



## **National Standards and Accreditation of Career Practitioners Project**

### **Briefing Paper 2: An Overview the Project**

This paper has been written as part of the National Standards and Accreditation of Career Practitioners project commissioned through the Career Industry Council of Australia by the Australian Government Department of Education, Science and Training. The views expressed in this report do not necessarily reflect the views of the Department of Education, Science and Training.

*This paper is the second in a series of briefing papers that will be distributed by CICA to all career practitioners who belong to the member associations of CICA. The purpose of these papers is to assist career practitioners to be well informed and updated on the project. Further information on the project maybe downloaded from the CICA website: [www.cica.org.au](http://www.cica.org.au)*

#### **Background**

The National Standards and Accreditation of Career Practitioners Project has been commissioned through the Career Industry Council of Australia by the Australian Government Department of Education, Science and Training. Member associations of CICA are listed in Appendix 1.

The project is set against a background of

- unprecedented interest by governments nationally and internationally in the provision of career services;
- recognition that career services benefits individuals, society and governments;
- predictions that there will be increased need for career services in the 21<sup>st</sup> century; and
- reports about inadequacies in the training and qualifications of career practitioners.

A more detailed description of the background to the project is described in *Shaping a career development culture: Quality standards, quality practice, quality outcomes*, the Scoping Paper written for the project. This paper may be accessed on the CICA website: [ww.cica.org.au](http://ww.cica.org.au)

CICA has formed a Project Management Committee to oversee the project.

#### **What are standards?**

In the context of this project, standards refer to:

The systems and procedures developed by career 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 in the industry
- Create an agreed terminology for the industry

(adapted from National Steering Committee for Career Development Guidelines and Standards, 2004)

## Summary of the Project to Date

Stages 1 and 2 of the project were conducted in 2004. The major activities conducted were the National Forum for Career Practitioners and a national consultation process. Documents produced include:

- the Scoping Paper for the project, *Shaping a career development culture: Quality standards, quality practice, quality outcomes*;
- the paper *Moving Forward - Shaping a career development culture: Quality standards, quality practice, quality outcomes* which collated data from the Forum
- the *Consultation Report*.

All of these documents are available on the CICA website: [www.cica.org.au](http://www.cica.org.au)

In summary, both the Forum and Consultation concluded that:

- There is widespread support for the development of standards for career practitioners;
- The definition of Standards (above) be used as a “Scaffold” for the project;
- The goal of the project is to enhance the development of a career development culture in Australia;
- The term career development would be used in Australia rather than career guidance;
- The OECD definition of career guidance would be adapted for use in Australia;
- Standards should include a code of ethics, a model of continuing professional development, a competency framework, and the identification of entry level qualifications;
- Standards should be phased in;
- A sunset clause be included for existing practitioners; and
- CICA is the most appropriate body to administer the standards.

## The Task Ahead

1. Stages 3 and 4 of the project will result in the development and implementation of a national model of standards for career practitioners. A preliminary timetable for Stage 3 is attached in Appendix 2. Essentially this model will include:
  - A Code of Ethics;
  - A model of continuing professional development;
  - A competency framework; and
  - Clarification of entry level training.
2. To facilitate the development of a competency framework and the clarification of entry level qualifications, a consultation process will be undertaken by Miles Morgan.
3. A comprehensive communication strategy will keep practitioners and other stakeholders informed on the progress of the project.

## The Process

CICA has committed to a process that is inclusive, consultative and collaborative. In addition, it will communicate regularly and appropriately with all stakeholders. Through standards, we can shape a career development culture that will promote quality practice and in turn quality outcomes for Australians.

CICA is aware of the diversity of backgrounds of career practitioners in Australia and is committed to a process that is

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

In this regard, CICA will communicate regularly and appropriately with member associations, career practitioners and other stakeholders.

CICA, July, 2005

CICA is committed to the Australian standards for career practitioners being:

- context appropriate; and
- practitioner owned and endorsed.

### **Appendix 1: CICA Member Associations**

- Australian Association of Career Counsellors
- National Association of Graduate Career Advisory Services
- ACT Career Education Association
- Careers Advisers Association of NSW
- Career Education Association of Victoria
- Career Education Association of WA
- Career Educators Association of NT
- Elite Performers Lifeskill Advisers Association
- Queensland Association of Student Advisers
- Queensland Guidance and Counselling Association
- Graduate Careers Council of Australia
- Rehabilitation Counselling Association of Australasia

### **Appendix 2: Preliminary Schedule for Stage 3**

Week beginning

- 18 July 2005 - Invitation from Miles Morgan to participate in consultation on skills, knowledge and qualifications distributed via CICA member associations to career practitioners
- 25 July 2005 - Miles Morgan begin consultation
- 25 July 2005 – CICA Project Management Committee draft interim code of ethics and model of continuing professional development
- 8 August 2005 - Draft interim code of ethics and model of continuing professional development distributed to career practitioners via CICA member associations for discussion and feedback
- 22 August 2005 – Miles Morgan submits Report on Consultation to CICA
- 22 August 2005 – CICA member associations collate and return to CICA Project Management Committee practitioner feedback on interim code of ethics and model of continuing professional development
- 29 August 2005 – Draft Code of Ethics and Model of Continuing Professional Development approved by CICA
- 12 September 2005 – CICA meets (16-17 September) to discuss Miles Morgan Report and draft interim competency framework and interim model of standards
- 19 September 2005 – Interim Competency Framework distributed to practitioners via CICA member associations for discussion and feedback

When the schedule for Stage 4 is developed, it will be distributed through CICA member associations.