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Career Industry Council of Australia submission to the Productivity Commission enquiry into the Education and Training Workforce: Schools

The Career Industry Council of Australia (CICA) is the a key industry body concerned specifically with the role of career development in work and learning transitions and is the national peak body representing the broad range of organisations and associations involved in providing career development services and programs throughout Australia. Broadly, career development services include all of those services that help people to make educational, training and occupational choices, and to manage their careers.

The OECD has indicated that such services may be found in schools, universities and colleges, in training institutions, in public employment services, in the voluntary or community sector and in the private sector. The activities may take place on an individual or group basis and may be face-to-face or at a distance (including help lines and web based services). They include career information provision (in print, ICT-based and other forms), assessment and self-assessment tools, counselling interviews, career education programmes (to help individuals develop their self awareness, opportunity awareness, and career management skills), taster programmes (to sample options before choosing them), work search programmes, and transition services.

Career development is critical to workforce development, in three respects:

- a. *Workforce preparation* - supporting the career development of individuals with the support they need to enter the Schools workforce.
- b. *Workforce adaptability and sustainability* - supporting the career development of employed workers throughout their career in the sector
- c. *Workforce reintegration* - supporting the career development of adults in and out of the labour market, and between jobs in different enterprises and back into the sector.

CICA is concerned with systemic improvements in the quality and access of career services. Teachers together with other workers within the schools workforce are a critical provider of career development learning and are influencers for students.

Supporting the schools workforce to acquire higher level career management skills as part of their training would have benefits for both individual teachers and for their students.

What is required for the future development of the workforce in this sector is to consider the development of a workforce career development strategy which ensures that all teachers achieve a minimum level of training in career education and core career management skill development.

As educational and training structures change, it is a fundamental requirement that the schools workforce be equipped with the skills to make informed learning and work decisions and to manage their careers.

At present, there is little evidence of talent management through career and performance coaching, mentoring and redesigning of workloads and roles to maximise usage of talent within the workforce.

The Council notes that there is a significant range of resources and frameworks available (including the Australian Blueprint for Career Development) to build career management skill capacity in the sector.

The Government has previously developed career development units for inclusion in teacher training courses but these urgently need updating and course providers need further encouragement to include these units in their courses.

If you require further information please contact our Executive Director, Peter Tatham on 0407853196 or by email to peter.tatham@cica.edu.au.

Yours sincerely

A handwritten signature in black ink that reads "B. Gigliotti". The signature is written in a cursive, flowing style.

Bernadette Gigliotti
President
Career Industry Council of Australia