

## Career Guidance at the Secondary Education Stage in Tamil Nadu: Teacher Training Programme

*A partnership between The Promise Foundation  
and UNICEF (office for Tamil Nadu & Kerala)*

### About The Promise Foundation

The Promise Foundation is a charitable trust established in 1988 to conduct research in India and use the findings of this research to develop applications for the potential realisation of children from economically disadvantaged homes in India. Career Guidance is one of the important activities of Promise. The Foundation has been involved in developing career guidance programmes for high school students for the last 30 years and has reached more than 150,000 adolescents all over India. More information here:

- About The Promise Foundation: [www.thepromisefoundation.org](http://www.thepromisefoundation.org)
- About our career guidance intervention: [www.jivacareer.org](http://www.jivacareer.org)

### Career Guidance in Tamil Nadu:

UNICEF and The Promise Foundation (TPF) partnered over the years 2019-2020 and 2020-2021 to build capacity for the delivery of culturally and economically resonant career guidance services for high school students from economically disadvantaged homes in Tamil Nadu. The outcomes of these engagements are as follows:

- **2019-2020:** Development of a culturally grounded career guidance kit and trial testing of this kit in 3 districts of Tamil Nadu. This activity was conducted as a partnership between Promise, UNICEF (office for Tamil Nadu & Kerala) and Samagra Shiksha, Government of Tamil Nadu. To see the full report, click on the link given below :  
[thepromisefoundation.org/files/documents/cad26810-fd10-40bc-a6bf-c0cf18aa6cc2.pdf](http://thepromisefoundation.org/files/documents/cad26810-fd10-40bc-a6bf-c0cf18aa6cc2.pdf)
- **2020-2021:** During this period the following were achieved:
  - A. Digitalisation of the career guidance intervention: The material developed for face-to-face delivery of career guidance has been digitalised for use in the online format.
  - B. A Certificate Course in Career Guidance to train career guidance practitioners in the knowledge and skills of career guidance has been developed.
- **2021-2022:** The plan for this academic year is to build the capacity of high school teachers to implement career guidance for their high school students, in school or online.

### Career Guidance at the Secondary Education Stage in Tamil Nadu: Pilot Teacher Training Programme

This programme will be conducted in partnership with SCERT - Tamil Nadu. The objective is to conduct a **Career Guidance Facilitator** course for teachers and **Career Guidance Leadership** course for administrators. The programme will be conducted as a pilot in 2 to 3 schools in all districts of the state. The training will be given in the blended learning format. The following format will be used for training:

- *Self-Learning:* Selected teachers and administrators will material provided to them online and self-learn the basic concepts of career guidance.
- *Face-to-face virtual training:* will be conducted online by experts from The Promise Foundation.

Please see below for an overview of the course.

## Course Overview

The course is divided into two parts: Conceptual Foundations and Core Skills.

### Conceptual Foundations

*Learning Objective:* The Conceptual Foundations section will help the learner understand the basic concepts of career guidance.

The Conceptual Foundations section is made of 7 Units as follows:

Unit Number	Unit Title
1	Introduction to the Key Elements of Career Guidance
2	What is Career? What is Career Guidance?
3	Promoting Self-Understanding
4	Skills for Understanding the World of Work
5	Skills Developing Career Alternatives
6	Skills Career Preparation
7	Understanding Adolescence

*Training Method:* The Conceptual Foundations section will be covered in the **self-learning** mode as follows:

- Step 1: Please click on the Unit Names to access the Conceptual Foundation Notes.
- Step 2: After reading and understanding the Notes, complete the assignment and submit it for evaluation. You will find the link to the assignment at the end of the Notes.

The Notes provided are simple and short. Each section will require approximately 30 to 60 minutes to complete including the assignments.

### Core Skills

*Learning Objective:* The Core Skills section will focus on skills development for conducting career guidance programme in the face-to-face and online formats.

The Core Skills section is made of 15 career guidance activities as follows:

Activity Number	English	Tamil
	Work... Job... Career	வேலை... பணி... வாழ்வாதாரப்பணி
1	The Career Discovery Path	வாழ்வாதாரப்பணி கண்டுபிடிப்பு பாதை
2	The Jiva Career	ஜீவா வாழ்வாதாரப்பணி
3	Self Understanding: Interests, Aptitudes and Career Beliefs	தற்புரிதல்: விருப்பார்வங்கள், இயல்திறன்கள் மற்றும் வாழ்வாதாரப்பணிசார் நம்பிக்கைகள்
4	Panchaloka: The Multiple Potentials Framework	ஐந்து உலகங்கள்: பன்முக உள்ளாற்றல் சட்டகம்

Activity Number	English	Tamil
5	Self-Understanding: Revision Exercise	தற்புரிதல் : திருப்புதல் பயிற்சி
6	My Interest Profile	எனது விருப்பார்வம் சுயவிவரம்
7	Find your strengths: The Strengths and Accomplishments Questionnaire	உங்கள் பலத்தைக் கண்டறிதல்: பலம் மற்றும் சாதனைகள் வினாப்பட்டியல்
8	Making Links	இணைப்புகளை உருவாக்குதல்
9	I Believe...	நான் நம்புகிறேன்
10	Work... Job... Career	வேலை... பணி... வாழ்வாதாரப்பணி
11	Educational Milestones	கல்வி மைல்கற்கள்
12	Life Lines	வாழ்க்கை கோடுகள்
13	My Potential Profile and Career Overview	எனது உள்ளாற்றல் சுயவிவரம் மற்றும் வாழ்வாதாரப்பணி கண்ணோட்டம்
14	My Career Plan	எனது வாழ்வாதாரப்பணித் திட்டம்
15	My Next Steps...My Career...My Life	எனது அடுத்த அடிகள் .... எனது வாழ்வாதாரப்பணி ..... எனது வாழ்க்கை

**Training Method:** Experts from The Promise Foundation will conduct face-to-face virtual training online for all participants who complete the Conceptual Foundations. Training will be conducted district-wise in batches of 25 to 30 candidates per batch. The training duration will be 5 days for teachers and 3 days for administrators.

#### **Certificate**

All candidates who complete the course requirements as described above will be awarded a Career Facilitator or Career Leader certificate by The Promise Foundation.

#### **Important**

**Candidates must complete all 7 self-learning Units of the Conceptual Foundations section in order to qualify for the Core Skills training.**

Please click the BACK button to go to the Course Units Page.

We look forward to working with you to build career guidance services for Tamil Nadu.