



## CDANZ Branch News—December 2009

**Northland** ([northland@cdanz.org.nz](mailto:northland@cdanz.org.nz))

No news received

**Auckland** ([auckland@cdanz.org.nz](mailto:auckland@cdanz.org.nz))

No news received

**Waikato** ([waikato@cdanz.org.nz](mailto:waikato@cdanz.org.nz))

Contributor: Megan Smith

### Upcoming Events in our Branch

#### ***11 December – End of Year Christmas Do!***

Venue: The Bank on the deck (Cnr Victoria & Hood Street Hamilton)

Date: Friday 11th December 2009

Time: 5.00pm onwards

Extras: Complimentary Platter + 1 free drink between 5 - 6pm

For more information see the Event Calendar on the CDANZ website.

RSVP by email to [Mariella Trynes](mailto:Mariella.Trynes@cdanz.org.nz) CDANZ Waikato Secretary by *Monday 7th December* to ensure your place for fun and frivolity!!

**Bay of Plenty** ([bayofplenty@cdanz.org.nz](mailto:bayofplenty@cdanz.org.nz))

No news received

**Hawke's Bay / Gisborne** ([hawkesbay.gisborne@cdanz.org.nz](mailto:hawkesbay.gisborne@cdanz.org.nz))

No news received

**Taranaki** ([taranaki@cdanz.org.nz](mailto:taranaki@cdanz.org.nz))

No news received

**Manawatu** ([manawatu@cdanz.org.nz](mailto:manawatu@cdanz.org.nz))

No news received

**Wellington** ([wellington@cdanz.org.nz](mailto:wellington@cdanz.org.nz))

Contributor: Lis Whyte

### Recent Events in our Branch

#### ***"Future Careers" a panel of workforce thinkers and planners give their future scenarios***

Wellington Branch Meeting on Wednesday 22<sup>nd</sup> July 2009:

Panel Facilitator: Roger Tweedy is Director of the NETWORK Centre

Panellists:

- Crispin Garden-Webster, Management Consultant, Starfish consulting discussed the futures career picture from his HR background with organisations in NZ and Asia.
- Juthika Badkar, Senior Analyst, Labour Market Futures Unit, DOL outlined the DOL Report, Workforce 2020: Forces for Change in the Future Labour Market of New Zealand (October 2008) <http://www.dol.govt.nz/publications/research/forces-for-change/index.asp>

Juthika told us about how work has changed between the 1996 and 2006 census. We now have 21% more hairdressers and 30% more plumbers.. New jobs have emerged. We have 213 weight-loss consultants in 2006 and double the number of correctional officers, 71% less physicists and 600% more microbiologists. In 2020 growth areas could be gene screeners for DNA testing, space tourism, alternative fuel workers, while the job of CD store manager may disappear. Death, taxes, haircuts and soldiers remain.

This raises the question of how to prepare a productive workforce for 2020. Influences for change are

- **demographic shift** of aging workforce, mobility of workforce/global labour supply, ethnic diversity,
- **globalisation**, off-shoring and on-shoring (film industry),
- **technology**,
- **resource shortages** (greener homes, environmental migration).

Other influences are an increase in demand for aged care, green collar workers and for the first time we will have four generations in the workforce at the same time! DOL are currently working on Understanding NZ workforce resilience in recession.

Crispin spoke of key skills for present and future workers:

- hard and soft transferable interpersonal skills
- flexibility for workers with the changing nature of families and the impact on careers
- creativity -the TED talk in which Sir Ken Robinson talks about how schools stifle creativity: <http://video.google.com/videoplay?docid=-4964296663335083307#>
- Cultural literacy and understanding cultural values of your target market in the new global environment
- technological literacy

New jobs often arise quickly. Jobs such as astronaut and professional rugby player are relatively new and unpredictable only a few years before they emerge. Employers need to understand that employment relationships are not about the contract but about the manager. Remote working – employees still need to be engaged with the team and there are health and safety issues with

remote working that need to be addressed when the workplace is the home.

A question time followed with discussion about how we as career practitioners can prepare our clients for the future...to be continued

***July 2009 Workshop: Identity and Career Choices - Young people and a good start with Heather Carpenter***

Several of our members enjoyed Heather's workshop in Kapiti and Wellington. We appreciate Heather sharing her knowledge of theory, her research and some useful and practical tools to use with our clients. <http://www.thecareermaze.com/welcome.html>

***Building and Maintaining Resilience Workshop: Practical strategies for ourselves and our clients Facilitated by Claire Pearce, Iolite Consulting and Ginny Hopper, Quince Associates***

Tuesday 22<sup>nd</sup> September 2009

What impact is the current economic situation having on you and your business, your employers and clients? What do you need to do to ensure your personal and professional health and performance in these rapidly changing times? How can you help your clients do the same, especially given the reality of the current job market?

A facilitated, interactive workshop to discover, develop and create strategies to help build your own and your clients' resilience. We will look at definitions and concepts of resilience with a view to discussing their relevance and usefulness today, identify some of the factors underpinning resilience and how they manifest themselves in us personally and in our clients, and finally, develop a personal action plan to build/maintain our own resilience.

***19–21 November 2009 Transforming Careers Conference***

In an "Interview with professor Jim Bright" in the [Australian Journal of Career Development](#), 22 September 2007, Bright had the following to say (see below) I am looking forward to his [perspective two years on as a keynote speaker at the conference.](#)

**What do you consider some of the important issues affecting the careers field today in Australia?**

*I think the need to equip individuals with an understanding of personal and economic change is critically important, as well as strategies to thrive on that change. This is happening with an increasing emphasis on notions like lifelong learning, and more holistic forms of career counselling.*

*I do not think we equip people well enough for change and uncertainty. From a personal perspective, the avoidance or lack of acknowledgement of change leads to unexplored lives, timidity and fear. It can lead to a stifling of creative energy and challenging thinking. From a national perspective it is no better as it can lead to an inflexible and resistant labour-force—and I include both employers and employees in this analysis—that focuses upon preserving a short-term status-quo in the face of profound change. Economically we live in interesting times, and we haven't really seen even the true start of the impact of Asian economies on western economies.*

*I'd like to see a greater emphasis on the question of purpose in career development, and more emphasis on researching early childhood experience and the development of career thinking. Children seem to learn early on that play is fun but irrelevant, and work is relevant but not fun.*

*Why is this, and how can this be addressed?*

*It is long overdue that Aboriginal career development is given significant and long-term support by governments and employers alike. Perhaps a positive to spring from the skills shortage will be a greater determination to reach out, understand, support and include Indigenous peoples more fully and sincerely within the career development family.*

**How do you see the field of career development in Australia evolving in the next few years?  
What are some of the challenges?**

*I'd like to see a greater move to evidence-based practice in careers, and a commitment to supporting far more research with peer review of outcomes. There are too many commissioned reports flying around that have never been subject to rigorous review that are uncritically accepted. In the last month, for instance, I have come across one widely-quoted and unevaluated report on Australian youth, of which even a cursory reading reveals that the conclusions not only do not follow from the data, but indeed are quite contrary. In fact, when I showed this report to my students, unprompted and unanimously they drew the opposite conclusion to the report's authors. In another report, I heard that parents do not influence careers! We need good quality work to inform professional practice and public policy.*

*The research strand of the Australian Association of Careers Counsellors (AACC) conference is a step in the right direction. We campaigned to retain the research strand in the Sydney AACC, and Mary McMahon, who was involved in the earlier Brisbane conference, is maintaining the tradition at Perth.*

*More than 10 years ago, Tony Watts predicted that financial and career counselling were natural bedfellows; perhaps with large numbers of people facing an under-funded retirement, we shall finally see a closer link between these areas. Although it is not explicitly addressed in the standards, it is actually implied in the broad definition of career. Theoretically I think we will see increased cross-fertilisation across disciplines as disparate as psychology, physics, biology, philosophy and theology within career development.*

*I'd like to see more integration of career education into schools from Year One onwards. I'd like to see career managers available to employees acting like a pro-active Employee Assistance Program, that is, an arm's-length confidential service to assist and support individuals with their career transitions throughout life.*

*I think the standards exercise and the Careers Advice Australia initiatives are exciting, and mark a great start. The challenge will be to build on these initiatives and keep both state and federal governments engaged and committed to further initiatives. I also think we need to focus on other major users of career services including business, employees, caregivers and retirees. Education starts in the womb, and we need to embrace the actor Peter Ustinov's attitude encapsulated in the quote he made on his 75th birthday: 'I really must decide what to do with my life!'*

<http://www.brightandassociates.com.au/wordpress/?p=172>

**Wednesday, 25<sup>th</sup> November** final branch meeting for the year. A debrief of the conference and Lis will give a brief overview from the branch chairs' meeting and national AGM. Come along and share your reflections of the conference, the year...

### **Our Branch is Recommending**

*The first of 5 podcasts from Prior and Bright is great to capitalize on Jim Bright's visit at the Conference:*

[There's no success like failure – Pryor and Bright's NCDA 2009 workshop Factory Podcast Part 1](#)

<http://www.brightandassociates.com.au/wordpress/?p=213>

Thank you to CATE for their Helpful Links to information and FAQs outlining the government *job opportunities scheme* and other schemes aimed at youth is on their website:

<http://www.cate.co.nz/notices/105/youth-opportunities-package-announced/>

## **Nelson / Marlborough** ([nelson.marlborough@cdanz.org.nz](mailto:nelson.marlborough@cdanz.org.nz))

Contributor: Sam Young

### **Recent Events in our Branch**

We met on **September 16**, at the Nelson Library for a talk from Sonny Alesana, Nelson Tasman Community Support Group, on helping migrants integrate to the Nelson community.

Our next meeting was **November 4** at The Hub (a key player in our Nelson network of youth support agencies) for a discussion on how we can best help and support youth into employment and training. Several of our members will be attending the International Career Conference in November – it was great to catch up with our CDANZ compadrés there.

### **Upcoming Events in our Branch**

Our last branch meeting for the year has yet to be decided.

### **Profiling Branch Members**

New branch members: Kirstin Thorp, Raisel Hollander & Melaney Oldfield

Chair: Jude van Wichen Miller, Vocational Insight Ltd

Secretary: Eunice Creswell, Vocational Insight Ltd (*temporarily filling the position until a CDANZ associate/professional member can be appointed*)

Treasurer: Ivan Tava, Career Services rapaura

## **Canterbury / Westland** ([canterbury.westland@cdanz.org.nz](mailto:canterbury.westland@cdanz.org.nz))

**No news received**

## **Otago / Southland** ([otago.southland@cdanz.org.nz](mailto:otago.southland@cdanz.org.nz))

**No news received**