to conduct career counselling programmes.
- At least 1 year experience of working with students and youth.
- Excellent communication skills.
- Fluency in English.

Dates and Timings

- 2nd to 9th January, 2015. Participants are expected to register on 5 December, 2014 by 4 pm.
- The course will be conducted from 9 am to 5 pm.
- 100% attendance is compulsory.

Contact Information

Rayan Miranda (Course Manager)
The Promise Foundation, 231, Cozy Home Layout,
Sompur Gate, B. Hosahalli Road, Sarjapura,
Bangalore-562125
Phone: 080-27823524; 9632767657 (between 9.30
am and 4.30 pm)
Email: promise@vsnl.com

Selection

- Submit your completed application form.
- Suitable candidates will be invited to take up an online Entrance Test.
- Candidates who reach the required grade on the entrance exam will be selected for the course

Course Fee

Rs. 30,000, inclusive of course fee, Jiva Kit, board and accommodation, and daily transport from accommodation to training venue. Does not include travel to Bangalore.

Venues

Training Venue :
The Promise Foundation, Sompur, Sarjapura, Bangalore.
Accommodation Venue :
Ish Krupa, Sarjapura, Bangalore. A retreat centre about 2 kilometres from the training venue.

Further Information

www.thepromisefoundation.org
www.jivacareer.org

