Our History

1999 to 2026

cica career industry council of australia

1999

- Need for a peak body identified by career practitioners and academics in response to 1992 MCEETYA statements about career education.

2000

- First informal meeting held in Perth at the IAEVG International Conference.
- First formal meeting held at UTS, where the vision and mission were agreed. Originally known as the Career Consortium of Australia.

2003

- Incorporated in Victoria as the Career Industry Council of Australia.

2004

- Government contract awarded to develop Professional Standards. Scoping paper written: Shaping a career development culture.
- National Forum for Career Practitioners held in Sydney, where agreement was reached on the need to develop Professional Standards.

2004/05

- National consultation process on national standards conducted, managed by Miles Morgan. Standards written based on association input and feedback.

2006

- Implementation of the Professional Standards commenced.
- Commissioned a report by Access Economics on the economic benefits of career development.
- Hosted the ICCDPP International Symposium.

2007

- Position paper released: The public benefits of career development services.

2008

- Government contract awarded to run National Career Development Week until 2010.
- New CICA vision adopted and strategic plan developed.
- CICA Secretariat established.

2009

- First career development courses endorsed by CICA.
- CICA represented Australia at the 5th International Symposium on Career Development and Public Policy in New Zealand.

2010

- New CICA Constitution ratified.
- National Career Development Week reached more than two million Australians.

2012

- Key reports released on Engaging Parents in the Career Development Process, Career Development Guidelines for People with a Disability, and VET Career Development Services.
- Professional Standards fully implemented on 1 January.

2014

- School Career Development Benchmarking Resource.

2015

- Research with McCrindle: A snapshot of career development practitioners in schools.
- CICA Council voted in favour of creating CICA Registration.

2017

- Research with McCrindle: What's happening in our schools? Insights into school-based career practitioners.

2018

- CICA Council agreed to a revision of the Professional Standards.
- CICA awarded Government contract: VET. It's Right Now.

2019

- Revised Professional Standards released.
- Professional Standards International Webinar Series launched.
- National Careers Week relaunched.
- #Work2030 campaign.
- SA Department for Education review of career counselling in government schools.
- Future Ready Career Education.

2020

- National Survey of Career Industry research released.
- cica connect launched.
- Practice Note released: Using Digital Communication in Career Development.
- CICA formed the International Career Development Peak Body Network.

2021

- Little Ripples launched in partnership with the National Careers Institute.
- Australian Blueprint for Career Development: Phase 1 engagement research completed.
- ACTCA joined the CICA Council.
- CICA Summit held.

2022

- Australian Register of Professional Career Development Practitioners launched on 1 April.
- Little Ripples Stage 2 launched.
- Australian Blueprint for Career Development refresh completed and a new version released.
- CICA took part in Global Careers Month.

2023

- CICA hosted the first International Green Careers and Sustainability Month.
- Nationwide professional learning rolled out for the new version of the Australian Blueprint for Career Development.
- Little Ripples regional, rural and remote research undertaken.
- Toward 2025 strategic plan developed.

2024

- CICA hosted AI and Career Development Month.
- Little Ripples Jobs of the Future Card Game and a new series of e-books released.

2025

- CICA marked 25 years.
- CICA hosted Empowering Futures: The Role of Career Development in Advancing Diversity, Equity, and Inclusion Month.
- CICA commissioned to develop a series of online career conversation learning modules to support the Australian Government Parent Pathways program.

2026

- CICA hosted Contemporary Issues in Career Development in February, focusing on artificial intelligence, gender, sustainability and neurodiversity.
- Policy paper released in March: A National Framework for Lifelong Career Guidance in Australia.
- 5th edition of the CICA Professional Standards for Australian Career Development Practitioners released.
- 3rd edition of the CICA Guiding Principles for Career Development Services and Career Information Products released.
- SPARK Framework Design Paper released.
- CICA convened the AI, Jobs and the Skills System strategic dialogue in Canberra.
- Australia's Quality Career Development Ecosystem finalised.
- CICA Career Development Service Benchmarking Resource released.
- CICA coordinated the Australian Country Team for the 10th ICCDPP International Symposium in New Zealand.