

# Professional Standards for Australian Career Development Practitioners



## Definition of Standards

Standards refer to the systems and procedures developed by career development practitioners and stakeholders in the career industry that:

- \* Define the career industry, its membership and its services;
- \* Recognise the diverse skills and knowledge of career practitioners;
- \* Guide practitioner entry into the industry;
- \* Provide a foundation for designing career practitioner training;
- \* Provide quality assurance to the public and other stakeholders;
- \* Establish a benchmark against which career practitioners can be assessed, evaluated and judged by their peers and by others;
- \* Require career practitioners to undertake continuing professional development;
- \* Create an agreed terminology for the industry.

## Australian Minimum Standards

Professional career development practitioners work in the field of career development and have completed and had recognised as a minimum qualification

- (a) an endorsed
  - Graduate Certificate or
  - Vocational Graduate Certificate

or  
 (b) An alternative pathway to Professional status as may be approved on a case by case basis by the Member Associations in line with Policy and Procedures developed by the Council.

Associate Career Development Practitioners who work in the field of Career Development but not as Professional Career Development Practitioners

- (a) an AQF accredited and NTIS registered Certificate IV in Career Development
- or
- (b) an alternative pathway to Associate status as may be approved on a case by case basis by the Member Associations in line with Policy and Procedures developed by the Council.

## Implementation

Since April 2006 CICA and its member associations have been phasing in the Professional Standards in order that they will be implemented by **1 January 2012**. Following 1 January 2012 the Professional Standards will be reviewed periodically to ensure they continue to meet the needs of the profession.

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## Elements of Professional Standards for Australian Career Development Practitioners

The elements of the Professional Standards for Australian Career Development Practitioners are:

1. Terminology
2. Membership of the Profession
3. A Code of Ethics
4. Entry-Level Qualifications
5. Continuing Professional Development (CPD)
6. Competency Guidelines that will inform the development of entry-level qualifications

## Core Competencies

The following guidelines will inform the development of competencies in the proposed Certificate IV in Career Development and also career development-specific vocational graduate certificates.

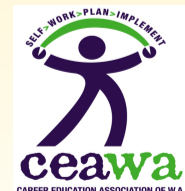
The core competencies may be grouped into seven broad categories, specifically:

1. Career development theory
2. Labour market
3. Advanced communication skills
4. Ethical practice
5. Diversity
6. Information and resource management
7. Professional practice

## Continuing Professional Development

Professional and Associate career development practitioners are required to undertake a minimum of 15 (nominal) hours CPD each year. Within a common broad framework, CICA member associations will determine the specific tasks, activities, and events that career development practitioners may undertake to meet the CPD requirements.

## CICA Member Associations *one voice many echoes*



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