

Working Future White Paper Requires Roadmap for Navigating Labour Market

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To realise the vision outlined in the Australian Government's [Working Future](#) white paper, a roadmap for assisting Australians to navigate the changing labour market is also urgently required.

CDA welcomes the paper's focus on improving labour market data and access to the skills required to thrive in the transitioning economy, and the *Roadmap for the Australian Labour Market*.

However, CDA National Vice President Kate Flaherty notes that given contemporary workforce challenges, Australians can't be expected to navigate their own careers and learning.

"Many people don't know how to manage their career across rapid change, and it can be difficult to know how to design and construct our working lives," Ms Flaherty said.

"For Australians to realise their full potential and attain sustainable and satisfying work, assistance to navigate the changing labour market will be required."

The UK Parliament has released its plan for [Careers Education, Information Advice and Guidance](#), with the goal of a single unified all-ages careers system with fully integrated digital and in-person services.

If Australia's vision for a *Working Future* is to be achieved, CDA believes Australia will require a similar model for careers education.

The CDA's 2022 report, [Navigating Life's Career Transitions](#) also presents ideas on how we can ensure Australians build a solid foundation in career management skills.

"Understanding and navigating an unpredictable, changing labour market requires relevant and expert career guidance," Ms Flaherty said.

"Career development practitioners are professionals who help people build career management skills, so that they can be architects of their own futures.

"Most importantly, they have specialised skills to adapt information to a person's interests, skills, ambitions, age and circumstances, and foster the mindset to notice and respond to opportunities."

At the heart of career guidance, is the idea of fostering an active, engaged person who is guided to determine their own direction and choices.

CDA recommends the development of a *Roadmap for Australians to Navigate the Changing Labour Market* towards a unified all-ages careers guidance system with fully integrated digital and in-person services, as the next step towards *Working Future*.

The Career Development Association Australia (CDA) is Australia's national, multi-sectoral professional association, with more than 1300 members across Australia working in all sectors of the profession. This broad membership means CDA grasps the interconnections within Australia's careers ecosystem, speaks for career related issues that impact Australians across their lifespan, and explains the connections between multiple policies and diverse programs.

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