

# Expression of Interest

The Career Industry Council of Australia invites an Expression of Interest from researchers who will write a research paper on the following topic:

Research Topic - *The characteristics of effective career development services for young people (15 – 24) with a disability*

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**EOI's should be forwarded to:**

**Peter Tatham**  
Executive Director, CICA  
[peter.tatham@cica.org.au](mailto:peter.tatham@cica.org.au)

The work is to commence on appointment in October 2011 with the Literature review to be completed by 30 November 2011 with Final Paper to be completed by 31 January 2012.

**All EOI's are to include** examples of recent relevant research in the field of career development or career development and disabilities.

**EOI Due Date:**

**5pm AEST Monday 17, October 2011**

**Final Briefing:**

Will be provided to short listed researchers in week of 17 – 21 October

Full Terms of Reference will be provided on appointment

**Project Remuneration:**

Up to \$27000 including GST. A budget is to be provided with Expressions of Interest.

Please note: Researchers are required to have (or acquire) an ABN for tax purposes.

**Enquiries:**

**Peter Tatham**, Executive Director, CICA  
[peter.tatham@cica.org.au](mailto:peter.tatham@cica.org.au) 0407 853 196

## **BACKGROUND**

### **Career Industry Council of Australia**

The Career Industry Council of Australia (CICA) is the peak industry body representing national, state and territory career practitioner organisations and increasingly the career industry. As the national peak body, the Council's vision is to enhance participation and productivity by advocating the individual, social and economic benefits of quality career development for all Australians.

The Council has a key responsibility for quality improvement in career development services and to increase awareness and access to services. Amongst other things the council is implementing standards for career development practitioners (4000) and is responsible for endorsing university courses related to career development; and we are now scoping out the development of a research institute for career development to improve the evidence base to support more effective policy outcomes.

#### **Research Topic –**

*The characteristics of effective career development services for young people (15 – 24) with a disability*

CICA recognises that the quality of career services and labour market outcomes for people with a disability are inadequate. Throughout Australia, there is a lack of consistency in the minimum level of service that people with a disability are able to access to support their career development.

Advocates and case managers may not necessarily be aware of an individual's career aspirations and the level of career development support they need. The disability support sector would benefit from having access to guidelines to guide the quality of career services for their clients, and it is critical that the guidelines are based on available evidence of effective practice.

#### **The Brief**

CICA would like to utilise the research to develop guidelines for improving career services for people with disabilities in order to increase the participation rates of young people in education, training and employment.

The research will be in the form of a desktop literature review and consultation with key stakeholders on effective provision of career development services for young people with a disability.

The findings of this review will underpin and inform the development of a draft set of guidelines for career development services provided by the disability support sector. This works should complement and support 5.5 under areas for future action in the Australian government's National Disability Strategy at:

[http://www.fahcsia.gov.au/sa/disability/progserv/govtint/nds\\_2010\\_2020/Pages/summary.aspx](http://www.fahcsia.gov.au/sa/disability/progserv/govtint/nds_2010_2020/Pages/summary.aspx)

The research project will describe the context and challenges faced by people with a disability. We note that throughout the industrialised world people with a disability are at risk of higher levels of unemployment, under employment or underutilisation of their talents and skills. We are therefore interested in how people with a disability or mental health issue define career success; what effective preparation for transition to work and further learning might look like and how it might be improved.

We anticipate that the research will compare and contrast approaches to career development services for people with a disability in Australia and elsewhere and identify barriers to access career development services.

From the research we are interested in the identification and characteristics of career development practice that supports and facilitates outcomes at the entry level and that have enabled individuals with a disability to experience success in the workplace and build confidence to realise further potential. Examples of emerging effective practice would also be a positive contribution in particular effective approaches for people with a mental illness and/or mental health issues.

Some areas that should be covered include: work experience and work integrated learning opportunities; disability-friendly employers; discrimination, disability disclosure and accommodation issues; adequacy of funding for support etc.

We are particularly interested in characteristics of practice which enhance rather than stigmatise transition support for people with a disability.

This research project is to provide a set of positive characteristics of effective practice in delivery of career development services and a series of recommendations.

<b>MODE OF ENGAGEMENT:</b>	Contract – you are required to hold an ABN number
<b>REPORTS TO:</b>	Executive Director, CICA
<b><u>DELIVERABLES</u></b>	An Executive Summary
	Summary of publications reviewed
	A list of Recommendations
	Draft guidelines
	A list of who was consulted. It is expected that major stakeholders including government, NGO's, Educational institutions and career associations will be consulted either by phone, webinar, focus group etc
	Research methodology