



President's Report

The first report from new CDANZ President, Ivan Hodgetts.

Hello members and welcome to another edition of the CDANZ Ezine. This is my first contribution as President, having taken over the role from Megan Smith. Megan has made a wide ranging contribution to the association both as an Exec member and in the role of President. We are grateful to Megan for her efforts. For the 2012 year, Megan remains on the Exec as the past-president. This allows for a smooth hand-over and the completion of projects begun last year.

New Members for the Executive

The 2011 AGM resulted in three new members for the Executive, Sam Young, Julie Thomas and Kaye Avery. All join the Exec with a wealth of experience and expertise. Sam works in private practice, business consulting and tertiary education in the Nelson region. Julie is likely known to most as a long-serving staff member at Careers New Zealand in the Wellington senior management team. Kaye runs a successful career practice in Auckland.

At the April meeting of the Exec, we also co-opted Kay Grant. Kay joins the Executive from as an active Career Advisor at Taupo-nui-a-Tia College. The Exec feels that it is important to have representation from within schooling given the important focus placed on young people's decision making and career development.

2008 changes to membership are finalised in January 2013

In 2008 changes were made to the criteria and process for obtaining membership of the Association. For Professional Members this meant meeting requirements for a career specific qualification alongside practical experience. As a part of this process a 'sun-set clause' was introduced. This clause allowed for those with a level seven or higher qualification and more than ten years experience to submit a Proof of Eligibility form and retain Professional Membership. Those who did not meet the criteria could either: obtain a relevant qualification or, produce and submit a portfolio of work demonstrating their competence (the relevant information and forms are available from the website).

Eligibility for renewal under this process ends January 2013. We have contacted all members who need to complete this process and encourage you all to complete the relevant form as soon as possible.

Fit for purpose review

Among the various projects and activities being undertaken by the Exec I want to let you know about one in particular – a membership process 'fit for purpose review'. Given that it will be five years since the change of membership criteria, the Executive is currently undertaking a review to ensure that the information, documentation and process for membership application and renewal are 'fit for purpose'. I believe it is unlikely that there is a need for any significant change to the current systems. One area where we are looking to is if it would be useful to retain the portfolio based proof of eligibility assessment for

membership established in 2008. This process has the potential to allow people with established qualifications and expertise in related professions (such as human resource management) to join our Association without the need for a prolonged process of formal education. However, we would need to have a clear and robust process should we decide to consider this option. Ensuring our process is robust is central to the 'fit for purpose' review. Look out for further information in the next Ezine.

CDAA Conference

I attended the Career Development Association of Australia (CDAA) Conference in Canberra during April. The conference title was *Designing Careers, Shaping Workforces*. The shape of the future workforce will always be an important concern for career practitioners as we are, in many respects, in the business of supporting our clients to predict what the future labour market will look like. This is especially the case when people are considering investing time and energy in formal education or training or making significant career transitions. Conference information and podcasts can be downloaded from the CDAA website.

Two speakers who stood out for me were Ivan Neville from the Federal Department of Education and Andrew Rimington from the Chamber of Commerce and Industry, Victoria. Ivan Neville presented a demographers view of workforce trends and changes in the population. Like New Zealand and the rest of the Western world, our populations are aging and the need for health and related services is increasing while manufacturing is on the decline and educational requirements for entry to jobs amplifies the time and cost of training. All in all a pattern of structural labour market change with some yet to be considered challenges and pressures that could transform the way work is organised.

The second speaker, Andrew Rimington, presented on the practical end of this structural labour market change. He has been involved with the Gray Matters project in Victoria. This project aimed to support the re-engagement of people 45 and over into the workforce. What is particularly interesting is that this project was undertaken by a Chamber of Commerce and points to the level of concern and pressing need to consider how we support an aging workforce to remain engaged in meaningful employment. This type of project provides insight into the implications of these workforce changes and how we might be responsive in our practice. This will be an important area of practice in the coming decades.

Connecting research and practice

The theme of research and practice was very apparent at the Australian conference with Academics such as Peter McIlveen (University of South Queensland) continuing to advocate for more research and a strong dialogue with practitioners. This is something that your Executive wishes to encourage further. We are considering how we can continue to build our working relationship with the CDAA, academics and other associations around the world. Doing so will enhance our ability to advocate for the profession in New Zealand – in part by demonstrating the importance role played by career professionals throughout world

I trust you enjoy the Ezine

Ivan Hodgetts

President, Career Development Association of New Zealand