



Professional Standards for Australian Career Development Practitioners

Briefing Paper 8: Implementation of Professional Standards

This paper is the eighth 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 implementation of the Professional Standards. All 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 who have had considerable input into the final document. Significantly, the Standards represent international best practice.

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 CICA Member Associations within a nationally agreed framework of Professional Standards for Australian Career Development Practitioners.

Implementation

From **1 January 2012** the Professional Standards for Australian Career Development Practitioners will be regarded as the minimum required by all Australian career development practitioners. The phasing in period, 1 January 2006 – 1 January 2012, is now underway.

The Professional Standards will be implemented by CICA in conjunction with its member associations. Essentially the CICA member associations will review their membership requirements and codes of ethics in light of the Professional Standards and where necessary make amendments.

Where is Implementation of the Professional Standards up to?

CICA and its Member Associations have been working hard to implement the Professional Standards. To date, the following has been achieved:

- A copy of the Professional Standards for Australian Career Development Practitioners has been distributed by the CICA Member Associations to their members
- A copy of the Professional Standards for Australian Career Development Practitioners has been distributed widely to stakeholders such as government departments
- A brochure titled *Australian Career Development Practitioners* was developed and distributed with the Professional Standards to career development practitioners and other stakeholders

- All CICA Member Associations have either modified their Code of Ethics to align with the CICA Code or adopted the CICA code
- All CICA Member Associations are developing or have implemented a model of Continuing Professional Development. By 2008, all CICA Member Associations will require their members to participate in Continuing Professional Development
- The following policies have been developed and adopted by CICA:
 - Endorsement of Graduate Certificate and Higher Qualifications Policy and Procedures Statement
 - Endorsement of Vocational Graduate Certificate Qualifications Policy and Procedures Statement
 - Guidelines for Alternative Pathway to Professional Status Policy and Procedures Statement
 - Continuing Professional Development Policy and Procedures Statement
- Qualifications possessed by a number of career development practitioners are being reviewed for their content in relation to the Competency Guidelines outlined in the Professional Standards
- A brochure titled “Get the Life You Love” was developed and distributed widely during National Career Development Week
- An amendment to the Professional Standards that will simplify Section 4.3 Australian Minimum Standard has been adopted on legal advice. In essence, the four original categories of membership will be reduced to two, Professional and Associate. These two categories are inclusive of the two categories being removed.
- The Amendment will be distributed to career development practitioners through the CICA Member Associations and also to stakeholders

What will Australian career development practitioners have to do?

To date, much of the work associated with implementing the Professional Standards has been undertaken by CICA Member Associations. However, from now on career development practitioners who are current members of a CICA Member Association will be required to:

- Practise in accordance with the Code of Ethics of the associations to which they belong
- Engage in sufficient CPD to meet the membership requirements of their professional association
- Document their CPD according to the requirements of their professional association
- Meet the minimum entry-level standard by 2012 if they do not already meet them

How will I get information on the Professional Standards?

CICA remains committed to assisting career practitioners to be well informed and updated on the adoption and implementation of the Professional Standards.

- The CICA website contains:
 - Professional Standards for Australian Career Development Practitioners
 - Policy documents
 - Frequently asked questions
 - Briefing Papers
 - Scoping Paper
 - Consultation Reports
- The Member Associations of CICA will also update their members via their own newsletters and publications.