



Career Industry Council of Australia Professional Standards for Australian Career Development Practitioners

Briefing Paper 10: Professional Standards FAQs

This paper is the tenth in a series of briefing papers that will be distributed by CICA to all career development practitioners who belong to the member associations of CICA. The purpose of these papers is to assist career development practitioners to be well informed and updated on the Professional Standards project. The Professional Standards and previous Briefing Papers may be downloaded from the CICA website: www.cica.org.au

The **Professional Standards for Australian Career Development Practitioners** were agreed to by all of the CICA member associations in December 2005 and launched in April 2006. The Professional Standards were developed as a result of extensive consultation with practitioners and collaboration with the CICA member associations. Significantly, the Professional Standards represent international best practice and Australia is seen as a world leader in this regard.

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); and 6) Competency Guidelines that will inform the development of entry-level qualifications.

Care has been taken in the development of these Professional Standards to balance the autonomy and individuality of the member associations of CICA within a nationally agreed framework of Professional Standards for Australian Career Development Practitioners.

Implementation

The CICA Professional Standards for Australian Career Development Practitioners represent the minimum standards required by Australian career development practitioners. Since April 2006, CICA and its Member Associations have been phasing in the Professional Standards in order that they will be fully implemented by **1 January 2012**. CICA has developed policies to guide the implementation of the Professional Standards through the CICA Member Associations.

You will find the CICA Professional Standards on the CICA website (www.cica.org.au). Each CICA Member Association has developed Membership Requirements that accord with the CICA Professional Standards. Career Development Practitioners who comply with the Membership requirements of each CICA Member Association to which they belong will also be compliant with the CICA Professional Standards.

FAQs

With the implementation date of the Professional Standards looming, a number of questions have been raised with CICA and its Member Associations. This briefing paper is intended to provide answers to questions that are not already addressed on the CICA website.

1. Who will the Professional Standards apply to?

The Professional Standards apply to any person who provides career development services and/or programs and who belongs to a CICA Member Association. By complying with the membership requirements of their professional association, such career development practitioners will meet the minimum standards and qualifications defined by the Professional Standards; and for the areas of specialisation, the specific requirements of the relevant CICA Member Association (Professional Standards 2.3).

2. What will I need to do to comply with the Professional Standards?

To comply with the Professional Standards, you will need to comply with the membership rules of the CICA Member Association/s that you belong to. For each Member Association, compliance includes: a) working according to their code of ethics; meeting the minimum entry level qualifications; and c) meeting the Continuing Professional Development requirements of your association.

3. Do the Professional Standards apply to career development practitioners who do not belong to CICA Member Associations?

The Professional Standards apply to members of the CICA Member Associations. Most career development practitioners belong to at least one of the CICA Member Associations, and in so doing will comply with the Professional Standards.

4. Will the Professional Standards affect my terms and conditions of employment and/or my status within the workplace?

Not necessarily. Employers are free to determine your employment conditions and workplace status. Should an employer adopt the Professional Standards, then, they may impact on your employment conditions and workplace status. Since 2009, some employers have included "ability to meet CICA Professional Standards" as a Key Selection Criteria.

5. I've already completed postgraduate studies in a related area and I want to take a CICA-endorsed postgraduate qualification; I don't want to take the alternative pathway to status as a career development practitioner. I was wondering whether my other studies can count toward the degree in career development studies.

CICA does not control how much exemption/credit can be provided by a university. Each university offering a CICA endorsed program in career development will have its own policy and procedures on granting exemptions/credit. You should discuss this matter with the program coordinator of the degree to ensure that you receive the most appropriate level of exemption/credit.

6. Are the Professional Standards connected to other registration or regulatory boards?

No. The Professional Standards operate completely independently of other professional, state or territory registration or regulatory boards. However, these boards may choose to allow compliance with the Professional Standards, in particular, concerning continuing professional development, to contribute to or count towards their own professional development requirements.

7. I don't have any endorsed qualifications and I want to be recognised as a career development practitioner?

Career development practitioners in this situation will need to apply to a CICA member association for membership. The application will be assessed according to CICA's *Alternative Pathway to Professional Status Policy and Procedures Statement* which provides guidelines for Member Associations to assess whether career development practitioners without endorsed qualifications are eligible for professional status.