

★ Career development in New Zealand: A scoping paper

The National Forum for Lifelong Career Development meets again in mid July 2016. On their agenda is to review and release a scoping paper on career development in New Zealand. Jean Ottley has read the draft paper and summarises it here.



Dr Dale Furbish is lead writer of the CDANZ commissioned *Career Development in New Zealand: A Scoping Paper*, which was presented to the Executive Committee in May 2016. The paper's purpose is "to provide a starting point for a discussion among New Zealand stakeholders on career development".

Intended for "career development stakeholders from government, business, education and non-profit sectors" the paper examines the literature on concepts of career and career development. The authors conclude that "[r]ecognition of career as a holistic concept and career development as a lifelong process results in the understanding that each person has only **one** career, which is composed of multiple transitions of jobs, occupations and life roles."

Achievements and inadequacies of career development provision and organisation in New Zealand are described, which include an examination of: professional associations that are concerned with career development; the role of the key government organisation; and the state of career development research, qualifications, and resources.

The paper contrasts a lack of career development policy in New Zealand with those countries – including Australia and the United States – who have policies. Career development policies are designed "to assist individuals to identify personal qualities, gather, consider and interpret information, and develop the skills to manage their careers throughout life, which are essential to socio-political wellbeing." The idea put forward in the paper is that in not formulating a national policy for lifelong career development, New Zealand has got out of step and is falling behind.

A number of recommendations are made for measures which the authors believe would invigorate, coordinate and align the education, training and employment sectors and also support New Zealanders' career development throughout their lives. A national document would identify career transition points and the explicit supports needed at those points. A national body would assist in the coordination of career development strategies across public and private sectors. Current service provision across the industry would be revised and consideration given to the levels of funding required to support holistic and lifelong career development.

The paper points to a positive way forward; while outlining the consequences of continuing in what the authors regard as the current fractured system. It powerfully concludes that the next step is "for dialogue among the stakeholders to energise the development of policies and strategies that flow from national approaches to career development".

This is a 'must read' and – the authors assert – a 'must act' for the career industry, business leaders, politicians, and policy makers.

★ Jean Ottley – CDANZ Professional Member and member of the Executive Committee

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This paper will be available on the CDANZ website in July 2016.