

Master of Philosophy (M. Phil.) in Career Counselling and Livelihood Planning

September 2012 to April 2014
An initiative of The Promise Foundation

1. Background

1.1. Relevance of career guidance and livelihood planning

In times past, occupational role allocation was relatively automatic and children followed in the footsteps of their parents. Changes unleashed by economic movements such as the industrial revolution and today, globalization, have disrupted this process of role allocation. The post industrial labour market, characterised by the forces of globalisation and the free market, requires the ability to make skilful educational and occupational choices. The service that is expected to address this need has been variously referred to as career counselling, career guidance, vocational counselling and vocational guidance.

The development of this field of research and application has remained poor outside the Western context. At the most fundamental level, the meanings of terms such as 'career', 'livelihood' and 'vocation' carry deeply cultural connotations. 'Career' is often associated with what the 'rich' can afford and is sometimes dismissed as being irrelevant to the needs of the disadvantaged and those who are living in poverty. It is essential that career development is defined within the multiple realities and paradoxes that comprise the Indian situation. When understood to mean livelihood or occupation or vocation or in its most simple sense, a *suitable* job, the crosscutting relevance of career development to all sections of the population becomes immediately evident. From this broader perspective, career counselling could serve as a tool to support young people to choose and plan effectively for a successful career.

It is with the intention of developing human resource that is capable of engaging with the deeper processes that bind work, livelihood and career together in the developing world context, that this M.Phil programme has been designed by The Promise Foundation.

1.2. Academic Partner

The Centre for Career and Personal Development (CCPD) at Canterbury Christ Church University, based in the Faculty of Education, Canterbury Christ Church University (UK), is one of the world's leading institutions in the career education and guidance sector. As Jiva's academic partner, faculty from CCPD contribute to curriculum development as well teaching some of the modules in the MPhil course.

Further information: <http://www.canterbury.ac.uk/education/career-and-personal-development/Home.aspx>

1.3. Affiliation

This M.Phil degree is awarded by the Martin Luther Christian University (MLCU), Meghalaya. MLCU was created by Act No. 11 of 2005 of the Legislative Assembly of Meghalaya and received the assent of the Governor on July 06, 2005. The Government of Meghalaya issued the Gazette Notification on February 22nd 2006. The creation of the University is in accordance with the University Grants Commission Act, 1956 under Section 2(f) and the University is empowered to grant degrees under Section 22 of the UGC Act.

Further information: www.mlcuniv.in



1.4. Accreditation

Successful candidates will receive accreditation from the Indian Association of Career and Livelihood Planning (IACLP). IACLP is a professional association founded with the intention of creating a fraternity of professionals and facilitating the delivery of services, related to career guidance and livelihood planning of the highest quality by competent and recognized professionals. The IACLP is a member of the International Association of Educational and Vocational Guidance (IAEVG), which is composed of memberships from more than 60 countries.

Further information: www.iaclp.org

2. About the Course

2.1. Curriculum

Approach: The course blends theory with practice. Training includes systematic practice under the supervision of experienced career psychologists. Significant emphasis is laid on acquiring competencies for career guidance and counselling.

Papers: Papers take an interdisciplinary perspective and include:

1. General Psychology: Emphasis on Career Development.
2. Career Psychology: Emphasis on culture resonant models and theories.
3. Basic skills for counselling and skills for career counselling.
4. Sociology of Work.
5. Labour Market and Career Development.
6. Psychological Testing.
7. Social Science Research: Orientation to basic methods.
8. Career Information Management.

Credits: These 8 papers are of varying weightages and will be offered in overlapping modules. Each paper will have a varying credit value depending on the weightage given to the unit in the overall course structure.

The total credits add up to 60, where, 15 lecture hours will carry 1 credit and 30 practical hours will carry 1 credit.

2.2. Courseware and Resources

- **Readers:**

Students will receive a Reader for each paper. The Reader will be made up of notes, key papers and references.

- **JIVA Career Counselling Kit**

The skill training for career counselling is located around the Jiva Kit. This Kit has been prepared as a comprehensive compendium of career development resources required to set up a Career Resource Centre. Each M Phil student receives a complete Jiva Kit which includes the following: Counsellor Training Manual, Flip Charts, Student Worksheets, Career Information Cards, Learning Cards, a set of 20 Careers Dictionaries, Career Resource Handbook, the Jiva Life Lines Board, Career Information Data Manager (a database with career information). For the details of different components of the kit please visit:

<http://www.jivacareer.org/project/page/jiva-kit.html>



- **Library**

All students will have access to a small but one of the most concentrated libraries related to career and livelihood planning. Our collection includes over 600 books and more than 5000 reprints and articles from close to 44 international journals.

2.3. Course Delivery

The course will be delivered in a modular manner as follows:

- 5 modules of direct contact with faculty at The Promise Foundation Training Centre in Bangalore. Each module will be 10 days long, not including weekends.
- Systematic submission of course and field work between modules, as per a pre-prepared schedule, from the candidate's preferred location, via email. This would include the following:
 - Assignments based on readings and course work.
 - Reviews of journal articles and books.
 - Practical assignment submissions based on clearly defined target groups.
 - Development of teaching-learning material for career guidance
- One of the modules will be conducted at the MLCU Campus in Shillong, Meghalaya.

2.4. Teaching and Learning Methods

Course tutors will employ a combination of teaching-learning methods, ensuring that the emphasis is on learning rather than teaching:

- Lectures based on guided readings.
- Written assignments based on lectures and field experience.
- Seminars presented by students.
- Journal / book reviews.
- Supervised field work.
- Projects – either applied or research oriented.

An over all guiding principle would be that all teaching-learning interactions aim for 'outputs' from students in the form of any or all of the following:

- Articles that could be published.
- Teaching-Learning Material.
- Demonstrations of skill / competency as relevant to the module being taught.

2.5. Anticipated Course Outcomes

Successful candidates would be able to:

- Deliver career counselling and livelihood planning services to students and young people from varied backgrounds, through one-to-one sessions and group workshops.
- Establish career resource centers.
- Establish departments of career guidance and livelihood planning.
- Teach career guidance and livelihood planning at the post graduate level.
- Conduct further research and contribute to building a deeper and wider knowledge base in the area of career development and livelihood planning.



2.6. Assessment for award of degree

The student will be assessed along two parameters:

Completion of papers:

The student is expected to successfully complete all 8 papers, as described in Section 2.1 above. These courses will be assessed through methods as relevant to the particular subject matter. This would include the following:

- Grading of assignments.
- Grading of projects.
- Grading of essays.
- Written examination
- Assessment of skills for individual counselling.
- Assessment of skills for group counselling.
- Assessment of skills for teaching.
- Assessment of skills for accessing, managing and transmitting careers information.

Portfolio

The traditionally expected final 'output' from an M.Phil is a thesis. Students of this course will draw the various inputs together to produce a Portfolio of their experiences and learnings. This portfolio will be compiled over the course of the M.Phil programme.

The portfolio will be based on a particular theme selected by the student in consultation with his/her supervisor. Themes could be based on any aspect of the target group's characteristics including the following:

- Nativity (e.g. rural, urban, coastal)
- Gender
- Age group
- Education level
- SES status

The portfolio will present the following to address the selected theme:

Portfolio component	Description	Length / Requirement
Narrative Report (1)	4 personal experiences over the course of the M.Phil with reference to the chosen target group, interpreted into one of the Theories of Career Psychology.	1500 words
Narrative Report (2)	A narrative report of the impact of the Career Resource Centre on the chosen target group.	1500 words
Book Review / Journal Review	1 book review on the chosen target group.	600 words
Worksheets and teaching learning material (students)	Worksheets that would address a specific livelihood planning or career development need of the chosen target group	4 worksheets
Research Project	On the chosen target group, drawing from any of the papers being studied.	5000 words
Summary Papers	A summary of selected papers being studied, interpreted from the perspective of the target group being studied.	1500 words per paper

3. Faculty

Gideon Arulmani, Ph.D



Papers and modules:

Gideon is the Director of this programme. He will lead the papers on Career Psychology and Skills for Career Counselling. He will teach modules in Labour Market and Career Development, Psychological Testing and Career Information Management.

Gideon, is a clinical psychologist with an M.Phil in Medical and Social Psychology from the National Institute for Mental Health and Neuro Sciences (India) and a doctoral degree in Career Psychology from the University of Portsmouth (UK). He also holds an advanced diploma in Counselling and a diploma in Philosophy and Theology. He is the Founder and Managing Trustee of The Promise Foundation, headquartered in Bangalore, India.

Gideon has been interested in the interface between culture and counselling with specific reference to the psychology of work and career. His research has been presented at international conferences as well as in peer reviewed scientific journals. He is well known for his book on the theory and practice of career counselling (McGraw Hill, 2004).

Gideon is an international consultant for the World Bank, UNICEF and the Asian Development Bank, for whom he has executed assignments on guidance and counselling in Sub Saharan Africa and South Asia. He is a board member of the International Association for Educational and Vocational Guidance and an Honorary Research Fellow, University of Portsmouth, UK. 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 University, India. He is the president of the Indian Association for Career and Livelihood Planning (IACLP). He is a member of the Government of India Planning Commission's committee for Adolescents' Development and Youth Affairs.

Sonali Nag, PhD



Papers and modules:

Sonali will lead the papers on General Psychology, Psychological Testing and Research Methods.

Sonali is a clinical psychologist trained at the National Institute for Mental Health and Neuro Sciences (NIMHANS) in India. She is a Newton International Fellow presently at the University of York (UK). She leads the Consultant Psychologists Group which has an international network.

She has won grants from the British Academy and is an international consultant to organizations such as the ILO and UNICEF. Her research has been widely published in international journals and as book chapters. Sonali is committed to interpreting research from the behavioural sciences into applications that have relevance to children and adolescents.

Among other contributions, Sonali is well known for her work related to the prevention of child labour through which she has developed handbooks and training material for teachers and community workers. She has participated in large scale surveys and experimental studies ranging from career counselling and literacy acquisition to examining the impact of poverty and disadvantage on psychological development. She

is particularly interested in the school-to-work transition of individuals with special educational needs.

Anita Ratnam



Papers and modules:

Anita will lead the paper on the Sociology of Work.

Anita holds a Master of Arts degree in Development Studies, from the University of East Anglia, UK and has specialised in Rural Management from the Institute of Rural Management Anand, India.

She is a specialist in Institution Leadership, Development and Governance, Training Design, Curriculum Development and Facilitation. She has evaluated a wide variety of NGOs for the impact of their programmes and organisational processes.

Anita has guided various research projects including a study of the linkages between Call Centres and Experiences of Youth-hood, documentation of dying sports and indigenous games in Rural Bangalore, Situation of Textile Artisans in different parts of India and presented this as a photo-exhibition and guided students research into land sales in the wake of liberalisation, and the situation of workers in the floriculture units around Bangalore. *Samvada*, the organization she founded works with college students and youth to sensitize them to issues relating to caste, communalism, gender, environment and poverty.

Anita led a highly successful symposium at the Jiva-IAEVG International Career Guidance conference held in Bangalore in 2010 which for the first time brought the issues that surround livelihood planning onto an international platform. She has subsequently represented India at other international conferences on career guidance, where her ideas have been much appreciated.

Sachin Kumar



Papers and modules:

Sachin will lead the paper on Labour Market and teach modules in the paper on Career Information Management.

Sachin holds an M.Phil in Counselling Psychology specializing in Career Counselling and Livelihood Planning, and a Postgraduate Diploma in Training and Development.

Earlier associated with The Promise Foundation, Bangalore as a core team member and Master Career Counsellor Trainer, he is currently working as an Assistant Professor in a Government College in Chamba district of Himachal Pradesh. One of the founder members of Indian Association of Career and Livelihood Planning (IACLP) and a life member of Indian Society of Training and Development (ISTD) and National Association of Geographers, India (NAGI), he is also a part of Young Leaders Think Tank (YLTT), a group of young professionals brought together by Friedrich Ebert Stiftung, India in order to deliberate on issues related to social democracy in the country.

Sachin is an expert on career information management and the interface between labour market information and career counselling. He led a team in India that developed a scientifically classified occupational list.

He also consults for a number of educational institutions, civil society organizations, government departments and corporate houses working with young people in the areas related to education and career development.

His other interests include reading Hindi and Urdu poetry and engaging with issues related to preservation of the cultural heritage of the Himalayan region.



Hazel Reid, PhD:**Papers and modules:**

Hazel will lead the module on Theories of Career Psychology.

One of the most well known career psychologists internationally, Hazel is a Fellow of the Institute of Career Guidance, a member of the International Association of Educational & Vocational Guidance, a NICEC Fellow (National Institute of Careers Education & Counselling) and co-edits the NICEC journal. She has published widely and presents papers at national and international conferences. She is involved in European projects related to the work of career guidance practitioners. Her previous research was concerned with the meanings given to the function of supervision within guidance and youth support work.

Currently she is exploring the development of constructivist approaches for career guidance and counselling. Hazel is a Fellow of the Academy of Higher Education and a founding member of the newly formed European Society for Vocational Designing and Career Counselling.

Hazel has been involved with this M.Phil programme from its inception and has contributed significantly both to curriculum design and course ware development as well as to teaching.

Anuradha J. Bakshi, PhD**Papers and modules:**

Anuradha will teach modules in the paper on General Psychology, Research Methods and Psychological Testing.

Anuradha is a developmental psychologist and Associate Professor at the Nirmala Niketan College of Home Science, one of the most well-known women's education institutions in India, affiliated to the University of Mumbai. She has completed her PhD from the University of Tennessee at Knoxville, USA, and her master's degree from the Maharaja Sayajirao University of Baroda, India. She teaches students in the B.S., M.S., and PhD Human Development programs.

Her research career spans over two decades in varied areas such as resilience, education, and spirituality. Her research has been published as monographs as well as in peer reviewed journals. She is presently working on her own book in the field of Research Methods. She is a reviewer for other journals in the fields of psychology and counselling. She is a Guest Co-Editor of the July 2011 issue of the International Journal for Educational and Vocational Guidance (IJEVG), a Springer publication.

She is a consultant in multiple areas such as Research Methods and Statistics, and Human Development. Student support and welfare is one of her priorities. As a university teacher, she has invested substantial time in career guidance and counselling of students, especially advanced students and alumnae.

Anuradha made significant contributions to the Jiva-IAEVG International Career Guidance conference held in Bangalore in 2010, as a member of the plenary team. She is the Vice-President of the Indian Association for Career and Livelihood Planning and Managing Editor of the Indian Journal for Career and Livelihood Planning. She is also one of the lead editors of the forthcoming Handbook of Career Development: International Perspectives, to be published by Springer International.



Resource persons

- *Prof. Glenn Kharkongor:* Professor of Health Sciences, Martin Luther Christian University, will discuss indigenous approaches to guidance and counselling.
- *Kamini Ramachandran:* President, Singapore Story Telling Association, will present story telling as a culture resonant approach to guidance & counselling.
- *Mariyam Nazima:* President of the Maldivian Labour Tribunal, will discuss issues related to migration and employment.
- *Lorraine Rodrigues:* Head of Shared Services Engagement & Integration, at ANZ Bank, will present issues related to work readiness and preparing young people for employment.
- *Sajma Aravind:* Career Counsellor at The Promise Foundation, will supervise skills related to the practice of the Jiva approach to career counselling.
- *V R Devika:* Specialist in Gandhian Studies, will present the Gandhian understanding of work and the human potential.

4. Course Administration

4.1. Course Schedule

- *Duration:* 18 Months. The coursework is spread over 3 semesters.
- *Schedule (includes 1 day off):*
 - Module 1: September 2012: 15th to 25th
 - Module 2: February 2013: 5th to 15th
 - Module 3: July 2013: 15th to 25th
 - Module 4: November 2013: 5th to 15th
 - Module 5: February 2014: 15th to 25th

4.2. Eligibility

- A recognized post graduate degree, preferably in the social sciences.
- Demonstrate a well-developed fluency in the English language and one other vernacular.
- Demonstrate a clear commitment to the field of career guidance and livelihood planning.
- One year experience of working with adolescents / young adults.
- Pass the admission test.

4.3. Admission procedure

- Candidates are to fill and submit an application form. Forms are available from The Promise Foundation and the Martin Luther Christian University. Please email: promise@vsnl.com for the form or download it from the Jiva website at: <http://www.jivacareer.org/project/page/about-mphil-programme.html>



- After scrutiny of the received forms candidates would be informed about the entrance examination.
- The question paper would be sent via email and candidates would be given 4 days to send in their responses through email.
- Based on their performance in the written test, shortlisted candidates would be intimated about the personal interview. The interview would be conducted by telephone.

4.4. Fees and scholarships

- **Course Fees:** Rupees 120,000 payable in three instalments of Rs. 40,000 per instalment at the beginning of each semester.

The fee is inclusive of:

- Tuition Fee.
- Course Material and Readings.
- All contact programmes and tutorials.
- Jiva Career Counselling Kit.
- Access to a well stocked library.
- Visit to practice schools.
- Board and accommodation during the five modules in Bangalore.

This fee is not inclusive of travel expenses.

- **Scholarships:** A few partial scholarships are available for meritorious candidates. Scholarships will be awarded based on merit. Interested candidates are welcome to apply.

5. Important dates

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| • Last date for submission of application forms: | July 15 th 2012. |
| • Mail out of entrance question paper (email): | July 20 th 2012. |
| • Submission of answer script (email): | July 25 th 2012. |
| • Telephonic interviews: | July 28 th to July 31 st 2012. |
| • Announcement of selected candidates: | August 1 st week 2012. |
| • Last date for payment of 1 st fee instalment: | August 10 th 2012. |
| • Commencement of the course: | September 15 th . |

Contact Information:

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