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Committee Secretary  
Senate Employment, Workplace Relations and Education Committee  
Department of the Senate  
Parliament House  
Canberra ACT 2600  
Australia

### **Submission to the Inquiry into the Workplace Relations Amendment (Work Choices) Bill 2005**

The Career Industry Council of Australia believes that serious consideration be given to funding a national career development strategy if IR reforms are to be effective. Consistent with an expectation that workers will negotiate their own workplace conditions is that they have the skills to do so. Many Australians do have these skills but a large number do not. The government is spending considerable funds on informing Australians about the initiatives, but is yet to explain how workers will be trained to take on this role.

Extending access to effective career services that assist Australians with their career management skills would match services currently being provided by our economic competitors. Through the Minister for Education, Brendan Nelson, a range of initiatives are now in place for young people but more needs to be done for adult workers.

As Governments worldwide examine ways of producing skilled, flexible workforces that facilitate economic competitiveness and high standards of living, many are recognising that individuals need better access to high quality career services and information, in order to make informed decisions about the skills they should acquire to pursue the jobs and lifestyles that they choose.

The OECD reported in 2004 that career development services are critical for effective labour market reform. In addition Europe has recognised the value of career development for workforce development, and has declared that all European citizens should have access to career guidance and that such services should empower citizens to manage their learning and careers.

Career development services assist individuals to gain the knowledge, skills, attitudes and behaviours to manage their life, learning and work in self-directed ways, and to make meaningful life choices. They often provide information on occupations and

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#### **REPRESENTING**

Australian Association of Career  
Counsellors  
National Association of Graduate Career  
Advisory Services  
ACT Career Education Association  
Careers Advisers Association of NSW

Career Education Association of Victoria  
Career Education Association of WA  
Career Educators Association of NT  
Elite Performers Lifeskill Advisers  
Association

Queensland Association of Student  
Advisers Queensland Guidance and  
Counselling Association  
Graduate Careers Australia



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education and training options as individuals choose their work and learning pathways. They assist individuals to gain self-awareness and the decision-making and transition skills needed to fully participate in learning and work. They encourage and, importantly, motivate people to establish and achieve learning and work goals.

The Career Industry Council of Australia believes that the development of a national career development strategy for ALL Australians will not only enhance the current and future working lives of our nation's people, but will also contribute positively towards the further development of Australia as a knowledge economy.

Further information

Contact

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President of the Career Industry Council of Australia

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