

Career Industry Council of Australia update Number 4 – September 2009

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CICA Update

CICA's vision is to enhance participation and productivity by advocating the *individual, social and economic benefits* of quality career development for all Australians.

Undertaking projects to improve the quality of career development services and broaden access to programs and services is central to achieving this vision.

That is why over the past few weeks CICA:

- Has had meetings with every state and territory government to promote quality career development initiatives
- Conducted a roundtable in conjunction with TAFE Directors Australia to look at the career literacy's of all Australians
- Provided a submission to the Henry taxation review
- Endorsed career programs at QUT and USQ
- Has expanded its stakeholder base
- Has reviewed its research agenda
- Contributed to the NCVET roundtable, Human Global Learning centre forums and various discussions on a range of media.

The message is simple. Poor choices result in poor completion rates, low levels of learner engagement and motivation, poor transition rates to further learning, poor transitions into the labour market and high levels of labour market turnover, reducing productivity levels and increasing levels of unemployment.

Effective career programs develop individual career management skills that increase self-awareness, develop awareness of opportunities, improve decision making and career planning, and support individuals to take action. Effective career programs provide access to high quality career information and learning and work integrated learning opportunities. And they are underpinned by effective quality assurance mechanisms.

As arrangements for delivery of career services under national partnership agreements and Tenders for Youth Connections and School Business Partnership Brokers are finalised, monitoring the quality of delivery is a matter of increasing attention for CICA in three respects.

Firstly, CICA is committed to ensuring that individuals undertaking careers work are appropriately qualified. Second, that service delivery is in line with frameworks supported by CICA member associations. Specifically, the Australian Blueprint for Career Development (<http://www.blueprint.edu.au>), Professional Standards for Australian Career Development Practitioners and CICA's Guidelines for career development services and career information. Thirdly, and most importantly that the central beneficiary of career services is the individual.

At the heart of recent changes to career and transition program support is the COAG goal to achieve a 90 per cent Year 12 or equivalent attainment rate by 2015 (COAG Communiqué April 2009). Make no mistake this is a key driver for government over the medium term.

What is happening to employment in the Global Financial Crisis?

New entrants (and youth in particular) and new migrants are being disproportionately affected. We are also working a lot less in total. The trend series of aggregate monthly hours worked decreased 35.2 million hours

(or -2.3%) between the series high in June 2008 and July 2009. In comparison, trend employment peaked five months later in November 2008, and decreased 0.3% to July 2009.¹

Nevertheless there were 10,739,600 Australians working in July, 2009. Unemployed numbered 664,100.² Employment increased by 32,200 to 10,793,600. Full-time employment decreased by 16,000 to 7,590,400 and part-time employment increased by 48,200 to 3,203,200. Unemployment increased by 800 to 664,100. The number of persons looking for full-time work decreased by 4,800 to 495,900 and the number of persons looking for part-time work increased by 5,600 to 168,200.

Interestingly in his history of career counselling, Pope (2000) suggested that the field of vocational guidance (subsequently renamed career counselling) began in America in about 1890, primarily in response to the occupational dislocation brought about by the societal forces of industrialization, urbanization, and immigration.³

A good reminder

Savickas describes 10 things career practitioners know for sure

1. Childhood socialisation influences adult work performance and job satisfaction.
2. The transition from school to work can be smoothed.
3. Knowing how the world of work is organised eases vocational decision making and job transitions.
4. Individuals who have a high level of decision-making capability and a low level of life complexity generally experience less difficulty in making choices.
5. Career interventions support occupational choice and enhance transitions into learning and work.
6. Congruence between the worker and the job improves performance.
7. Workers can learn to cope more effectively with occupational stress.
8. Conflicts between career aspirations, work responsibilities and family obligations can cause personal tensions and can result in lower productivity in the workplace.
9. Occupational segregation and skill shortages are major inhibitors to individual and workforce development.
10. Part-time and temporary work affects the socialisation and development of adolescents.⁴

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¹ ABS 6202.0

² ABS 6202.0

³ A Head of Its Time: Career Counselling's Roots in Phrenology

David B Hershenson. The Career Development Quarterly. Alexandria: Dec 2008. Vol. 57, Iss. 2; pg. 181, 10 pgs

⁴ Evidence and Impact: Careers and guidance-related interventions

Introduction to an online Professional Resource- Dr. Deirdre Hughes and Geoff Gratton