



Excellence is a continuous journey, with the aim of always finding better ways to meet the needs of clients. In spite of 2021 being another difficult year, there are examples in every CDA Division of excellence, as practitioners do things differently to adapt and achieve. The aim of the CDA Division Awards for Excellence in Practice 2021 is to recognise excellence in the design and or delivery of career development programs or services by a practitioner in that Division during the past 12 months. Let's celebrate these achievements!

NSW

Awarded to Blue Sky Career Consulting - Organisation

Blue Sky Career Consulting has the aim and mission to provide client-centric, knowledgeable, and accessible career expertise, with a team of 9 Career Coaches and Resume Writers supporting clients from all walks of life. They understand that everyone has a unique life and career journey and always confirm they can add value to their clients before engaging in a career support program with them. They believe accessibility is about covering a range of price points to be able to support people from all socio-economic backgrounds, offering a number of free resources through weekly newsletters, webinars and social media, mid-range through their e-books and online program, and higher range through their one-to-one services.

Judges' Comments

- A broad offering for a range of clients which has clearly underpinned Blue Sky Career Consulting's growth. Nice to see some social purpose in providing free services to disadvantaged groups.
- Blue Sky Career Consulting has taken a holistic approach to careers services driven through strong personal values including an inclusive service to others.

QLD

Awarded to Michael Healy – Individual

Michael Healy has often felt frustrated by the total absence of leading career development theories in employability research and education. This motivated him to undertake a PhD study, with the aim to articulate a vision of an integrative pedagogy of careers and employability learning. In doing so, he has been a strong advocate for career development as a field of research and as a profession. He has also been published in two of the leading higher education academic journals and has advocated for career development through various channels including social media, professional associations, and newsletters.

Judges' Comments

- The standards of excellence in his research and dissemination provides evidence-based advocacy for the career development profession making Michael's work extremely valuable.
- Michael has demonstrated strong advocacy for qualified career practitioners to develop transformational outcomes based on extensive research.

WA

Awarded to Anna Black - Individual

Anna recognised the mid-career professional niche as important through personal experience, anecdotal evidence and testing the market through workshops. Her *Define Your Future* program has been optimised for this cohort, building the potential to scale the program into the design. The program leads professionals through the process of understanding themselves, exploring and evaluating options and creating a career plan they are excited to put into action. It also provides flexible modes of delivery with varying levels of support to allow clients to tailor the experience to their needs.

Judges' Comments

- This program is well structured and delivered flexibly to cover a range of client needs. Anna has seen positive client satisfaction in the service provision.
- Anna demonstrates excellence in her work with mid-career professionals. The program described is accessible with a number of options for the clients who engage in it.

WA

Awarded to Strategic Career Management Pty Ltd – Organisation

Strategic Career Management has developed and delivered multiple programs that incorporate a values-centred approach to career conversations, job application and careers reflection. A key organisational client underwent a whole of organisation re-structure, with some staff required to apply for new roles if they wanted to remain with the organisation. Strategic Career Management developed a half-day program to address the discomfort that many people were experiencing and ensured participants were able to identify, communicate and demonstrate values in a unique and authentic manner.

Judges' Comments

- They have demonstrated a values-based approach to organisational change and recruitment.
- Their use of a needs analysis clearly provided strong input into solution design. The outcomes were well articulated, demonstrating clear benefit to participants.
- This applicant has achieved fantastic outcomes for their clients, sharing their knowledge of good practice with others and delivering evidence-based practice.

SA

Awarded to The University of Adelaide Careers Service - Organisation

Covid-19 has created unprecedented challenges for international students unable to return to study in Australia in 2020 and 2021. With the additional border closures, the usual networking opportunities and recruitment activities were no longer available. The University of Adelaide Careers Service developed alternatives to ensure that students would not be disadvantaged in seeking career opportunities whilst studying and post-graduation. These alternatives included online career development workshops, in person or online mentoring activities, site visits with employers and face to face workshops during the international career conferences.

Judges' Comments

- They demonstrated innovative and extensive career services provided to International Students during the Pandemic to support student success and graduate outcomes.
- The exceptional work completed by this team in a period of great upheaval is to be applauded. New opportunities were found while approaching threats to the successful career services that students require.

TAS

Awarded to Deborah Winton – Individual

Deborah Winton was offered the opportunity to create an exciting career program virtually from scratch in a senior secondary Catholic College. With a broad scope to plan, develop and deliver this new career service, she coordinated many career events and activities. Due to the success, other high schools have now requested these career education activities. She also secured grant funding to run an innovative Youth Week career event, live streamed state-wide. It reached over 2,000 students across 9 schools and showcased seven remarkable young Tasmanians who shared their career journey.

Judges' Comments

- Deborah has shown commitment to advocacy and genuine outcomes for young people across many platforms and initiatives.
- She is clearly a passionate and knowledgeable practitioner. The Youth Week Career Event in particular had scale impact.

VIC

Awarded to Naishadh Gadani – Individual

Naishadh Gadani is the founder of Your Career Down Under, a career coaching service supporting both new and established migrants in Australia. He has created three unique opportunities and initiatives for job seekers – Australia’s Got Fresh Talent (Pitch Your Way to Next Job), Career Care Package (LinkedIn Live Show), and Cards Against Insanity. These activities apply the ‘out of box’ thinking, constantly encouraged in today’s fast evolving career environment and appeal to the hidden needs of humans, providing support and inspiration.

Judges’ Comments

- Such a wonderful intent and clearly articulated for the defined client group. A really fresh approach, demonstrating an understanding of and application to international students and migrants.
- This applicant’s strength lies in the actions and standards of excellence in delivering career development activities that are interactive, new and engaging.

VIC

Awarded to Career Money Life – Organisation

Career Money Life is a digital, self-service platform purpose built to empower employees with choice and control over their career journey. With every client, they make sure to enhance their offerings. This approach was needed to support over 1000 redundant employees from Dnata Catering on the eve of Christmas 2020, many of whom had limited English language skills. With the help of linguistic experts, they translated their employee communications materials into Filipino, Thai, Hindi, Chinese and Vietnamese to help employees understand the process and what support was available to them.

Judges’ Comments

- They have demonstrated agile development of a platform to assist mass redundancies during the pandemic, supporting both organisations and HR/small business professionals.
- This team has made considerable adjustments, introducing new services, and designing client-centric approaches to the work they do supporting career transitions.

