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Federal Election

In the lead up to a federal election this year, CICA would ask all career practitioners to contact their local candidates and highlight the importance of a strong national system of career development and the need for a strengthening of national career programs. You may also like to request response to how they might support national career development initiatives. CICA has written to each member of the House of Representatives and the Senate asking them to answer four questions about the provision of high quality careers advice for all Australians.

- In partnership with government CICA has established professional standards for Australian career development practitioners, and guidelines for information and career services that go to the heart of quality and public confidence in career development services. *Should government contracts focused on providing career and transition services be required to meet these minimum standards?*
- The Australian government operates a telephone careers helpline as an initiative of the Keep Australia working program. The focus of the next stage of the helpline will be on mature age workers only. *Should this service be expanded to assist parents, rural and remote young people, indigenous communities etc? Are there other groups that within your electorate that may also benefit from having access to careers advice by telephone?*
- Many OECD countries have established a research to enhance the quality of services and their impact on a national level (e.g., improved school to employment transitions). *Should funding be committed to support the further development of an evidence base for career development services in Australia?*
- Australia needs to encourage more Australians to undertake vocational education and training to meet emerging skills shortages. *Should career development services in TAFE and other vocational education institutions be strengthened to ensure that individuals do not fall through the gaps?*

You may have other questions that you want your local member to consider.

CICA elects new President and new Executive

In April 2010, CICA elected a new President and Executive Committee. **Our new President is Bernadette Gigliotti.** Bernadette is the Director of the Career Education Association of Victoria (CEAV) and has been a practising career counsellor in state, catholic and independent schools for

twenty years. She has extensive experience dealing with schools and agencies in regards to their career development.

Vice President - Dr Peter McIlveen representing the Career Development Association of Australia (CDAA). Peter teaches career development studies and adult learning at the Faculty of Education at the University of Southern Queensland, and coordinates the university's graduate qualification in tertiary teaching. He is editor of the Australian Journal of Career Development and a founding member of Career Development Research Australia. Prior to his academic role, Peter managed a university careers service; and also worked as a psychologist in the field of community and acute mental health services.

Secretary – Alison Childs representing National Athlete Career and Education (NACE). Alison is the Acting Manager of the National Athlete Career and Education (ACE) program at the Australian Sports Commission and has postgraduate qualifications in career development, and industrial/organisational psychology. Her 15 years experience working in career and education fields both in direct counselling and in design and administration of programs has assisted young people and mature workers. This is also supported by her work in research as well as analytic skills applied during a range of positions in local government, employment services, tertiary education, human resources and in supporting parliament.

Treasurer – David Carney, representing Career Education Association of Western Australia (CEAWA) – profile in next newsletter.

Portfolio Officer (Research) - Joanne Tyler, representing National Association of Graduate Careers Advisory Services (NAGCAS) – profile in next newsletter.

Portfolio Officer (Business Development) - Louise Bilato, representing Rehabilitation Counselling Association of Australasia Inc (RCAA) – profile in next newsletter.

Portfolio Officer (Quality) – Dr Mary McMahon, representing Queensland Guidance and Counselling Association Inc (QGCA) – profile in next newsletter.

Welcome statement by Bernadette

CICA has accomplished an enormous amount over the past nine years and as the new President, I would like to congratulate all CICA member organisations for their tireless efforts in producing a career development quality assurance model for this country. Governments, institutions, schools and industry now have the capacity to benchmark their career development practices using the CICA quality assurance model. The National Professional Standards for Career Practitioners, The Australian Blueprint for Career Development and the Guiding Principles of Career Development Services and Products, can be used to ensure that there are consistent standards across the country for the delivery of career and transition services and products. Australia is in a unique position to lead the world in this field, we have the expertise and the knowledge base to develop quality career development services and products that will assist all Australians to lead productive and fulfilling working lives. Now is the time to utilise these quality principles that have been developed for our communities.

National Career Development Week (NCDW) 2010 – what a great success

During the 12 months to June 2010 approximately 2,000,000 Australians of all ages and career stages participated in more than 800 events registered NCDW events across Australia hosted by communities, schools, TAFE, university, industry, small business, government departments and a wide range of other organisations.

Many of these organisations hosted a whole week of different activities. In addition, there have been over 19,000 YouTube downloads and over 15,000 websites promoted national career development week initiatives.

We are now directly reaching 10% of the population through events and a consistent career development message reaches many more Australians through NCDW community service announcements on national and regional TV and radio. Through NCDW activities, significant national benefits are being achieved because of increased awareness of the role of career management skills in education and training choices, employability, career satisfaction and job sustainability for all Australians.

The NCDW resources are being used by Australians across all sectors including, employed & unemployed; low SES; indigenous; disabled; multicultural; youth & adult and in metro, regional and remote areas.

NCDW is an initiative of CICA and is funded by the Department of Education, Employment and Workplace Relations (DEEWR).

We are absolutely thrilled to announce that NCDW will again be funded by DEEWR until June 2011. We thank them wholeheartedly for their support.

Careers events held at any time of the year can be registered on the NCDW database with the 2011 celebration week from 16 – 22 May 2010. For more information go to www.ncdw.com.au

Entry level job blockages impacting on youth employment

Entry level jobs are jobs requiring little skill or knowledge and they represent an important starting point for young people entering the world of work for the first time. This kind of work is a training ground for understanding work cultures. When new workers extend their stay in entry level jobs the queue of new entrants increases and this has an impact on youth employment levels.

While there are programs to assist disengaged young people to get into employment or training, what is now needed is to assist young people in entry level jobs to transition into employment requiring higher skill levels to enable access for new entrants. Short sharp career interventions are required to support greater movement at the job entry level.

CICA has raised this issue with all State and Territory Premiers and Education and Employment Ministers.

Endorsed courses meet national standards for Career Development practitioners

Courses at Edith Cowan University, University of Southern Queensland, Queensland University of Technology and Auckland University of Technology have all been endorsed for a five-year period by the Career Industry Council of Australia (CICA). The courses provided by these institutions have been assessed as meeting the professional standards for Australian Career Development. We congratulate these institutions for their commitment to improving the quality of career development in Australia. Applications from three other universities for endorsement of their courses are currently being assessed by the CICA endorsement committee.

A good start but States and Territories need to invest more funding to improve the quality of career development services

The roll out of programs under the National Partnership Agreement on Youth Attainment and Retention has been astounding given its complexity and speed of implementation. Those involved need to be congratulated. These are not easy tasks and they require focus and determination. However, speed sometimes means that we miss out on seeing what is unfolding in some parts of the landscape. Some effective initiatives get lost in the transition while some new practices lack the standards necessary to achieve desired outcomes. Should a parent for example accept that because they live in one state or territory that their child will get access to career services that are either inadequate or not as good as some other regions. Should the quality of career services and

outcomes be determined by postcode?

Is it time to consider introducing a national audit of career services provided by each state and territory and to analyse their effectiveness. For example, what are the reporting requirements of schools in relation to effectiveness of career service provision? How comfortable can parents be if schools do not have to report (as part of their accountability requirements) on a comprehensive careers plan or strategy encompassing all students. It is important that all students are developing the career self-management skills needed for improved occupational and educational decision-making and to support smoother transitions from school and that a wide range of services are offered to support a diverse student population not just those who are disengaged.

Indigenous career development

While there is progress in the various Aboriginal employment strategies in place in government departments and the private sector there are very few indigenous careers advisers providing culturally appropriate services to support more informed career decision making. Currently we are borrowing heavily from career development work with first nation people in Canada and Maori in New Zealand. There remains insufficient funding to develop approaches that build from within the various indigenous cultures in Australia and with the support of indigenous career development practitioners. Funding is required to rectify this anomaly and CICA is interested in working with practitioners working with indigenous people to develop a national strategy that includes increasing the number of trained indigenous career development practitioners.

For CICA enquiries, contact:

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