



Australian Government
Department of Education,
Science and Training



Australian Network of Industry Careers Advisers Directions Paper



Australian Network of Industry Careers Advisers

Directions Paper

FOREWORD

On 26 September 2004, the Australian Government announced, as part of its election commitments, the establishment of an Australian Network of Industry Careers Advisers. Funding was confirmed in the Budget on 10 May 2005. Over \$143 million will be provided to deliver the new career and transition support initiative from 2005–06 to 2008–09.

The Network, referred to as ANICA in this paper, will help all young people aged 13 to 19 make a smooth transition from school to further study, or from school to work.

ANICA will bring together young people, their parents, local communities, career practitioners, schools and local industries to help young people find and achieve their own potential.

As a result parents will have a better understanding of post-school options including local vocational education and training opportunities as well as university options. This will help parents play an informed guiding role in the development of their children's career aspirations.

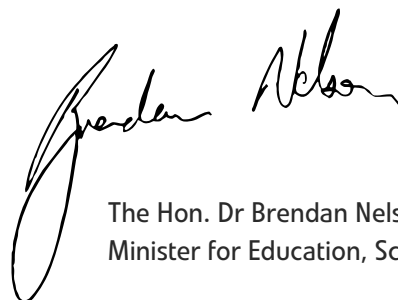
Major elements of ANICA will be delivered through the Australian Government's network of Local Community Partnerships. In 2004 there were more than 200 Local Community Partnerships working with around 2,300 schools to support around 95,000 secondary students to undertake structured work experiences in local industries.

As a result of ANICA, Local Community Partnerships will grow to support all young people aged 13–19 years to get skills, relevant work experience, and most importantly – professional career guidance. They will help young Australians identify their potential, understand study, training and work options, and implement clear and articulated plans for their future.

Under ANICA, Regional Industry Career Advisers will be appointed to work with businesses to better link them to Local Community Partnerships and schools. These advisers will be required to attain professional career practitioner qualifications, as well as strong links to local businesses.

The career elements of ANICA will complement our national commitment to elevate standards in career education. In 2005 the Australian Government, working with the Australian Association of Careers Counsellors and the Career Industry Council of Australia, will begin implementing national standards for career advisers and further work will be done towards a national accreditation system for career practitioners.

The Australian Network of Industry Careers Advisers fulfils the Australian Government's commitment to help young people find and achieve their full potential, whatever that may be.



The Hon. Dr Brendan Nelson MP
Minister for Education, Science and Training

PURPOSE

This paper outlines the policy directions for implementation of the Australian Network of Industry Careers Advisers (ANICA) initiative, announced as an election commitment on 26 September 2004 and confirmed in the 2005 Budget. The Australian Government Department of Education, Science and Training (the Department) is seeking feedback on the policy directions outlined in this paper by the end of May 2005. Contact details for the Department are set out at page eight.

INTRODUCTION

The Australian Government has actively promoted the importance of career development and transition support for many years. ANICA will draw on and complement current programmes and services resulting in a more comprehensive national career and transition support network for young people.

The Australian Government has extended its commitment to help young Australians through the ANICA election commitment. Funding of \$143.2 million from 2005–06 to 2008–09 was confirmed in the Budget to support young people 13–19 years of age to have access to professional career advice to achieve a successful transition through school and from school to further education, training and work.

Under the ANICA initiative, an Australian Government network of Local Community Partnerships (LCPs) will partner with industry and professional career advisers. Its role will be to engage parents and local communities to ensure that young people have the skills, experience and professional guidance they need to help them identify their potential and to make informed decisions about their respective futures. In addition, a more nationally consistent approach to career education for all young people will be supported through the development of quality professional standards for career education.

The ANICA initiative will assist Indigenous students to remain in senior secondary school to complete Year 12 or undertake vocational pathways. In addition, significant improvements will be delivered in rural and regional areas through the provision of career and transition support services.

ANICA aims to achieve the following outcomes:

- ▶ improved career choices by young people;
- ▶ increased student engagement;
- ▶ increased industry and employer engagement in schools and career development;
- ▶ promotion of the range of vocational education and training opportunities;
- ▶ improved quality and availability of career and transition education across Australia; and
- ▶ established local community partnerships providing effective coordinated career and transition support.

ANICA – PROMOTING INTEGRATED CAREER EDUCATION

ANICA will take the Australian Government's highly successful Career and Transition Pilot to mainstream delivery. The Pilot, which has operated since 2002, has provided more than 70,000 young people with career and transition advice and helped them to develop a Transition Plan, setting out their career goals and the steps they will take to achieve them. Effectively, through ANICA, each LCP will gain a Career and Transition Support capacity.

The LCP network will facilitate access to quality career and transition support for all young people and better prepare them for post-school options. Employers will benefit by having young people who are prepared with appropriate career advice and better matched to local job opportunities with the skills needed in their particular industry.

The network of LCPs will continue to deliver the Structured Workplace Learning (SWL) programme and through its management of projects across the country, increase access to the successful Adopt a School model. In doing so, it will support the objectives of the *National Skills Shortages Strategy* announced by the Australian Government in April 2004. Each year new Adopt a School projects will directly involve an estimated 20,000 students in secondary schools. As LCPs promote greater business involvement in a range of school-related activities, there will be broader flow-on benefits to all secondary school students. The projects will see employers acting as mentors, students 'shadowing' business staff and employers delivering presentations in schools.

Each year several thousand school principals, career practitioners and local businesses will be assisted through a number of projects. These include:

- ▶ around 1,200 participants in 10 School and Industry Leadership Forums;
- ▶ at least 50 schools delivering Career Education Lighthouse Schools projects every year; and
- ▶ 54 scholarships for career advisers to undertake study and industry placements.

Young people will also have access to professional career advice from industry experts. A network of Regional Industry Career Advisers (RICAs) will be on-the-ground industry champions and knowledge brokers with a comprehensive understanding of regional industry skill needs and local opportunities and sensitivities. They will provide the capacity to increase access to quality structured work placements, School-based New Apprenticeships and mentoring – giving students exposure to work in skills shortage and regional growth areas. Industry career advisers will have an understanding of employability skills and be supported by industry relevant career resources.

ANICA – COMPLEMENTING CURRENT SERVICES

The ANICA initiative will build on existing Australian Government programmes, creating for the first time a comprehensive national career and transition support network facilitating young people's access to:

- ▶ career services, enhancing capacity through LCPs in addition to the current services like *myfuture* and Job Guide;
- ▶ transition support programmes, offering improved mentoring and other transition support services complementing the Jobs Pathway Programme (JPP) for at risk young people;
- ▶ vocational pathways programmes, widely promoting the benefits of School-based New Apprenticeships, the New Apprenticeships Access Programme, SWL programme and New Apprenticeships; and

- ▶ employment services, ensuring LCPs understand and promote available Job Network services for young people.

JPP will enhance the effectiveness of ANICA by addressing the needs of those young people most at risk of not making a smooth transition through school and from school to further education, training and work.

JPP will aim to retain these young people in school through to Year 12. It will facilitate access to and successful participation in non-school based education and vocational learning and training, and pre-employment services based on enhancing the readiness of young people who have chosen employment-related pathways. JPP will also seek to supplement more broadly targeted services by intensifying the level of support available to young people identified as requiring personalised and customised assistance to overcome barriers to a smooth transition.

THE ROLE OF INDUSTRY PARTNERS

The ANICA initiative brings key stakeholders together through the LCP network to support young people to achieve successful transitions. It promotes information sharing and provides comprehensive career and transition support to young people.

Through the LCP network parents, schools and career practitioners will form links with local business and industry to promote a better understanding of the opportunities vocational education and training pathways offer. In addition, youth services and programmes, and community organisations will link with schools, parents and career practitioners to provide more holistic support to young people to achieve an education, training or employment pathway.

Through the promotion of professional quality standards for career advice in schools, the ANICA initiative also seeks to ensure that there will be a professional and more nationally consistent approach to the quality and content of career education for all young people. By linking these career initiatives with the national LCP network, all young people will have better access to professional career advice.

Role of Industry

By the time students leave school, it is important that they have employability skills as well as an understanding of the work environment. Playing a key role in providing students with real-life work experience, links with industry will create opportunities for both students and employers. Students will gain a greater understanding of the world of work, as well as industry specific skills, while employers will gain a valuable understanding of career education and career pathway development. In addition, employers will benefit through an opportunity to showcase their industry and attract students to take up careers in their businesses.

Australian Technical Colleges

Australian Technical Colleges (ATCs) will rely on the comprehensive support and involvement of local communities, especially local business. Taking a direct leadership role in the governance of each of the Colleges, local industry and community representatives will ensure that the skills taught to students match the needs of industry, thereby enhancing young people's prospects for further training and employment. The Colleges will provide high status and high quality opportunities for young people to build a career for themselves in traditional trades.

The LCP network will work closely with schools and ATCs in their region ensuring that young people are aware that ATCs offer high quality training facilities and instruction linked to workplace requirements.

The important relationships between the LCP network, ATCs and the Institute for Trade Skill Excellence will raise the profile and status of vocational pathways in schools and demonstrate that vocational courses are a genuine career path for students which should be as equally regarded as a university pathway.

DETAILS OF THE ANICA INITIATIVE

The ANICA initiative comprises three parts:

Part One – Enhanced Career and Transition Capacity for Local Community Partnerships

The network of LCPs will partner with industry and professional career advisers to:

- ▶ ***facilitate the provision of assistance to students to develop individual transition plans and understand study and work options.*** Career and transition support will be linked to small business, industry skills needs and job opportunities in local communities;
- ▶ ***facilitate access to professional career advice.*** The quality and consistency of career and transition education will be strengthened through access for all young people to career advice that meets professional quality standards;
- ▶ ***organise and monitor relevant work experience through the Structured Workplace Learning programme during schooling.*** The current delivery of SWL in schools to support young people to gain technical and employability skills will continue;
- ▶ ***manage and promote industry-led Adopt a School projects.*** The projects stimulate public awareness and support for the active and practical involvement of local businesses in school learning programs and build a positive profile for participating schools, community and industry;
- ▶ ***promote vocational education and training pathways and opportunities.*** Increased industry and employer engagement in schools and career development through practical partnerships between local employers and schools will give young people exposure to vocational learning opportunities and business environments. In addition, activities may increase the attraction of traditional trades as preferred options, contributing to a greater engagement in VET and addressing skills shortages;
- ▶ ***enhance monitoring and mentoring arrangements of all young people, particularly year 9 and 10 students.*** The promotion of mentoring as a strategy to support young people, especially those at risk of not making a successful transition, will encourage young people to achieve their desired pathway;

- ▶ **facilitate the engagement of parents, teachers and career advisers in education about post school options.** The provision of information on post-school options to parents, teachers and career advisers will contribute to student engagement in education and Vocational Education and Training (VET) opportunities, particularly in local skill shortage areas; and
- ▶ **facilitate the provision of advice on youth services and programmes.** Better connections to available youth services and programmes will contribute to student engagement in education.

Part Two – Improving the Professional Standards of Career Advice

In addition to the LCP network, the Australian Government is committed to elevating the standard of career advice in school and the regard held for career advice as an integral part of the school curriculum. Raising the quality of career advice and recognition of career practitioners will be achieved by:

- ▶ **introducing national professional standards for career advisers.** Developed in partnership with the Career Industry Council of Australia, the establishment of national professional standards and, following this, a registration/accreditation process will facilitate greater transparency and professionalism in the sector;
- ▶ **expanding professional development opportunities for career advisers.** The introduction of professional standards will inform and create demand for professional development for school career teachers and others involved in providing career guidance;
- ▶ **providing scholarships for career advisers to undertake study and industry placements.** The scholarships will assist career practitioners to strengthen their skills and knowledge;
- ▶ **funding School and Industry Leaders Forums.** Career practitioners, school principals and industry leaders can share best practice; and
- ▶ **rewarding and highlighting the work of schools which integrate high quality career advice into school curriculum.** Career Education Lighthouse Schools projects recognise best practice and encourage innovation in school career education programmes.

Part Three – Extending Industry Leadership through Regional Industry Career Advisers

The Australian Government recognises that young people need expert industry career advice. A network of Regional Industry Career Advisers (RICAs), supported by a network of National Industry Career Specialists (NICS), will engage local business through LCPs to promote VET pathways to young people. NICS will support RICAs by providing industry sector specific career advice and information.

RICAs will have the capacity to increase access to, and enhance the quality of SWL placements, facilitate mentoring programmes, promote links between VET in School delivery and local skills shortages needs and increase the uptake of School-based New Apprenticeships.

As part of the ANICA commitment a network of Regional Industry Career Advisers will:

- ▶ **build partnerships and links at the local level.** Strong partnerships will be established and maintained with LCPs, industry, schools, ATCs, career advisers, Area Consultative Committees, Job Network members and community groups;
- ▶ **identify and promote pathways, particularly in skills shortages areas.** Dialogue will be strengthened between employers, parents and teachers about careers in industry and the importance of VET pathways to industry;
- ▶ **promote employability skills.** Young people, parents and the community will have a better understanding of the generic skills and personal attributes needed for employment and further learning;
- ▶ **identify, promote and disseminate career resources to LCPs, schools and industry bodies;** Ensure career information is linked to relevant local and regional economic development strategies and industry focussed labour market and skills shortages information; and
- ▶ **facilitate quality Structured Workplace Learning opportunities and mentoring for young people.** Provide the industry links to ensure young people have relevant work experience opportunities.

DELIVERING ENHANCED CAREER AND TRANSITION SUPPORT SERVICES UNDER ANICA THROUGH LOCAL COMMUNITY PARTNERSHIPS

Each LCP will link schools, business, industry, local youth organisations, government and non-government organisations and parents. LCPs will be incorporated bodies that deliver the SWL and Career and Transition Support programmes and Adopt a School projects. The network of LCPs will deliver services across Australia.

REQUEST FOR PROPOSALS FOR LOCAL COMMUNITY PARTNERSHIPS

The current network of LCPs is approaching national coverage, but does not offer access to SWL across the country. Currently the size of each LCP in terms of schools and young people covered differs substantially, as does the geographic regions and labour markets they each operate in. The introduction of ANICA offers an opportunity to extend coverage of the network and improve the quality and effectiveness of LCPs. This approach is relevant given the expanded role expected of LCPs to continue to deliver SWL and include Career and Transition Support services and Adopt a School projects. The call for proposals will ensure that:

- ▶ successful organisations will have the capacity to deliver the new services expected under ANICA;
- ▶ the network will be able to achieve national coverage; and
- ▶ more equitable funding is provided to all successful LCPs.

The Department intends to call for proposals from interested organisations to deliver services to schools in specified geographic regions from January 2006 to December 2008. The proposed LCP services will include the delivery of:

- ▶ the Structured Workplace Learning Programme;
- ▶ Career and Transition Support; and
- ▶ Adopt a School projects.

In order to meet obligations under the Australia-United States Free Trade Agreement, an open tender process will also be conducted for the establishment of a network of RICAs and NICS. Details of the business allocation processes will be advertised nationally in the near future. Information on these arrangements is available at the Department's ANICA website; see page eight.

LCP SERVICES

LCPs will deliver three distinct services:

1 Structured Workplace Learning (SWL) Programme

This is an existing programme and will be incorporated into the service delivery requirements for 2006–2008.

2 Career and Transition Support

LCPs will be expected to partner with industry and professional career advisers to offer a range of Career and Transition Support services tailored to meet the needs of their community. Components of this element include:

- ▶ facilitate the provision of assistance to students to develop individual Transition Plans and understand study and work options;
- ▶ facilitate access to professional career advice;
- ▶ promote vocational education and training pathways and opportunities;
- ▶ enhance the monitoring and mentoring arrangements of all young people, particularly year nine and ten students;
- ▶ facilitate the engagement of parents, teachers and career advisers in education about post-school options; and
- ▶ facilitate the provision of advice on youth services and programmes.

3 Adopt a School Projects

ANICA will expand the successful model of Adopt a School projects across the country through the delivery of projects by LCPs. There will be broader flow-on benefits to all secondary school students by LCPs promoting greater engagement of business in a range of activities including employers acting as mentors, students 'shadowing' business staff and employers delivering presentations in schools.

LCP REGIONS

The Department is finalising LCP service regions to achieve enhanced coverage. These regions will be based on areas defined by the Australian Bureau of Statistics such as Statistical Sub-Divisions (SSDs). Typically, SSDs take in complete Local Government Areas which are linked together by common social and economic factors. In defining LCP regions, the Department will also take into consideration local circumstances and arrangements to ensure the region is viable operationally and financially.

Defining LCP regions based on regions such as SSDs will facilitate better data collection and lead to the development of a more equitable funding and allocation framework based on region-specific statistical information and geographic location.

DELIVERING PROFESSIONAL STANDARDS OF CAREER ADVICE THROUGH ANICA

The Australian Government's commitment to create an Australian Network of Industry Careers Advisers will be complemented by a number of vital ongoing initiatives that will raise the quality of career advice delivered to young people.

Scholarships for Career Advisers to Undertake Study and Industry Placements

The Scholarships support professional development for career practitioners by providing opportunities for school career advisers to gain skills, knowledge, experience and professional insights that will benefit student career education outcomes. Priority in awarding the Scholarships will be to applicants who could best enhance career education outcomes for their students, their school and beyond. An evaluation of the 2005 programme will inform future implementation arrangements.

School and Industry Leaders Forums

School and Industry Leaders Forums are being held in conjunction with major career expos around Australia each year. This will provide an opportunity for school leaders and industry representatives to interact and discuss local job prospects, local area skills needs and shortages and career opportunities in a range of industries and professions.

Career Education Lighthouse Schools Projects

The Career Education Lighthouse Schools Projects aim to highlight and reinforce high quality career education as an essential part of schooling in Australia. The projects recognise best practice and encourage innovation in school career education programmes through providing funding grants to schools. Lighthouse schools are expected to document and share experiences and learnings from their project so that other schools can also benefit from the project and further develop their own career education programmes.

Expansion of Professional Development Opportunities for Career Advisers

A project committee, chaired by the Department and with career development experts and other stakeholder representatives, will advise on professional development opportunities that might best support school career practitioners and the network of RICAs and LCPs.

CONSULTATIONS

Discussions will be held with industry bodies, career practitioners, school principal and parent associations and community organisations about ANICA. These discussions will continue as the elements are implemented. The development of elements of ANICA will reflect specific regional and State/Territory circumstances.

Discussions with State and Territory government and non-government education authorities will take place around the Australian Government's objectives to build effective collaboration and to reflect the complementary nature of service delivery between their activities and delivery mechanisms, and those provided through ANICA.

The Department will hold a series of public information sessions from June 2005.

It is anticipated that the call for proposals from incorporated organisations seeking LCP funding will be made mid year. A period of about two months will be allowed for receipt of submissions, with assessments to be completed and contract offers made in November 2005.

MORE INFORMATION

The Department has a website to keep stakeholders informed of developments for ANICA at **www.dest.gov.au/careerdevelopment/ANICA**.

Please refer to **www.dest.gov.au/careerdevelopment/ANICA** for a history of the career and transition landscape and an overview of the current programmes and services that ANICA will draw on and complement.

Questions about ANICA should be directed to **anicadirectionspaper@dest.gov.au**.

DEPARTMENT of EDUCATION, SCIENCE and TRAINING

Career Education and Resources

Transition Support

AUSTRALIAN NETWORK of INDUSTRY CAREERS ADVISERS

Local Community Partnerships

Regional Industry Career Advisers

National Industry Career Specialists

Australian
Technical Colleges

Institute for Trade
Skill Excellence

New Apprenticeships
Access Programme

National Skills
Shortages Strategy

National Industry
Skills Initiative

Professional Standards

Australian Blueprint for
Career Development

Employment Skills

myfuture

Enterprise Education

JobGuide

Career Education

Australian Career
Development Studies

Scholarships

Professional Development

School and Industry
Leaders Forums

Career Education
Lighthouse Schools projects

VET in Schools

School-based
New Apprenticeships

New Apprenticeships

Jobs Pathway Programme

Partnership Outreach
Education Model Pilot

Career and Transition Support

Structured Workplace Learning

Adopt a School

Industry

Other Commonwealth
Agencies

State/Territory
Education Authorities

Schools

Parents

Community
Organisations

