

Understanding of Skills is Vital for Employers and Job Seekers

17 May 2021

As the Federal Government pushes for an unemployment figure below 5, the discussion around skills is going to become more predominant.

More than ever, employers and job seekers will need to be aware of the skills they require or have rather than just the occupation titles and qualifications.

There will also need to be more understanding around the value of transferable skills, with a more lateral approach to hiring.

“The National Skills Commission has done valuable work to develop the [Australian Skills Classification](#), a powerful tool when used effectively,” CDAA National Vice President Linda Jeffrey said.

“This tool has been built to help employers understand how transferability of skills might work for them - and how they can rethink where the skills they need might come from.”

Ms Jeffrey said more needs to be done now to promote the availability of this tool as we attempt to lower the unemployment rate.

“Employers will be able to develop skills-based advertisements more efficiently, helping job seekers to understand their skill needs and promote their skills in language employers recognise,” Ms Jeffrey said.

“This can assist employers to consider a wider range of candidates and employ people with the right skill sets, potentially improving job matching and reducing the time and cost of hiring”.

It is currently a candidate’s market, allowing people looking for a job to be more selective. Ms Jeffrey said this is an optimal time for job seekers to access support from a qualified career practitioner.

“The Australian Skills Classification becomes even more powerful when engaged alongside a qualified practitioner. We can help you understand and confidently tell your unique story.”

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.

Georgia Kelly-Bakker, Communication & Events CDAA

Office Phone: 0421 102 477 | My Phone: 0415619180

Email: communications@cdaa.org.au