

## ★ Career Competencies for Professional Members

Caroline Sandford reintroduces the Career Competencies ratified at the 2008 CDANZ AGM.



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In June, Kaye Avery and Caroline Sandford facilitated a Professional Development session in Auckland on Career Competencies for Professional Members. The session has been written up and given to all branches to facilitate their own PD session, to allow all members to have a comprehensive understanding of the Career Competencies that CDANZ ratified back in 2008.

### Some history

The development of professional standards, best practice and promotion of the professional status of CDANZ has been a major focus of the Executive since the establishment of CPANZ (now CDANZ) in 1995. Much work has been done by our past presidents and their teams – Felicity McLennan, Dale Furbish, Lee Brodie, Russell Booth, Glenys Ker, Kathy Jones, Megan Smith, and now Ivan Hodgetts.

In 2007, a survey was sent to members to seek their views on a range of professional issues. One of the key findings of those who responded was that almost all members held a tertiary qualification and nearly 50% held a career-related qualification.

To continue the Professionalising of the Career Development Industry, the Executive viewed that the hallmark of a respected profession is that its members are qualified at an agreed level of knowledge with an agreed set of competencies.

CPANZ at that time could not claim that all its professional members had the necessary level of understanding of the specialist knowledge base that underpins effective career practice, with membership regulations allowing those without verifiable career practice knowledge and skills to be full professional members.

There is a general agreement in what is seen as the skills and competencies required for career practitioners, as already established and written by Career Industry Council of Australia (CICA), the Canadian Council of Career Development Associations (CCCCA), the International Association for Educational and Vocational Guidance (IAEVG) etc.

Spearheaded by the work carried out by Lee Brodie on professional membership criteria, Glenys Ker, President of CPANZ at the time, using research completed for her Masters on what had been done by other international professional organisations, consulted widely with respected Career professionals nationally and internationally, with the Executive and membership, and developed three categories of competency – developing practitioner, competent practitioner, and specialist. In this format they were not accepted by the Executive of the time. So after reworking the Competency Framework to its current format, this was presented at the 2008 AGM along with changes to CDANZ Professional Membership criteria and a change of name of the Association to CDANZ. At the AGM these changes were ratified and the Competencies required for Professional Membership accepted by members.

As most of you will be well aware of, the ensuing process of the “Proof of Eligibility” has been all encompassing for the Executive and members, beginning in 2008 and with a deadline Jan 2013. With this focus, the Career Competency Framework has been somewhat overlooked and so it is

important to “reintroduce” this framework and bring your attention to it. It can be found on our website under CDANZ Official Documents.

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