

In this edition: CICA News March 2010 / Improving career development research in Australia / National Career Development Week / Career Development and the national curriculum / Careers helpline to be extended for four years / Afternoon tea / Education Services Australia / CICA consulted by the joint Taskforce for Strengthening Government Service Delivery for Job Seekers

CICA News March 2010

A socially inclusive society is one in which all Australians feel valued and have the opportunity to participate fully in the life of our society¹. Preparation for opportunity is a prerequisite of a socially inclusive society and understanding self, exploring options, making learning and work decisions and developing strategies to get there are foundation tools.

The link between career development and social inclusion is as complementary as bacon and eggs or pesto and tomato. They just work well together. Similarly, CICA's vision "to enhance participation and productivity by advocating the individual, social and economic benefits of quality career development for all Australians" links to a national socially inclusive vision. And it naturally links to several significant goals of government. They include:

- Development of a national curriculum
- Retention and attainment of young people within the education system
- Increasing participation by SES target groups in higher education
- Increasing mature age participation in the workforce.

Having access to good quality career information, support and access to qualified career practitioners with a knowledge base to help Australians to talk through their next steps in learning and work is fundamental to improving quality of learning and work choices available to low SES groups.

Young people from families with two incomes, parents with university backgrounds and children attending private schools have a specific advantage insofar as they are likely to have a good knowledge of the rules to move forward and to manage their future. There is a tacit knowledge in play here. Knowing how, knowing who, knowing where, knowing what, and knowing when. However when all you understand is the rules of monopoly but the game is Scrabble then you are clearly up against it and career development services can help.

Ensuring that Australia continues to have in place a career development system that can deliver benefits to individuals, the community and the country is a worthy goal and requires long-term ongoing support from government and the broader community. The risk of not doing so is to inadvertently facilitate social exclusion.

Improving career development research in Australia

The Career Industry Council of Australia is committed to improving quality of services available for all Australians. In February 2010, many of Australia's leading researchers with a focus on career development met to begin discussions on establishing a national research centre.

Australia must strengthen capacity to better understand effective practice in career development and its contribution to public policy and debate and the input from researchers was invaluable.

¹ <http://www.socialinclusion.gov.au/Pages/default.aspx>

There is a clear view that such a centre should be independent in providing advice and comment on emerging career development issues. The research centre will be launched later this year.

National Career Development Week

The 2010 National Career Development national launch was held at the Glenquarie Community Centre at James Meehan High School in Macquarie Fields in conjunction with the Macquarie Fields community organisations who form the Learning, Employment and Economic Development Group (LEED).

Hosted by NCDW Ambassador Steve Liebmann (journalist and broadcaster) career activities at the launch were designed to encourage engagement in career development across the community and to promote awareness of the range of services that meet the career development needs and preferences of the community. Career Industry Council of Australia Spokesperson Bernadette Gigliotti, said at the launch, "Career development is about assisting all Australians to take responsibility for their life, learning and work."

National Career Development Week will be celebrated from 17-23 May but events held throughout the year can be registered on the NCDW website at <http://www.ncdw.com.au>

Career Development and the national curriculum

CICA has met with the Australian Curriculum and Assessment and Reporting Authority (ACARA) to begin a dialogue to see where career development might fit into a national curriculum.

ACARA is committed to promoting high expectations for the learning of all Australian students, as stated in the *Melbourne Declaration on Educational Goals for Young Australians* (which is guiding the development of the national curriculum)..

A focus on the CICA discussions was the question "What do we want all young people to learn in relation to being successful managers of their future particularly in an environment in which change is constant?" CICA has proposed usage of the Australian blueprint for career development as a key resource and will have a follow-up meeting with ACARA in 2010.

You can comment on the draft curriculum at <http://www.acara.edu.au/default.asp>

Careers helpline to be extended for four years

Recently the Minister for Employment Participation Senator Arbib announced a package of training and support for mature age workers. Commencing in July 2010, the package includes:

- **2000 training packages** to allow eligible mature age workers to retain a job with their current employer, including training to transition to a role as a workplace assessor, supervisor or trainer to support younger workers/apprentices.
- **Career Renewal Support:** face-to-face assistance and training for mature age workers at risk of losing their job due to a health condition, disability or injury, to help them keep their job.
- **50 Golden Gurus funding grants** to organisations delivering the Golden Gurus program, to support the delivery of their program and to allow them to pay for training to help a Golden Guru secure a mentoring role with a host employer or training organisation.

As part of the program eligible mature age workers will have access to career support through the national careers helpline which has been extended for four years.

Afternoon tea

The Centre for Work and Education at the University of Wisconsin conducts a series of conversations on career and workforce development policies and practice with significant contributors to career development. Speakers have included Mark Savickas, Steven Brown, James Sampson and Janet Lenz. The presentations can be downloaded at <http://www.uwex.edu/ics/stream/event.cfm?eid=18849>

Education Services Australia

Recently, Curriculum Corporation and education.au merged to form a single organisation to be known as Education Services Australia. Curriculum Corporation CEO has been appointed CEO of the merged organisation. A key objective of the new entity is:

- devising, developing and delivering curriculum and assessment, professional development, career and information support services.

Education Services Australia is currently responsible for myfuture, career scholarships and a range of other career related programs.

CICA consulted by the joint Taskforce for Strengthening Government Service Delivery for Job Seekers

The key terms of reference for the taskforce are:

- Examine strategies and processes to enable job-ready jobseekers to find employment as quickly as possible;
- Examine the successful New Zealand approach which assists up to 40 per cent of jobseekers into employment within 28 days;
- Examine international experience on best practice in organisational responsibility for policy and delivery of unemployment benefits, labour market programs and employment services;
- Consider an assessment process to quickly identify Centrelink customers capable of self-help and online job searching to free up resources for those who need extra support;
- Consider ways to support jobseekers from becoming long-term unemployed;
- Consider a more collaborative approach to support mobility of workers seeking jobs, particularly for large employment projects and growth labour markets; and
- Consider ways to better assist national employers to access Job Services Australia providers across Australia.

The task force is required to report back to the Parliament by the end of June. The CICA presentation highlighted the need for greater access to career development services particularly for stream one job ready candidates; for stronger links between career development services and employment services

The CICA presentation also:

- Noted the value of mentoring and other relationship building programs
- Noted the importance of cultural understanding in developing programs in a multicultural society
- Raised the importance of engagement of parents and peers.

For CICA enquiries, contact:

Peter Tatham

Executive Director, Career Industry Council of Australia
0407 853 196 peter.tatham@cica.org.au

For National Career Development Week enquiries, contact:

Karen Penrose

Project Director, National Career Development Week
(07) 5530 8990 karen.penrose@cica.org.au

E: peter.tatham@cica.org.au OR info@cica.org.au W: www.cica.org.au