

19 October 2021

Ms Meredith Pearce
Branch President
Australian Education Union
126 Trenerry Crescent
Abbotsford VIC 3067

Dear Meredith,

Survey of School Career Practitioner Working Conditions

The Australian Centre for Career Education (trading as CEAV Inc) is a national association, subject expert, and thought leader in career education and development. CEAV was established in 1975 by the Victorian Department of Education and delivers more than 30,000 career interventions across Victoria each year. It is an endorsed provider of training in career development by the peak industry body, the Career Industry Council of Australia (CICA). CEAV represents improvements in career practitioner standards, career training, and career practice in all sectors and settings.

In early 2021, CEAV conducted a Victorian school career practitioner survey in collaboration with one of its regional career practitioner networks, the Yarra Regional Careers Network. The attached report highlights significant issues in relation to the working conditions of career practitioners in schools. Apart from many practitioners lacking the time to provide adequate career support and services, there were inconsistencies in the classification and pay level for those employed in Education Support roles. A significant percentage of these respondents had been reclassified (incorrectly classified) yet were still required to undertake tasks and responsibilities at a higher pay grade level. These changes had occurred at an individual school level and appear to be focused on delivering cost savings to the school.

CEAV is concerned about the reclassifying of career practitioner roles in Victorian schools. Career development in education plays a vital role in student engagement, motivation, and ensuring a successful transition from school to the world of work. CEAV is aware that many of the recommendations reported by the *Inquiry into Career Advice Activities in Victorian Schools (2018)*, have not been implemented. With an expected increase in career services and activities expected as these roll out, it is essential that individual schools maintain the standing of their career

professional staff. This includes appropriate recognition of their skills, training and professional development, appropriate resourcing, and maintaining their employment at a grade and pay level commensurate with the tasks and duties they perform. Given the level of responsibility, ongoing professional development, and subject-level expertise, Education Support positions should be paid at a minimum of Level 1 Range 4. CEAV recommends a standardised classification/award be developed to ensure consistency across school types and ensure there is no further erosion in the role and pay scale of these career practitioners.

We welcome the opportunity to review the issues in the research with you in more detail and look forward to hearing back from you to set up a meeting time.

Yours sincerely,



Bernadette Gigliotti
CEO
CEAV Inc



Mae Batrouney
Highvale Secondary College
President
CEAV Inc

CC The Hon. James Merlino