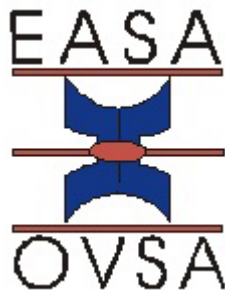


Call for Manuscripts: Special Issue



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Renewing career counselling to promote the facilitation of sustainable decent work across the globe

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According to Krapivin (2018:1) “[m]uch of life over the past century conformed to the three-stage model of study, work, retire. It’s a model that was predicated on reasonably high levels of stability, both in the skills required in the workplace and also the labor market itself. Training in one field and then having one or two employers for the majority of your working life was commonplace, but it’s a model that is increasingly being challenged.” Consistent with Krapivin’s view, Hirschi (2018) contends that digitisation (the mechanisation and computerisation of work) and automation (referred to as the 4th Industrial Revolution (Schwab, 2016)) represent key socio-economic developments in the 21st century that are expected to have a profound impact on the character of society, the world of business, and, consequently, the world of work. Hirschi (2018) furthermore supports claims made by authors such as Arntz, Gregory and Zierahn (2016), Brynjolfsson and McAfee (2014), Ford (2015), Hartung and Cadaret (2017), Maree (2018), and Savickas (2015), who assert that multiple contemporary occupational changes are bound to set in motion the elimination or altering of many thousands of jobs. Subsequently, a large number of new jobs and industries will emerge and give rise to numerous new occupations, new industries, and novel ways of work.

These and other occupational phenomena and associated challenges require our serious attention. To address them, it will be key to revise, revamp and renovate current theoretical models that underpin and are used to guide our response to changes in the world of work (Di Fabio, 2017; Hartung, 2011; Maree, 2013; Rossier, Ginevra, Bollmann & Nauta, 2017; Savickas, 2015; Savickas & Porfeli, 2012). In view of the significant developments in information communication technology (ICT) – which have been related strongly and positively to the Fifth Information Wave (the digital revolution) in general and the Fourth Industrial Revolution in particular – it has become essential to reflect critically on our research, theory and practice.

Updated theoretical models should elaborate on the development and application of the critical skills (C’s) of critical thinking, curiosity, creativity, collaboration, communication, career agility (Andersen, 2017; Lozanov, 2018; Wolfe, 2017), all of which are currently beyond the capability of robots and artificial intelligence.

21st century workers will expend their work-lives in the employ of multiple employers. The challenges they will experience include merging their work and life roles; remaining employable (Savickas & Porfeli, 2012); becoming career resilient (Maree, 2017); achieving career agility; and staying relevant in the rapidly shifting occupational world. The latter requires increasing changes in the contracts or arrangements between employees and employers. Recent occupational trends such as the gig economy and digital nomads (Krapivin, 2018) excellently demonstrate how these changes – played out in occupational contexts – will increase people’s sense of insecurity and uncertainty. Doyle (2017:1) rightly argues that “upgrading one’s employment status has become an ongoing process” and contends that people should develop skills that cannot easily be automated or performed by robots.

Against the background outlined thus far, this Call for Manuscripts is first of all premised on the view that having access to work is a basic human right. Second, it considers the perspective that fewer and fewer people are enjoying the right to work or able to find employment. Third, a growing number of workers is substituted by artificial intelligence and robots so as to minimise costs and maximise profits. Fourth, more and more people cannot provide in their own and their families’ needs, which gives rise to emotional challenges. Fifth, work and self-identity are increasingly affected negatively, which makes it more and more difficult to retain a satisfactory sense of self. Sixth, in addition to under- and unemployment being a morally indefensible, unpleasant and painful reality in the postmodern era, the serious threat that this situation poses to global peace dare not be underestimated.

Challenges to be addressed in the future workplace include the following (Krapivin, 2018):

- Managing ‘mature’ workers by facilitating flexible working (hours)
- Contending with and managing a multi-generational workforce
- Facilitating a work environment that reflects the large number of occupational options that are becoming available as a result of the development of novel technologies

- Equipping employees with the skills needed to adapt to rapidly changing work contexts
- Adopting a positive attitude towards change and its impact
- Predicating the hiring, rewarding and promoting of workers on the knowledge that the notion of rigid career paths is being replaced by unpredictable career trajectories and journeys

Thus, to remain valuable to clients, the aims of career counselling will have to change to fit the changed needs of workers and work seekers in the 21st century. While these aims will still include helping people choose a field of study and/or a career, the emphasis will to a larger extent be on helping them to construct their careers and themselves. Career counselling should help them to become more employable, more adaptable, and more career resilient; to find sustainable decent work; to make meaning of their career lives; to find a sense of purpose and design successful lives; to thrive and make meaningful social contributions (Duarte, 2017; Maree, 2018; Savickas, 2013). As mentioned earlier, career counsellors are called upon to constantly rethink the theory and practice of career counselling so as to promote these aims and ideals (Duarte, 2017; Guichard, 2013; Hartung, 2015; Maree, 2018; Savickas, 2015).

It follows that contemporary theoretical perspectives on career counselling intervention should be based on the implicit assumption that perceived major work-related threats should be regarded as challenges that can and should be converted into opportunities instead of as insurmountable 'problems.' In the past, seemingly unmanageable advances have often resulted in widespread job losses, but, at the same time, people have under such circumstances managed to devise innovative work-related opportunities. It should be stated here that the notions of turning pain into hope and converting challenges into opportunities underscore the key value of Life Design intervention – its power to help present-day workers cope with major change, design successful lives, and make meaningful social contributions. That said, while Life Design offers a proven way to deal with global career counselling-related challenges, a number of other approaches and associated interventions also provide a viable theoretical and practical foundation on which career counsellors can build to solve work-related challenges.

The challenge facing us as career counselling researchers, theorists and practitioners in the early part of the 21st century is how to individually and collectively convert perceived major work-related threats into opportunities for all. While we need to maintain and promote the conversation on these and related matters, we should above all adopt a future perspective. Accepting and embracing change is important. Perpetuating discourses about how good the situation was and how bad things are today, serves no purpose. It is essential for us to accept change as inevitable and to look ahead towards dealing with challenges and making the most of opportunities posed by Work 4.0. Ultimately, finding ways to help workers to not only deal with, but to actually thrive in these rapidly changing times, is the main aim of this special SAJE issue.

Types of Manuscripts Required

We welcome proposals for innovative micro-, meso- and macro-interventions that address the challenges elaborated on thus far in the Call, and that aim to promote sustainable decent work for all people.

Typical questions requiring answers to deal with the challenges outlined above are the following:

- How can current career counselling models for promoting sustainable decent work for all be renovated and advanced to pre-empt challenges brought about by the Fourth Industrial Revolution?
- Which new career counselling models can be designed to promote sustainable decent work for all at a time when automation and digitisation are increasing and contributing to major job losses?
- Which economic systems are most suited to promote decent work for all?
- How can career counselling be promoted systemically through education at various levels?
- What can the public and private sectors do to promote sustainable decent work for all?
- What can individual people and civil society do to promote sustainable decent work for all and to maximise workers' access to decent work?
- How can individuals manage their careers to maximise their chances of accessing decent work?
- What are the career counselling theory, practice, research and policy implications of changes in the world of work?

Deadline for Submissions

Manuscript proposals should include the manuscript title, an abstract of 300–400 words, authors' full names and affiliations, as well as their contact details. The proposals should be e-mailed to Kobus Maree at kobus.maree@up.ac.za. Once a proposal has been considered, the editor will e-mail the author the SAJE guidelines document as well as other relevant information. The deadline for submissions for this special issue of the SAJE is 31 July 2019. Submitted manuscripts will undergo peer review, and authors should receive the decision of the peer reviewers by 31 March 2020. The SAJE publisher is the Education Association of South Africa who uses the open journal management system. We hope to complete the proof-reading and editing of the guest issue by 29 April 2020. The issue will be published online by 30 April 2020 in a form that is fully citable. Hard copies will be available by the end of May 2020.

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Completed manuscripts should be e-mailed for review to: estelle.botha@up.ac.za.

Closing date for submissions: 31 July 2019