

IMPACT REPORT 2023



Australian Centre
for Career Education



Acknowledgements

This report has been prepared for the members of the Australian Centre for Career Education (ACCE) and reflects the activities of the association and its respective divisions from January 2023 to December 2023.

We, the writers of this report, wish to thank the ACCE Committee of Management and all the ACCE staff for their contribution to the development of this report and the outstanding work completed on behalf of ACCE members and the wider community.

We acknowledge their dedication and commitment to improving the lives of young people and socially disadvantaged adults to help them build meaningful and sustainable career journeys.

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Career Industry Council of Australia

ACCE acknowledges its association membership of the Career Industry Council of Australia (CICA) and the valuable work undertaken by the national peak industry body to advocate for career development and the profession.

ACCE supports the National Career Institute's Australian Register of Professional Career Development Practitioners (The Register) and the Australian Blueprint for Career Development.

ACCE maps career products, tools, resources, and training to the CICA Australian Professional Standards for Career Practitioners, the Australian Blueprint for Career Development, and the Australian Professional Standards for Teachers. Links to national and international career associations and organisations are made available to members to increase their knowledge of international career developments and programs.

ACCE remains a staunch advocate for all Australians to have access to high quality career education and development across their lifespan.

Acknowledgement of Country

ACCE would like to acknowledge the traditional owners of the lands on which we are based. We acknowledge the traditional owners of country throughout Australia and recognise their continuing connection to land, waters, and culture. We pay our respects to elders, past, present, and future, and to any Aboriginal people who are with us today. We thank our First Nations People of Victoria for the opportunity to conduct our business on their lands. We work towards reconciliation with all Aboriginal and Torres Strait people.





Our Mission

Our mission is the advancement of career development and education for the public benefit of all Australians.

Our Purpose

ACCE is a national career subject expert, member association, and thought leader in career education and development. We advocate for advancements in career education and development and undertake projects that demonstrate the value of career development for all Australians.

ACCE embeds quality standards, validated tools, and innovative practices within our profession and is a CICA endorsed provider of career development training through our Centre of Excellence in Teaching and Learning (RTO 22523).



Our Work

A person wearing a blue jacket and a dark hat is sitting on a dark wooden bench, looking up at a dark blue night sky filled with stars. A bright shooting star streaks across the sky from the upper right towards the center. The text 'Our Work' is centered at the top, underlined with a short orange line. Below it, several service areas are listed in white text, arranged around the person and the shooting star. The overall mood is contemplative and aspirational.

We provide a wide range of services in education and employment including:

Professional development training

Professional career education & training

through our Centre of Excellence in Teaching and Learning

Career education resources

Career consulting services

Advocacy

Membership services

School & industry career service benchmarking

Our Aims

We aim to reduce employment inequity and alleviate poverty among our community's most vulnerable jobseekers by making high quality career advice accessible to all. By improving individual's job readiness, they can achieve sustainable employment outcomes and contribute to improving Australia's workforce capacity.



President's Report

2023 was a particularly busy year for the organisation with considerable work around the planning for the Biennial Conference and Career Excellence Awards.

Pleasingly, we had quite a few applications for the Career Excellence awards, and it was reassuring to see so many members willing and able to nominate their peers. As a school career professional, I am aware how time poor we can be, but the career awards are a fabulous opportunity to provide recognition for so many hours of hard work and dedication to students and the school community.

The ACCE Committee of Management is particularly thankful for the Department of Education's continuing support for the Biennial Conference and for their contribution to the development of the 2023 event program.



Research into Conditions for Career Practitioners in Schools (Vic)

ACCE once again conducted research into the conditions for career practitioners in schools. The last survey in 2021 was conducted by the Yarra Regional Career Group and ACCE. It helped raise awareness of the important role of career practitioners and was shared with the AEU (Vic) to lobby for changes to the award.

I presented the results of the 2023 research at our Biennial Career Conference in December. As always, ACCE is committed to highlighting the work of our members and its impact on supporting students into successful study, skills, and work pathways.

Over 185 career practitioners in schools completed the 2023 survey, with a spread across metropolitan schools (66%), large regional centres (10%), small regional centres with under 100,000 residents (12%), and rural or remote schools (12%). These ratios are similar to those in the 2021 survey.

In rural and regional schools, 75% of the career practitioners are the sole practitioner at their school.

Notably, career practitioners employed in teaching positions had their salary linked to teacher wages, but this was not the case for career practitioners in Education Support Positions. Seven of the career practitioners who completed the survey reported that their full-time equivalent pay rate was under \$60,000. In addition, a number of career practitioners had a low time allocation to deliver career support.

ACCE continued to lobby governments for more support for career education in schools as the minimum ratio for career professionals to students has not yet reached the standards ACCE suggested in 2021 (1:450). With Ireland and Wales presenting at the ACCE Biennial Conference and achieving ratios around 1:250, it is timely to review and establish a new mandatory minimum time allocation which is often left to the discretion of the school.

President's Report

Research Recommendations

- 1** Career education funding is provided to all Victorian government secondary schools for career education activities for all students in years 7 to 12. Ensure that career education funding is only used by school careers services for career activities.
- 2** Australia should mandate a minimum professional career staffing ratio of 1:450.
- 3** Provide training to school leadership so they understand the importance of careers education and guidance for students and that it is the fundamental work of schools.
- 4** Make schools responsible for delivering a minimum suite of career education services and activities and fund them accordingly so that Australia's students have access to minimum equitable career education that is reported annually.
- 5** Include a career education subject in the curriculum from primary school to enable students to learn about the world of work and make informed career choices.
- 6** Ensure an introduction to careers education is provided to teachers in the ITE or as a short compulsory professional development unit as part of their initial training.
- 7** Promote career education and development to the community to support increased recognition of its importance to young people and adults.
- 8** Establish stronger connections between schools and industry to ensure students can equitably access workplace learning.
- 9** Provide systems that reduce the administration burden for career services supporting student workplace learning and work experience



A stylized, handwritten signature in black ink.

Trevor Black
President

ACCE Governance Report

2023 was a big year for ACCE on its Governance journey of continued improvement.

The year commenced with a review of the ACCE Constitution that had not been updated since 2015. With so many changes to business processes and technology since the last constitution was written meant that there was some work to be done to bring the constitution and organisation's structure up to date.

The Committee of Management sought advice from our solicitors, Gadens, and were fortunate to be supported by an expert in constitutional law and organisational structure. Following six months of planning, review, and discussion, the committee was presented with a redrafted constitution that it was happy to present to members for consideration.

It was a pleasure to deliver a webinar about these changes to members, along with a summary paper outlining these updates, and address any questions or concerns.

The draft constitution was voted on and accepted during the ACCE Biennial Conference at a Special Meeting held on 6 December 2023. With support from Gadens, lodgement of the required documents and formalising the ACCE name change will progress into 2024 and align with a new and updated website by mid-year.

Governance Leadership Training

As part of our governance commitment, the management team at ACCE and the Committee of Management attended governance training delivered by Justice Connect on 16 October 2023. This provided important information that outlined the governance expectations of our regulator, the Australian Charities and Not-for-Profit Commission.



A new Committee of Management Induction Manual including a range of policies relating to organisational governance was developed and approved by the committee and reflects the updated delegation of authorities.

The new policies included:

- ▶ Transparency and Accountability Policy Financial
- ▶ Controls Policy
- ▶ Legislative Controls Policy & Procedures
- ▶ Governance Policy
- ▶ Whistleblower Policy & Procedure
- ▶ Committee of Management Confidentiality Policy
- ▶ Committee of Management Conflict of Interest Policy
- ▶ Committee of Management Grievance Policy
- ▶ Committee of Management Induction & Recruitment Policy
- ▶ Committees Policy
- ▶ Conduct of Meetings Policy
- ▶ Misconduct Policy

A risk register was also developed to identify and track the key areas of risk for the organisation. It will be embedded in a formal review process to support the Board and ACCE senior management to identify, assess and mitigate risks at ACCE.

An important role of the Committee of Management is to ensure the healthy development of the ACCE culture. To support this, an ACCE Cultural Charter was developed to embed expectations of behaviours, actions, and interactions at ACCE, and support a positive and thriving workplace. This includes key aspects of our social justice principles. As part of the Committee of Management Induction Manual, the ACCE Cultural Charter was also ratified by the committee.

During 2023 ACCE began developing a Reconciliation Action Plan with an internal working group to represent our commitment to equity and increasing equity in opportunities for First Nations peoples. This commitment is more than a piece of paper. It is a living document and commitment through the redevelopment of our courses for First Nations learners to deliver a career workforce for Aboriginal and Torres Strait Islander students and adults in community, and improve employment outcomes for First Nations peoples.

Staff Training, Communication & Support

A number of new initiatives and important workplace training were delivered across 2023, aimed at supporting staff wellbeing and strengthening the development of our inclusive culture.

ACCE is committed to ensuring we are not only meeting the new and many changes in legislation and the Fairwork Act under the Secure Jobs, Better Pay Bill, but also to ensuring we are providing our staff with a safe, inclusive, and flexible workplace.

This included updates to ACCE's anti-bullying, discrimination and harassment policy and procedures, and training for staff and managers delivered by the Victorian Chamber of Commerce and Industry.

Three new ACCE child safe policies were developed and child safety training for all staff was delivered through Child Safe Australia.

ACCE provided an Employee Assistance Program (EAP) information session and regular email communication reminders to staff to ensure they were aware of the free counselling service available to them and their immediate family members through Max Solutions.

In August, ACCE delivered Cultural Awareness Training (CAT) through the Wurundjeri Heritage Corporation. The CAT included information from Reconciliation Australia about demonstrating inclusive and respectful language as an essential component of reconciliation. The ways in which we speak about reconciliation are just as important as the ways we act: language is itself active and can impact on attitudes, understandings, and relationships in a very real and active sense.

An employee feedback survey was conducted after a mid-year staff Town Hall in 2023 to assess if staff felt they understood the direction of ACCE, and that the organisation supported equal opportunity and diversity, with ACCE receiving a high average positive score.

CEO's Report

Advocacy

Across 2023 ACCE maintained its high level of advocacy representation for members and those we serve.

Submissions were made to a number of inquiries about the importance of career education and development in education and in employment services.

ACCE also supported equity in pathway options by responding to the government's inquiry into the perceptions and status of VET. As a result of the submission, Committee of Management member Helen Madden and I were invited to speak at the inquiry. The inquiry had not heard from a career practitioner in a school, and the opportunity for one of our Committee of Management members to represent the issues that career practitioners and students were dealing with in relation to VET access was important for the VET reforms currently underway.

ACCE was again called to comment in media (The Age, 28 Mar 2023) about the inadequate amount of career education some students receive in school and extolled the importance of having career education as a subject in the curriculum. As a social justice movement, career development is for everyone and our national peak industry body, the Career Industry Council of Australia, also communicated our sector's views on the lack of career development equity across schools in the Age article.

Mid-way through 2023, ACCE surveyed members about the conditions for career practitioners in schools. Despite similar research conducted in 2021, it was disappointing to see that many career practitioners were under-resourced for the number of students in their school. In other instances there was a lack of leadership support or a reclassification of the role and pay grade in a downward direction.

Across Australia, schools of all types are struggling with a range of structural issues including a lack of teachers and increasing mental health issues within the student cohort. With substantial evidence that career education and guidance connects students to their learning and improves motivation and hope for the future, there is an opportunity to

have a positive impact on the mental health of our students. Yet despite all the evidence, Australia has still not embraced career education as a subject in the curriculum, if even for a set number of subject classes across each year. ACCE will keep advocating for this as we know that the earlier this starts at school, the better the outcome for students and the workforce.

The objects in the ACCE constitution mean that ACCE will maintain its commitment to advocate for greater career education and guidance in schools and in the community. We are fortunate that our President, Trevor Black, is taking his role on the CICA member council seriously to press forward for further positive change.

ACCE also continues to lobby for better conditions for career practitioners in education, and for more members to have opportunities to improve outcomes in employment services.

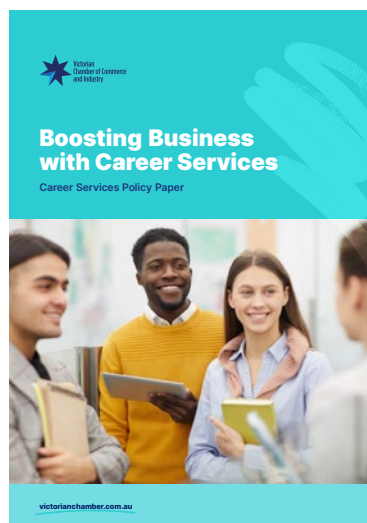
In October, the Victorian Chamber of Commerce and Industry (VCCI) released its career strategy that had been in development over 6-months with support from ACCE. This was presented by VCCI CEO, Paul Guerra, at the ACCE Biennial Conference in December.

The strategy was developed with VCCI's member employer members in mind and gathered input from a wide range of stakeholders. ACCE was pleased to provide research and guidance into the development of the strategy, including helping to recruit stakeholders from government departments, CICA, industry, and expert career professionals. The research included round table research, interviews, and surveys. It has also been presented to federal and state departments following its publication.

Importantly, employers have been vocal in their advocacy for career education and the need for young people to receive suitable preparation for entry into the workforce.

In November 2023, ACCE was invited to deliver a workshop as part of the ongoing professional development and networking of the Inner Melbourne Metropolitan Workforce Australia providers organised by the local Employment Facilitator. The workshop aimed to give providers an opportunity to discuss the strengths and barriers to effective employment service delivery for participants. While not a co-design process, the event captured key systemic issues in the delivery channel that can guide employment service redesign, reporting metrics, and better outcomes for jobseekers.

In December, ACCE President, Trevor Black was also invited to participate in the Victorian Government's Apprenticeships Taskforce consultation. The Taskforce was interested in the views of ACCE on the educational and vocational needs of apprentices and trainees and how to support students in their subject choices, and the transition from secondary school. The invitation highlights the important representation ACCE makes on behalf of members, students, and the community.



[Read strategy here >](#)

ACCE 2023 submissions:

- ▶ Jobs and Skills engagement submission
- ▶ Submission to the Disability Employment Services Quality Framework
- ▶ Submission to the Inquiry into Perceptions and Status of VET
- ▶ Submission to the Inquiry into Workforce Australia Employment Services



[Read the ACCE submissions here >](#)



Penne Dawe
CEO

My Career Insights

About the MCI program

The MCI program was successfully delivered across 2023 to students in year 9 government secondary schools and equivalent and alternative settings.

36,109

students (79.69%) participated in an unpack interview

276

students participated in self-delivery unpack interviews

12,280

students participated in a remote interview via Webex. This accounts for 34% of the overall interview figure

23,829

students participated in a face-to-face interview (66% of the total)

352

students were interviewed by ACCE MCI Program Coordinators

92.67%

Of the students with completed profiles, 92.67% participated in an interview

The program continued to connect with students disengaged from mainstream education and support. The Navigator pilot expanded in 2023 with the inclusion of Navigator Inner East. All Navigator settings were taken through an introductory webinar and were contacted by Program Coordinators to offer support, self-delivery training, and an opportunity to complete their own profile. An additional three Lookout settings were onboarded, resulting in the program having 16 Navigator, four Lookout, and two non-secondary school service providers.

Flexible Learning Centre, Flexible Learning Options (FLO Schools) and CALMs continued to engage in the program. The MCI Inclusion Support Co-ordinator, working with specialist and special development schools, continued ongoing support, regular communication, and on-site visits. All settings were contacted across the year, increasing participation from 27 school in 2022 to 36 schools in 2023.

Promotion of the benefits of self-delivery occurred early in the year and three mainstream schools took up this delivery option for their student cohorts: Alexandra, East Loddon, and Myrtleford Colleges. An additional 20 schools participated in self-delivery, including, mainstream and alternative settings.

Promotion of the Optional Aptitudes profiling pathway for students with Learning needs, disengaged students, EAL, CALD, and First Nations learners occurred throughout the year. This profile pathway was utilised across all school cohorts (mainstream, alternative and specialist settings). In total, 2,109 students utilised this pathway option, with 522 students going on to complete a full profile.

Requests for face-to-face unpack interviews exceeded original forecasts with schools supporting students to receive their preferred delivery option highlighting the importance of the guidance process for career decision making.

Development of a Department of Education portal with additional reports aligned to individual schools and regions was developed across 2023. This provided greater close to 'real time' oversight for the department's Senior Secondary Taskforce staff. Additional reports and features were added to the Power Bi dashboard with Optional Aptitudes and Morrisby Career profiling pathway utilisation being captured.

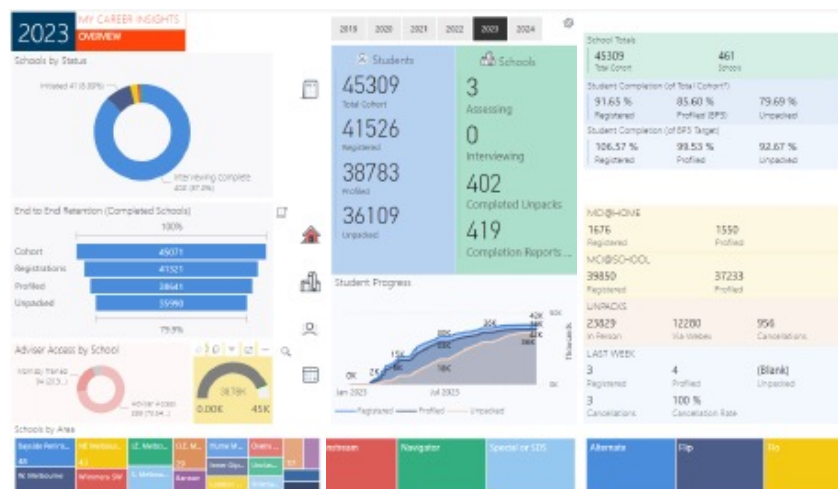
A dedicated recruitment drive across the year for qualified career contractors enabled ACCE to support the project and provided opportunities for those working in the sector. An Aboriginal Liaison Officer also continued to work with community and schools to promote the Morrisby profile uptake by First Nations students.

My Career Insights

MCI program outcomes include:

- ▶ Student support to reflect on their career aspirations, capabilities, interests, and values.
- ▶ Helping students be better prepared and equipped to make informed course and career decisions, reducing the risk of incurring unnecessary student debt or becoming unemployed due to pursuing a pathway with poor job prospects.
- ▶ Students who understand the relevance of their school subjects to work are more engaged and more likely to complete their schooling.
- ▶ Supporting students to build new skills to effectively navigate multiple and complex career changes throughout their study and working life.

Across 2023, 100% of mainstream schools participated in the program.



New Department of Education flyers and consent forms were distributed to schools alongside resources developed by the MCI team. Existing resources were updated to reflect the new Morrisby Careers profile and to emphasise the importance of 'one-day profiling'.



Students said...

I think the Morrisby experience was quite good overall. I really like having someone to talk me through my Morrisby results and what they mean, as the text was sometimes confusing to interpret.

I thought that it was well worth my time and it gave me a look at what I could potentially be doing in the future as a job/career.

Very accurate and gives lots of options and ideas about careers within certain subjects that I enjoy.

This has opened new doors for me and shown me careers that I would never have thought were for me.

It was a helpful interview as it helped me look at more future possibilities that I might pick as a job, they helped me find my interest easily and link it to a job. Service was good.

Hello there! I'm a year 9 student who recently participated in the Morrisby Assessment. I loved everything about it, it was amazing!! It was fun to complete, I looked forward to the interview and the results fit me perfectly! Thanks to this experience, I now have an idea of potential future careers, how to get into them and so much more. Appreciate it, Morrisby!

It was an amazing discussion; I was able to know things about myself that I didn't know I was capable of.

1,989
students

(5.5%) of students completed the feedback survey with an average satisfaction rating (agree or strongly agree) across all categories of 94%

Schools said...

98%

of schools agreed (n=5) or strongly agreed (n=40) that the ACCE Program Coordinator provided sufficient support in the delivery of the program, with only one school disagreeing

100%

of schools agreed (n=13) or strongly agreed (n=33) that the MCI profiling resources were useful

96%

of schools agreed (n=7) or strongly agreed (n=37) that the Program Coordinator provided prompt support, with one school disagreeing and one school being neutral.

I love this program and think it's an amazing service to help kids in high school and onwards to figure out their career plans.



CEAV Institute

Towards the end of 2023 ACCE welcomed a new RTO Manager and Head of Teaching and Learning, Kerry Brookes, to the CEAV Institute (RTO 22523).

Curriculum design

CEAV Institute has a rich history of training and providing professional development for school-based staff and career professionals through its two courses:

- CHC81315 *Graduate Certificate in Career Development Practice*, and
- CHC41215 *Certificate IV in Career Development*.

Compliance

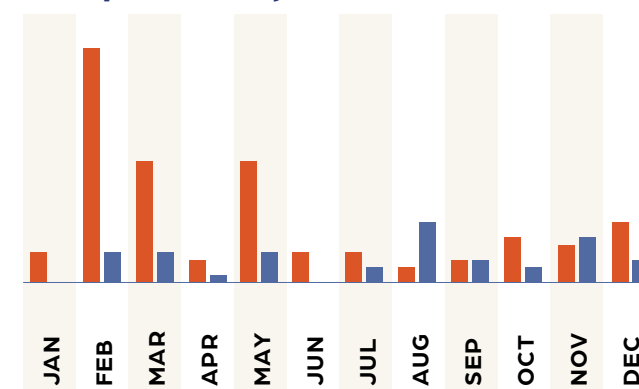
At the conclusion of 2023, ACCE was notified of a Skills First Audit to take place in 2024 following requests for a further 2-year contract for Skills First funding (provided by the Victorian and Commonwealth governments).

Enrolments and Graduation

CEAV Institute hosted the First Nations Graduation in May 2023 that saw six students graduate as the first cohort of Koorie students from its courses.

Enrolments for 2023 included 205 students across the year which saw 143 students enrolled in the Graduate Certificate course in Career Development Practice and 62 enrolled in the Certificate IV in Career Development Practice.

Completions by month 2023



- Graduate Certificate
- Certificate IV

VAEAI Wurreker Award– Innovative Koorie Learner Pathways Award

On 26 October, Bernadette Gigliotti, Kristy Lillyst, the CEAV Institute team, Life Member Naomi Corlett, our partner Carol Harrison, and our First Nations learners were recognised at the VAEAI Wurreker Awards ceremony. ACCE was awarded in the category, Innovative Koorie Learner Pathways Award for a Non-TAFE provider for the redevelopment of its courses based on traditional indigenous learning methodologies. ACCE remains committed to the development of a First Nations Career Development workforce.

First Nations Graduation Ceremony

Friday 5 May 2023 was a special day as ACCE celebrated the graduation of six of its First Nations career development learners. Two of the graduates were colleagues from the ACCE Jobs Victoria Career Counselling service.

Friends and family who supported learners gathered at the Novatel in Preston with our CEAV Institute team and representatives from Jobs Victoria, the Department of Education, the Victorian Aboriginal Education Association (VAEAI) and the Victorian Skills Authority.

The ceremony was the result of years of work commencing in 2017 when ACCE's CEO, Bernadette Gigliotti met Kristy Lillyst, a Toorong Marnong

Koorie Project Officer at Latrobe University. Kristy's role was to encourage and support Aboriginal students to transition successfully to university and aspire to the opportunities available to them. At the meeting Bernadette learned there were many gaps in career services for First Nations students.

Following an introduction to VAEAI and an exploration of the issues, work began to redevelop ACCE's training. Carol Harrison from the Aboriginal Teaching and Learning Service partnered with ACCE to help redesign CEAV Institute's career courses for First Nations learners. Thanks to the dedication of the ACCE Committee of Management, Carol Harrison, Kristy Lillyst, Bernadette Gigliotti, and life member Naomi Corlett, work continued despite missing out on grant funding in 2019.

Then in 2021, a Regional Specialist Training Fund grant was awarded to pilot a new approach to VET training based on traditional indigenous learning methodologies and supported the work through the next 18 months.

Thank you to our indigenous students for helping bring these important changes to our courses - we have learned much from you.

Thank you and welcome to our career community.



Craig Robertson • Following
Chief Executive Officer at Victorian Skills Authority
2d • 5

Let's wrap up a week - with first graduates from the Graduate Certificate in Career Development Practice at ACCE, in Victoria. Congratulations L-R to Michelle, Eryll, Carol and Maddison - along with Kristy and Julianne who are out of picture. A shoulder on the right belongs to Neville Atkinson from Vic Aboriginal Education Association Inc (VAEAI). A course developed using Koorie knowledge systems! A first for First Nations careers advisors for First Nations! Think about the multiplier - their success leads more young First Nations into success in work and life! Congratulations to ACCE!



Learner evaluation feedback

Employment outcomes

Of qualification completers at Career Education Association of Victoria Inc:

89.7%

had an improved employment status after training.

100%

were employed after training. Of these,

9.2%

were employed before training. Of these, 13.6% were employed at a higher skill level after training.

89.7%

received at least one job-related benefit.

Students' satisfaction with training

Of qualification completers at Career Education Association of Victoria Inc:

86.6%

were satisfied with their training overall.

81.2%

would recommend their training provider.

Source: NCVER VET Student Outcomes 2023 Career Education Association of Victoria INC Qualification Completters.

Learner Testimonials

Certificate IV

The practical side of the course! The continuous engagement from the trainer and the assessments themselves being so practical and flexible in application.

The trainer and assessor was an invaluable source of expertise and support through this challenging and inspiring course.

Our trainer was exceptional in her delivery and accommodation of student needs, particularly in consideration of doing the course alongside a full-time job.

The online and face to face sessions were very engaging and relevant. The sessions were clear and well structured. My trainer was very approachable when I had questions etc. I have learned a lot from the course in particular working with clients.

Graduate Certificate

Loads of up-to-date resources and an excellent trainer. Support was given promptly and all interactions across the board with the variety of staff was welcoming and professional.

The trainer was a great instructor—organized, responsive, patient, and able to clearly explain complex career theories and topics.

The Trainer was very knowledgeable and encouraged group participation.



Trainers in Action

Our qualified trainers and assessors are proficient and passionate career practitioners with extensive experience in a range of educational settings. They are dedicated to supporting their learners in engaging and interactive ways to improve outcomes for Australian students and members of the community.

Partnerships

The CEAV Institute continued to forge important industry partnerships with:

- ▶ Department of Education, Victoria
- ▶ Melbourne Archdiocese Catholic Schools (MACS)
- ▶ Independent Schools Queensland (ISQ)
- ▶ Industry Hub in Western Australia, Armadale, and Wanneroo
- ▶ Department of Employment and Workplace Relations (DEWR)
- ▶ Australian Institute of Sport (AIS)
- ▶ Independent Schools of Victoria (ISV)

Through the support of our stakeholders and collaboration with them, the institute has been able to make a positive difference in the quality career services.



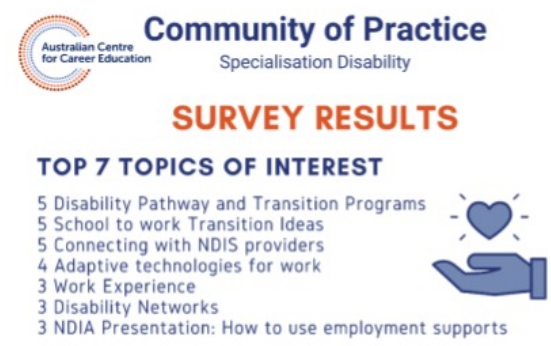
Community of Practice, Specialisation Disability

ACCE facilitated the first Community of Practice, (CoP Specialisation Disability) in July 2023. The CoP was established to support schools, school practitioners, and pathway coordinators to deliver career services that improve transition outcomes for young people with disability. It provided an opportunity for members to engage with peers and discuss their challenges and learnings using the benchmarking tool and other resources and processes that have led to better outcomes for students.

Community of Practice meetings were attended by support staff, career professionals, specialist educators, and members of the Department of Education. The aim is to:

- ▶ share requisite and specialist knowledge
- ▶ discuss issues and share best-practice solutions and know-how
- ▶ leverage know-how and support new entrants to the specialist field
- ▶ arrange visits to key organisation to increase the knowledge base of members
- ▶ share research and knowledge beyond the community of practice
- ▶ engage in evidence-based research and evaluation
- ▶ develop methodologies and practice principles
- ▶ advocate for the field.

2023 continued to build on topics of interest for the membership and surveyed members to support their ongoing learning needs.



Training Delivery, Inclusive Benchmarking Tool

In October, ACCE conducted online training for the ACT Careers Association in the use of the Inclusive Career Benchmarking Tools for Schools.

ACCE also participated in a Youth Disability Employment, Expert Advisory Group, hosted by the Brotherhood of St. Laurence.







Looking for
career support?

Speak to a Jobs
Victoria Career
Counsellor
today.





**Are you looking for a
career change?**

If you need help with your career or job,
book your free career guidance sessions
today.
Call 1800 967 909
jvccs.au





Scan the QR code to
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counselling sessions with
a Jobs Victoria

1800 967 909
jvccs.au

 In-Person*
 By phone
 Online *select area

Jobs Victoria Career Counsellors Service

ACCE sadly farewellled the Jobs Victoria Career Counselling service in the middle of the year and were pleased to be able to share job opportunities with the career counsellors across Victoria in Jobs and Skills Centres. Some of the team entered the My Career Insights program and some found work in schools and employment coaching.

The service had a considerable impact on the community, with many Victorians continuing to contact ACCE for career counselling despite our referral to free services at Jobs and Skills Centres. To-date, Jobs Victoria Mentors and Advocates continue to recommend the reinstatement of the service as an extremely successful offering within the state's employment ecosystem.

33,006 sessions
2.4 (av) sessions per participant
75% satisfaction
Extrapolated outcomes from 17.7%
of participants:
38.5% (3,032) improvement in work
readiness
33% (3,055) commenced
employment
14.3% (1,327) commenced or
completed education or training

ACCE School to Industry Engagement

Careers in Space

As part of ACCE's Industry to School Career Development Programs the ACCE project team in collaboration with the Australian Space Agency developed a suite of resources for students and career practitioners for Careers in Space.

The program included a career practitioner information session and a free suite of interactive resources providing extensive information and career insights and pathways in the Australian space sector.

Resources developed included:

- ▶ Career Practitioner Webinar
- ▶ An interactive PDF workbook
- ▶ Teacher Answer Guide
- ▶ Pathways Posters
- ▶ Useful Links Poster
- ▶ Fast Facts Poster

The Career Practitioner webinar provided an introduction to careers in space, Australian space history and the ASA, as well as workforce insights in the Australian Space Sector. ACCE received more than 300 registrations for the 60 minute Career Practitioner webinar and more than 460 views of the recording post session.

The *interactive workbook* is designed for students in Years 9-12 to engage with a range of industry experiences. The workbook highlights Australia's significant contributions to space milestones, providing a unique perspective on the nation's involvement and immersing students in space history through space milestone activities and interactive quizzes. The interactive workbook also features written and video case studies, from Space Sector workers and employers, labour market information, and study pathways. It creates an engaging, informative and practical educational journey.

The study table in the student workbook showed students the many possible pathways available between study and work, starting with VET Pathways Certificate level courses and progression through to Degree and Post Graduate qualifications.

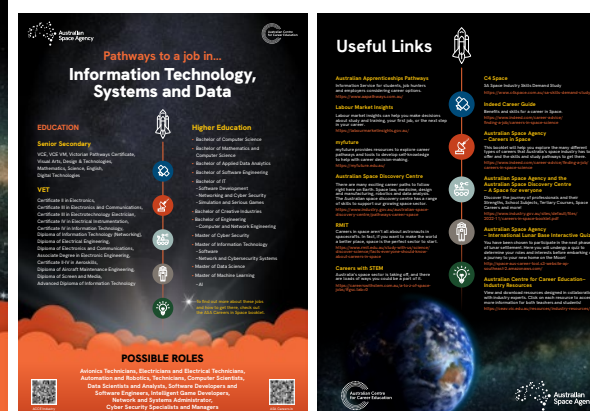
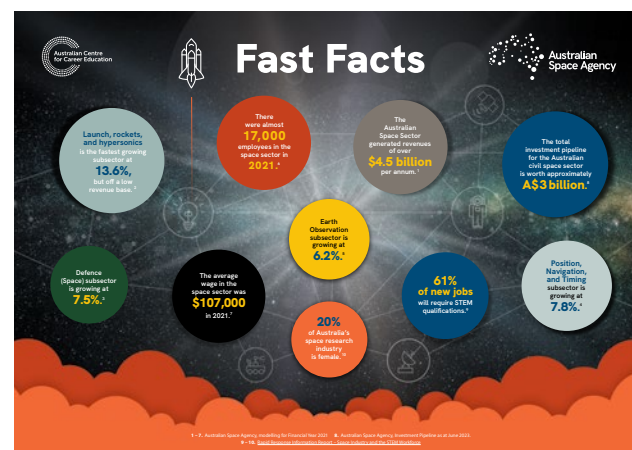
ACCE ensured that resources supported students in discovering all the nonlinear study pathways available and each job description and qualification was linked to: www.myskills.gov.au

The *Teacher Answer Guide* is a teacher's resource that accompanies the interactive student workbook and includes activity answers and links.

Pathways Posters resources include possible pathways to a job in Information Technology, Systems and Data, Engineering and Design, Science, Testing and Manufacturing, and Operations and Communication.

The *Useful Links Poster* provides a quick reference to further research for supporting and directing students to more information about study options and jobs in the space sector.

A Fast Facts Poster highlights the labour market information as a fast facts infographic.



ACCE School to Industry Engagement

Careers in Supply Chain and Logistics

The ACCE Project team collaborated with the Industry Training Hub in Shepparton to increase interest and awareness of logistics careers and highlight various entry points from secondary school. The project targeted students in years 11 and 12, and those pursuing a VCE Vocational Major. This initiative that bridged the gap between academic learning and industry demands offers valuable insights and pathways for students and educators.

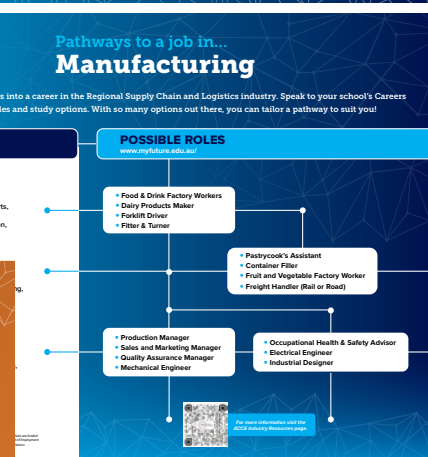
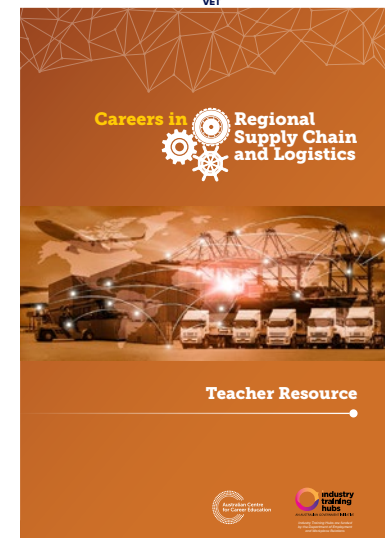
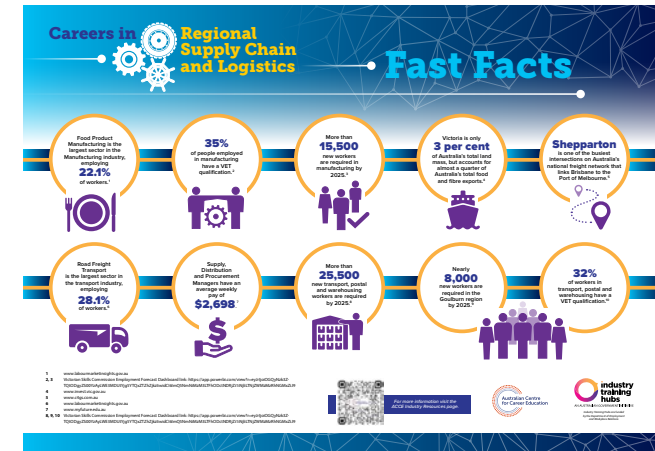
Victoria's supply chain and logistics industry contributes approximately A\$21 billion per year to the economy and employs around 280,000 people. It provides an excellent opportunity for students looking to leave school (and their parents) to learn about available jobs, apprenticeships, and traineeship opportunities available to them.

The suite of developed resources includes an interactive student workbook showcasing local Regional Supply Chain & Logistics industry professionals and employers through written and video case studies in regional manufacturing, warehousing, retail, and transport and logistics. These resources equip career practitioners with the knowledge and information to guide students effectively in making informed decisions about pursuing careers within the Regional Supply Chain & Logistics industry.

The program highlighted the skills, training, and qualifications required for various roles within the industry. Support for decision making to transition from education to employment was provided through resources that included an Industry Fast Facts Poster, Career Pathway Poster, Useful Links sheet, and a comprehensive Skills Chart outlining essential skills and competencies for career success.

The program showcased two Career Practitioner and Educator webinars and two Student Webinars focusing on career pathways and employment in Supply Chain and Logistics delivered in Term 2.

The collaborative efforts between ACCE and industry partners not only provided valuable insights into the RSCL industry but also fostered practical learning experiences, hands-on activities, and engagement opportunities for students. The project supported students to explore and learn more about the sector, including how to transition and thrive in the dynamic and ever-evolving field of Regional Supply Chain & Logistics.



DE FUSE/ARC Resources

Victorian Skills Authority Employment Forecast Dashboard

ACCE was engaged by the Victorian State Department of Education to create resources for secondary students, teachers, and parents showcasing the new labour market information resource from the Victorian Skills Authority, the Employment Forecast Dashboard (the dashboard).

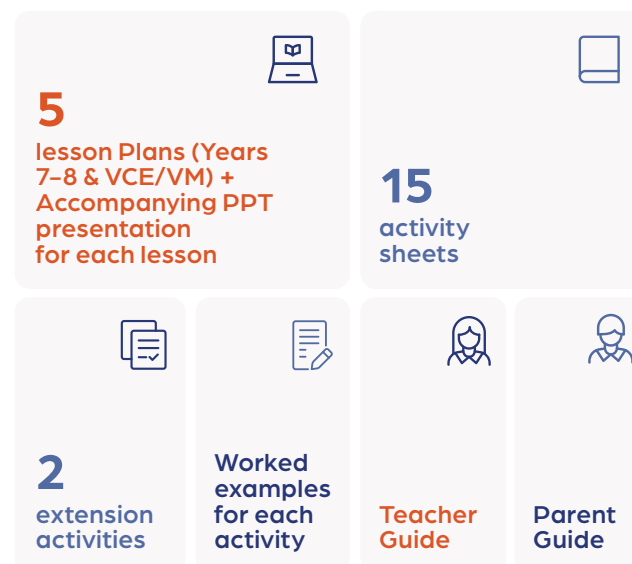
The dashboard gives the user access to up-to-date labour market information to ensure education and career decisions are supported by current employment forecasts, demographic information and VET course data.

The dashboard provides easy to understand information on current occupation trends, growth industries, regional data and much more, making it an essential tool for career conversations.



Lessons and activities were designed for all Victorian senior secondary year levels to help familiarise students with the dashboard.

The suite of resources created



The resources will be housed on the Department of Education's newly launched Arc Learning resource portal. The Arc Learning portal replaces the department's previous online content repository, FUSE, which has now been retired. The Arc Learning portal provides teachers with access to high-quality learning and teaching resources.

Department of Education staff presented a workshop on the resources and dashboard at the 2023 ACCE Biennial Conference.



Benchmarking Career Services

ACCE continued to deliver its school benchmarking of career services in Catholic schools across Victoria funded through the Catholic Education Commission Victoria.

As part of the 2021-2023 funding, a total of 30 schools across all regions undertook the service.

- An additional school completed a comprehensive multi-day benchmarking service with feedback from all year levels, staff, parents and carers and leadership in 2023.
- Four schools took part in the 1-day benchmarking audit.

Career Professionals specifically trained in ACCE's benchmarking process worked with school career practitioners and staff to conduct the benchmarking and deliver a report with a career service action plan and further follow-up support for the school.

Designed to affirm good practice and identify strengths in service delivery, the benchmarking Action Plan provides opportunities for ongoing improvements where gaps are identified and provides career practitioners with support at the leadership level for the services they deliver.



Member Services

ACCE delivered its services to over 826 members consisting of Career Practitioners and staff from public and private schools, private practicing career practitioners, RTOs, students completing our courses, and organisations/industries that subscribe to our vision, mission, and objectives.

Our diverse membership base includes:



Membership services provided:

- ▶ Membership support to an extensive network of contacts such as employer organisations, tertiary institutions, and government agencies.
- ▶ Advice and consultation on career education and vocational education and training was provided to members.
- ▶ Regular professional journals, fortnightly E-news updates, and in-house resources published to the member website.
- ▶ Access to the online learning community that provides professional.
- ▶ Liaison support to over 35 regional career groups.
- ▶ New training programs and conferences at member rates.
- ▶ High-quality resources, tools, products, and training mapped to the CICA Australian Professional Standards for Career Practitioners and the Australian Professional Standards for Teachers.
- ▶ Links to national and international career associations and organisations were made available to support members to increase their knowledge of international career developments and programs.

The year finished on a high note with the ACCE Annual Awards Gala to honour the outstanding contributions made by its members to the career industry.

ACCE continues to make a significant impact on the professional development and growth of its members, offering a wide range of resources, services and networking opportunities.

ACCE member services provided

3

journals



6

podcasts



21

enews



30+

hour of
CPD

3

Career Development in
Schools Workshops



1,337

additional views of
webinar recordings

673

members participated
in live ACCE webinars



ACCE Conference 2023

In 2023 the Australian Centre for Career Education successfully delivered its 24th Conference. For the first time in the association's history, the conference was held as a hybrid event with a half-day online followed by two days at the University of Melbourne.

This year's theme, Career Development in a Changing World, and the accompanying program provided an opportunity for stimulating discussion, resource sharing, networking and learning how to improve practice and service. The conference program was one of the most well received by delegates, with attendees commenting on the high quality and diversity of the content provided.

There were 265 conference registrations, 20 trade stalls, 4 sponsors, and over 57 speakers who were supported by 10 ACCE staff members.

The event allowed attendees to build their working knowledge of what constitutes quality career development services for young people in schools and community through a program that focused on labour market trends, mental health, and industry expertise.



Thank you to the University of Melbourne for sponsoring the 2023 ACCE Career Development Conference.



ACCE Awards

The ACCE Career Excellence Awards Gala night was held at the University College Dining Hall. Delegates travelled from all over Victoria as well as interstate from the ACT, NSW, Queensland and Tasmania.



ACCE Committee of Management and Staff

Executive Committee

Trevor Black *President, Carey Baptist Grammar*

Mae Batrouney *Vice President, Highvale Secondary College*

Narelle McFadden *Treasurer, Ivanhoe Grammar School, Plenty Campus*

Phil Newnham *Secretary, Mount Waverley Secondary College*

Helen Madden *Plenty Valley Christian College*

Lucinda Huffer *Wellington Secondary College*

Jacky Burton *The Knox School*

ACCE Staff in 2023

Penne Dawe *CEO*

Lee Ponsioen *Operations Manager*

Bernadette Gigliotti *Senior Executive Officer*

Craig Eastwood *Career Projects Manager*

Karen Pritchard *Program Manager, My Career Insights*

Kerry Brookes *Head of Teaching and Learning, CEAV Institute*

Rachel Dodson *Business and Payroll Manager*

Natalie Maharaj *HR and Projects Manager*

Amelia McCulloch *Member Services Manager*



ACCE is a not-for-profit educational charity that supports career education and development as a lifelong process. We believe that through the development and delivery of ethical and professional career education and training, careers counselling services and products, individuals can become successful career self-managers.

Contact

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