



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

Briefing Paper 11: CICA, Member Associations and Professional Standards

This paper is the eleventh 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

What is CICA?

The Career Industry Council of Australia (CICA) is the peak national body for career development in Australia. CICA promotes and supports the lifelong and life-wide career development of all Australians through its involvement in policy development and practice implementation.

CICA's Vision

As the national peak body, Career Industry Council of Australia's vision is to enhance participation and productivity by advocating the individual, social and economic benefits of quality career development for all Australians.

CICA Mission Statement

- Advocate the benefit and value of career development for all Australians
- Promote access to career development learning and skill development for all Australians across the life-span
- Develop research and evidence base to inform policy and best practice
- Develop strategic relationships with stakeholders and policy makers
- Promote quality frameworks to all stakeholders
- Influencing government, industry and community sectors to embed career development in workforce development
- Influence all education sectors to embed career development in curricula
- Enhance collegiality within the career industry to achieve agreed goals
- Promote, implement and maintain professional standards for career development practitioners
- Enhance relationships with the international career development community.

CICA Membership

CICA membership is open to non-profit career development organisations as determined by the committee of management to meet the vision and mission of CICA. The Career Industry Council of Australia represents national, state and territory career practitioner organisations.

Individual career development practitioners may become members of CICA Member Associations.

Who are the CICA Member Associations?

CICA Member Associations include 11 practitioner associations and 1 peak support organisation.

National organisations:

- Career Development Association of Australia Inc (CDAA)
- National Association of Graduate Career Advisory Services (Aust) Inc (NAGCAS)
- National Athlete Career and Education (NACE)
- Rehabilitation Counselling Association of Australasia Inc (RCAA)
- Graduate Careers Australia Ltd (GCA) – provides career information services to university career services

State and Territory organisations:

These organisations represent school careers advisors in Government and Non-Government schools and, in some cases, other career practitioners or guidance officers working in related or other fields.

- Australian Capital Territory Career Education Association Inc (ACTCEA)
- Careers Advisers Association of New South Wales Inc (CAANSW)
- Career Education Association of Victoria Inc (CEAV)
- Career Education Association of Western Australia Inc (CEAWA)
- Career Educators Association of Northern Territory Inc (CEANT)
- Queensland Association of Student Advisers Inc (QASA)
- Queensland Guidance and Counselling Association Inc (QGCA)

What are the Professional Standards for Australian Career Development Practitioners?

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 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](#). 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.

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.

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

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