



# NATIONAL CAREER DEVELOPMENT WEEK

"Career development – making career choices easier!"

## What are career management competencies? (Reference: The Australian Blueprint for Career Development)

Developed by the National Career Development Week

# blueprint

## AUSTRALIAN BLUEPRINT FOR CAREER DEVELOPMENT

### ELEVEN CAREER MANAGEMENT COMPETENCIES

COMPETENCIES	PHASE I	PHASE II	PHASE III	PHASE IV
<b>Area A: Personal Management</b>				
<b>1</b> Build and maintain a positive self concept	1.1 Build a positive self concept while discovering its influence on yourself and others	1.2 Build a positive self concept and understand its influence on life and work	1.3 Develop abilities to maintain a positive self concept	1.4 Improve abilities to maintain a positive self concept
<b>2</b> Interact positively and effectively with others	2.1 Develop abilities for building positive relationships in life	2.2 Develop additional skills for building positive relationships in life	2.3 Develop abilities for building positive relationships in life and work	2.4 Improve abilities for building positive relationships in life and work
<b>3</b> Change and grow throughout life	3.1 Discover that change and growth are part of life	3.2 Learn to respond to change and growth	3.3 Learn to respond to change that affects your well-being	3.4 Develop strategies for responding positively to life and work changes
<b>Area B: Learning and Work Exploration</b>				
<b>4</b> Participate in lifelong learning supportive of career goals	4.1 Discover lifelong learning and its contribution to life and work	4.2 Discover lifelong learning and its contribution to life and work	4.3 Link lifelong learning to personal career aspirations	4.4 Participate in continuous learning supportive of career goals
<b>5</b> Locate and effectively use career information	5.1 Understand the nature of career information	5.2 Locate and use career information	5.3 Locate and evaluate a range of career information sources	5.4 Use career information effectively in the management of your career
<b>6</b> Understand the relationship between work, society and the economy	6.1 Discover how work contributes to individual lives	6.2 Understand how work contributes to the community	6.3 Understand how societal needs and economic conditions influence the nature and structure of work	6.4 Incorporate your understanding of changing economic, social and employment conditions into your career planning
<b>Area C: Career Building</b>				
<b>7</b> Access, create and maintain work	7.1 Explore effective ways of working	7.2 Develop qualities to seek, obtain/ create work	7.3 Develop abilities to seek, obtain/create and maintain work	7.4 Improve on abilities to seek, obtain/create and maintain work
<b>8</b> Make career enhancing decisions	8.1 Explore and improve decision making	8.2 Link decision-making to career building	8.3 Engage in career decision making	8.4 Incorporate reflection into your career decision-making
<b>9</b> Maintain balanced life and work roles	9.1 Explore and understand the interrelationship of life and work roles	9.2 Explore and understand the interrelationship between life and work roles	9.3 Link lifestyles and life stages to career building	9.4 Incorporate life/work balance into the career building process
<b>10</b> Understand the changing nature of life and work roles	10.1 Discover the nature of gendered life and work roles	10.2 Explore non-traditional life and work options	10.3 Understand and learn to overcome stereotypes in your career building	10.4 Seek to eliminate gender bias and stereotypes in your career building
<b>11</b> Understand, engage in and manage the career building process	11.1 Explore the underlying concepts of the career building process	11.2 Understand and experience the career building process	11.3 Take charge of your career building process	11.4 Manage your career building process

### TAKE A CLOSER LOOK AT HOW THE BLUEPRINT WORKS

**COMPETENCIES**

The Blueprint identifies eleven career management competencies, grouped into three areas:

- A: Personal Management
- B: Learning and Work Exploration
- C: Career Building

**DEVELOPMENTAL PHASES**

Each competency in the Blueprint is mapped according to your developmental phase:

- Phase I
- Phase II
- Phase III
- Phase IV

**PERFORMANCE INDICATORS**

The Blueprint identifies performance indicators for each competency. At each developmental phase according to a four-stage learning taxonomy:

- 1: Acquire
- 2: Apply
- 3: Personalise
- 4: Act

**LOCAL STANDARDS**

The Blueprint outlines how local standards can be developed from each performance indicator to suit local needs.

[www.blueprint.edu.au](http://www.blueprint.edu.au)

A full size version of this poster can be located at: <http://www.blueprint.edu.au>  
(see The Toolkit/Promotional Tools/Poster)