

CAREER WEST

Australian Association of Career Counsellors
(WA Division)

www.aacc.org.au

Number 2, 2005
June

PRESIDENT'S MESSAGE

WA has begun its Professional Development (PD) Programme for the year with our successful AGM and we now have another great PD Program set out for 2005.

On May 12th we held a breakfast session at the Royal Perth Golf Club in Perth where we were charmed by Beth Blackwood, the Principal of Presbyterian Ladies College. Her topic was "Independent Women – Independent Lives" and she addressed some very challenging topics that face both our educators of young women and indeed our young women facing the ever changing world of work.

June 30th we will have the pleasure of Fiona Knobel, who will be presenting on Neuro Linguistic Programming (NLP) and how it can be useful in counselling and coaching as an additional tool for us all.

Good Theory Good Practice is scheduled for Saturday September 10th and will again be held at the Catholic Education Office. We have an exciting range of presenters and plan to address such topics as Quality Standards, Boys Education, Narrative Therapy and small business development among others that have been successful in past years and requested by the membership.

We have unfortunately lost one of our great Committee members in Christine Coventry and I wish to take this opportunity to thank Christine for her contribution over the last 18 months.

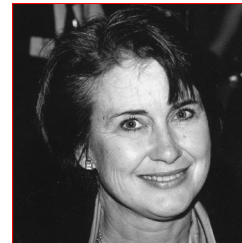
Our new committee member who has been appointed to fill the casual vacancy created by Christine resigning is Rose Issa. The Committee extends a warm welcome to Rose who brings a wealth of knowledge and experience along with her infectious enthusiasm for all things career and life.

Congratulations to Lee Miles, a member and Committee member who has been successful in obtaining an Innovative Career Development Grant with DET to develop a Centre for Work Experience in WA. AACC has supported Lee in this application and looks forward to the successful project development.

The WA Department of Education and Training is offering AACC Associate membership to Employment Directions Network people who have completed the Course in Career and Employability Development. WA is poised to reach membership of 150 this year and when we do it will indeed be a celebration of the development of positive and mutually beneficial relationships, as well as the reflection of insight and energy by our Committee, especially Barry Horne.

Congratulations to Peter Carey and Barry Horne for being voted onto the National Executive Committee as President and Secretary respectively. Another great achievement for WA!

WA also reached a new record at the National Conference in Canberra where we had a representation of 50+ people travel from WA to attend. Prior to this our best representation was in the vicinity of 15 people who attended the Brisbane Conference in 2004.



I look forward to meeting with you all enjoying and learning from our professional development during the year.

Annette Walker
WA Divisional President

FRANK PARSONS

In 1908 ... Frank Parsons opened the Vocations Bureau in Boston. In his original work, *Choosing a Vocation* (1909), he stated "a vocational counselor should familiarize himself [sic] in a high degree with industrial knowledge" (p. 46). This included "lists and classifications of industries and vocations, the conditions of success in the various vocations, and general information about industries" (p. 46). Parsons's advice is surprisingly contemporary. Now, as then, it is important for career counselors to have a solid understanding of the world of work.

DeBell [Ninety years in the world of work in America](#) *Career Development Quarterly* - Sept 2001

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Neuro Linguistic Programming
Thursday June 30th 2005

Good Theory Good Practice
Saturday September 10th 2005

AACC 2006 Conference Details
<http://www.aacc06.com>

DISCLAIMER

Opinion and published excerpts contained within do not necessarily reflect the views of the WA and National AACC, unless expressly stated.

New Members

A very warm welcome to our new members this period



Angie Wilson
Athlete Career & Education Coordinator
The Western Australian Institute of Sport
(transferred from Vic)

Maryanne Fox
Prospective Student Adviser
Challenger TAFE

INNOVATIVE CAREER DEVELOPMENT PROJECT GRANTS

Employment Service Branch
Department of Education and Training

<http://www.det.wa.gov.au>

Career development is an important aspect of jobs growth for all Western Australians, regardless of age. Our strong economic performance is seeing new employment opportunities being created. The government has placed a priority on providing career development skills and advice so that everyone can take advantage of these opportunities.

In view of this, the Department of Education and Training funded the delivery of innovative projects addressing the career needs of all West Australians - spanning young people through to mature aged.

The Innovative Career Development Project Grants are in response to research commissioned by the Department to identify the emerging employment demand and skill needs associated with new development projects in the State.

Expressions of Interest were invited from non-government organisations, community groups, not-for-profit and for-profit organisations. Projects needed to demonstrate that they can:

- provide a variety of career guidance strategies including preparation for employment (addressing the needs of youth to mature aged) and/or add value to existing programs to assist in alleviating skills shortages.
- show links to one or more competencies and associated learning outcomes outlined in the Draft Australian Blueprint for Career Development 2004.



Proposals were assessed against a range of criteria which includes:

- variety of strategies
- links to learning outcomes
- value adding
- innovation

Sixty four applicants submitted Expressions of Interest. A seven member assessment panel considered these and subsequently invited sixteen applicants to submit a Supplementary Application providing detailed information on the project objectives and outcomes.

The assessment panel granted approval to thirteen applicants and grants funds totalling \$511 468 within the range of \$36 000 to \$40 000 have been awarded State wide. The projects aim to address the needs of a diverse group of people including, Regional Indigenous Communities, Youth at Risk, Youth at Risk (Disabled), Refugees, Youth and Rural Women.

Successful projects applicants are:

- Anglicare
- Challenger TAFE
- EDGE Employment Solutions
- Edith Cowan University
- Esperance Group Training Scheme
- Goolarri Media Enterprises
- Kojonup Working Inc
- Kwinana Industries Education Partnership
- Shire of Laverton
- SMYL Community Services
- South Metropolitan Migrant Resource Centre
- Wunan Foundation Inc
- YMCA Perth

For more information on the Innovative Career Development Project Grants Programme please telephone Lucretia Radhakrishnan on 9264 5732 or email Lucretia.Radhakrishnan@det.wa.edu.au

INTRODUCING OUR NEW NATIONAL PRESIDENT

Dr Peter Carey has been elected as National President of the Australian Association of Career Counsellors. Peter is a foundation member of the Association and has life and fellow status of the Association. Peter has been a member of the National Executive since 1993 and for 11 years as its National Treasurer. He has had a strong involvement in the implementation of the Australian Blueprint for Career Development. Peter is currently employed as General Curriculum Consultant with the Catholic Education Office of Western Australia and is a member of the Careers Industry Council of Australia.

Peter is very keen to increase professional development opportunities for members in regional and remote areas of Australia, in fostering career research, and leading the membership towards a greater understanding of the Australian Blueprint for Career Development and the National Quality Standards Framework and Accreditation Process. He currently has membership of two MCEETYA working parties and the Australian Blueprint Reference Group. He hopes to continue to develop closer bonds with Industry, DEST and DEWR for the provision of Career Development services and the recognition of Career Development Practitioners.

Peter has over twenty-five years experience in education and has published numerous articles, and papers concerned with improving the educational process by encouraging scholarly inquiry related to education and technology.

Peter enjoys working with teachers and students and is susceptible to a good Margaret River red. Contact Peter at: carey.peter@cathednet.wa.edu.au

FEATURED WEBSITE

Age Concern New Zealand has worked to promote the rights, well-being and quality of life of older people since 1948. It is a not-for-profit, charitable organisation, dedicated to promoting the quality of life and well-being of older people, advocating positive healthy ageing for people of all ages.

It is a federation of local Age Concern Councils and each provide information and services in cities and most major provincial centres around New Zealand. Part of its mission states: "Ageing is a lifelong process, starting at birth – the interdependence between generations is promoted through interactions and education awareness programmes, including older people volunteering in schools, and younger people working and supporting older people". <http://www.ageconcern.org.nz/>



D.O.M.E.

Just one experienced man or woman is a priceless asset to a productive business

D.O.M.E. is a powerful word. What does it mean to you? The top of a structure, the top of a towering building, the pinnacle of a mountain or just the very highest, the very peak of something! D.O.M.E. means the very best, the very top of providing services to assist the mature aged (40+) to find work. Free employment services include:

- workshops on employability skills
- interviews with experienced employment consultants
- direction on work opportunities and training options
- referral to other support services
- assistance with employment placement
- access to state government funded programs
- jobs on line

D.O.M.E. stands for 'Depend on Mature Experience'. It is as simple and powerful as that. We are a non-profit making organisation, which for almost 20 years have been representing the mature and experienced unemployed, promoting the advantages to the employer of pre-skilled labour and the resultant cost-efficiencies to business.

Over this time we have evolved into a specialist advisory and placement service, establishing links with a large number of small and medium business' and achieving a strong reputation through the provision of personalised and quality services. As a high profile organisation operating in a tight employment market we have a high demand on our services and resources from all sectors of the community, including business, government and not-for-profit organisations seeking assistance and advice for employees or clients.

Mature Reflections

A survey of the career experiences of mature graduates (1998 – 2002)

The report provides statistical information on the employment details of mature graduates, explores their personal experiences of the job search process, and presents a number of case studies from different academic disciplines.

Compiled by Patsy Ryan
Careers Service - University of Limerick
December 2004

Download this report from:
<http://www.ul.ie/careers/careers/mature/>

D.O.M.E. also coordinates the state government initiative called Profit from Experience which provides access to training funds to assist mature age clients. Clients are interviewed to determine the most appropriate employment and training options to assist them attain the necessary skills or qualifications for employment in their current field or to retrain in another field/industry which has employment potential. To be eligible, clients must:

- be aged 40 years and over
- be unemployed, underemployed or soon to be retrenched; and
- not receiving Intensive Customised Assistance through their Job Network

To put the world right in order, we must first put the nation in order; to put the nation in order, we must first put the family in order; to put the family in order, we must first cultivate our personal life; we must first set our hearts right.

Confucius

A D.O.M.E. Profile: "From 50 years of age D.O.M.E. has been there for me. They have always understood my situation which is like so many, experienced, but considered "old". However, I have been given additional computer skills, attended seminars with people in the same circumstances and made to feel that we do have wonderful experience to impart and contribute to a new employer. D.O.M.E. were always interested in me and gave me opportunities to follow. I have been employed through them for over five years and have only just changed employment to a managerial position, with car and under office parking. The salary would be the "best" for 25 years. By the way I will be 63 this year (2005). If I can persevere and be positive, then anyone can. D.O.M.E. were always there for me with their professional and friendly staff. I will always be grateful to them".

We are actively seeking to identify current and emerging employment and training needs of mature age people and to provide a leading role in developing and promoting the employment of mature aged clients. If you would like further information on any of our services do call me or visit us at our premises in the City West Lotteries House building in West Perth

Bridget Pelosi
Career Advisory Officer

Email: employment@domewa.com.au
Tel: 9420 7233 www.domewa.com.au

ADDRESSING SKILL SHORTAGES

Trade professions can be both challenging and lucrative and lead to exciting career opportunities. To address outdated views about trade occupations and recognise a trade as highly valuable, the federal government has announced a suite of initiatives designed to encourage greater participation:

- *Tools for Your Trade-* \$91.2 million over three years to New Apprentices
- *New Apprenticeships Access Programme (NAAP)* - 5,000 places each year - \$35.5 million
- *Getting Young People Ready for Work* – Pre-Vocational Training in the Trades and School-Based New Apprenticeships in the Trades providing an additional 7,000 opportunities
- *Commonwealth Trade Learning Scholarship* - provides \$75.8 million over three years to provide two tax exempt \$500 payments to New Apprentices who successfully complete the first and second year of a New Apprenticeship in a skill shortage trade with a small to medium sized business
- *Opening up Eligibility for Incentives-* providing incentives to employers in post school achievement of Certificate I - IV qualifications
- *Increased Residential Support for New Apprentices* - provides \$5 million over three years to extend entitlement to Living Away From Home Allowance
- *Eliminating New Apprentice Poaching-* each employer who provides more than 25% of the training for a New Apprentice will be eligible to apply for a portion of the completion payment after the New Apprentice has successfully completed
- *Australian Technical Colleges* – provides for \$289.1 million over three years to the establish 24 Australian Technical Colleges in regional and metropolitan locations nationwide

Further details: www.dest.gov.au

AUSTRALIAN NETWORK OF INDUSTRY CAREERS ADVISERS

The Australian Government has extended its commitment to help young Australians through the Australian Network of Industry Careers Advisers (ANICA). ANICA will for the first time provide a comprehensive national career and transition support network for all young Australians from 13 to 19 years of age. Delivered through Local Community Partnerships (LCPs), funding of \$143.2 million from 2005-06 to 2008-09 will build on existing programmes to further improve the career choices of young people and increase levels of student engagement.

The ANICA Directions Paper was released by the Hon Dr Brendan Nelson, Minister for Education, Science and Training on 11 May 2005 and comprises three parts:

- Enhanced Career and Transition Capacity for Local Community Partnerships
- Improving the Professional Standards of Career Advice
- Extending Industry Leadership through Regional Industry Career Advisers

Visit the Department's website for further details: www.dest.gov.au

CAREERS and TRANSITION PILOT (the CAT Pilot)

The Career and Transition Pilot, known as the CAT Pilot commenced in April 2002 and provides an opportunity to test and learn from methodologies for providing enhanced career and transition support to young people aged 13 – 19 years. In WA there are three Pilot projects. For information or to access support, contact Lesley Elder on 9247 9271

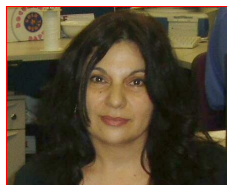
UP CLOSE & PERSONAL *featuring Rose Issa*

What's My Business:

I was born in Sydney but grew up in Perth. I'm currently coordinator of Employment Directions Network at Anglicare WA where I provide career counselling, outreach workshops and a myriad of activities working with young people 15-25.

How I Got Here:

My first love was literature, theatre and drama. My first job was as a medical typist at Royal Perth Hospital where I discovered the love of 'terminology' - there is a connection trust me!! Other careers included secretarial, retail, management, teaching, and counselling. At the same time I was heavily involved with theatre, acting and dance which in turn led me to a degree in education and teaching (speech and drama). This didn't last long as my curiosity and desire got the better of me to participate in as many different modalities and work settings, such as interior decorating, alternative healing therapies.



Another career found me managing Kalgoorlie Skillshare for a couple of years until I discovered travelling and fell in love with Ireland, Spain, South America and the UK. On my return I completed a freelance journalism diploma and developed a program for students at risk at Kwinana Senior High School. You could say that happenstance led me to my current position, including the final stages of my postgraduate studies in career development.

Your professional network is the ... most valuable to you in managing your career. Its in your best interest to invest time and energy in developing and nurturing it. Ken Lawson

Recent Career Read:

Symbol Therapy by Ulli Springett - a symbol therapy approach for healing and personal growth through higher consciousness, and a recent article by John Courtis, *Getting a Better Job* which sheds light about who can help with career advancement including professionals, your network and the unprofessionals! 'Everyone you remember who remembers you is potentially part of your network, so are all the people they can recall!' A great piece of advice that I give to my clients.

Favourite Story:

A young client came in recently with pressure to find work. We unearthed that she really didn't know who 'she was', so focus was made on self discovery and research ...she has recently come back to hint at further studies in beauty therapy and thanked me for encouraging her in taking the path of self discovery.

My Favourite Adage:

A career is a totality of self discovery (I made this one up!) and, there are no problems only solutions.

WA JOB GROWTH

Monash University (June 2003) estimated that 97,400 new jobs will be created in WA over the next five years i.e. 2003/4 to 2008/9. Over 77% of these new jobs will require post-compulsory qualifications:

- Bachelor and higher degrees 40%
- VET qualifications 28%
- Undergraduate diploma 8%
- No qualification required 23%

Source: Department of Education and Training and State Training Board Western 2005, 'Job growth trends, Australia and Western Australia' *Australia State Training Profile 2006-2007.*

Your Committee

President: Annette Walker
Vice President: Barry Horne
Treasurer: Peter Carey
Secretary: Cathy Moore
Membership Officer: Mariana Joseph
Members: Moya Durack & Rose Issa
Newsletter Editor: Lee Miles

Your Input

Tell Us ...
Your suggestions
What you would like to hear more of
Your comments, suggestions and feedback

Write and Share with Us
An article of your experiences and stories
A snippet from your area of expertise
A Review of your recent career read

Up Close & Personal

UCP gives our newsletter a personal feel and offers an excellent opportunity to let the membership know who you are and to increase your networking opportunities. Simply, follow the headings and tell us about yourself in 300 words or less.

Email your UCP to the Editor
l.miles@ecu.edu.au