

New Report Recommends Strengthened Career Guidance for Mid-Career Adults

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A [new report](#) recommending the strengthening of Australia's career guidance for mid-career adults has been released by the Organisation for Economic Co-operation and Development (OECD).

The report, which was financed by the Australia Department of Education, Skills, and Employment, is welcomed by the Career Development Association Australia.

"In a rapidly changing world of work, we know adults in Australia are being challenged to upskill, retrain, and consider alternative career paths," CDAA National President Linda Jeffrey said.

"Mid-career adults are in a unique position to take advantage of these changes: they have acquired considerable skills and experience but still have many years left in the labour market before retirement."

The OECD report finds that Australians would benefit from greater access to the help of a career professional in navigating this changing labour market.

"A career professional can assist in identifying suitable retraining and upskilling opportunities to remain productive in the economy and satisfied at work" Ms Jeffrey said.

Jobs Victoria, the Careers NSW pilot, Tasmania's Rapid Response Skills Initiative, and the Australian Government Skills Checkpoint for Older Workers are examples of programs which could be expanded.

Ms Jeffrey notes that the report finds mid-career adults who could arguably benefit most from career guidance use it the least.

"Adults in part-time employment, low-educated adults, women, those living in rural areas, or foreign-born adults are much less likely to use career guidance than their counterparts," she said.

Australia does not currently offer financial incentives to access support of a private career professional and has a higher rate of out-of-pocket payment for services.

CDAA welcomes the OECD recommendation for this financial support, which already occurs in some European countries.

CDAA members can help you manage your career, make occupational and study decisions and plan career transitions. Find a career specialist [here](#).

The Career Development Association of Australia (CDAA) commenced as the Australian Association of Career Counsellors in 1989, and is Australia's largest cross-sectoral association of career development professionals working in a diverse range of roles, delivering services in industry, government, education, employment programs and community organisations. The primary purpose of the CDAA is to support its members by leading, building and growing the career development profession.

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