

## Semi-focused group interviews

### 1. What have you gained from participating in the career construction activities you have engaged in throughout the programme?

22 [IP 24]: Since last year you started teaching us Mam, I did not take it seriously, I [22] 23 thought we were just playing, I took it as a game, I used to write just for the sake of writing 24 (Aah! bengibhala nje, ngingakutsatsi serious, bengibona ngatsi mdlalo nje...), But you kept 25 on coming, but I regarded it as a waste of time, but now I understand that choosing a career is 26 not a once of thing, but a process, such that a person can change every day, today I think this, 27 tomorrow that, that's why the careers I had chosen last year are no longer the same now, even 28 the subjects that I had thought to take - I have changed because now I understand that a I have 29 to consider subjects when choosing a career, you do not just choose

**Commented [TM1]:** Career choice, a process, not once off event.

30 [IP26]: what I have learnt is that, you have made realize what I want in life 30 now, 31 which I did not know before. Even me, I also did not take you seriously in the beginning 32 ("vele bengingavisisi nekutsi kwentekani, bengimane ngenta nje...), but now I realise that I 32 33 have to take a decision to become something in life. That is why now, I have also changed 34 35 what I wanted and chosen something else.

**Commented [TM2]:** Lack of career knowledge- intervention regarded as unimportant

**Commented [TM3R2]:** Self-knowledge was lacking before participation in the intervention

37 [IP34]: I have gained because when I was in Grade 9 I did not know what I wanted 38 to become and I was not aware of my capabilities, I was just coming to school but now that I 39 am in Grade 10 and this programme is helping me realize my stand in terms of careers. Now I 40 know that I do not have to confine myself to one choice because you don't know which one 41 will succeed, and as I continue with the subjects that I have chosen, I feel confident that they 42 are appropriate because I realize that am not that kind of person who can be conquered easily, 43 I want that if I fail, I must know the reasons that caused my failure. Now that I am in Gr.10, I 44 have thought of two careers to pursue, since am still going to Gr.12- I don't know what will 45 happen.

**Commented [TM4]:** Lack of self-awareness, demotivated towards schooling. Self awareness, a pre-requisite for career choice and decision making

**Commented [TM5]:** Increased self-awareness vs high level of confidence and promotes informed career choice and decision making

46 [IP32]: Myself Mam, in fact I already knew what I wanted in life but was not 47 sure about the career itself, so when you started teaching us you helped me understand better 48 about the career that suits me, that's why now I know very well what I want in life.

**Commented [TM6]:** Increased career knowledge /better understanding about career after the intervention

### 2. What is it that you liked most about the programme? What is it that you did not like? Any suggestions to make the programme more effective?

60 [IP34]: What I have liked with the programme is that it has helped me realize my 60 position 61 as a learner, what I want in life and how can I achieve my goals, and also realizing 62 that there are many jobs out there which I did not know. What I did not like with the programme 63 is that it came as a surprise, I did not expect it, but most of the things I have liked.

**Commented [TM7]:** Positive impact of the intervention prog: self-realisation, firm career decision, broader view about careers [many jobs out there which I did not know]

64 Facilitator: okay, cool. What suggestions would you have to make the programme more effective?

66 IP34: My suggestion would be that now that I have learned, I can now be able to share with 67 others in grade 10 that the choice of subjects is very important for a career choice, that they 68 must *be careful because not all subjects lead you to the career you want*, but at least one can 69 always change in Grade 10 and 11 and 12.

**Commented [TM8]:** Importance of Subject Choice impacts on career choice

73 [IP24]: what I liked about the programme is that I learned that in life I do not need to 74 rely on other people, my choices/destiny should not be determined by another person because 75 people might lead you astray. Also, that our parents should not decide for you, for instance, 76 they say ‘we want you to be a doctor, and me mam, I don’t like to be doctor with all my heart 77 (*kutsi batsi okay, ube ngudokotela, budokotela vele mine ngiyabunyanya, angivani nekubona 78 ingati, and i Maths angiyitsandzi*’ (facial expression show strong contempt). What I did not 79 like with the programme is when I was required to write about hurtful experiences in my life, 80 “Eish! I did not like it Mam, you see.

**Commented [TM9]:** Stand your ground, take own decision to be accountable

**Commented [TM10]:** Impact of others/social impact. Parental influence

81 Facilitator: would you mind sharing with us why you did not like it?

82 IP 24: Ky, (low voice). Eish, it made me feel painful mam, as if the experience is taking place 83 again (*beyingivisa buhlungu mam, as if lentfo yenteka kabusha futsi, manje kubuhlungu 83 83 84 kakhulu loko*)

**Commented [TM11]:** Negative impact: sharing about past hurtful experiences was very painful, it felt like they re-live the experience

**Commented [TM12]:** Get irritated if somebody chooses on behalf

90 [IP26]: what I liked with this programme is that it has helped guiding me in choosing 91 subjects that I want for my career, like now, I have managed to choose subjects that will help 92 me reach my goal, for instance, I want to be a Doctor (“*kusho kutsi nje, nanyalo ngikhonile kutsi ngikhetse emasubjects lekumele ngiwafundze, latawukhona kutsi angisite, maybe ngifuna uba ngodokotela, nje .. sengiyati kutsi kufanele ngente waphi masubjects*”). 94

**Commented [TM13]:** Subject Choice: Helped in choosing subjects relevant to career aspired for Have the end in mind at the beginning

95 [IP22]: what I liked with the programme is that it has made me to participate in career choice, and to realize that it is important to be determined in life. 96

**Commented [TM14]:** Participation in career choice

97 [32]: what I liked is that I have learned that there are many careers out there, because you know mam, we grew up knowing that the only careers available are jobs like Doctors, Police, Nurses, things like that, but now I know that we are not limited. 99

**Commented [TM15]:** Gained more knowledge on career information

100 [33]: what I did not like Mam is that when you came I thought I knew what career I had chosen, but when you started teaching us, started gained more information and understand my choice better, that’s why I have not changed my choice, and that I must not choose only one career, but at least three and above. 103

104 Facilitator: I would love if you could share with me any suggestions you have to make the programme more effective, and things which you feel might have been left out but they are important for the programme, like what additional help would you require from me after this? Line 106

107 [IP33]: What I can say is that I will need information like, let’s say I want to be a Nurse, maybe to help me get somebody who is already a nurse so that I ask him What is it like to be a nurse? What challenges/ consequences are there in Nursing/ what can I expect to experience in Nursing things like that nje... Line 110

111 **Facilitator:** okay, what you are raising now, we call it job shadowing, where you find somebody doing that job which you like; let's say you want to do motor mechanics, you must get somebody whom you will frequently visit his workplace to observe and explore what the person does every day, you also help him sometimes, then in the process you also learn how things are done. [Line 115](#)

**3. Give a brief description of the most important aspects to be considered in constructing your own career life. How do you understand the meaning of career construction?**

119 [IP33]: I think finding information about careers is very important (kahle kahle vele kumele kucale yona i-information-ngiyo lebalulekile, kumele kucale yona, bese kuta... kuta ... eish eish... angati kumele ngiyibeke kanjani] bese kuta ngalendlela wena, eish ...ngingayibeka njani nje? ungayo kutsi unayo yini i-care or unema-anger issues se eh.. nguloko nje]. [Line 123](#)

**Commented [TM16]:** need for research wrt careerinfo

**Facilitator:** If I understand you well, do you refer to the strengths, abilities, likes and dislikes maybe? [124-125]

[IP32]: Yes, mam. Isn't that you must know yourself, whether you will manage to do what you thought of choosing. [Line 126 -127](#)

**Commented [TM17]:** Importance of self-knowledge

**4. Do you know of any factors that could impede your career decision making for your future life? What kind of help would you need to accomplish this?**

134 [IP33]: what I have noted is that some people usually don't do things that make them happy, instead, they do things to make other people happy, like foreinstance when you are friends, since well at school there is class A, B and C in Grade 10, you find friends saying, okay let us all of us go to class A, we will pass all of us, we will refer/copy from each other in order to pass easily so that we will soon finish school, so you find that one of us remain behind (fail) (eh. Asambeni sonkhe siye ka-class A, sitawukopisana, sitawusheshe sicedze sikole, umanifika ka A-selomunye uyasala). Se-maybe labanye bazama zame lapha nalapha, kpdvwa nabafika ka Gr.12 bayahluleka. So, sometimes akukho right kutsi ulandzelele umngani wakho, makatsi uya ka C, nawe uya ka-C, so loko akukho right vele). This means that it's not the right thing to follow your friend when he/she says she goes to class A /C. [Line 143](#)

**Commented [TM18]:** Do not impress other people

144 [IP34]: what XXXXX said is true, because you know, we as friends we mislead each other, because personally, I have realised that you find that I am doing well in the subjects done in class 10A, then I influence others to come with me, then in time you find that I pass well and move on, whilst the others do not, and remain behind, that is not right because I have mislead you. Therefore, it's not right because you find that I have misled you to follow me to class A because I know what I want, and you also know what you want, maybe your career is different from mine (akusi right cos mine nginiyengile, wena uyatati kutsi yini loyifunako, mine angeke ngikukhetsise kutsi ufuna kuba yini, ungatfoli kutsi lelengifuna kuba ngiko wena awukufuni, lokubalulekile kutsi nawungumuntfu utati kutsi yini loyifunako emphilweni cos ungaya ka-A, kodvwa lama Subjects akusiwo lowafunako, so ekugcineni kuyoba liphutsa lami kutsi ngikuyengile, and uyoosola mine njengemngani wakho so, kubalulekile kutsi umuntfu akhetese

**Commented [TM19]:** Social impact-friends are influential

**Commented [TM20]:** Know what you want, do not follow friends

emacareers lamfanele). Therefore, it is important to stand by yourself, and know what you want as an individual in life. [Line 156](#)

157; “njengobe vele sekashito XXXXX kutsi banganingibo lebafakana moya kutsi ukhetse i-career lekungasiyo, kuyenteka futsi nekutsi Batali bakwente ukhetse icareer lekungasiyo, maybe batsi bafuna ube i-Engineer mara wena awuyifuni, loko kuyenta kutsi umuntfu agcine akhetse i-career lekungasiyo, maybe mine bengifuna kuba i-Chattered Accountant. Loko kuyenta kutsi bantfu bakhethse ma-careers lekungasiwo”.

As XXXXX has already indicated that friends can mislead you sometimes to choose inappropriate careers, and parents too, maybe they say they want you to be a Chartered Accountant, and you do not want that. That too, results in people landing in choosing inappropriate careers. [Line 164](#)

165 Facilitator: Oh ... okay I see, now I would like to know that in case you come across such a situation, how will you deal with it? For instance, a parent says to you “I want you to become a Doctor, and you do not want to be a Doctor”.167

168 [IP26 and IP24] (simultaneously): Eish ... (Mam, kumatima) it's very hard. Eh... mine ngingamane ngimyenge Mam (laughing) I can pretend that agree with them, whereas I know, am not there. 170

195[IP24, IP34 & IP32].: you have helped us Mam, all along as we grew, we always thought the only available careers are Doctor, Nurse, police and teaching, nothing else, and in life Mam, many a times ukhula utsi ufuna kuba ngu Nurse/ngu Dokotela/Police ngala kubo Grade1 ngisa phasa kahle ngabo level 7, masesifika kaGr,10 Mam, sesitfolo bo level 2, nabo 1, ngalowomzuzu nawubona umuntfu alimele uyakhala wena, mara ufuna kuba ngu Dokotela. Maybe, kufuna basifundzise nalokwema practical skills, careers maybe kuncono.200

**Commented [TM21]:** Limited career knowledge vs poor choice and indecision.

##### 5. How would you explain the role of Life Orientation lessons in the exploration of careers information and decision making? Are they helping you make more informed career decisions? Any setbacks?

201[IP33]: to a certain extent it does help you understand yourself, who you are, where you come from, and where you heading to, because it also teaches about Religion, but in terms of careers it is not assisting us well because it does not provide us with careers information. 203

Facilitator: okay, .. but I would like to understand how the LO Subject assists you in career decision making? 204-205

IP33: truly, Mam, it does not assist us much, cos out of 100, I can give it 30%, it does not provide us complete information, it just guides us, like it helps you realize if there are wrong things you are doing that may impact to your life negatively, since it teaches much about yourself. “They must also make it practical like going on trips to learn more things”

**Commented [TM22]:** Self-knowledge vs high level of confidence

**Commented [TM23]:** LO less helpful wrt career information

**Commented [TM24]:** LO adds little value “it does not assist us much, cos out of 100, I can give it 30%,”

[IP24]: mine Mam, *I think iyasita kancane, like sati kutsi how do we deal with life circumstances in the community, and what to do when there are cases of rape, abuse and so on, but very little information is provided regarding careers information.* 210 -212

**Commented [TM25]:** LO helps a bit, but not to par

**Facilitator:** okay. I see, If I hear you well, you are saying so far LO only assist you in your personal life, including how to deal with life experiences, and through Religion, we learn how to tolerate each other and live in harmony in our diversity. 213-215

[IP34]: I also want to indicate *that LO is a complicated subject cos it talks about your personal life* and things you always see happening at home and in the community, things like if you are being abused or you witness your father always fighting/abusing your Mom, you won't like it, it is hurting, such that you sometimes feel like not wanting to learn the subject, but I have to bcas it's part of life. As a result, I end up not liking the subject because it touches personal experiences including the influence of peer pressure, and on the other hand if we do not get full support from parents and friends, it feels like you are just attending school just for sweet. 216-222

**Commented [TM26]:** HURtful experience raised , no one to asist

#### 6. How would you like the Life Orientation lessons to be improved in your classes?

226. [IP34]: Not only focus on the self, but also expand to provide more knowledge about careers. Less time be spent on Physical Education outside, but in career education. Currently, very little career information is provided in LO, we spend much time outside playing and less time on career education. They teach us about different religions and the issue of rights and cases of abuse that we must report them. 230

#### 7. Briefly share how you felt at the earlier stages of the programme when we first met, and how do you feel now – when you think about your future?

231 [IP24]: *At the beginning we were lost., could not follow what was happening. Did not take it seriously, bengicabanga kutsi kumdlalo nje, singaboni kutsi kuyiwaphi. Besimangala nje kutsi ubuyaphi yena lona, lotosimoshela sikhatsi setfu sekufundza.* “We thought you were wasting our time, but now we understand that you were trying to help us”. By then, we did not know anything about careers, but now we have learned. 235

**Commented [TM27]:** It was complicated at the begining, couldn't comprehend what wasgoing on

#### 8. Recommendations:

240 [IP24]: *“I think it will be good to learn LO every day because LO teaches us about life, and to know what you want in life”*

**Facilitator:** Do I hear you well that you are saying, like you have benefited by participating in the programme, you would wish that the other learners be also given a chance to get the information so that they also benefit as you did? 246 -248

249 All: Yes, mam, we would want that we also share what we have learned to our fellow classmates. *“We need to take the subject more seriously.”*