

Report: Career Development Practitioners Essential for Effective Transitions

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In the new [Navigating Life's Career Transitions](#) report, CDAA outlines how career development practitioners are essential for effective career transitions.

The report explains the complexities and challenges of the career transitions Australians face and makes recommendations to ensure everyone builds a solid foundation in career management skills.

"There is frequently news about the changing face of employment, and the many opportunities and challenges this creates for both individuals and employers," CDAA National President Linda Jeffrey said.

"But it can be difficult to know how to design and construct our working lives so that we realise our full potential and attain sustainable and satisfying work.

"Moving to a carbon-neutral economy is one example of a profound social challenge, which may cause many employers and workers to face transitions that affect them, their families, and their communities."

Investing in essential career transition support and services will help Australians meet our workforce challenges. To support this investment, CDAA recommends seven actions:

- Update and further implement the Australian government's National Career Development Strategy.
- Increase awareness of career support and services by the National Careers Institute.
- Establish a sound foundation in career management skills by all governments.
- Evaluate all government career services.
- Further adjust employers' recruiting and retention practices.
- Ensure regions affected by major transitions are supported with quality, long-term transition processes.
- Ensure career services are provided by qualified Career Development Practitioners.

Supporting the report are five briefing papers for specific audiences - [Adults](#), [Communities](#), [Employers](#), [Parents & Carers](#) and [Policy Makers](#) - to help demonstrate why the report's content is valuable to them.

"Individual outcomes of career guidance include increases in human and social capital, and support for people to make smooth and purposeful transitions," Ms Jeffrey said.

"Primary economic outcomes of career guidance are increased labour market participation, decreased unemployment, an enhanced skills and knowledge base and a flexible and mobile labour market."

The Career Development Association Australia (CDAA) 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 CDAA 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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