



psychology @ Unisa

This book is updated as information becomes available.
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* Psychology @ Unisa

There is great diversity in the field of psychology. On the continent of Africa, psychology still has much to explore and to research. Unisa is in a unique position to facilitate such exploration as its teaching extends beyond South Africa's borders. The prospect of contributing to psychological knowledge from an African perspective in all its diverse forms remains an inspiring challenge.

Most students are aware of the therapeutic side of psychology as a prospective career direction. They feel anxious at the start of their studies when a guarantee that they will be accepted into a professional training programme (at Master's level) cannot be provided. Fixated on the idea that only professional psychologists are employed meaningfully, they limit their career investigations as well as their creative abilities to turn a psychology background into a career.

According to the American Psychological Association (2003), the study of psychology is a good preparation for a variety of professions. A number of employers are interested in the skills that Psychology majors can bring to collecting, analysing and interpreting data. All Unisa's Psychology and Industrial and Organisational Psychology undergraduate modules as well as postgraduate papers could be listed to demonstrate their usefulness in developing skills in the work place. Postgraduate courses in Educational Psychology lead to various job possibilities in the fields of guidance and training.

The question to a Unisa student of psychology at undergraduate and postgraduate level is: how innovative can you be at turning your academic studies into a satisfying career while meeting the needs of the South African community and the Pan-African community in general?

The Professional Board for Psychology of the Health Professions Council of South Africa (HPCSA) can revise the requirements for psychological training and registration in the various categories of becoming a professional counsellor or psychologist. Currently, training for all categories must have certain generic psychological content, but aspects of the training content, as well as professional registration is still practice specific, for example, as a clinical, educational, research or industrial psychologist.

To become a registered counsellor, selected students must have completed the BPsych equivalence programme at Unisa, or a BPsych programme and an internship that will provide exposure to specified content and practice areas. To register as a psychologist in one of the practice fields, selected students must complete a course-work Master's programme that will provide exposure to specified content and practice areas. In both cases, an examination administered by the Board for Psychology must be passed. Doctoral degrees can be completed as advanced academic qualifications or to specialise, for example example, the doctoral degree in Consulting Psychology.



* Why psychology?

Why are you interested in studying psychology? Where does your interest come from? Where are you hoping to be in five years' time? In ten years' time? Is psychology the only option in terms of realising your career vision and goals?

* Where are you now with your career planning?

The following questions might help you to think about important aspects regarding planning your career in psychology. Your honesty when completing the questions will help you to have a realistic picture of what you could still possibly do to make effective career decisions.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1 I am sure that I want to major in psychology	<input type="checkbox"/>				
2 I want a career that is psychology related	<input type="checkbox"/>				
3 I am familiar with the types of jobs that psychology graduates can apply for	<input type="checkbox"/>				
4 I am aware of the skills that employers expect psychology graduates to have	<input type="checkbox"/>				
5 I know about the different fields in psychology	<input type="checkbox"/>				
6 I know which field in psychology I am interested in	<input type="checkbox"/>				



Where are you now with your career planning?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
7 I have a clear understanding of the kinds of work done by different types of psychologists (eg. clinical, research and educational)	<input type="checkbox"/>				
8 I know where to look for information about a career in psychology	<input type="checkbox"/>				
9 I have spoken to someone who works in the field of psychology about a career in psychology	<input type="checkbox"/>				
10 If I decide to become a psychologist, I know what steps I will have to take to accomplish this goal.	<input type="checkbox"/>				
11 I can identify a number of "people helping" careers outside of psychology and I have some understanding of the preparation required for each of these careers.	<input type="checkbox"/>				

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
12 I understand the curriculum requirements for my psychology degree	<input type="checkbox"/>				
13 I know about other study options (not psychology) after completing my first degree	<input type="checkbox"/>				
14 I know what the admission requirements are for postgraduate studies in psychology	<input type="checkbox"/>				
15 I know how to go about preparing for applying for a Master's programme in psychology	<input type="checkbox"/>				
16 I have thought of ways to gain experience in the psychology field during my studies	<input type="checkbox"/>				
17 I read about topics in psychology	<input type="checkbox"/>				
18 I understand some of the disciplines related to psychology	<input type="checkbox"/>				



* Your career choice

The process of working through this book will help you to make career decisions throughout your life and this will contribute to your graduateness. Your graduateness is linked to the following: your ability to find and maintain employment continuously (referred to as employability); your ability to learn new skills that are needed for specific fields; your personal attributes (especially positive beliefs about yourself and what you can contribute) and your ability to reflect on what you are doing and how you are doing it.

There are knowledge, skills, competencies and values that you will acquire as you complete your qualification that will change your life. You need to take the time to reflect on how this impacts on your work, relationships and your community. Employers seek work-related skills which demand that graduates have transferable skills that make them highly adaptable in the fast-changing workplace. The Institute for the Future has identified a number of disruptors (drivers for change) that will impact on how individuals work. These include people getting older and needing to work past 65 to ensure resources; the rise of smart machines and technology; the Internet and how new media is changing how we live and work and changing organisations that function outside of traditional organisational boundaries, enabled by social technologies.

Making decisions is an uncertain undertaking, even more so given the changes we described above. There are also

chance events in your life that have a greater influence on your career than you might think. Thinking about where you have been and where you are going helps you to be ready for when opportunities (and challenges) present themselves. Even though it is important for you to engage with planning your future, you cannot become attached to these plans because changes will occur.

You need to think about where you are going (your career vision) and also how you will get there (your career goals). You will need to gather information and think about your interests, values, skills, career influences, study options, the labour market and the support you are likely to get from others. We'd like to suggest that you start some sort of system to keep track of your career development. You could possibly use a notebook, file or a computer to store the information you will gather about your career decisions and to make notes of what you did, how you felt, what you have learnt and what you still need to do. You can use the activities in this book to start this and update it as you continue on your career journey.

The following activities will help you to think about yourself and your unique characteristics, and how this is related to your choice of qualification and career. Spend some time working through each of these activities and perhaps even ask a friend or family member to work through them with you. Don't worry if you feel unsure at the end of this book - making career decisions is a process that never ends and we encourage you to have further conversations with us about your career while you are studying through Unisa.



Your career choice

1 your resources

Your internal and external resources can prepare you for change, resources such as your drive to succeed, time to study, finances, computer access, the internet and information – knowing the Unisa system and processes, your family and your employer (if you are employed).

List the resources you rely on for your studies. You may, for example, need to borrow funds from a family member or employer to pay for your studies. Or you may need to use a friend's computer.

Your circumstances will change while you're studying. What will happen when things change (eg when a family member can't pay for your studies any longer, or your friend no longer owns a computer)? What are the small, practical things you could do when...

you can no longer afford to study?

you no longer have access to a computer/ the Internet?

you have less time for your studies?

2 your vision

Your career vision is your picture of what you want from life or where you see yourself in the future. If you're thinking about studying at Unisa, think how your vision will change over time. What will be different as a result of your studies? Where will you be in 2018 or 2023? What is different about you? What you are doing? Who is with you?

Summarise your career vision in the space below. Write down or draw a picture of what may change. Make notes even if it's hard to imagine this future. You can always come back and expand your vision once you have worked through the other activities in this book.

Further resources:

The Windmills Interactive programme can help you understand where you are now, where you want to be and how you plan to get there. The activities in this programme can be completed (free of charge) on the following website: <http://www.windmillsonline.co.uk/interactive>.





Your career choice

3 your planning

Despite uncertainty, we need to act. Otherwise the future will be more uncertain. Making decisions prepares us for the future. If in 2013, for example, you're planning to complete a qualification by 2018, how do you know where you'll be at that time? The future holds no guarantees. Planning prepares you to some degree. How do you plan for uncertainty? Think about how to achieve your career vision. What practical things must you do to realise it? Do you need to find out more about your chosen qualification? Do you need to do a BA degree first to become a psychologist, for example? Do you need to talk to people in your chosen field? Think about it and make some notes.

What else could you be? Have you thought about other career options where you could utilise your unique strengths?

How else could you use the qualification you're interested in?

What will happen if you can't achieve your plan due to unforeseen circumstances? What if you can't become what you want to?

Who else can you engage with to recognise the changes you need to make?

4 your skills

Skills are abilities you've developed and can use effectively. You learn skills from your experiences. These include voluntary, paid or unpaid work, and family and community responsibilities. Basic skills are important when working within a fast-changing society: communication skills (reading, writing, creating online content, communicating visually and evaluating information), social intelligence (connecting meaningfully with others and wanting to make a difference), teamwork (negotiating, motivating and engaging with diverse groups online and offline), problem solving and novel thinking (creating unique solutions to problems) and information management (filtering and making sense of information). You will learn new skills in each module of your qualification. These can help you become employed and improve your community contribution. You need to connect what you learn at university with what you can contribute in the workplace and in your community. As you study and your skills develop, your frame of reference will expand and you will become aware of more opportunities.

Think about your life experiences (work, volunteering, school, studies and personal). Link them to the specific skills you've developed. Reflect on how these skills relate to your career choices.

What skills do I have (think about paid and unpaid work, community and family activities)?

What skills must I still develop?

How will I develop these skills?





Your career choice

5 your values

Your values show what is important to you. As such they have a significant effect on your career choices. Values are shaped by your family, community, work environment and life experiences. Here are examples of how values can influence career decisions

- Siphso is unhappy with his current administrative job and wants more challenges. He sees a job advert at his company for a sales representative training programme and is interested. If he takes the position, it will mean a lot of travelling. Is he willing to be away from his family for long periods? Is the excitement of travelling for a sales job more important?
- Mila is good at organising events such as weddings and birthday parties for her family and friends. Does she take the risk and resign from her secure job to make event planning a full-time business?

Some examples of values include commitment, creativity, money, spirituality, curiosity, excellence, community, knowledge, independence, cooperation, challenge and adventure.

Write down at least five values that are important to you.

Can you link your values to specific occupations?

How would your values be supported by the career choice you are making? How would your career choice support your values?

Further resources:

O*Net online has a function where you can search for occupations linked to specific values. Click on "Advanced search" on <http://www.onetonline.org> and then select "Work values" from the drop-down list. Click on the value that matches your top values as identified on the previous page. You will get a list of occupations related to the values important to you.

6 your career influences

Where do your career ideas come from? To know where you are going you need to know where you come from. How did/ does the following people, things and events influence you: the media, your family, your school subjects, what you know about yourself and observing others at work, what you know about yourself, friends, economic/ job trends

You could also reflect on who your role model is and how this person has shaped your career ideas.

Chance events have a huge influence on careers. Think about the times when something happened that you did not plan for and could not control, but that impacted on your career direction. How you got your first job, for example.





Your career choice

7 your interests

What do you like doing? Write down at least three activities that you really enjoy (for example, reading books, gardening and playing soccer). Make some notes on how they relate to your interest in studying psychology. If you know what field in psychology you are interested in, how do these interests relate to a specific field?

Reflecting on the career choice activities

How do you feel about completing the career activities?

Write down at least two aspects that stood out for you

What are you still curious about? How will you find out about this and when?

Some further career choice resources

- The Unisa Directorate for Counselling & Career Development offers a career counselling service. You can either contact us electronically, or if you prefer, speak to a counsellor in person. The contact details are on the last page of this booklet.

On-line resources

- Pace Careers Centre (<http://www.pacecareers.com/careercentre>)
Complete the interest questionnaire by clicking on the "Questionnaire" button on the left side of the screen. Register to access the questionnaire. Once you have completed the questionnaire, you could read more about specific job titles on the site.
- Windmills (<http://www.windmillsonline.co.uk/interactive/>)
Work through all the activities in this programme to help you think about your skills, interest and motivations and to clarify your career vision and the practical steps you will take to make your vision a reality.
- National Youth Development Agency (<http://www.youthportal.org.za>)
Scroll over "I want to" and then click on "get information". Click on "Read more: Career Guidance and Information" to access information about making a career choice. There is also a very comprehensive *Careers and Occupations Reference Directory* available for download.



* Your career in Psychology

There is a distinction between the academic and the practitioner route in Psychology, Industrial and Organisational Psychology and Educational Psychology. The academic route allows one to pursue a professional career in research, teaching and some fields of psychological practice, excluding psychological testing, psychotherapy and counselling. The practitioner route means training as a registered counsellor, psychometrist or psychologist in order to register in one of the registration categories offered by the Professional Board for Psychology. Currently, the following categories are available: register counsellors (in various practice areas) or a registered psychologist (clinical, counselling, research, educational or industrial psychology). Provision is also made for registration as a psychometrist (independent practice).

It is important to do career research about the various options available. Poor research could lead to your having unrealistic expectations of what a career in psychology entails. Thorough research in terms of career options would enable you to broaden your knowledge about alternative careers should you not be selected for, or not wish to continue with postgraduate studies in psychology.

A note on “helping people”

There are many different careers that would be suitable for you if you want to “help people”. Examples include social worker, teacher, youth worker, firefighter, doctor, nurse, community worker, hairdresser - in fact there are very few jobs where you are not helping others in some way. It is important for you to think about the following:
How do you imagine yourself “helping others”?
What do you want to do to help others? (eg. teach, counsel, treat)

* Managing your career in Psychology

Many people believe that a degree will lead directly to a career specifically related to the major(s)/ specialisations for that degree. The fact is that degrees do lead to careers, but that the relationship between the major(s)/ specialisation you choose and the career you build for yourself is complex. Many graduates follow careers that are seemingly not related to their chosen major(s)/ specialisations. There are various career management techniques that will assist you with managing your career in psychology.

5
ways

to manage your career in psychology

- * Start with a career management portfolio
- * Volunteer
- * Research opportunities in Psychology
- * Develop your transferable skills
- * Develop your personal brand and your employability skills



Managing your career in Psychology

Start with a career management portfolio

Your career management portfolio could help you keep track of the information that you need to gather in order to manage your career. It could include information about yourself, about job opportunities, occupational information and about the different fields in psychology.

Volunteer work

As a volunteer, your studies in Psychology will come alive and you will be enriched and in a position to build up an important network of people who could comment on your professional abilities. Volunteers normally work under the supervision of psychologists and social workers. Organisations making use of volunteer counsellors include Lifeline (counselling); Nicro, Childline and Rape Crisis (abused women and children); Alcoholics Anonymous (addictions);

Hospice Association of SA and St Luke's Hospice (death and dying); FAMSA and ACVV (relationships/family counselling); ATICC and AIDS Helpline (HIV/AIDS) and Triangle Health Care Project (sexuality).

Note that being trained as a volunteer counsellor, without professional psychological qualifications, does not qualify you to be a professional counsellor or psychologist or to practise independently. Check which volunteer organisations are active in the area where you live. The Department of Social Development has a complete list of non-profit organisations in each province available on their website at <http://www.dsd.gov.za/npo/>. Unisa's Directorate for Counselling & Career Development runs a peer help programme that trains students to help other students think through and reflect on problems that they might be experiencing. Each regional campus of Unisa trains approximately 8-16 peer helpers annually. Once trained, peer helpers volunteer their services at the counselling office, complete a career portfolio and participate in outreach programmes to different communities. Visit the website at <http://www.unisa.ac.za/counselling> for more information.

Investigate volunteer opportunities in your area and field of interest on the GreaterGoodSA website at <http://www.myggsa.co.za/>.

did you know?

If you are interested in applying for a professional Master's degree (or for an Honours degree at another university), you will need to provide referee reports. Unisa students who volunteer have opportunities to network with professionals in the field of psychology who would be able to comment on their suitability to be selected for training.

Choose your volunteering opportunities to suit your interests and the skills you still want to develop. Treat your volunteering as any other job experience and ensure that you act professionally all the time – you are building your professional image and how you act will influence how other people perceive you and your skills and the type of recommendations they would be willing to give you.



* Managing your career in Psychology

Research opportunities in Psychology

Investigate the likely possibilities related to your chosen degree by making use of Career Resource Centres, the Internet and informational interviewing. Include your reflections on the information that you find in your career management portfolio.

Develop your transferable skills

Your degree will equip you with subject-specific knowledge and a number of work-related skills (transferable skills), for example the ability to learn fast in new situations, to work independently, and to analyse, evaluate and interpret data. You should be able to identify and articulate the skills that you feel you are gaining through your studies.

Develop your employability skills

Your employability refers to your ability to gain initial employment, maintain employment, and obtain new employment if required. In simple terms, employability is about being capable of getting and keeping fulfilling work. There are many aspects with maximising your employability, including: managing your personal brand, job-searching skills, networking, writing a CV, writing a cover letter, include networking, CV-writing, cover letter writing and how to manage job interviews.

Why is your employability important?

Today's careers are not what they used to be:

- Lifetime employment is a thing of the past: It is not unusual for an individual to hold about six different occupations during their careers, each with several jobs. The reasons for this are technological advances, globalisation, economic shifts and changing social norms.
- Careers are boundaryless: your career can cut across different industries and companies. Instead of seeing your career as a ladder, you can view it as a web.
- Career success is defined in many different ways: The big house and fancy car are not the only measures of success. Some people choose to follow a more balanced lifestyle with more time to spend with their family.
- Where, when and for whom you work are not necessarily fixed: Flexible work hours, working from home, part-time, temporary and contract work are all part of today's world of work.

Source: Greenberg, J. & Baron, A. Behaviour in Organisations. 8th edition. Pearson Education Inc: New Jersey.

Have you thought about your “personal brand”? What image do you want to project to employers and clients?

If you have to summarise “you” in one sentence to potential employers and clients, what would you say?



Managing your career in Psychology

How can you develop your employability skills?

There are a vast number of resources available for you to develop your employability skills.

Employability checklist

Use the following checklist to check what you could still do to improve your employability. Once you know what you need to improve, write down exact actions and due dates for completing these activities.

DISCOVER YOURSELF

Tick when complete

assessed what kind of work you are interested in

assessed your personal characteristics

assessed your skills

assessed your values

identified your educational qualifications (knowledge)

assessed your work and other experience

CHECKED WHAT EMPLOYERS ARE LOOKING FOR

Tick when complete

experience and education

personal characteristics

physical appearance

work history

RESEARCHED

Tick when complete

identified sources of job information

collected job information

assessed job information

ORGANISED YOURSELF

Tick when complete

planned your job search

collected all the required documentation

compiled a career portfolio

have a job search folder





Managing your career in Psychology

MADE CONTACT

Tick when complete

drafted cover letters

drafted CVs

sent out cover letters and CVs

filled in application forms

submitted application forms

PREPARED FOR THE INTERVIEW

Tick when complete

made sure you know how to get there in good time

made sure that your appearance is neat

made sure that you have all the required

documentation

prepared the answers to possible interview

questions
prepared questions that you want to ask in

the interview

DURING THE INTERVIEW

Tick when complete

you were on time

you were confident and answered questions directly

you showed good body language

you kept your answers short and to the point

you made eye-contact

you dealt openly and honestly with difficult questions

Source: Umsobomvu Youth Fund. 2003. *Finding work: a guide for young people*. Retrieved, 15 June 2007, from <http://www.youthportal.org.za/>.



Further EMPLOYABILITY resources

- *My employability skills @ Unisa*
<http://www.unisa.ac.za/counselling>
Click on "Manage my career"
- Quintessential careers
<http://www.quintcareers.com>
- Monster
<http://www.monster.co.uk/>
Click on "Career Tools" and "Advice" (at top of page) to access career-related information



* Managing your career in Psychology

There are a number of skills that you need to master in order to add value to modern organisations. While you are busy with your studies, you need to figure out to what extent you will be able to develop these skills as part of your studies, and which additional activities you would need to engage in so that you could be ready for opportunities as they present themselves.

On the next page, there is a graphic with information about transferable skills that employers seem to value. The Institute for the Future (2011) identified a number of disruptors (drivers of change) that will impact on how individuals work. In order to meet the challenges of these disruptors, a number of important skills were identified that would help individuals manage how they manage themselves in the workplace.

Disruptors:

- Extreme longevity: people get older; need to work past 65 to ensure resources
- Rise of smart machines and systems: human augmentation
- Computational world: everything converted into data – everything can be programmed and designed
- New media ecology: changes in terms of how we communicate and collaborate
- Superstructured organisations: “superstruct” = creating structured by using what is beyond the familiar, outside of traditional organisational boundaries; enabled by social technologies

- Globally connected world: diversity and adaptability at centre of organisations

Key skills:

- Sense-making: creating unique insights – deeper meaning and significance
- Social intelligence: connecting with others meaningfully
- Novel and adaptive thinking: Creating unique solutions
- Cross-cultural competency: operating in different cultural settings
- Computational thinking: making sense of vast amounts of information; data-based reasoning; limits of data
- New-media literacy: assess and create content; visual information; evaluating content
- Transdisciplinarity: understanding concepts across multiple disciplines for complex problem-solving
- Design mindset: design your environment to adjust your thinking and behaviour
- Cognitive load management: filter information
- Virtual collaboration: motivating, engaging in virtual teams

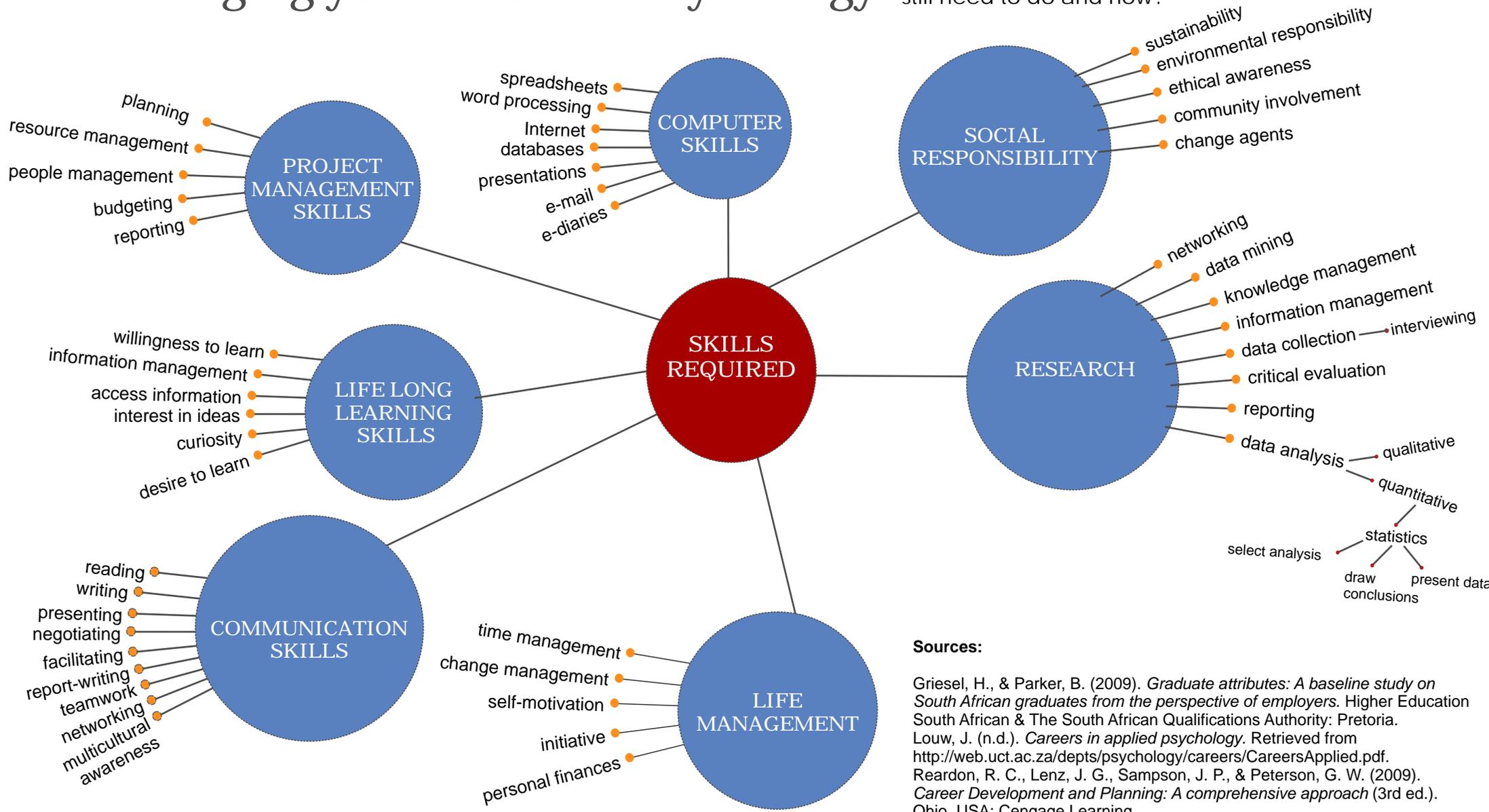
Read the full report online at

<http://www.iftf.org/futureworkskills2020>.



Managing your career in Psychology

This is a map of skills required by psychology graduates and professionals - think about what you still need to do and how?



Sources:

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Reardon, R. C., Lenz, J. G., Sampson, J. P., & Peterson, G. W. (2009). *Career Development and Planning: A comprehensive approach* (3rd ed.). Ohio, USA: Cengage Learning.



* Your career development @ Unisa

<p>BEFORE YOU REGISTER...</p>	<p>Get oriented with ODL</p> <ul style="list-style-type: none"> • Work through <i>My choice @ Unisa</i> • Visit the DCCD website • Speak to a counsellor 	<p>Career exploration: self-knowledge</p> <ul style="list-style-type: none"> • Work through <i>My choice @ Unisa</i> • Visit the DCCD website • Speak to a counsellor 	<p>Career exploration: occupational knowledge</p> <ul style="list-style-type: none"> • Work through this booklet • Do further research as suggested in this booklet 	<p>Start with your career portfolio</p> <ul style="list-style-type: none"> • Decide format of portfolio (electronic/ printed)? • Place all the information you gathered about yourself and occupations in your portfolio
<p>YOUR FIRST YEAR...</p>	<p>Develop your academic skills</p> <ul style="list-style-type: none"> • Attend academic skills workshops on campus • Visit the DCCD website for self-help leaflets 	<p>Investigate part-time/ volunteer work</p> <ul style="list-style-type: none"> • Find out about volunteer opportunities as described in this booklet • Register with a placement agency for part-time work 	<p>Career exploration</p> <ul style="list-style-type: none"> • Do further research about a career in psychology as described in this booklet • Explore Psychology journals in the Unisa Library and read more broadly about the field 	<p>Your career portfolio</p> <ul style="list-style-type: none"> • Keep updating your portfolio with information you find out about yourself and a career in psychology • Complete a “skills audit” and identify which skills you still need to develop and how
<p>2ND YEAR AND BEYOND</p>	<p>Expand your academic skills</p> <ul style="list-style-type: none"> • Attend workshops • Consult with an academic literacy facilitator if needed. 	<p>Develop job search skills</p> <ul style="list-style-type: none"> • Visit the Employability skills section of the Unisa website and complete the activities in the various brochures available 	<p>Get involved</p> <ul style="list-style-type: none"> • Join the Unisa peer help programme, or a community volunteer programme related to your interests 	<p>Your career portfolio</p> <ul style="list-style-type: none"> • Continue to update • Evaluate your portfolio: what do you still need to do?
<p>YOUR FINAL TWO YEARS OF STUDY</p>	<p>Network</p> <ul style="list-style-type: none"> • Attend career fairs, seminars and career focus weeks on campus • Find out about psychology student activities with PsySSA 	<p>Refine job search skills</p> <ul style="list-style-type: none"> • Attend workshops on campus • Get feedback on your portfolio, CV and interview skills 	<p>Plan for postgraduate options</p> <ul style="list-style-type: none"> • Apply for postgraduate programmes 	<p>Research possible employers</p> <ul style="list-style-type: none"> • Use the Internet • Ask for the GradX magazine





Fields in psychology

Psychology is a field with diverse interest and specialisation areas. This map shows an overview of the various divisions for psychological associations internationally. Have you thought about the area(s) in psychology that you are most interested in?

USA APA divisions

- * Teaching of Psychology
- * Experimental psychology
- * Evaluation, measurement, statistics
- * Behavioural neuroscience
- * Developmental psychology
- * Personality and social psychology
- * Clinical
- * Consulting
- * Industrial and Organisational
- * Educational psychology
- * School psychology
- * Counselling
- * Military psychology
- * Adult development and aging
- * Experimental and engineering psychology
- * Rehabilitation psychology
- * Consumer psychology
- * Community psychology
- * Psychotherapy
- * Psychological hypnosis
- * Humanistic psychology
- * Psychology of women
- * Psychological study of men and masculinity
- * Pediatric psychology
- * Addictions
- * Trauma psychology
- * Exercise and sport psychology
- * Group psychology
- * Peace psychology

Canada sections

- * Aboriginal Psychology
- * Adult Development and Aging
- * Brain and Behaviour
- * Clinical Psychology
- * Clinical Neuropsychology
- * Community Psychology
- * Counselling Psychology
- * Criminal Justice Psychology
- * Developmental Psychology
- * Education

- * Environmental Psychology
- * Extremism and Terrorism
- * Family Psychology
- * Health Psychology
- * History & Philosophy of Psychology
- * Industrial and Organizational Psychology
- * International and Cross-Cultural Psychology
- * Perception, Learning and Cognition

- * Psychoanalytic & Psychodynamic
- * Psychology in the Military
- * Psychopharmacology
- * Psychology and Religion
- * Rural and Northern Psychology
- * Sexual Orientation and Gender Identity
- * Social and Personality Psychology
- * Sport & Exercise Psychology
- * Substance Abuse /

- * Psychoanalytic & Psychodynamic
- * Psychology in the Military
- * Psychopharmacology
- * Psychology and Religion
- * Rural and Northern Psychology
- * Sexual Orientation and Gender Identity
- * Social and Personality Psychology
- * Sport & Exercise Psychology
- * Substance Abuse /

UK BPS divisions

- * Clinical psychology
- * Counselling psychology
- * Educational and child psychology
- * Forensic psychology
- * Health psychology
- * Neuropsychology
- * Occupational psychology
- * Sport and exercise psychology
- * Teachers and Researchers in Psychology

SA PSYSSA divisions

- * Research
- * Educational
- * Counselling
- * Industrial
- * Clinical
- * Clinical hypnosis
- * Psychometry
- * Neuro/ forensic
- * Health/ sport

AUSTRALIA APS Colleges

- * Clinical neuropsychology
- * Clinical psychology
- * Community psychology
- * Counselling psychology
- * Educational & Developmental psychology
- * Forensic psychology
- * Health psychology
- * Organisational psychology
- * Sport and exercise psychology



* Where do psychology graduates work?

You need to consider that training in psychology equips you with theoretical, practical and transferable skills that you could possibly apply in a variety of contexts. For example, psychology graduates could work in different capacities in the following fields:

- For-profit organisations (HR, marketing, project management, research, consulting, coaching)
- Research institutions (Human Science Research Council, Institute for Safety and Health Studies, Unisa Centre for Applied Psychology, to name a few)
- Government (Departments of Labour, Social Development, SAPS and Correctional Services)
- Nonprofit organisations (Non-governmental organisations, Non-profit organisations, Community-based organisations - think local, national and international)
- Higher education (Universities and Universities of Technology)
- Schools (government and private)
- Other educational organisations (eg. FET colleges and private training organisations)

Read more about your options with a degree in psychology in the *Careers in Applied Psychology* booklet by Johann Louw. Available at:

<http://web.uct.ac.za/depts/psychology/career/CareersApplied>

You will need to be able to identify the skills you develop as a result of your studies in psychology and think of possible areas where you would be able to apply these skills. Your studies could expose you to some ideas of where to start looking for opportunities, but an extremely effective and powerful way of doing this is to develop your networking skills.

Best ways to hunt for a job

- * Asking for job-leads from friends, relatives, and others
- * Knocking on the door of any employer that interests you
- * Using the phone book's yellow pages
- * In a group with other job-hunters

Less effective ways to hunt for a job

- * Using the Internet
- * Random mailing of CVs to employers and agencies
- * Answering professional ads or trade journals ads in your field
- * Answering local newspaper ads

Maximise your chances of success by making use of many different types of job-hunting methods.

Doing a Life-Changing Job-Hunt (doing extensive work on yourself first)

WHAT?

Identify the skills you most enjoy using; Reflect on your transferable skills regardless when or where acquired.

WHERE?

Identify the job environment you feel you could thrive in where you feel you will do the most effective work.

HOW?

Identify the names of jobs you would be more interested in; the organisations which have such jobs to offer; those people in such organisations that have the power to help you; the approach to use in asking for a job.

Source: Bolles, R.N. (2006). *What colour is your parachute?*
Adapted by Cazimira Popa, 2007



* Networking

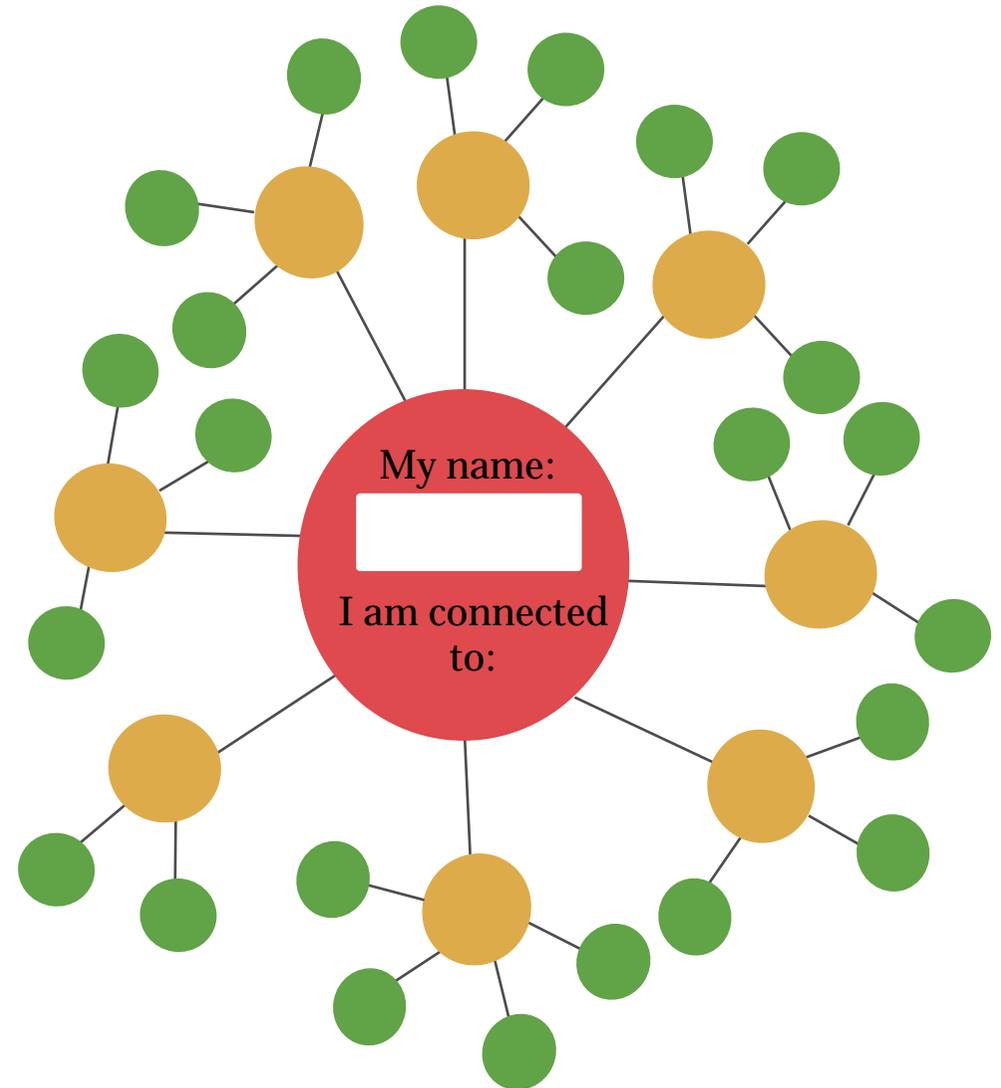
Networking means developing a broad list of contacts - people you've met - and using them to your advantage when you look for a job or information about specific aspects. People in your network may be able to give you job leads, offer you advice and information about a particular company or industry, and introduce you to others so that you can expand your network.

Where do I start?

Start by completing the diagram on the next page. Your family, friends, and neighbors and their family, friends, and neighbors are obvious people to start with, but don't stop there. Talk to fellow students, co-workers, colleagues in your industry, and those you meet at gatherings, such as discussion and tutorial classes, examinations, conferences, trade shows and conferences. Talk with former co-workers, bosses, lecturers and teachers.

Some important points related to networking

- Make sure that you constantly reflect on your skills and areas of development and think about the type of industries and employers you want to work for and the type of jobs you are interested in
- Always have an updated CV to be ready when opportunities present
- Any relationship (including those with contacts in your network) is based on trust. Individuals in your network will not share information with you or recommend you to others if they do not trust you. An initial meeting or contact with someone does not establish a connection unless there is followup of some kind.
- Keep track of your network: how will you store information related to your network and how will you keep touch?





Finding out more about options in psychology

Read...

On-line resources

- Careers in Applied Psychology booklet
<http://web.uct.ac.za/depts/psychology/career/CareersApplied.pdf>
- American Psychological Association (APA) Careers in Psychology:
<http://www.apa.org/careers/resources/guides/careers.aspx>
- Psychology's Growth Careers
<http://www.apa.org/monitor/2008/04/careers.aspx>
- All about Psychology website (Check out the *Psychology student survival guide* that you can download for free)
<http://www.all-about-psychology.com/>
- Graduate Careers Australia Careers for Psychology graduates
(http://www.graduatecareers.com.au/ucm/groups/public/documents/document/careers_for_psychology_gradua.pdf)

Books available in the Unisa Library

- Davis, S. F., Giordano, P. J., & Licht, C. A. (Eds.) (2009). *Your career in psychology: Putting your graduate degree to work*. Chichester, U.K: Wiley-Blackwell.
- Kuther, T. L. (2006). *Your career in psychology: Clinical and counseling psychology*. Belmont, CA: Thomson/Wadsworth.
- Kuther, T. L. (2005). *Your career in psychology: industrial/organizational psychology*. Belmont, CA: Thomson/Wadsworth.
- Lane, D. A., & Corrie, S. (2006). *The modern scientist-practitioner: a guide to practice in psychology*. New York: Routledge.
- Morgan, R. D., Kuther, T. L., & Habben, C. L. (Eds.). (2005). *Life after graduate school in psychology: Insider's advice from new psychologists*. New York, N.Y.: Psychology Press.

- Stead, G. B., & Watson, M. B. (Eds.). (2006). *Career psychology in the South African context*. (2nd ed.). Pretoria : Van Schaik.
- Sternberg, R. J. (2003). *Psychologists defying the crowd: Stories of those who battled the establishment and won*. Washington, DC: American Psychological Association.
- Sternberg, R. J. (Ed.) (2007). *Career paths in psychology: Where your degree can take you*. (2nd ed.). Washington, DC: American Psychological Association.

Watch...

- Search Youtube (www.youtube.com) for keywords such as "psychology career" and watch people talk about their career in this field.
- Search for psychology-related talks on TED (www.ted.com).

Talk to...

Another way for you to find out more about career options in psychology, is to go and talk to individuals who work in the type of jobs and/ or organisations that you are interested in knowing more about. The aim of this would be to clarify aspects that you are still curious about. For example, you read an article about a new programme for addiction treatment and you feel curious about how the researchers went about evaluating the programme. You could contact one of the authors of the article to ask if they would be willing to share how they went about gaining access to the information they needed for their evaluation.

Who do you need/ want to go and talk to? What would you ask them?



* Professional psychology in South Africa

Individuals can register with the Health Professions Council of South Africa in one of the following registration categories:

- Registered counsellor
- Psychometrist
- Clinical psychologist
- Counselling psychologist
- Educational psychologist
- Research psychologist
- Industrial psychologist
- Neuro-psychologist
- Forensic psychologist

Practitioners in each of the above categories are required to practice within a specific scope of practice, that is, adhere to guidelines regarding approved activities. Detailed information about the scope of practice for each of the above categories is available in the Health Professions Act, 1974 (Act no 56 of 1974). The scope of the profession of Psychology was promulgated in government gazette No. R 993 of 16 September 2008 (http://www.hpcsa.co.za/downloads/psychology/regulations_defining_the_scope_of_profession_of_psychology.pdf). The scope of practice was finally promulgated on 2 September 2011 under government gazette No. R 704 (http://www.hpcsa.co.za/downloads/psychology/promulgated_scope_of_practice_2_sept.pdf).

Visit the Health Professions Council of South Africa (HPCSA) website at <http://www.hpcsa.co.za> for more information. Select "Professional Boards" and then click on "Psychology" to go to the Professional Board for Psychology website.

Other important information on the Board for Psychology website includes:

- A list of accredited universities in South Africa in terms of training in psychology. (http://www.hpcsa.co.za/downloads/cpd/accreditors_2011/psychology_accredited_universities_feb.pdf)
- Frequently Asked Questions about issues related to practicing as a psychologist, psychometrist, registered counsellor, student psychologist or intern psychologist (http://www.hpcsa.co.za/downloads/psychology/updated_frequently_asked_questions.pdf)
- Rules and Regulations of the Board (http://www.hpcsa.co.za/board_psychology_rules.php)
- National Board examination information (including exam results, dates for application reading material) (http://www.hpcsa.co.za/board_psychology_exam.php)

* Registered counsellor

The role of the registered counsellor is to provide a psychological screening service and short-term psychological interventions to enable individuals to function more effectively, Professor H G Pretorius (2012) summarises the role of the counsellor as follows:

- "to make preventative and developmental counselling services accessible and affordable to all"
- "to firstly act as "emotional paramedics" in cases of trauma, to intervene appropriately, and to refer when and where necessary"
- "to act as a resource in communities and to promote health in a socio-cultural appropriate manner"
- "to design preventative and developmental programmes, to implement them in the widest possible contexts, and to monitor its effectiveness".

She further mentions that counsellors should work in community-based settings such as schools, non-government organisations, prisons, children's homes and communities.

A BPsych or equivalent programme is the requirement in order to write the Professional Board for Psychology examination. On passing the examination, an individual could register in the category "registered counsellor".

important information

Unisa's Departments of Psychology and Industrial and Organisational Psychology is revising the BPsych equivalence programme to comply with the latest requirements regarding training of counsellors. Until further notice, there will be no intake of psychology students for trauma-, pastoral or career counselling, as well as psychometry; or industrial psychology students for human resources, employee wellness, career counselling or psychometry.

See Frequently-asked questions on page 45 of this book for more information.

* Psychometrist

Psychometrists perform psychological assessment and use psychological assessment data. Psychometrists are permitted to select, administer, score, and interpret psychological tests, write and sign reports and give feedback to clients independently. They need mentoring by or refer to a registered psychologist only when they find it necessary within their prescribed scope of practice as specified by the Board. When it comes to reporting the results, the psychologist needs to take final responsibility for the contents of the report, but the psychometrist may contribute to the content and co-sign the report. Psychometrists are not permitted to use certain personality measures (for example, TAT, CAT, Rorschach); specialist neuropsychological measures; measures that are used for the diagnosis of psychopathology (for example, MMPI-2).

The psychometrist may be part of a psychological practice or employed by private companies, industry, or institutions such as government departments or non-governmental organisations (NGOs). The psychometrist, who from 2006 only registers at the level of independent practice, is allowed to practice independently, but must adhere to the scope of practice specifications by the Board, and not execute psychological acts reserved for counsellors and registered psychologists.

* Clinical psychology

What does a clinical psychologist do?

A clinical psychologist renders a diagnostic and therapeutic service, often in association with medical, para-medical and other professionals, to patients or clients experiencing mental and/or emotional distress. The focus is on medium and long-term interventions at the secondary and tertiary curative and/or preventative levels.

Employment options

A clinical psychologist can be self-employed, part of a psychological practice or employed by corporations in the private or public sectors. Many psychologists are employed by mental health service institutions, hospitals, schools and counselling centres. Opportunities are also available at tertiary institutions, non-governmental organisations (NGOs), community-based organisations (CBOs) and government departments. The psychologist can act as consultant to a variety of institutions.

Psychologists are also increasingly drawn to health institutions, such as sport training institutes. Some perform expert witness duties in court, and some specialise in defined fields, such as neuropsychology or bereavement.

Fields related to clinical psychology

Psychiatry: A psychiatrist is a medical doctor who has specialised in the field of psychiatry.

Counselling psychology: Counselling psychologists assist

relatively well-adjusted people in dealing with normal problems of life concerning all stages and aspects of a person's existence.

Music therapy: The music therapist uses music to restore, maintain and improve mental and physical health. The Department of Music, University of Pretoria, offers the only Music Therapy training programme in South Africa.

Even though the Professional Board for Psychology does not offer the following registration categories, many clinical psychologists specialise in the following fields:

Community psychology: Most community psychologists concentrate their efforts on groups of people who are not mentally disordered (but may be at risk of becoming so) or on the population in general.

Family psychology: Family psychologists are practitioners, researchers, and educators concerned with the prevention of family conflict, the treatment of marital/family problems, and the maintenance of normal family functioning.

* Clinical psychology

professional training route

- * Bachelor's degree with Psychology as major (for example: BA General; BSc General; BBA; BA(SS); BA Health Sciences and Social Services).
- * Minimum duration: 3 years (except for a BA - Social Work degree that takes a minimum of 4 years to complete).
- * Average part-time duration: 5-6 years



- * Honours degree in Psychology.
- * Minimum duration: 1 year (2 years if you start in 2011)
- * Average part-time duration: 2-3 years
- * Admission requirements: an average of 60% for Psychology III (or Psychology level 3 modules) AND these marks must have been obtained less than 6 years ago. Students who do not meet these requirements, may be admitted if they have completed a further degree, or completed a four-year degree, or completed a postgraduate diploma or certificate. The syllabi for the student's undergraduate courses must have included sections on Research Methodology and Psychopathology. If you are uncertain about your admission status, please contact Student Admissions & Registration.
- * Students who have completed a degree without Psychology as major, need to complete the relevant undergraduate modules for Psychology as a major subject for non-degree purposes before registering for the Honours degree.
- * From 2011, the Honours degree will be offered in three streams of specialisation. The "Psychological Counselling" stream is compulsory for students wishing to apply for clinical psychology at Master's level. The course consists of the following papers:
 - Research Report (HRPYC81)
 - Research Methodology (HMPYC80)(PSY471S);
 - Psychopathology (PYC4802)(PSY481U);
 - Community and Health Psychology (PYC4811)(PSY461Q);

Ecosystemic Psychology (PYC4808)(PSY474V);
Developmental Psychology (PYC4805)(PSY484X);
Psychological Assessment (PYC4807)(PSY4988);
Therapeutic Psychology (PYC4809)(PSY4999)

- * Students who registered before 2011 have until 2014 to complete their Honours degree with the old curriculum. Those students have to complete Research methodology (HMPYC80/PSY471S) and it is advised to complete Psychopathology (PYC4802/ PSY481U), Ecosystemic psychology (PYC4808/ PSY474V) and Therapeutic psychology (PYC4809/PSY4999). It is also recommended that you select your remaining papers for the Honours degree from the above list. More information about the structure of the programme and content of the courses is available in the *Curriculums for College of Human Sciences* book that can be downloaded from the Unisa website at <http://www.unisa.ac.za>.



- * MA Clinical Psychology
- * Students can apply for selection on completion of the Honours degrees in Psychology
- * Applications close at the end of June each year, with selection in August/ September in Pretoria
- * Please note that an Honours degree does not automatically give access to a Master's degree. Since only a few students can be accommodated for certain options, prospective master's students are subjected to a strict selection procedure in which the following criteria play a role: (a) academic performance at undergraduate and particularly postgraduate level and (b) personal and motivational profile as assessed by a selection committee
- * **ADMISSION TO MASTER'S STUDIES CANNOT BE GUARANTEED TO ANY STUDENT.**
- * Duration: 2 years (full-time in Pretoria)
- * Master's year 1 (M1): practical clinical work; community psychology;

* Clinical psychology

DSM IV and psychological assessment; introduction to ecosystemic theory; qualitative research; client-centred psychotherapy; child psychotherapy.

- * Master's year 2 (M2): practical clinical work (one compulsory clinic plus one elective clinic); group psychotherapy; research design; neuropsychology; strategic psychotherapy; family therapy; hypnotherapy; ecosystemic theory; psychological ethics. Students need to be resident close enough to Pretoria to be able to attend clinics, workshops, and other events. Students also complete a dissertation of limited scope in this year.



- * Complete a one-year internship at an approved organisation
- * Write the Professional Board Examination.
- * Register as clinical psychologist with the Professional Board for Psychology
- * Complete one year of community service as stipulated by the Department of Health

* Neuropsychology

What does a neuropsychologist do?

Neuropsychologists evaluate psychological and behavioural disturbances associated with central nervous system dysfunction. According to the neuropsychologists' scope of practice in South Africa, these practitioners may:

- assess, diagnose and intervene in psychological disorders of people experiencing neuropathology
- diagnose and evaluate psychological disorders caused by neurological conditions
- treat and rehabilitate psychological disorders of people suffering from central nervous system dysfunction

Neuropsychologists can also be involved with policy development and research related to neuropsychology; training and supervising of other registered practitioners in the field of neuropsychology and provide expert opinion and/ or evidence.

More information:

South African Clinical Neuropsychological Association
(<http://www.sacna.co.za>)

This registration category was approved by the HPCSA in 2012. As such, there are no formal training programmes at Master's programme for this specialisation. Practitioners in this field first train as clinical psychologists. The SA Clinical Neuropsychological Association has more information on their website about further requirements.

* Forensic psychology

What does a forensic psychologist do?

Clinical-forensic psychologists are clinical psychologists who specialise in the assessment and/or treatment of persons who, in some way, are involved in the legal process or legal system.

According to the forensic psychologists' scope of practice in South Africa, these practitioners may:

- conduct psychological assessments, diagnoses, and interventions,
- refer clients to appropriate professionals for further assessment or intervention;
- provide therapeutic interventions;
- advise on the development of policies, based on forensic psychological theory and research;
- design, manage, and evaluate forensic psychology-based programmes, and interventions; designing, managing, and
- conduct research; report on, and supervise research, in forensic psychology;
- train, supervise students, interns, and other registered psychology practitioners in forensic psychology;
- provide expert evidence and/or opinions

This registration category was approved by the HPCSA in 2012. As such, there are no formal training programmes at Master's programme for this specialisation. Practitioners in this field first train as clinical psychologists.

* Industrial psychology

What does an industrial psychologist do?

Industrial and organisational psychologists study the organisation/employee interface and subsequently apply psychological principles so as to maximise reciprocal satisfaction and productivity in the work environment. I & O Psychology is the scientific study of human behaviour in the workplace. It involves interaction of individual, group, organisation and work processes to influence behaviour and promote mental health and productivity.

What are the tasks of people in this occupation?

Psychology in industry involves inquiries into five kinds of relationships:

Relations between workers and their work

The problem of fitting people to jobs requires the analysis of human abilities, skills and potentials to make the "proper fit". The job must also be analysed in order to identify the abilities required for successful job performance. In assessing abilities, psychological tests are very useful. If it seems that the abilities required for a particular job are too complex, the psychologist may cooperate with others to reorganise the work or modify the product to utilise to a greater degree the abilities that are available. Once recruited, assessed and selected, workers have to be trained and developed to carry out their tasks and fulfil their functions to the best of their ability. Industrial and Organisational Psychologists could also be involved in assessment to determine loss of employment opportunities



Industrial psychology

and income in case of injuries, accidents and unfair labour practices.

Relations between the workers and their supervisors

The adjustments that employees make to each other and to their supervisors, influence their well-being as well as their productivity. The behaviour of supervisors greatly influences interpersonal relationships and, therefore, the training of supervisors in the handling of groups and in face-to-face dealings with employees is an important part of their development. Supervisory training and development is also stimulated and presented by the industrial psychologist.

Relations between workers and management

Industrial strife, poor morale and negative attitudes are responses of workers to their working conditions, and they directly impact on the quality of their work and co-operation with management. Identifying the causes of discontent and helping to prevent them from recurring also form part of the work of the industrial psychologist.

Relations between workers and their fellow workers

In South Africa, an already complex area is complicated by our heterogeneous population. In the field of personnel selection, the industrial psychologist has to deal with an educational range extending from illiteracy at one extreme to postgraduate qualifications at the other.

Relations between employees, groups, organisations and

influencing environments.

It is important to consider that organisations, groups and individual employees as well as their resources and work processes are affected by many factors from ever-changing environments. In South Africa, business and work lives are increasingly part of the global environment, while also characterised by many internal and ongoing changes in society at large and in the workplace.

Other tasks of an industrial psychologist may include: Recruitment, selection and placement; training; career development; job design and analysis; organisational development; personnel administration; labour relations; ergonomics; employee and organisational well-being; and consumer psychology.

What are the employment opportunities?

An important, and perhaps the best-known application of I&O psychology, is in the field of human resources and related functions, for which I&O psychology to a large extent provides the scientific basis. A large percentage of students are already working in this field or will enter it eventually. Under- and postgraduate qualifications may lead to employment in human resource management, employee and organisational development, employment relations, ergonomics, marketing, consulting and research activities. Postgraduate qualifications may lead to professional registration as counsellors, psychometrists, personnel practitioners and industrial



* Industrial psychology

psychologists.

Industrial and Organisational Psychology postgraduates can also fulfil a wider professional role that is protected by law. These functions include the diagnosis and counselling of personnel and other organisational problems with an industrial psychological content, and taking remedial action by means of professional techniques and advice. Some industrial psychologists fulfil this role as professional internal or external consultants, as well as having a professional role in executing assessment and giving evidence in the practice of forensic psychology.

Possible employers include private and public companies; consultants to trade associations or to retailers or manufacturers; university lecturers who do research in the field; private consultants; large organisations such as mining houses, insurance companies and government departments.

Graduates can be appointed as researchers by the following institutions: universities which encourage and emphasise research as an important outcome; the Council for Scientific and Industrial Research (CSIR); the Human Sciences Research Council (HSRC) and the Chamber of Mines of SA, and other companies, for example marketing research houses which use psychologists to execute research with regard to consumer behaviour and profiles.

South African Board for Personnel Practice
The South African Board for People Practices (SABPP) has been approved by the South African Qualifications Authority (SAQA) as the Education and Training Quality Assurance body (ETQA) for some crucial human resources qualifications in South Africa. The Board offers various levels of professional and pre-professional registration from level 1 (HR technician) to level 5 (master HR practitioner). Please see the Board's website at <http://www.sabpp.co.za/> for further information about qualifications needed.



Industrial psychology

professional training route

- * BCom degree with specialisation in Industrial and Organisational (I & O) Psychology
- * Minimum duration: 3 years
- * Average part-time duration: 5-6 years
- * Students who have completed any other degree with I & O Psychology as major, are required to complete five additional second- and/ or third-level I & O Psychology modules in order to be considered for professional practical training
- * Students who have completed a degree without Industrial Psychology as major, need to complete the relevant undergraduate modules for Industrial Psychology as a major, as well as five additional second and/ or third level I & O Psychology modules.



- * Honours BCom, BA or BAdmin degree in I & O Psychology
- * Minimum duration: 2 years (Students may apply for permission to complete the degree in one year)
- * Average part-time duration: 2-3 years.

academic training route

- * Bachelor's degree with Industrial and Organisational (I & O) Psychology as major (for example: BA General; BCom General; BCom I & O Psychology; BAdmin; BBA; BInf; BA (Pol)).
- * Minimum duration: 3 years
- * Average part-time duration: 5-6 years.
- * Students who have completed a degree without I & O Psychology as major need to complete the relevant undergraduate modules for I & O Psychology as a major subject



- * Honours BCom, BA or BAdmin degree in I & O Psychology
- * Minimum duration: 2 years (Students may apply for permission to complete the degree in one year)
- * Average part-time duration: 2-3 years.

professional training route

- * Master's degree in I & O Psychology (Option 1: Directed degree)
- * Admission: Must have completed Honours degree in I & O Psychology. Academic performance, personal attributes and the candidate's practical work environment are used as criteria
- * Closing date for applications: 15 September
- * The selection for the Master's takes place in October in Pretoria.
- * A limited number of students will be selected annually
- * Year 1: Theoretical part. Students attend workshops and conferences in Pretoria; hand in assignments and attend the examination in November
- * Year 2: Dissertation



- * Complete a one-year internship.
- Write the qualifying exam of the Professional Board for Psychology
- Register as a psychologist (industrial) with the Professional Board for Psychology

academic training route

- * Master's degree in I & O Psychology (Option 2: Dissertation)
- * Minimum duration: 2 years
- * Completion of this degree does not lead to registration with the Professional Board for Psychology.
- * Professional registration will only be possible if bridging studies and practical training have taken place as determined by the professional training route, and if approved by the University and the Professional Board for Psychology



* Research psychology

What is it?

A research psychologist investigates various societal and human issues in order to generate and disseminate psychological knowledge for the purpose of understanding and dealing effectively with these issues. Research psychologists are also concerned with evaluating the effectiveness of interventions. This specialisation is suitable for persons who are interested in psychology as the scientific study of human behaviour, rather than in the applied field of therapy.

Research in the social sciences has moved away from strictly academic enquiry to embrace a variety of philosophies and techniques. Professional training in research psychology offers an exciting opportunity to obtain skills and competencies to meet the rapidly changing needs of our fast-moving information society. Diverse topics such as statistical modelling, cultural critiques and action research enable the researcher to play a role in fields such as public health, government policy formation, advertising and marketing, education, political activism and personnel development.

On completion of professional training, the student has marketable skills that can immediately be applied in the work place, or there is the option of completing an internship for registration with the Health Professions Council of South Africa as a research psychologist. The Masters in Psychology with specialisation in Research Consultation degree equips the

student with skills, competencies and knowledge to enter the job market in the field of applied research in the social sciences.

Career options
Research psychologists are mainly employed as researchers and consultants in the general area of psychological and social science research and consultation. Training in psychological research will enable you to pursue a career in various fields. Possible employers include market research companies; research organisations such as the Human Science Research Council and the Medical Research

learning about research consultation

The Masters in Psychology (Research Consultation) (MARC) students of 2010, in collaboration with Proff. Eduard Fourie and Martin Terre'blanche presented a poster at the 2010 annual PsySSA conference about the practical placement aspect of the MARC programme. Students in this programme have to complete two placement periods of ten weeks each at an institution to gain practical experience within the research field. These placements take place in various contexts such as education, social research, business consulting, social services, medical research, knowledge services and marketing research. The group identified a number of skills they gained from the respective placements including data capturing; statistical analysis; compiling a literature review; project management and planning; consulting; data analysis (quantitative and qualitative); independence; presentation skills; report-writing; evaluation; time management; interpersonal skills; networking; critical thinking; questionnaire development; research interview skills; market research; and fieldwork.



* Research psychology

Council; government departments (for example, Departments of Social Welfare, Safety & Security, Trade and Industry and Social Development); South African Police Services; media companies; financial institutions; management consulting companies; personnel and recruitment consulting companies; national and international nongovernmental organisations; mining companies; media organisations; pharmaceutical companies. Self-employment is possible as a research consultant.

Even though the Professional Board for Psychology does not offer the following registration categories, many research psychologists specialise in the following fields:

Cognitive psychology

Cognitive psychology attempts to understand the nature of human thought processes. They study how people learn, understand, remember, and make decisions as a result of information they derive from current circumstances, their existing memory, and the consequences of their own actions. Most cognitive psychologists are engaged in basic or applied research at universities and research institutions. Self-employment as an industrial consultant or human factors specialist is also possible.

Social psychology

Social psychologists study how people interact with each other and how they are affected by their social environments.

They study individuals as well as groups, observable behaviours, and private thoughts. Employment opportunities exist at tertiary institutions. Many social psychologists are employed in the private sector as consultants, researchers, marketing directors, managers, political strategists, technology designers and so on. Social psychologists also work in government and non-profit organisations, designing and evaluating policy and programmes in education, conflict resolution and environmental protection.

Sport psychology

Sport and exercise psychology is the scientific study of the psychological factors that are associated with participation and performance in sport, exercise, and other types of physical activity. Obtaining a job usually depends more on the applicants' research and teaching records in sport psychology than their ability to provide athletes with performance enhancement and consultation. Some positions in this field are available at tertiary institutions, research institutes (such as the Sport Science Institute), and medical research laboratories.

Applied experimental and engineering psychology

This field is at the intersection of psychology and technology. It suits people with a creative, exploring mind, an inclination toward research and practice, who work well in a team setting with other professionals, and who have an abiding interest in psychology. Work settings range from teaching to laboratory to the industrial design team. Applied experimental



* Research psychology

and engineering psychology is increasingly employed in the design and evaluation of medical instrumentation and processes and forensic work involving product and workplace safety.

professional training route academic training route

- * Bachelor's degree with Psychology as major. For example: BA General; BSc General; BBA; BA(SW); BA Health Sciences and Social Services
- * Minimum duration: 3 years (except for BA Social Work that has a minimum duration of four years)
- * Average part-time duration: 5-6 years



- * BA, BA(SW) or BSc Honours in Psychology.
- * Minimum duration: 1 year (2 years if you start in 2011)
- * Average part-time duration: 2-3 years
- * Admission requirements: an average of 60% for Psychology III (or Psychology level 3 modules) AND these marks must have been obtained less than 6 years ago. The syllabi for the student's undergraduate courses must have included sections on Research Methodology and Psychopathology. Students who do not meet these requirements, may be admitted if they have completed a further degree, or completed a four-year degree, or completed a postgraduate diploma or certificate. If you are uncertain about your admission status, please contact Student Admissions & Registration.
- * Students who have completed a degree without Psychology as major, need to complete the relevant undergraduate modules for Psychology as a major subject for non-degree purposes before registering for the Honours degree.
- * From 2011, the Honours degree will be offered in three streams of specialisation: Psychological Counselling, Community and Health

Psychology and Applied Psychology for the Professional Context. Any of these specialisations would be acceptable to apply for the Master's in Psychology with specialisation in Research Consultation

- * Students who registered before 2011 have until 2014 to complete their Honours degree with the old curriculum. More information about the structure of the programme and content of the courses is available in the booklet *Curriculums for College of Human Sciences* that can be downloaded from the Unisa website at <http://www.unisa.ac.za>.



professional training route

- * Master's in Psychology (Research Consultation)
- * Apply before 30 July each year
- * A limited number of students are selected for this option each year (8-25)
- * The selection process includes individual interviews, group discussions and written tasks. It will take into account your academic record, keenness for research, motivation for the course and interpersonal skills.
- * In year 1, students attend seminars and workshops on-campus, complete a total of twenty weeks at a research-related organisation, participate in compulsory and elective projects and complete a research proposal. You obtain the Masters degree on completion of your dissertation.



academic training route

- * Master's in Psychology (Option 1: Dissertation). Admission is based on academic achievement in the Honours course, as well as the quality of the prospective student's research proposal. research is started
- * Completion of the Master's does not lead to registration with the Professional Board for Psychology

* Educational psychology

What is it?

Educational psychologists are involved in counselling clients in educational contexts. Their focus is on guiding and counselling clients with a view to alleviating emotional problems, making subject and career choices, assisting learners with barriers to learning, and facilitating the school admission process. Most educational psychologists work in educational institutions (schools or universities) or in private practice.

Some conduct basic research on topics related to the learning of reading, writing, mathematics and science. Others develop new methods of instruction including designing computer software. Still others train teachers and investigate factors that affect teachers' performance and morale. Educational psychologists conduct research in schools and government. They may be employed by the Department of Education or the corporate sector to design and implement training programs.

School psychology is related to educational psychology. The primary responsibility of a school psychologist/ counsellor is to help learners, teachers and parents with career and subject choices, school adjustment and personal matters. Specifically, the school psychologist:

- administers and evaluates aptitude tests and interest questionnaires

- interprets the results in a suitable form so as to assist learners to understand their strengths and aptitudes
- helps learners to gain self-knowledge and equips them with decision-making skills which will allow them to make appropriate career choices
- guides the emotional development of learners on a one-to-one basis
- liaises with parents and other teachers
- initiates appropriate measures for learners with learning problems
- addresses issues such as drugs and HIV/AIDS.

School psychologists emphasise the enhancement of general adjustment and academic development of pre-school and school children. They assess children and provide consulting and counselling services to children, parents, teachers and principals. School psychologists help educators and others promote the intellectual, social, and emotional development of children. They are also involved in creating environments that facilitate learning and mental health. They may evaluate and plan programmes for children with special needs, or deal with less severe problems such as disruptive behaviour in the classroom. They sometimes engage in programme development and staff consultation to prevent problems. They provide on-the-job training for teachers in classroom management, consult with parents and teachers on ways to support a child's efforts in school, and consult with school administrators on a variety of psychological and educational

* Educational psychology

Educational psychology training route

- * Complete a Bachelor's degree
- * Your degree should also include Psychology as a major and recognised teaching subjects
- * Minimum duration: 3 years.
- * Average part-time duration: 5-6 years



- * Complete a postgraduate Certificate in Education (PGCE)
- * Minimum duration: 1 year

OR

- * Bachelor of Education (BEd) degree
- * Try to complete Psychology as a major subject as far as possible for your BEd degree
- * Minimum duration: 4 years
- * Average part-time duration: 6 years. If you complete the BEd degree without psychology as major, you would need to add the undergraduate modules for Psychology as a major subject before applying for the Honours BEd School Guidance and Counselling

reflection

How do you feel about what you have read regarding the different registration categories with the HPCSA?

Write down at least two aspects that stood out for you

What are you still curious about? How will you find out about this and when?

- * In the first year of study, complete three generic Honours BEd modules
- * Apply on Form V31 for the selection for the Honours BEd with specialisation in School Guidance and Counselling before 31 July during your 1st year of study
- * Only a limited number of students will be admitted annually to the specialisation degree (25 students).
- * Students who are provisionally selected must appear before a selection committee in Pretoria (usually in October).
- * Minimum duration: 2 years (year 1: general modules; year 2: specialisation modules).
- * There are five weeks of compulsory classes as prescribed by the HPCSA throughout the second year (ONLY IN PRETORIA)
- * If you already have an Honours BEd degree, apply for the Endorsement: Specialisation In School Guidance & Counselling

- * Master of Education (MEd) in Guidance and Counselling
- * A limited number of students will be admitted annually to this degree
- * Students must apply before 31 July of the year preceding the year in which they wish to register for selection
- * Students who are provisionally selected must appear before a selection committee in Pretoria in September
- * Practical training, which is compulsory, is offered only in Pretoria

- * Complete a one-year internship
- * Write the qualifying examination of the Professional Board for Psychology
- * Register as an educational psychologist with the Professional Board for Psychology

* Qualifications (undergraduate)

Which psychology degree should I start with?

Theoretically it does not matter which degree you complete, as long as you are including psychology as your major subject (in other words, you include it on first, second and third level). Your choice of which first degree would be informed by your interests and career vision and for which kind of opportunities you would want to prepare yourself for.

For example, even if you say you are interested in clinical psychology eventually, these individuals work in a variety of contexts and have different backgrounds. For example, someone interested in neuropsychology and forensic psychology might find it beneficial to have a science background (for example, a BSc in Psychology and Physiology), whereas someone interested in community psychology, might find it helpful to have a development studies (BA General) or social work (BA Social work) background. We realise that it might be confusing and there is not really a guarantee as to which field you will eventually work in, as your experiences while you are studying in terms of working and volunteering will also shape your career identity.

COLLEGE OF ECONOMIC & MANAGEMENT SCIENCES

PSYCHOLOGY

- Bachelor of Business Administration (BBA)

INDUSTRIAL PSYCHOLOGY

- BCom in Industrial & Organisational Psychology
- Bachelor of Business Administration (BBA)
 - Bachelor of Administration (BAdmin)

COLLEGE OF HUMAN SCIENCES

PSYCHOLOGY

- BA General
- Bachelor of Arts (Health Sciences and Social Services) in ONE of Applied Psychology for Professional Contexts; Community and Health Psychology; Psychological Counselling
- Bachelor of Social Work

INDUSTRIAL PSYCHOLOGY

- BA General

COLLEGE OF SCIENCE, ENGINEERING & TECHNOLOGY

PSYCHOLOGY

- Bachelor of Science General degree

* Qualifications (postgraduate)

Psychology

- MA, MA(SS) or MSc (research master's degrees) (dissertation only)
- MA, MA(SS) or MSc (research master's degrees) with specialisation in Research Consultation
- MA in Clinical Psychology
- DLitt et Phil in Psychology (Students who completed an MA)
- PhD in Psychology (Students who completed an MSc)
- DPhil in Psychology (Students who completed an MA (SS))
- Doctoral studies in Consulting Psychology (in collaboration with Department of Industrial and Organisational Psychology)

Industrial and organisational psychology

- MCom, MA, MAdmin (research master's degrees) (dissertation only)
- MCom, MA, MAdmin (course work programme)
- Doctor's degree in Industrial Psychology
- Doctor's degree in Consulting Psychology (in collaboration with Department of Psychology)



* Psychology and ...

If you decide to complete a general degree (for example BA, BSc or BBA), then the following tables will help you to see how your second major could contribute to broader career opportunities in addition to those related to your psychology major.

Combine psychology with...	Possible job titles	Possible organisations
Anthropology (BA)	Anthropologist; cultural officer; museum careers; community development officer; health educator; social impact assessor	Universities; government departments; museums; consultancies
Communication Science (BA)	Communications officer; public relations officer; marketing officer; journalist; fundraiser; events organiser; lecturer; teacher; researcher	Government; media and entertainment industry; NGOs; public relations; universities; universities of technology; publishing; advertising; broadcasting; film companies; corporate communication departments
Criminology (BA)	Correctional services officer; crime prevention consultant; forensic criminologist; police officer; researcher; victim counsellor; lecturer	Universities; universities of technology; research institutions; Department of Correctional Services

Combine psychology with...	Possible job titles	Possible organisations
Development Studies (BA)	Development researcher; development facilitator; development officer; development consultant; public servant; training officer	Local, provincial, national & international development and community organisations; research organisations; political organisations
Economics (BA)	Economist; economic analyst; financial analyst; trust administrator; investment banker; securities analyst; teacher; lecturer; research analyst; consultant	NGOs; labour organisations; government; research organisations; semi-state organisations or parastatals; banks/ financial institutions; market research firms; analysing/ forecasting companies; consulting companies; universities and universities of technology



* Psychology and ...

Combine psychology with...	Possible job titles	Possible organisations
Languages (BA)	Author; broadcaster; copy writer; editor; interpreter; journalist; language policy planner; lexicographer; publisher; terminologist; translator	Publishing; government; public relations firms; marketing & advertising; tourism industry; diplomatic service; import/ export companies; international trade and banking; hospitality; education
Sociology (BA)	Lecturer; sociologist; social researcher; policy design; monitoring and evaluation research	Education; NGOs; government; development agencies
Social Work (BA Social Work)	Social worker You can specialise in many fields: child and family care, care of the disabled, mental health, alcohol and drug dependence, care of the aged and care of offenders	Work in collaboration with allied professions and departments such as part of a network of welfare, health, housing, education and justice provision; government departments; private and church welfare organisations; institutions, clinics and hospitals; the armed forces; housing industry; NGOs; organisations dealing with street children, peace actions, rural development, RDP and more; private practice

Combine psychology with...	Possible job titles	Possible organisations
Geography (BA or BSc)	Conservationist; geographer; educator; tour guide; environmental impact assessor; environmental consultant; environmental psychology researcher	Government; education; tourism organisations; environmental conservation bodies; industrial sector; military institutions
Operations Research (BSc)	Operations researcher; data/ quantitative analyst; consultant	Public and private companies; mining companies; financial institutions; production companies; research institutions; consulting firms
Statistics (BSc)	Econometrician; market research statistician; social research statistician; statistical consultant; statistician; data analyst	Banking and financial industry; chemical industry (research and development); agriculture (plant breeding, animal production); meteorology; telecommunications; market research; consulting firms; social research institutions/ companies; own business

* Psychology and ...

Combine psychology with...	Possible job titles	Possible organisations
Computer Science/ Information Systems (BSc)	Programmer; Database administrator; lecturer; software developer; technical writer; training specialist; Artificial Intelligence developer; human computer interface (HCI) specialist; business analyst; customer relationship manager; IT consultant	Banks and financial services; consulting firms; computer manufacturers; computer training; government; health care; insurance companies; mining industry; education; software development companies and more
Physiology (BSc)	Physiologist; research scientist; lecturer; laboratory technician; medical sales representative	Universities and universities of technology; government departments; laboratories; industry; hospitals; pharmaceutical companies; biotechnology companies
Business management (BBA)	You may select modules from various fields, for example retail-, financial-, risk-, marketing- and human resource management. Your choice would determine other career opportunities	Private and public sector; NGOs; consulting firms; self-employment

* Industrial Psychology and ...

Combine industrial psychology with...	Possible job titles	Possible organisations
Business Management (BBA)	You may select modules from various fields, for example retail-, financial-, risk-, marketing- and human resource management. Your choice would determine other career opportunities	Private and public sector; NGOs; consulting firms; self-employment
Sociology (BA)	Labour relations specialist	NGOs; labour organisations; government; research organisations



* Curious about the subject “psychology”?

Explore what psychology is by watching and listening to on-line lectures on a variety of topics in psychology such as introductory psychology, social psychology, human emotion, history of psychology, clinical psychology, brain structure and its origins, neuroscience and behaviour, depression and more.

The Open University hosts online courses in a wide range of topics, including psychology. All these courses are available free of charge. Some topics include psychology of genetic testing; psychological profiling; critical social psychology; psychology of cloning; psychology of deception; predicting personality; synaesthesia; memory and many more. Visit the site at <http://www.open.ac.uk/openlearn/> and type “psychology” in the search box to find psychology-related courses.

Some sites you could explore:

- * MITOpenCourseware
<http://ocw.mit.edu/courses/brain-and-cognitive-sciences/>
- * Open Culture
<http://www.openculture.com/freeonlinecourses>
- * iTunes university
<http://www.apple.com/education/itunes-u/>
- * YouTube education
<http://www.youtube.com/education?b=400>
- * FreeVideoLectures
<http://freevideolectures.com/Subject/Psychology>

* Further study options for psychology students

You have a first degree and possibly an Honours degree in Psychology, Industrial and Organisational Psychology or Guidance and Counselling and imagine yourself to be unemployable, especially if you have tried repeatedly to be selected for a professional Master's training programme for clinical, research, industrial and organisational or educational psychology. The challenge is to turn your psychology studies into an advantage by supplementing your studies with one of the following options. You have to consider your career vision when making a decision - which option is the most creative and satisfying choice for your career destination?

Options	Possible job titles
Programme and Advanced Programme in Marketing Management	Advertising manager; brand manager; fundraiser; lecturer; marketing manager; marketing researcher; marketing planning manager; product manager; sales manager
Postgraduate Certificate in Education (Senior and Further Education & Training Phase; Intermediate and Senior Phase; Early Childhood Development; Foundation Phase)	Teacher in one of the phases





Further study options for psychology students

Options	Possible job titles
Postgraduate Diploma in Tertiary Education	Lecturer at tertiary institution; skills trainer / facilitator in a corporate environment
BBA (Bachelor of Business Administration) Students who already have a recognised degree will be given recognition for seven modules and can complete the BBA by passing the 14 compulsory modules plus 9 other modules, of which five must be on third level, selected from subjects listed in Group A	This degree is suitable for students who wish to acquire broad-based training for a career in the business and government sectors and for graduates who wish to complement their degrees with a more business-oriented qualification. Career opportunities would depend on the management modules you select. Specialisations include human resource-, marketing-, financial-, supply chain-, risk-and, retail management; and entrepreneurship
Honours BA (Social Behaviour Studies in HIV/AIDS)	Social researcher; policy analyst/ researcher; programme designer and/ or manager; lecturer
Programme and Advanced Programme in Human Resource Management (Centre for Business Management)	Compensation manager; human resource consultant/ manager/ officer; labour relations officer/ manager; recruitment consultant/ manager/ officer; training officer/ manager
Social Work conversion modules	Social worker

Options	Possible job titles
Project Management qualifications: Course in Project Management (Centre for Business Management) Practical Project Management and Advanced Project Management (School for Business Leadership)	Project officer/ manager

Unisa's Centres for Applied Psychology and Industrial & Organisational Psychology offer a number of programmes, workshops and seminars that could help you to gain practical skills in a specific field. Many of the programmes could also allow individuals registered with the Health Professions Council of South Africa (HPCSA and the South African Council for Social Service Professions (SACSSP). Contact details for these Centres are provided later in this booklet.

Unisa Centre for Applied Psychology

Short Courses

- Victim Empowerment and Support
- Logotherapy
- HIV/AIDS Care and Counselling
- Emotional Intelligence
- Developing and Applying Interpersonal Skills
- Care for the Caregiver
- Developing Capacity



* Further study options for psychology students

Workshops

- Trauma intervention and crisis management with children
- Introduction to sex therapy and counselling
- Introduction to bereavement counselling

Unisa Centre for Industrial and Organisational Psychology

Programmes (12 months)

- Programme in Applied Organisational Development
- Programme in Client Service Excellence
- Programme in Industrial and Organisational Psychology
- Programme in Skills Development Facilitation

Short courses (6 months)

- Short course in Business Psychology and Human Behaviour
- Short course in Compensation for Occupational Injuries and Diseases in the Workplace
- Short course in Employee Wellness
- Short course on the Occupational Health and Safety Act 1993

- Short course in Organisational Development: The Appreciative Inquiry Approach
- Short course in Workforce Diversity

Workshops

- Workshop in Group Process Consultation
- Workshop in Consultation Skills Training
- Workshop in Career and Executive Coaching
- Workshop in Skills Development Facilitation
- Workshop in Self Management and Work-related Skills

* Career fields related to psychology

Art Therapy

There is no formalised registration category with the Health Professions Council of South Africa for art therapy. In terms of professional there would not be one best route to take, since clinical, counselling and educational psychologists could possibly use forms of art therapy in their work. While you are busy with your undergraduate psychology modules that you need to complete to get to your chosen postgraduate programme, you could start making contact with practitioners in this area to find out more about their background and possibly get more practical recommendations.

Art Therapy (<http://www.arttherapy.co.za/>) offers a number of workshops and courses in this field. Their website also contains some useful information about the field. The Art Therapy Centre (<http://www.arttherapycentre.co.za/>) also offers a number of training programmes and descriptions of the projects they are involved in.

You could consider becoming involved with art therapy on a volunteer basis while busy with your formal studies. Try Greater Good SA (<http://www.myggsa.co.za/>) to look for art-related volunteer opportunities in your area. This would also be a great way for you to network with other professionals and find out more about your area of interest.

* Career fields related to psychology

Social Work

The Unisa Department of Social Work offers the following definition of social work:

Social work focuses on the interaction between individuals, groups and communities and their social environments. It includes the following: the facilitation of people to address their problems stemming from their social interactions; empowering people to promote their own welfare and to develop their own abilities, resources and potential. The principles of human rights and social justice is fundamental to social work.

As with all other “helping” professions, prospective social workers have to be interested in individuals and their stories, as well as possess excellent interpersonal communication skills. Social workers work within a variety of contexts, including non-governmental organisations (NGOs); community-based organisations (CBOs); voluntary and private and religious welfare organisations; government sectors (local, provincial and national); private business, clinics and hospitals. Social workers work closely with psychologists, counsellors, health care professionals, legal advisors and lawyers.

Psychology can be taken as a major for the BA Social Work degree. This means that once you are qualified as a social worker, you could continue your studies in psychology to become a counsellor and/ or psychologist.

Play therapy

Play therapy uses a variety of techniques which give traumatised children the opportunity to communicate feelings, emotions, experiences and behaviour through play. (<http://gestaltplaytherapy.co.za>).

Who can apply?

- Students with an Honours degree in Psychology, and social work
- You must be a registered counsellor (registered with the HSPCA) or registered with the South African Council of Social Service Professions
- If you are not a registered counsellor: it is possible to start the Masters with the proviso that you will do your internship and write the HSPCA exam in the first year of the Masters programme.

Where to apply?

- The Institute for Child Youth and Family studies together with the University of North-West (NWU)
- University of Pretoria
(<http://web.up.ac.za/Default.asp?ipkCategoryID=1903&subid=1903#MSDPlay>)

Further resources:

<http://www.playtherapy.co.za/>;
<http://gestaltplaytherapy.co.za/>

* Career fields related to psychology

Psychiatry

According to the South African Society of Psychiatrists (<http://www.sasop.co.za>), a psychiatrist is: "a medical doctor, who has specialized in the field of Psychiatry. To be able to practice, a Psychiatrist must be registered with the Health Professions Council of South Africa (HPCSA), as a Psychiatrist, under the specialist register".

Psychiatrists have medical training and can examine, diagnose and treat patients with Medical Illness that can lead to Mental Problems. Psychiatrists are also trained in psychotherapy and therefore are able to treat patients through psychotherapeutic interventions. Psychiatrists can prescribe medication and psychotherapy to treat mental illness.

A Psychiatrist must first complete a medical degree. This is usually indicated as a MBChB or MBBCh degree. This Qualification takes six years to complete. An internship follows that takes another year, and South African doctors are then required to complete one year of Community service. All together it takes eight years to be registered as a medical doctor in South Africa.

After this a doctor could specialise and become a "specialist". It takes another four years of study to gain the qualification to practice as a Psychiatrist. This qualification is usually indicated as a MMed Psych or a FF Psych or FC Psych.

Learn more about psychiatry on the following websites:

- American Psychiatric Association (<http://www.psych.org>)
- More about psychiatry (<http://www.psychiatry.org/about-apa--psychiatry/more-about-psychiatry>)
- The Royal College of Psychiatrists (<http://www.rcpsych.ac.uk/>)
- A Career in Psychiatry booklet (<http://www.rcpsych.ac.uk/PDF/Make%20a%20difference.%20Improve%20lives.%20A%20career%20in%20psychiatry.pdf>)
- World Psychiatric Association (<http://www.wpanet.org/>)

* Frequently-asked questions

I want to be a child psychologist - what should I study?

You will need to ask yourself from what perspective and in which contexts you wish to work with children.

Educational psychologists deal mostly with the problems encountered by children in the education context. Their tasks range from testing learners' intelligence, aptitude, interests and personality, to assisting learners with learning problems, to career guidance. They might also assist teachers to become more aware of the social factors influencing learners and provide guidance to parents regarding their children.

Clinical psychologists work directly with individuals at all developmental levels (including children), using a wide range of assessment and intervention methods to promote mental health and to alleviate discomfort and maladjustment. Interventions in clinical psychology are directed at preventing, treating, and correcting emotional conflicts, personality disturbances, psychopathology, and the skill deficits underlying human distress or dysfunction.

Why are only a limited number of students selected each year for the professional training programmes in Psychology, I & O Psychology and Educational Psychology?

These programmes require intensive training that can only be provided by suitably qualified academic staff. Since these departments do not have unlimited resources in terms of staff, only a few students are selected each year so that they can receive quality training and supervision.

What do I do if I don't get selected for a professional training programme (such as the MA Clinical Psychology)

Don't let this discourage you from exploring the options available to you with a completed degree and/or Honours degree. You have already learned many skills that are relevant to different work environments. For example, use your counselling and communication skills to facilitate youth groups to talk about issues confronting them in their community. Volunteering would be an important way for you to develop practical skills and to network with other organisations and people who can recognise your skills and offer you other opportunities that you might not have thought of previously. You can read more about career options for psychology students who do not continue with professional training options in a booklet that was compiled by Johann Louw at the University of Cape Town.

What selection criteria are used for the MA Clinical Psychology programme?

It is not possible to clearly state what the criteria are, but the honest presentation of yourself is what is important during the selection process. The first round of selection is usually paper-based. Each University will have different types of information that will be requested from you. If you are invited to the selection interviews, selectors will usually observe your ability to communicate, how you relate to others in the group and deal with the pressure of the selection process. No one can tell you what to prepare except that you go and allow yourself to be part of the selection process.

Some Universities have specific criteria such as proficiency in three South African languages and community work experience. The application information and forms for programmes at different



* Frequently-asked questions

Universities will also inform you whether additional requirements apply.

I am not close to Pretoria - can I apply for the MA Clinical Psychology or MA Research Consultation?

For the MA Clinical Psychology degree, students need to attend regular clinics and workshops and complete practical work, thus it is not possible to complete this programme unless you live close to Pretoria. Students who do not live close to Pretoria can be accommodated for the MA Research Consultation degree, provided they are able to attend the compulsory practical training at the campus in Pretoria.

Where can I complete my internship for the registered counsellor category?

Unisa is revising the BPsych equivalence programme in line with requirements from the HPCSA. Until further notice, there will be no further intake of psychology students for trauma-, pastoral or career counselling, as well as psychometry; or industrial psychology students for human resources, employee wellness, career counselling or psychometry.

Students are encouraged to contact other Universities to determine the availability of similar training programmes. A list of approved training organisations can be found on the HPCSA website at

http://www.hpcsa.co.za/downloads/cpd/accreditors_2011/psychology_accredited_universities_feb.pdf.

If you are in the position to find your own placement, this placement has to be approved by a University accredited by the HPCSA. As Unisa's BPsych equivalence programme is currently under review, Unisa will not be able to supervise any practical placements.

Would I be able to practice as a counsellor/ psychologist in another country?

Each country and states or provinces within that country would have different requirements for individuals to practice as counsellors and psychologists. Educational systems are also different. For example, in some countries you need to have a Doctorate degree to practice as a psychologist, whereas in others it is a Masters degree. It is recommended that you check with the licensing board/ organisation in the country that you are interested in to find out about the requirements.

I can't complete an internship to register as a registered counsellor/ psychometrist. What now?

Placement opportunities are scarce and there are no guarantees that you can be selected for an internship programme. As you are applying for an internship/ Master's training you also need to think about practical arrangements such as work and family. For example, if you are working, could you take study leave - will it be paid or unpaid? How will you pay for your study fees if you are selected? Have you planned for not earning an income while you are studying full-time (for the Master's programme). We discourage students from resigning before they are selected. Think about these issues now, since once you are selected and you are in the training programme, these issues could have a detrimental impact on your

* Frequently-asked questions

studies or internship.

It is important to start thinking about other options you could pursue given your qualifications, skills, interests and career vision. You are not limited only to qualify as a registered counsellor/ psychometrist. There is more information on pages 17-20 in this book to help you explore alternative options in the field of psychology and related fields.

What are the practical issues I should consider in terms of the Masters in Psychology (Clinical Psychology)

- Selection: only 6-10 students are selected per year for the Clinical programme (at all Universities that offer this training). If you are not selected, do you have alternative plans in place to further your career development? Do you have support for dealing with not being selected?
- Financial planning: you will be studying full-time for two years at Unisa, Pretoria. Have you planned how you will fund your studies? Accommodation? Transport? Study-related expenses such as photocopying, printing, access to the Internet? If you have been earning an income and others depend on you, how will you plan for their support?
- Support during your studies: The demands of the training require that you need to have substantial support from others - think about people you could talk to about some of the challenges. It might be people who have completed the programme, or just people who could create a space for you to share your experiences.

I have completed a degree in psychology and now I am interested in industrial psychology (or I have completed a degree in industrial psychology and now I am interested in psychology)

If you have completed a degree, you need to complete the modules for the major subject (Psychology or Industrial and Organisational Psychology) *for non-degree purposes* before you could register for the Honours degree. Your next degree would therefore be the Honours degree.

You may be exempted from some modules based on your previous studies, but this will be confirmed by the Student Admissions and Registration section before you register - you will enquire which modules you need to complete in order to qualify for an Honours degree in either Psychology or Industrial and Organisational Psychology, given that you have already completed a degree. Refer to the My modules book available on the Unisa website at www.unisa.ac.za for the modules needed for a major subject.

I have completed a first degree (not in psychology) and I am now interested in continuing with studies in psychology or industrial psychology

See answer for previous question.

reflection

What do you still feel curious about?

What do you need to do now? (Hint: check the checklists you completed at the beginning of this booklet and see which aspects you could still pay attention to) How will you do it? When will you do it?

what?

how?

when?



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* Contact details

Unisa website: <http://www.unisa.ac.za/>
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* Your feedback

We appreciate your feedback about any aspects of this booklet - let us know what worked and what did not; what is clear and what is not.

You could complete the on-line feedback form at http://bit.ly/psych_feedback or send an e-mail to Leza Deyzel (deyzel@unisa.ac.za) or Sonja Barnard (barnase@unisa.ac.za)

“ Only the curious will learn and only the resolute overcome the obstacles to learning.
- Eugene S. Wilson ”

Directorate: Counselling and Career Development

The Unisa Directorate: Counselling & Career Development supports prospective and registered students before, during and after their Unisa studies. We provide career-, academic and personal guidance and counselling to prospective and registered students in person, by telephone, e-mail, letter or fax or printed publications. The resources provided on our website and in print extend our services to more students and provide you with the opportunity to develop the skills that you need to manage your studies, your career and your life.



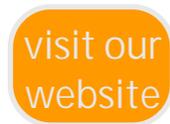
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Developed and adapted by:

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