

## **Job Seekers with Disabilities Deserve Individualised Services**

23 March 2016

Employment services for job seekers with disabilities need to be individualised and provided by career development specialists, according to Career Development of Association president Andrew Rimington.

CDAA made the recommendation to Minister for Social Services Christian Porter this week, as the government's Disability Employment taskforce continues its overhaul of the sector.

With consultations now closed, Mr Rimington said the priority should be towards delivering individualised career development, to increase the long-term success our most vulnerable job seekers.

"Career development is individualistic. It must be determined by what the recipient is looking at, what their capabilities are and what their immediate needs are at the time," Mr Rimington said.

"By taking this personal approach, career development aligns capabilities to what is available to the individual in the current labour market."

The association supports the government's current "life course approach" and endorses working with industry accredited career development specialists to achieve this.

"Labour market knowledge combined with individualistic career guidance is very effective and powerful, and is best achieved relying on the specialists within this field who are qualified and experienced in their roles," Mr Rimington said.

The taskforce was setup in April last year after the government reported that Disability Employment Services (DES) costs \$1billion per annum, with only one in three job seekers securing work.

Findings are expected to be released in the near future, with round two of public consultation closed and existing DES contracts set to expire in March 2018.

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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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