



# NATIONAL CAREER DEVELOPMENT WEEK

“Get excited, get involved and get results!”

*Get the life you Love!*

## GLOSSARY

### Glossary

Please note: This is an abridged version of the Glossary from the Professional Standards for Australian Career Development Practitioners, developed by the Career Industry Council of Australia (CICA). Please refer to [www.cica.org.au](http://www.cica.org.au) for a PDF version of the Professional Standards, which includes the complete Glossary and the list of References from which many of the definitions below were sourced.

The **Australian Blueprint for Career Development** - The Australian Blueprint for Career Development is a national framework for facilitating the development of career services and products for young people and for adults.

The Blueprint is designed to foster intentional career development for people at all stages of their development. It covers the span from kindergarten through to adulthood.

**Career:** A lifestyle concept that involves the sequence of work, learning and leisure activities in which one engages throughout a lifetime. Careers are unique to each person and are dynamic: unfolding throughout life. Careers include how persons balance their paid and unpaid work and personal life roles. ([Canadian] National Steering Committee for Career Development Guidelines and Standards, 2004)

**Career development:** The lifelong process of managing learning, work, leisure and transitions in order to move towards a personally determined and evolving future. ([Canadian] National Steering Committee for Career Development Guidelines and Standards, 2004)

**Career development practitioner:** An umbrella term that refers to any direct service provider in the career development field. This includes but is not limited to: career counsellors, employment counsellors, career educators, career information specialists, career management consultants, career practitioners, rehabilitation counsellors, work development officers, employment support workers, work experience coordinators, job developers, placement coordinators, career coaches, and vocational rehabilitation workers. ([Canadian] National Steering Committee for Career Development Guidelines and Standards, 2004). Any direct service provider who plays a part in facilitating learning that fosters career development. (Miles Morgan Australia, 2003, p. 12)

**Career development services:** A wide range of programs and services provided in many different jurisdictions and delivery settings. Their object is to assist individuals to gain the knowledge, skills, attitudes and behaviours to manage their life, learning and work in self-directed ways. (Canadian Career Development Foundation, 2002)

**Learning:** A holistic process involving thinking, feeling, perceiving and behaving as individuals relate with past experience and ongoing interaction with the world throughout their lives. (Patton & McMahon, 1999)

**Lifelong learning:** The process of acquiring knowledge or skills throughout life via education, training, work and general life experience. (Knight & Nestor, 2000, p. 24)

**Skill:** An ability to perform a particular mental or physical activity which may be developed by training or practice. (Knight & Nestor, 2000, p. 35). Skills can be portable, which means that they can be transferred from one work context to another. (Knight & Nestor, 2000, p. 31)

**Work:** A set of activities with an intended set of outcomes, from which it is hoped a person will derive personal satisfaction. It is not necessarily tied to paid employment. It can encompass other meaningful and satisfying activities through which an individual's career develops, such as parenting or volunteering. (Miles Morgan Australia, 2003, p. 14)