



## Choosing a Career Development Practitioner

The Career Industry Council of Australia (CICA) hopes this brochure will help you understand

- what career development practitioners do
- how career development practitioners might assist you
- how to choose a career development practitioner

### When might consulting a career development practitioner be helpful to me?

- Looking for a change?
- Don't want to stay in this job for ever? Think it might be time to study?
- Don't know what to study?
- Choosing school subjects?
- Don't know what you want to do?
- Looking for more in life?
- Want a better job?
- Want to improve your promotional chances?

### What is career development?

Career development is a complex process of managing life, learning, and work over the lifespan. It applies to people of all ages.

### What is a career development practitioner?

Career development practitioners provide services that help people manage their careers, make occupational and study decisions, plan career transitions, and find career information.

They could be called: career counsellors, employment counsellors, career advisers, career management consultants, career practitioners, career coaches, rehabilitation counsellors, guidance officers, work development officers, employment support workers, work experience coordinators, job developers, placement coordinators, career coaches, or vocational rehabilitation workers.

### Where do career development practitioners work?

Career development practitioners work in a range of settings including: schools, TAFE, Universities, business organisations, government agencies, and private practice

### What do career development practitioners do?

Career development practitioners may provide services such as: career counselling, career education, job placement, employment services, recruitment, career coaching, training, mentoring, coordinating work experience or internships, resume preparation, career planning, administering and interpreting tests, or teach job hunting strategies

They may work with individuals, small groups, via the web, or in large classes. They may provide self help materials.

### Professional Standards

In Australia a set of Professional Standards for Career Development Practitioners has been developed and is being phased in through the Career Industry Council of Australia and its Member Associations.

## How to choose a career development practitioner

As you can see, different career development practitioners may provide different services.

1. Be clear about what you want
2. Ask the practitioner what type of a service they provide and how much they charge (Fees may vary according to the service provided)
3. Find out if they belong to a professional association that is a member of CICA

## CICA Member Associations

The Career Industry Council of Australia comprises 12 member associations, specifically the:

- Australian Association of Career Counsellors ([AACC](#))
- Australian Capital Territory Career Education Association ([ACTCEA](#))
- Careers Advisers Association of New South Wales ([CAANSW](#))
- Career Educators Association of the Northern Territory ([CEANT](#))
- Career Education Association of Victoria ([CEAV](#))
- Career Education Association of Western Australia ([CEAWA](#))
- Elite Performers Lifeskill Advisers Association ([EPLAA](#))
- Graduate Careers Council of Australia ([GCCA](#))
- National Association of Graduate Careers Advisory Services ([NAGCAS](#))
- Queensland Association of Student Advisers ([QASA](#))
- Queensland Guidance and Counselling Association ([QGCA](#))
- Rehabilitation Counselling Association of Australasia ([RCAA](#))

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**Further information:** <http://www.cica.org.au>

