

## Enhancing transitions through and from school: Individuals and systems working together for sustainable career education

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## Sustainable career education: Individuals and systems working together

### Young people and career choice

The Careers & Enterprise Company. (2016). *A response to the Moments of Choice research*. London: Careers and Enterprise Company. Available:

[https://www.careersandenterprise.co.uk/sites/default/files/download-files/response\\_to\\_moments\\_of\\_choice.pdf](https://www.careersandenterprise.co.uk/sites/default/files/download-files/response_to_moments_of_choice.pdf)



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- What do you want to do when you leave school?
- What do you want to be when you grow up?



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- Fourth Industrial Revolution

Information available at :

<https://www.weforum.org/about/the-fourth-industrial-revolution-by-klaus-schwab>



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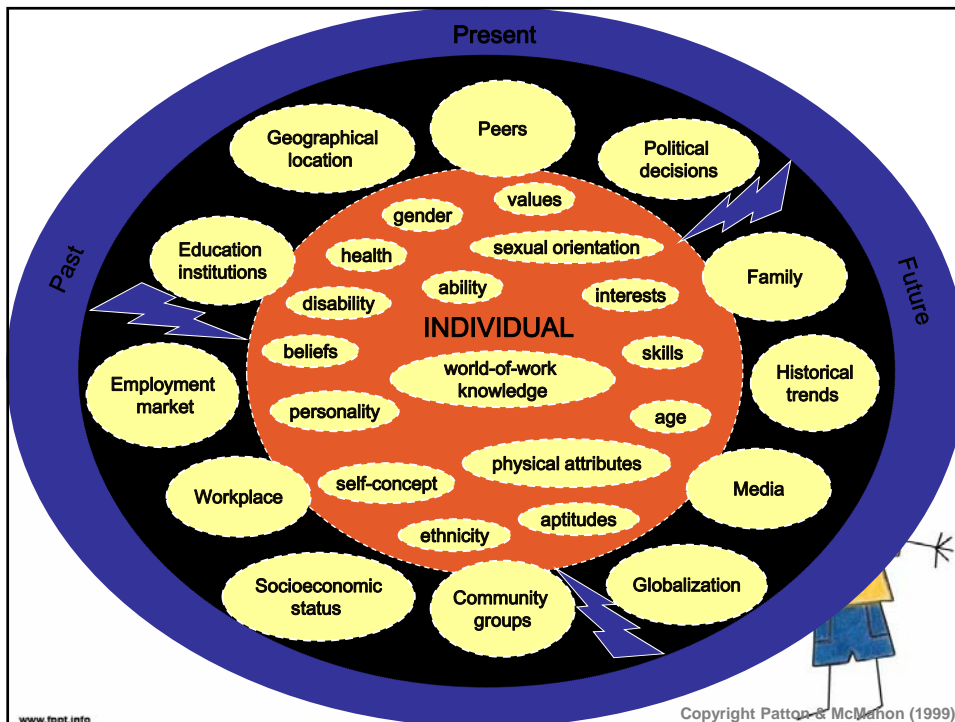
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Job tenure by age group in Australia today

Read more: <http://mccrindle.com.au/the-mccrindle-blog/job-mobility-in-australia>



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- Career development
  - Learning from experience



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- Career development is:
  - Lifelong
  - Individual
  - Developmental
  - Contextually located
  - A learning process
- Career is a process not a destination
- Career transition is NOT a moment in time



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Career development learning occurs intentionally and unintentionally

(Patton & McMahon, 2006; Watson & McMahon, 2007)



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- Intentional Career Development Learning
  - Career and life planning
  - Career programs
  - Career education
  - Career counselling
  - Career information
  - Work experience
  - Employer expos
  - Mentoring



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- Australian students who were uncertain of their future career
  - had less access to career education opportunities
  - expressed less satisfaction with elective subject choices
  - less likely to enjoy school (Galliot & Graham, 2015)

Source: Galliot, N., & Graham, L. J. (2015). School based experiences as contributors to career decision-making; Findings from a cross-sectional survey of high-school students. *The Australian Educational Researcher*, 42, 179-199.

Available:

[https://eprints.qut.edu.au/84344/1/2015\\_Paper%204\\_AER\\_NC%20%26%20Lg\\_FINAL.pdf](https://eprints.qut.edu.au/84344/1/2015_Paper%204_AER_NC%20%26%20Lg_FINAL.pdf)



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- Features of effective careers education:
  - Career reflection
  - Career exploration
  - Career action
  - Networking
  - Learning environment
  - Career dialogue
  - Career conversations in the workplace

Read more: Hughes, D., Mann, A., Barnes, S-A., Baldauf, B., & McKeown, R. (2016). *Careers education: International literature review*. Warwick, England: Institute for Employment Research / Education and Employers Research. Available:

[https://educationendowmentfoundation.org.uk/public/files/Publications/Careers\\_review.pdf](https://educationendowmentfoundation.org.uk/public/files/Publications/Careers_review.pdf)



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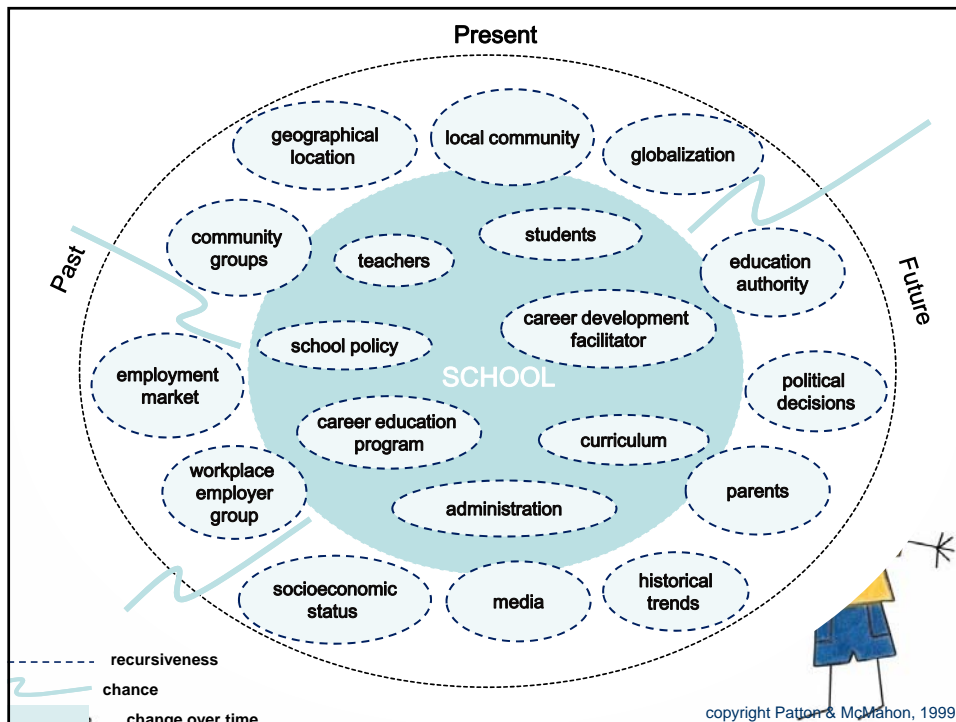
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- Whose responsibility is career and life planning?



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- “whole-of-system approach to enhancing lifelong career support mechanisms for all Australians”

(Price, Waterhouse, Coopers, June, 2017; Report for the Australian Government Department of Education and Training. Available at: <https://www.australianapprenticeships.gov.au/publications/careers-and-skills-pathways-report> )



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Australia's online career information system  
Myfuture.edu.au



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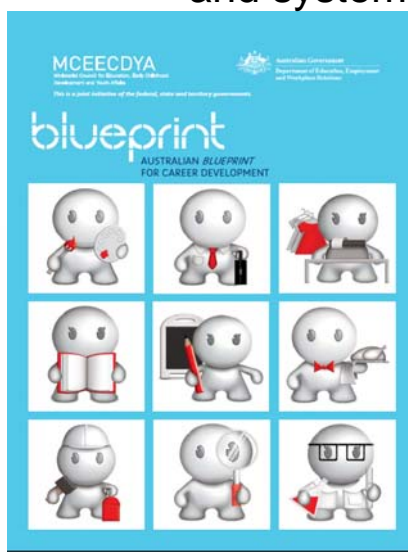


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Available at: <https://www.education.gov.au/career-bullseye-posters>

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Career development competencies that can inform the development of career education programs

MCEECDYA, 2010 *The Australian Blueprint for Career Development*, prepared by Miles Morgan Australia, Commonwealth of Australia, Canberra. Available at: <https://www.education.gov.au/australian-blueprint-career-development>



## Sustainable career education: Individuals and systems working together

**Professional Standards**  
for Australian  
Career Development  
Practitioners



### • Elements

- Terminology
- Membership of the Profession
- A Code of Ethics
- Entry-Level Qualifications
- Continuing Professional Development (CPD)
- Competency Guidelines

**cica**  
career industry council of australia



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- The Professional Standards for Australian Career Development Practitioners are freely available on the Career Industry Council of Australia's website  
[https://cica.org.au/wp-content/uploads/cica\\_prof\\_standards\\_booklet.pdf](https://cica.org.au/wp-content/uploads/cica_prof_standards_booklet.pdf) or <https://cica.org.au/professional-standards/>



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- The benchmarking resource is freely available on the Career Industry Council of Australia's website <https://cica.org.au/wp-content/uploads/CICA-School-Career-Benchmarking-Resource1.pdf>



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- Components of career development services and interventions

Component	Sub-component
Governance	Policy; Management
Classroom	Dedicated program; Other subject areas
Information	Options generally; Career and course specific
Structured experiences	In industry settings; In school community settings
Individual assistance	Personal support; Guidance and counselling
Coordination and liaison	Integrate the process/liaison; Involve parents and the community

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- Relationship between student attitudes to school utility and career activities
- Source: Kashefpakdel, E. T., Mann, A., & Schleicher, M. (2016). *The impact of career development activities on student attitudes towards school utility: an analysis of data from the Organisation for Economic Co-operation and Development's Programme for International Student Assessment (PISA)*. London: Education and Employers Taskforce. Available: <https://www.educationandemployers.org/wp-content/uploads/2016/12/The-impact-of-career-development-activities-on-student-attitudes-December-2016-2.pdf>



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- Systemic return on investment
  - Students
  - Parents and families
  - Educational institutions
  - Employers
  - The nation



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- “To achieve you have to have dreams”



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The future is not some place we are going to, but one we are creating. The paths to it are made, not found, and making the paths changes both the destination and the people creating them.

(Commission for the Future, 1989)



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Thank You

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