

**Senate Standing Committee on Education Employment and Workplace  
Relations**

**QUESTIONS ON NOTICE  
Budget Estimates 2013-2014**

**Outcome 2 - Schools and Youth**

**DEEWR Question No. EW0255\_14**

**Senator Nash asked on 6 June 2013, Hansard page 60**

**Question**

**Strategy and activities regarding career development**

Senator NASH: This is what concerns me: if you do not have any kind of record or map on what sits where then how can you have an appropriate and continuing view of who is doing what? It sounds really on-the-run. I fully understand that you spent \$1 million on research to inform all of this; why would you not have some concise evaluation of who is doing what and where across portfolios? If I were to say to you, 'Can you provide to me some information in the other departments of who is doing what that links to the national strategy?', could you do that?

Ms McLaren: Yes.

Senator NASH: Isn't that a document, a mapping, that we are talking about? I am getting really confused—I am getting a yes and a no and a no and a yes, and we have wasted 10 minutes of our lives talking about something that you have got.

Ms McLaren: Senator, there is not a document. Mr Hehir is correct, there is not a document that is a map that exists at the moment. But if you were to ask on notice what activities are happening across whole of government in relation to career development we would be able to gather that information. We already have it. We have the people around the table who are undertaking career development activities as part of the interdepartmental committee, so we are already aware of what is happening, we just do not have a map.

Senator NASH: We know you are. We want to be aware.

Ms Paul: There is no contradiction here. What Ms McLaren is saying is that there is not an existing document but if you would like to ask for it on notice we will do such an exercise for you.

Senator NASH: Fantastic! I think it would be extremely useful. Is it possible? Yes, no—anyone?

Ms Paul: You are not wasting your time, there is no contradiction.

Senator NASH: No, I never waste my time on this committee, Ms Paul. It is always a learning experience—mostly. Thank you if you could do that for me. I find it extraordinary that that is not data or information that you have recorded somewhere in one collective place, so this might actually be a useful exercise for the department to go through so you have that. I know it is in your heads collectively and in bits and pieces everywhere but I think collating it is an excellent idea.

Ms Paul: I am happy to undertake such an exercise.

## Answer

The table below maps Commonwealth programs/initiatives that have a career development element against the National Career Development Strategy.

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
Digital Careers program	<p>Digital Careers will contribute to increasing the number and quality of Information and Communication Technology (ICT) graduates, and help build a robust and sustainable ICT capability for Australia's digital economy.</p> <p>The program will support a national package of education and careers projects aimed at inspiring students to study ICT in schools and then continue this interest at university, and into the jobs of the future. Digital Careers will be delivered by National ICT Australia Limited (NICTA) with the support of a consortium of relevant industry associations, state and territory governments, research organisations and education providers.</p>	Department of Broadband, Communications and the Digital Economy (DBCDE)	<p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>
Army Sponsored Undergraduate program	Sponsored undergraduate education covering approximately 174 individuals, including 44 commencing in 2014. Covers the fields of health, education, engineering and theology.	Department of Defence	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
Defence Force Recruiting Career Promotion Teams	<p>Career Promotion Teams (including Specialist Recruiting Teams) are constituted by military members who professionally deliver ADF career information to potential candidates in an enthusiastic and engaging manner. This is done in accordance with regional recruiting activities (marketing plans) in order to drive and generate enquiries and applications at a regional level. CPT activities can include, but are not limited to, school/university visits, career expos and regional events.</p> <p>CPT Members achieve this through:</p> <ul style="list-style-type: none"> <li>• positively representing the ADF at all times</li> <li>• maintaining a detailed knowledge and understanding of ADF careers, products and the recruiting process</li> <li>• understanding the intent and purpose of the CPT event to promote priority roles</li> <li>• delivering accurate, interactive and motivational presentations that meet the intent of the activity.</li> </ul> <p>- responding in detail to public enquiries about ADF jobs or the recruiting process.</p>	Department of Defence	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
Defence Indigenous Development Program	To provide young Indigenous Australians with the skills and confidence to apply for and win employment in the ADF, with other employers, or take the skills back to their community.	Department of Defence	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
Defence Indigenous Employment Strategy	Defence undertakes specific programs to attract and retain Indigenous staff in both ADF and APS careers.	Department of Defence	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>

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			<p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
<p>DSTO Graduate Industry Placement Program</p>	<p>The Defence Science and Technology Organisation (DSTO) Graduate Industry Placements program is a University of Adelaide initiative that places recent graduates into a company sponsored scholarship, to carry out project activity whilst studying for a Masters by Coursework degree.</p> <p>Mandatory component of an award.</p>	<p>Department of Defence</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
<p>Defence Science and Technology Organisation (DSTO) Industry Experience Placement Program</p>	<p>The DSTO Industry Experience Placement program provides a mechanism whereby full-time tertiary students, who are required to undertake an experience placement as part of their degree, are able to on location at a DSTO site.</p> <p>Mandatory component of coursework.</p>	<p>Department of Defence</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p>

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			<p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
<p>Defence Science and Technology Organisation (DSTO) Summer Vacation Scholarship Program</p>	<p>The DSTO Summer Vacation Scholarship projects are awarded to promising tertiary students in recognition of their academic achievements. Each student is allocated a suitable research project and works on site at DSTO and is supervised by DSTO research staff.</p>	<p>Department of Defence</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
<p>Defence Science and Technology Organisation (DSTO) undergraduate scholarships for females studying science and engineering</p>	<p>The DSTO Undergraduate Scholarships for females Program is designed to attract female students to take up the study of science, technology, engineering and mathematics.</p> <p>The Scholarships are available to female students who have been offered a place in an eligible program at a nominated university (currently the Australian National University, University of NSW and University of Adelaide); are Australian citizens; enrolled in an eligible Bachelor degree; if currently studying at university, have achieved a GPA of 5 (7 point scale); and gain and maintain security clearance at the level of 'secret'.</p> <p>Scholarship recipients will be provided with a DSTO mentor and undertake a project relevant to DSTO during the scholarship.</p> <p>Students who have completed a minimum of 2-year full-time study will also have the opportunity to participate in DSTO's Summer Vacation Program.</p>	<p>Department of Defence</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

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Engineering Internship Program (EIP)	EIP is designed to link engineering students with Defence SMEs by providing engineering students with sponsorship for the industry placement component of their studies. The EIP is aimed at targeting those engineering streams deemed in short or critical supply by Defence industry and will increase the number of student engineers exposed to Defence SMEs—thereby increasing the likelihood of pursuing employment in Defence industry.	Department of Defence	NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Re Engineering Australia (REA)	Sponsorship of the REA has been provided to raise school students' awareness of engineering and defence industry careers through the REA Forum. REA delivers the 'F1 in Schools Program' which provides opportunities for school age students to develop skills and build an interest in engineering and manufacturing professions through hands-on team activities.	Department of Defence	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
School Pathways Program (SPP)	SPP introduces students to the skills required for a career in Defence industry. The programs all focus on increasing the number of students studying Science, Technology, Engineering and Maths (STEM).	Department of Defence	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.

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	<p>There are currently three SPP funded by DMO:</p> <p>Advanced Technology School Pathways Program SA: This is a National Partnership Agreement. The SA Department of Education &amp; Community Services receives funding to implement the SPP in SA. The program focuses on advanced technology with the aim of increasing the number of students studying STEM. The program involves lead and partner schools developing industry focused curriculum and establishing or strengthening the links with Defence industry.</p> <p>Marine Industry School Pathways Program WA: This is a National Partnership Agreement. Funding is provided to the WA Department of Education for implementation. The program focuses on providing students with the skills necessary to pursue a career in the maritime sector and increasing the number of students studying STEM.</p> <p>Advanced Manufacturing School Pathways Program - Hunter Region NSW (ME Program): funding is provided to Regional Development Australia in the Hunter. The ME Program aims to improve career pathways for young people into the manufacturing sector through increasing industry awareness and student participation in STEM. The next generation will be aware of how subject choices and study options can affect their career path.</p>		

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Skilling Australia's Defence Industry (SADI)	<p>The SADI program started in 2005 with three main aims:</p> <ul style="list-style-type: none"> <li>• to up-skill existing employees in the defence industry</li> <li>• to improve the quality and quantity of skill training in defence industry</li> <li>• to generate additional skilled positions.</li> </ul> <p>SADI funding is available to Australian companies or Australian defence industry associations who have a current Defence contract or are expecting to tender for a Defence contract within the next 12 months.</p> <p>The proposed training activity must target an identified shortage in trade, technical or professional skill sets. It must also be of strategic benefit to Defence.</p>	Department of Defence	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Australian Blueprint for Career Development	<p>The Australian Blueprint for Career Development (Blueprint) is a framework for designing, implementing and evaluating career development programs for young people and adults.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services</p>

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			<p>are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
<p>Australian Charter for the Professional Learning of Teachers and School Leaders (the Charter)</p>	<p>The Charter is underpinned by the Australian Professional Standards for Teachers and the Australian Professional Standard for Principals. The Charter outlines the importance of professional learning, describes qualities of a professional learning culture, articulates characteristics of effective professional learning and describes a shared responsibility commitment. The Charter supports the use of the Australian Teacher Performance and Development Framework.</p> <p>More information can be found at <a href="http://www.aitsl.edu.au">www.aitsl.edu.au</a>.</p>	<p>Department of Education, Employment and Workplace Relations (DEEWR)</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p>
<p>Australian Jobs publication</p>	<p>This annual publication provides an overview of the Australian labour market for a variety of purposes and to meet the needs of a range of users (including careers intermediaries and job placement agencies).</p>	<p>Department of Education, Employment and Workplace Relations (DEEWR)</p>	<p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p>

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Australian Professional Standard for Principals	<p>The content of the Standard is a public statement which sets out what principals are expected to know, understand and do to achieve in their work. It is represented as an interdependent and integrated model that recognises three leadership requirements that a principal draws upon within five areas of professional practice.</p> <p>The Australian Institute of Teaching and School Leadership is working with jurisdictions, systems and sectors to increase engagement and capacity to lead next generation schools. The jurisdictions are using the Standard for employment purposes as well as to underpin and inform professional development for current and aspiring principals.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Australian Professional Standards for Teachers (the Standards)	<p>The Standards set out what teachers should know and be able to do at different stages across their careers (Graduate, Proficient, Highly Accomplished and Lead).</p> <p>The Standards underpin the requirements for teacher registration which every teacher must meet to be able to enter the classroom.</p> <p>The Standards also underpin the initiatives listed below that assist teachers to improve their practice to improve student learning.</p> <p>More information can be found at <a href="http://www.aitsl.edu.au">www.aitsl.edu.au</a>.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.

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Australian Teacher Performance and Development Framework (the Framework)	<p>Every teacher will have an annual performance appraisal using the new Framework. Every teacher will have a set of specific goals for the year, which will be agreed with their school principal or delegate, and will collect evidence that they are achieving their objectives. This could include improved student results, feedback from students, parents, and their peers or supervisor, and direct observation of their classroom teaching.</p> <p>More information can be found at <a href="http://www.aitsl.edu.au">www.aitsl.edu.au</a>.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Career Advice for Parents	<p>Career Advice for Parents provides access to free professional career advice by qualified Career Advisers in order that eligible parents can re-enter the workforce.</p> <p>The Career Advice for Parents service is available to parents who transition from Parenting Payment to another income support payment and are registered with an employment services provider.</p> <p>Career Advice for Parents assists eligible parents to identify transferrable skills, explore career options and develop a plan of action to help them achieve their employment goals.</p> <p>The career advice is delivered through a telephone and email based service and offers career planning and résumé appraisal.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>

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			NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.
Disability Employment Services (DES)	Disability Employment Services (DES) assists job seekers with disability to become work ready and gain sustainable employment. DES providers work closely with participants to identify suitable job opportunities, and identify any training, education or work experience that might assist the participant to address any vocational or non-vocational barriers to employment that they might have. Other services that DES providers can arrange include, assisting students with significant disability to transition from school to post school open employment, mentoring participants, and post placement support for participants. More information about DES and how the program can assist job seekers can be found at <a href="http://deewr.gov.au/disability-employment-services">http://deewr.gov.au/disability-employment-services</a> .	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.
Experience+ Career Advice	Experience+ Career Advice provides free professional career advice to all mature age Australians aged 45 years and over.  Experience+ Career Advice assists to identify transferable skills, explore career options and develop a plan of action to help them achieve their employment goals.	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.  NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
	The career advice is delivered through a telephone and email based service and offers career planning and résumé appraisal.		<p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
Indigenous Employment Program (IEP)	The Indigenous Employment Program assists employers, businesses and other organisations through activities or projects that help increase employment outcomes and economic participation for Aboriginal and Torres Strait Islander people. There are many initiatives under the IEP that include Career Development components such as Work Experience, Mentoring and aspiration building. The Indigenous Youth Careers Pathways Program component of the IEP in particular supports through Aspiration building activities Aboriginal and Torres Strait Islander secondary students to stay in school, undertake a School Based Traineeship to find a job or move into further study. More information about the IEP, how it can assist and eligibility can be found at <a href="http://www.deewr.gov.au/iep">www.deewr.gov.au/iep</a> .	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment.

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Indigenous Youth Mobility Program (IYMP)	<p>The IYMP contributes to closing the gaps between Aboriginal and Torres Strait Islander Australians and other Australians in achievement of Year 12 equivalent, post-secondary education and training and employment outcomes.</p> <p>The IYMP supports young Aboriginal and Torres Strait Islander peoples who wish to move away from home to gain qualifications they need for sustainable employment in their home community or elsewhere. Apprenticeships are a major focus of the IYMP as are the courses leading to qualifications and employment opportunities. This includes:</p> <ul style="list-style-type: none"> <li>• providing greater access to quality education</li> <li>• engaging young Aboriginal and Torres Strait Islander peoples in apprenticeships, vocational education and training and university courses</li> <li>• assisting as many participants as possible to achieve a Certificate III or above</li> <li>• delivering career and transition</li> <li>• planning mentoring and coaching</li> <li>• delivering or organising foundation courses</li> <li>• providing counselling</li> <li>• liaising and advocating on behalf of the participant.</li> </ul>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

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Job Guide	Job Guide is a career information resource that has been managed, funded and produced by DEEWR since 1995. The resource is primarily written and produced for a Year 10 audience, providing an in-depth look at a range of occupations and their education and training pathways.	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p>
Job Services Australia (JSA)	JSA assists Job Seekers to become work ready and gain sustainable employment. JSA providers work closely with job seekers to identify suitable job opportunities, and identify any training, education or work experience that might assist the job seeker to address any vocational or non-vocational barriers to employment that they might have. Other services that JSA providers can arrange include, mentoring, and post placement support. More information about JSA and how the program can assist job seekers can be found at <a href="http://deewr.gov.au/job-services-australia-jsa">http://deewr.gov.au/job-services-australia-jsa</a> .	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.
myfuture website	The myfuture website ( <a href="http://www.myfuture.edu.au">www.myfuture.edu.au</a> ) is Australia's national career information and exploration service. It is designed to help people of all ages and life-stages make informed career decisions, plan their career pathways, and manage their work transitions.	Department of Education, Employment and Workplace Relations (DEEWR).	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p>

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			<p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>
National Career Development Strategy	Under the National Partnership Agreement on Youth Attainment and Transitions, DEEWR has developed a National Career Development Strategy in order to enable a more strategic approach to providing improved career development for all Australians.	Department of Education, Employment and Workplace Relations (DEEWR).	N/A
National Trade Cadetship (NTC) Initiative	The NTC curriculum will form part of the Australian Curriculum and will contribute to the senior secondary certificate. It will provide an industry-endorsed option with a focus on work readiness in Years 9-10 to lay the foundation for further education and training, and on a specific industry area in Years 11-12. A work experience element will form an integral part of both elements; work exposure in Years 9-10 and structured work placements in Years 11-12.	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

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	<p>The Years 9-10 Curriculum, known as Work Studies, will draw on the importance of the general capabilities for lifelong learning, the Core Skills for Work Framework, and the Australian Blueprint for Careers Framework and by making explicit the connections between these and the requirements of enterprises and work places. The curriculum will assist students to focus on their future education, work and careers and develop their ability to make informed decisions and create plans.</p> <p>It will support young people to further enhance the knowledge, understanding, skills, behaviours and dispositions to manage their learning, work and life in self-directed ways.</p> <p>The Years 11-12 curriculum will give students the chance to complete an industry-endorsed vocational learning program including tailored workplace learning. It will offer deep learning in specific vocational skills and competencies across a family of occupations that lie within an industry area. It will also include units of competency appropriate for delivery and assessment in a school setting and in structured workplace learning as determined and agreed to by industry. The curriculum will incorporate an applied learning focus.</p>		

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Regional Education, Skills and Jobs (RESJ) Plans	<p>This initiative has deployed 34 RESJ Coordinators to ensure regions can access and gain maximum benefit from suitable Government initiatives; and look for opportunities to solve local problems in education, skills and jobs development through better connections of stakeholders and programs.</p> <p>Where career development has been identified as a need in a region, RESJ Coordinators may promote the career development services available, and provide relevant resources, such as DEEWR's Australian Jobs publication, to the services. RESJ Coordinators also assist to deliver careers expos and projects which aim to raise the career aspirations of students in regional areas.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>
Rock the Schools	Rock the Schools is a touring education and entertainment initiative designed to inspire secondary students across Australia to pursue a career in the music industry. Rock the Schools offers schools four education and career workshops to students aged 12-18 studying a range of subjects, with a passion for music or business.	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.

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Sporting Chance Program	<p>The Sporting Chance Program uses sport and recreation as a way to increase the level of engagement of Aboriginal and Torres Strait Islander students in their schooling.</p> <p>There are two elements to the program:</p> <ol style="list-style-type: none"> <li>1. School-based Sports Academies provide, intensive ongoing support through sport and recreation activities that engage Aboriginal and Torres Strait Islander secondary students in their schooling.</li> <li>2. Education engagement strategies provide a range of sport and recreation-based activities to engage Aboriginal and Torres Strait Islander primary and secondary students in education in regional and remote communities.</li> </ol> <p>In partnership with schools, providers of school based academies, support Sporting Chance Program participants to set goals and undertake career planning, including school-based accreditation and work experience placements.</p> <p>These activities are usually targeted at students from around grades 10-12, but may also include students in grades 7-9.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

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Teach for Australia (TFA) program	<p>High achieving graduates from non-teaching backgrounds participate in an employment-based pathway into teaching. Participants are placed in disadvantaged secondary schools for two years, while also completing a postgraduate teaching qualification.</p> <p>During their school placements, participants are supported by an in-school mentor and a clinical specialist.</p> <p>In addition, the program is set within a leadership framework, with a long-term goal of building inspirational leaders to contribute to education from all sectors. While many participants have remained in teaching beyond the 2 year program, others will return to their previous career, but continue to contribute to education.</p> <p>In promoting the program, TFA highlights the skills and leadership practices participants will gain from the program to further their careers, whether in teaching, business, government or social entrepreneurship.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
Teach Next	<p>Teach Next is an employment-based pathway into teaching aimed at attracting mid-career professionals, particularly in areas of teacher shortage. Participants are placed in secondary schools for 2 years, while also completing a postgraduate teaching qualification.</p> <p>During their school placements, participants are supported by an in-school mentor and the university delivering the teacher education course.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
The Young Worker Toolkit	<p>The Young Worker Toolkit (the Toolkit) is an internet resource that helps young people with questions that arise as they make the transition from education into the labour market.</p> <p>The Toolkit was a 2007 election commitment to ‘provide in one place all the information about employment issues and Labor’s new industrial relations system that young people need’[1].</p> <p>Career development describes the ongoing process of a person managing their life, learning and work over their lifespan. The Toolkit aids young people manage their workplace rights and responsibilities, over their lifetime, but particularly at the beginning of their career.</p>	Department of Education, Employment and Workplace Relations (DEEWR)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>

[1] *Forward with Fairness for Young Australian Workers*, Election 07 Policy Document.

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	<p>Career development is advanced through the Toolkit by developing the skills and knowledge that enable young people to plan and make informed decisions about career choices.</p> <p>The Toolkit works towards the aim of enabling young people to manage their careers by knowing how to access and use relevant workplace information independently, and how to access services when they need them.</p> <p>The Toolkit advances the career development of individuals at several key transitions: from school to work, training to work, education to work – generally entering employment.</p> <p>The NCDS has a strong focus on preparing young people for the transition to work and improving young people’s exposure to the world of work is a government action priority area – the Toolkit addresses this focus and priority.</p>		<p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>
<p>Transition Support for Early School Leavers (part of Building Australia’s Future Workforce)</p>	<p>Transition Support for Early School Leavers was implemented on 1 July 2012, and aims to assist Early School Leavers (ESLs) to develop foundational and employability skills.</p>	<p>Department of Education, Employment and Workplace Relations (DEEWR)</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p>

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	<p>ESLs are young people aged 15-21 years, who are on income support, and have not completed Year 12 or an equivalent qualification (i.e. Certificate II).</p> <p>Job Services Australia (JSA) providers receive additional funding to support all ESLs on their caseload. JSA providers have flexibility in developing targeted activity placements for those ESLs who are having difficulties in otherwise meeting their participation requirements.</p> <p>These activity placements can include language, literacy and numeracy training, counselling, assistance with career goal setting (including work placements with employers) and participation in supervised group activities such as Work for the Dole.</p>		
<p>Youth Development &amp; Support Program (YDSP) 2012-13</p>	<p>YDSP was launched in 2009. It is an annual grant program designed to fund projects that support development opportunities for young people in Australia between 12 and 24 years.</p> <p>A theme was introduced to better support organisations to deliver a range of projects to engage young people as participants and leaders. In 2012-13 YDSP provided funding to projects under the theme 'ready for further study and work'.</p>	<p>Department of Education, Employment and Workplace Relations (DEEWR)</p>	<p>NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
	<p>2012-13 funded projects (15 in total) enhanced the wellbeing and built resilience of Young People and/or demonstrated the social and economic benefits of engaging in personal development, study, training and/or work and engaging with the broader community. They included:</p> <ul style="list-style-type: none"> <li>• training programs</li> <li>• programs aimed at increasing entrepreneurial and/or employability skills</li> <li>• leadership programs</li> <li>• personal and career development projects</li> <li>• mentoring programs</li> <li>• projects to increase young people’s interest in trade-related careers</li> <li>• a project to assist young people transitioning out of homelessness obtain their driver’s license.</li> </ul>		
Australian Apprenticeships Advisers Program	<p>Under the Advisers Program, funding supports Apprenticeships Advisers to provide industry or occupation specific information to potential Australian Apprenticeship candidates to help them make an informed decision in choosing the right Apprenticeship pathway. The Advisers Program primarily targets school leavers. Projects under the Advisers Program also provide information and resources to potential and existing employers of Australian Apprentices to support effective recruitment in that occupation or industry.</p>	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
<p>Australian Awards for University Teaching:</p> <ul style="list-style-type: none"> <li>• Citations for Outstanding Contributions to Student Learning</li> <li>• Awards for Programs that Enhance Learning</li> <li>• Awards for Teaching Excellence (including the Prime Minister's Award for Australian University Teacher of the Year)</li> </ul>	<p>Recognises and rewards excellent teaching in higher education. Although not mandatory, teaching staff often progress from nominating for a Citation to Teaching or Program Awards.</p> <p>A special category exists for Early Career nominees (those with no more than 5 years teaching experience) in both the Citations and Teaching Awards.</p> <p>Professional development on how to apply for these awards is provided by the Office for Learning and Teaching when requested.</p>	<p>Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)</p>	<p>NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p>

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<p><i>Beyond School</i>, a component of the <i>Shell Questacon Science Circus</i> program.</p>	<p>Developed and staffed by the Shell Questacon Science Circus, <i>Beyond School</i> is a travelling event which showcases local science, technology, engineering and mathematics (STEM) professions and opportunities in the regions it visits. The event is aimed at senior secondary students with the objectives of:</p> <ul style="list-style-type: none"> <li>• representing the science and technology industry to help develop skills and capacity in the region</li> <li>• developing communication networks within the region's schools' by linking the professional community to students</li> <li>• showcasing the region's science, technology, engineering and mathematics professions; achievements to encourage students to consider local opportunities when thinking of their future.</li> </ul>	<p>Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)</p>	<p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 3: People understand where to access career development services and the value of these services.</p> <p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>
<p>Core Skills for Work Developmental Framework (CSfW)</p>	<p>The CSfW describes the non-technical skills, knowledge and understandings necessary for successful participation in work. The Framework acknowledges that individuals develop their employability skills throughout their lives and career. The Framework has recently been finalised pending ministerial approval for release.</p>	<p>Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)</p>	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.</p>

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	The first Skill Area of the CSfW is manage career and work life and it involves the capacity to identify work and career options, to gain work or career advancement, and to undertake learning appropriate to work needs and goals.		
Fellowships Scheme Supports leading academics to conduct programs supporting systemic change to enhance learning and teaching National Senior Teaching Fellowships National Teaching Fellowships	Successful National Teaching Fellows may nominate for National Senior Teaching Fellowships.  Workshops are conducted to support and induct new fellows.	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Grants Programs Provide funding for academics and professional staff to research, develop and implement innovations in	The Grants Program include: 1) Seed Projects 2) Innovation and Development Projects 3) Strategic Commissioned Projects  Early Career academics are encouraged to apply for Seed Projects where they may test an idea before later applying for a full Innovation and Development Grant.	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	NCDS Goal 1. Every individual has the opportunity to build the skills required to manage their career throughout their lives.

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
learning and teaching and to develop leadership capabilities	<p>Applicants may submit an expression of interest for Innovation and Development Projects and if successful develop this into a full proposal.</p> <p>The Grants Program provides grants at different funding levels through which academics may progress if desired.</p> <p>Professional development support on applying for these grants is provided by OLT staff if requested.</p> <p>Project management workshops are provided for new grant holders.</p> <p>Project support continues during the life of the project.</p>		
My Skills website	<p>MySkills.gov.au is a directory of vocational education and training, providing information on over 3000 courses with 4800 registered training organisations in about 6000 locations across Australia.</p> <p>My Skills supports career development by allowing people to discover which vocational education courses lead to the occupational outcome they are interested in, and find which provider offers the course that suits them.</p>	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	<p>NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
National Disability Coordination Officer (NDCO) Program	The program's objective is to assist people with disability to access and participate in tertiary education and subsequent employment. A national network of 31 full-time NDCOs operate within 31 NDCO regions across Australia. NDCOs can provide practical assistance and advice to individuals with disability and their families, education and training providers, as well as employment and community support agencies. NDCOs have developed effective relationships with stakeholders who operate across the school to work continuum in order to identify local barriers and to develop collaborative responses to local needs.	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	NCDS Goal 2: There is equitable access to high quality career information and services when people need it most.
National Workforce Development Fund	The Australian Government provides funding to support workforce development and training that is linked to the skills needs of the business in which a worker is working or will work.	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives.
Skills Connect Fund	<p>The Skills Connect Fund will enable employers to access a range of workforce development support, including workforce planning to assist them identify the training needs of their employees.</p> <p>Individual employees, including mature age workers, will have opportunities to have their skills and experience recognised against a nationally recognised qualification, and which will assist their future career development.</p>	Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)	<p>NCDS Goal 1: Every individual has the opportunity to build the skills required to manage their career throughout their lives</p> <p>NCDS Goal 5: Career development support is integrated into government programs that assist people at education and employment transition points.</p>

Program/initiative name	Description including career development aspects	Commonwealth Department	Link to National Career Development Strategy (NCDS)
<p>Support for the national training system – providing core operational funding for Industry Skills Councils (ISCs)</p>	<p>The Australian Government provides core funding to 12 industry bodies to support their role in the national vocational education and training system, which includes the development and continuous improvement of high quality training materials.</p> <p>Community Services and Health ISC has developed, in consultation with industry and other stakeholders, two relevant qualifications and one skill set:</p> <ul style="list-style-type: none"> <li>• Certificate IV in Career Development</li> <li>• Vocational Graduate Certificate in Career Development Practice</li> <li>• Career Development Practice Skill Set.</li> </ul> <p>Further information is available at:  <a href="http://www.cshisc.com.au/discover/industries-a-z-directory/career-development">www.cshisc.com.au/discover/industries-a-z-directory/career-development</a>.</p> <p>Details of the qualifications, skill set, units of competency and delivery by registered training organisations is available on the national register:  <a href="http://www.training.gov.au">www.training.gov.au</a>.</p>	<p>Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)</p>	<p>NCDS Goal 4: Career development services are of a high quality and delivered by appropriately skilled practitioners.</p>