Background - Hephapreneurship

• Career construction by people with disabilities emerges within a socio-political agenda addressing social justice (Bello & Chacón, 2015) and inclusion towards emancipation of self for (Hooley, 2015) meaningful existence (Sultana, 2014).

• People with disabilities rarely enjoy equity of opportunity in constructing their careers.

• Career construction can serve as a mechanism for self-emancipation through hephapreneurship.
Research question

How can career aspirations of learners with disabilities inform their inclusion in distance education?

Hephapreneurship

- Hephapreneurship has been crafted as a **neology** that promotes transcendence of disabilities and mainstreaming abilities of people with disabilities Sefotho, 2013, 2015
- Hephapreneurship was coined from Hephaestus and entrepreneurship:
  - the prefix – **Hepha**
  - the suffix - **preneurship**
Career aspirations of learners with disabilities

Career aspirations:

Locus of control of career aspirations of learners with disabilities.

Prospects for constructing a career as a disabled learner.

Hephapreneurship

“Hephapreneurship is a process of fostering positive and meaningful existence built on subsistence entrepreneurship of people with disabilities and other underprivileged persons, founded on the ethos of career choice/construction towards transformative social justice and social change” Sefotho, 2013: 23
Methodology

- **Design**: A transformative paradigm within the domain of existential phenomenology guided this participatory action research project.

- ** Sampling**: Convenience sampling 8 participants, 3 males and 5 females.

- **Data collection**: Narrative interviews

Findings
Life stories with limited communication

“I CAN’T GO OUT AND VISIT PEOPLE I LOVE”

“MY DREAM IS TO WORK AT GRAND WEST CASINO IN CAPE TOWN”

“I AM A BUSINESS OWNER OF ‘MASANDE’ MEANING: LET US MULTIPLY. IT STARTED AFTER FOFA IN 2013”

“I AM A GREAT THINKER, BUT FINDING WORK IS A REAL PROBLEM”
Exposure to life and working

“I WANT TO BE A SCRIPT WRITER AND OWN A BUSINESS”
“I AM A MANAGER AND CO-FOUNDER OF A DAY CARE CENTRE FOR CHILDREN WITH DISABILITIES”
“I OWN CAZABELLA JEWELLERY AND WE SELL CAR RINGS, BAGS, RINGS, BRACELETS AND WATCHES”

Hephapreneurship: filling the transition gap from school to work through distance education.

Fig. 1: Framework of Career construction for hephapreneurship (CCID)
Increasing opportunities

- Employability assets and competencies
- Hephapreneurship
- Employability skills
- Enabling support factors
- Labour market demand factors

REFERENCES

Thank you for your attention!