

EMPLOYMENT WHITE PAPER – TERMS OF REFERENCE CONSULTATION

INTRODUCTION

The Career Industry Council of Australia (CICA) is the peak industry body in Australia for career development. Our eleven-member associations represent over 6,000 career development practitioners in schools, vocational education and training, higher education, rehabilitation, elite athletes, and private practice.

CICA plays a national role in representing our member associations, providing professional endorsement of training courses across higher education and VET and serves as a focal point for government and other stakeholders in Australia who are concerned about and interested in promoting high-quality career development services.

SUMMARY

The Career Industry Council of Australia strongly recommends that the Employment White Paper's terms of reference include specific references to career development programmes and services in terms of their scope and themes.

Governments, employer groups, and labour unions worldwide are attempting to improve the employability of employees, move young people into productive and decent employment, and increase corporate productivity through better quality and more pertinent training.

Career development, which includes career guidance and counselling, career education, career information, and the lifelong development of employability skills, is essential for success in learning activities, effective career transitions, livelihood planning, entrepreneurship, and expanding labour market participation.

Individuals can realise their full potential through career development, which in turn helps economies grow more productive, and society becomes more equal. It enables people to make life-altering decisions by providing them with individualised, impartial, and timely information and support.

It serves as a catalyst for the growth and cultivation of human potential, which is essential for generating innovation, creativity, and competitiveness. It enables the navigation of the transitions to digital and environmentally friendly technologies and the turbulence of post-Covid economies. It facilitates the deployment of lifelong learning strategies and active approaches to labour market engagement.

The objective of skills policies is to create a more balanced relationship between the supply of knowledge and skills in an economy and the demand for such talents, and career development is a vital part of such skills policies.

Individuals, families, businesses, and society require career development programmes and services due to the increasing amount of disruption in the labour market.

Effective career development facilitates social mobility by allowing individuals to reach their full potential. Supporting the development of career management skills at all ages and stages contributes to more productive economies and a more equal society.

Career development empowers individuals to make decisions that are significant for their life by providing them with information and support that is individualised, objective, and delivered in a timely manner.

CAREER DEVELOPMENT SUPPORT

Career development support comprises activities such as career guidance, career education, provision of career information and staff development for workers. Helping people advance in their lifelong and lifewide careers is essential to achieving social and economic goals, as well as to successfully implementing policies promoting active labour markets and lifelong learning.

Developing one's skills and abilities in one's chosen field should be a lifelong endeavour. It is essential for the smooth transitions of young people as they are provided with choices about continuing education and training in ever greater numbers, as well as for adults who need to upskill, reskill, or transfer within the labour market.

Not only unemployed individuals require career guidance. As the demand for labour changes rapidly, it is more important than ever for employed individuals who are looking to switch jobs.

Providing career guidance according to individuals' diverse needs is key to ensuring informed learning choices and the efficacy of learning incentives. Providing career education promotes successful contact of youth with the world of work and reduces the likelihood of skills mismatches.

YOUNG AUSTRALIANS

Young people in today's society are making concerted efforts to improve their employment prospects by obtaining the education, credentials, and skills necessary to do so. However, the rapid changes in demand for labour (caused by automation, digitalisation, globalisation, population ageing, the green transition, and the effects of the COVID-19 pandemic) make it considerably more difficult to make decisions regarding education and training options.

Young people require more help as they prepare themselves for working life because many new occupations are emerging and many established occupations are changing or decreasing in number.

SUPPORTING THE MOST VULNERABLE

Frequently, the most vulnerable adults receive the least amount of career guidance and have the most restricted access to career education and information. As demonstrated by the pandemic, low-income and low-skilled workers typically have less access to social protection despite greater exposure to lower job security.

Access to the information and assistance that can facilitate progression into decent work is typically more difficult for adults in informal employment, including those responsible for domestic work.

There has been growth in the provision of digital career guidance services. On the other hand, our past experiences have shown that the most disadvantaged populations have, on the whole

not only had trouble gaining access to digital equipment and the internet but also frequently lacked the skills necessary to use digital services.

While the availability of multiple delivery channels, digital equipment, and digital skills development are essential for engagement, well-developed outreach initiatives are also required to ensure access equity.

ACCESS TO CAREER GUIDANCE AND DEVELOPMENT SERVICES FOR ALL

Widespread access to career development support means that people of all ages, regardless of their gender, culture, socioeconomic status, or where they live, can get the services and measures they need.

This means that career guidance services and the provision of information do not discriminate against anyone and that anyone can get help from one or more of the services. Accessible services consider each person's needs, preferences, and situation. They also offer a service that can be tailored to each person and uses the right methods, tools, and language to meet those needs and preferences.

Good access also means that services and activities are offered in the best setting for them and that people can get extra help when they need it. Access can be improved by giving people more rights to career development, making digital and distance services easy to use, reaching out to the most vulnerable people, and building career guidance into other activities and services.

CICA MEMBER ASSOCIATIONS

Australian Capital Territory Careers Association (ACTCA)
Australian Centre for Career Education (ACCE)
AIS Athlete Wellbeing and Engagement Network (AIS)
Career Development Association of Australia (CDAA)
Career Advisers Association of New South Wales & ACT (CAANSW/ACT)
Career Education Association of Western Australia (CEAWA)
Career Educators Association of the Northern Territory (CEANT)
National Association of Graduate Career Advisory Services (Aust) Inc (NAGCAS)
Queensland Association of Student Advisors (QASA)
Queensland Guidance and Counselling Association (QGCA)
Rehabilitation Counselling Association of Australasia Inc (RCAA)

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