



# Review of the Professional Standards for Australian Career Development Practitioners

## Briefing Paper 1

### What are Professional Standards? Why do they need to be reviewed?

This paper is the first in a series of briefing papers that will be distributed by CICA to career practitioners who belong to the member associations of CICA and other stakeholders. The purpose of these papers is to assist career practitioners to be well informed and updated about the revision of the Professional Standards for Australian Career Development Practitioners.

#### Background

In 2006, the Career Industry Council of Australia published the [Professional Standards for Australian Career Development Practitioners](#). The Professional Standards apply to career development practitioners who belong to the [CICA Member Associations](#).

The Professional Standards contain information that guides the profession of career development in Australia regarding

1. Terminology
2. Membership of the Profession
3. Code of Ethics
4. Entry-level Qualifications
5. Continuing Professional Development (CPD)
6. Competency Guidelines, Core and Specialized Competencies.

Professional Standards define the industry and its membership, guide entry into the industry, and provide guidelines for career practitioner training and professional development. Professional Standards provide evidence to the general public and other stakeholders that the profession possesses specialised high-level skills and knowledge and complies with a code of ethics.

The Professional Standards are also used to guide providers of career development qualifications. CICA has conducted a course endorsement process since 2012 with the [Endorsed courses](#) listed on the CICA website.

The CICA Professional Standards are consistent with other national and international standards and ensure that Australian Career Development Practitioners have qualifications and practice guidelines that reflect international best practice. The Professional Standards have also been used as a model to guide the development of standards in other countries.

## **Why do the Professional Standards need to be reviewed?**

Professional Standards are living documents that need to be responsive to changed contexts. Much has changed since 2006 when the Professional Standards were first published and 2012 when they were implemented. At the CICA Council meeting on 26 October 2017, it was agreed by all members that a review of the Professional Standards for Australian Career Development Practitioners, which came into effect on the 1 January 2012, should be undertaken.

In particular, the Core Competencies and Specialisations of the Professional Standards need to be reviewed to ensure those entering the profession are provided with skills and knowledge appropriate for contemporary career development practice.

## **The process of reviewing the Professional Standards**

CICA called for nominations from its Member Associations to form the Professional Standards Review Working Group.

The members of the Working Group are:

Dr Mary McMahon – Chair, CICA Vice President  
 Dr Nathan Simmons – Secondary Education  
 Dr Julie Howell – Higher Education  
 Dr Ann Villiers – Private Practice  
 Megan Fritsch – Elite Athletes, CICA President  
 David Carney – CICA Executive Director

The introduction of Professional Standards for Australian Career Development Practitioners in 2006, followed an extensive consultation process with practitioners and other stakeholders to ensure respect for diverse contexts and constituencies.

Similarly, CICA is conducting an extensive consultation process with Member Associations, career practitioners and stakeholders in order to update the Professional Standards. We encourage you to participate in the process and to support the updating of the Professional Standards for Australian Career Development Practitioners.

CICA is aware of the diverse backgrounds and breadth of practice of career development practitioners in Australia and is committed to a process that is

- Respectful;
- Inclusive;
- Consultative; and
- Collaborative.

CICA will communicate regularly and appropriately with member associations, career development practitioners and other stakeholders.

CICA continues to be committed to the Professional Standards being:

- context appropriate; and
- practitioner owned and endorsed.

## **Timeline for updating the Professional Standards**

A Working Group of career practitioners from CICA member Associations has been formed and will meet regularly until 15 November 2018 when the updating of the Professional Standards will be finalised.

### **Key Dates**

23 March 2018	Letter to CICA Member Associations
27 April 2018	All nominations for membership of the Working Group received.
7 May 2018	CICA Executive confirm membership of the Working Group.
14 May 2018	Working Group established.
6 August 2018	Professional Standards Survey published online and feedback from career development practitioners and stakeholders called for
3 September 2018	Last date for providing feedback to Professional Standards Survey
5 November 2018	Draft of Revised Professional Standards provided to CICA Executive
12 November 2018	CICA Executive sign off for draft to be sent to CICA Member Associations for comment
26 November 2018	Final feedback received from CICA Member Associations
29 November 2018	CICA Executive sign off on Revised Professional Standards
13 December 2018	CICA Council sign off and ratify Revised Professional Standards
1 January 2019	Revised Professional Standards implemented