

Australian Blueprint for Career Development



		Career Phases				
		Awareness	Exploring	Starting out	Groundwork	Advancing
Career management competency		Learning Area A: Personal management				
1	Build and maintain a positive self-concept	Build a positive self-concept	Build a positive self-concept while discovering its influence on yourself and others	Build a positive self-concept and understand its influence on your life, learning and work	Develop abilities to maintain a positive self-concept and understand its relationship to educational and career goals	Maintain a positive self-concept and understand its influence on career decisions
2	Interact positively and effectively with others	Develop awareness of what contributes to positive and effective relationships	Develop abilities for building positive and effective relationships in life	Learn to apply abilities for building positive and effective relationships with others	Apply abilities for building positive and effective relationships in life and work	Monitor how you apply your abilities for building positive and effective relationships in life and work
3	Change and grow throughout life	Observe family and community members and their roles and responsibilities	Discover that change and growth are part of life	Learn to identify, monitor, and respond to change and growth	Understand how change and growth can impact relationships in life and work	Develop strategies for responding positively to life and work changes
4	Manage wellbeing, mental and physical health	Develop awareness of a range of feelings and how they can be expressed	Develop awareness of a range of feelings, the ability to describe feelings, and who your support people are	Develop strategies for responding to circumstances that may impact wellbeing, mental or physical health	Develop ability to apply strategies that promote wellbeing, mental and physical health in daily life and to support others	Incorporate strategies that promote wellbeing, mental and physical health in life, learning, and work settings
		Learning Area B: Learning and work exploration				
5	Participate in lifelong learning supportive of career goals	Develop an interest in learning	Discover the importance of learning and its contribution to life and work	Link learning to personal career aspirations and understand the need to continue to learn throughout your career	Understand the importance of lifelong learning to the career-building process	Participate in continuous learning supportive of career goals
6	Locate and use career information effectively	Develop awareness of learning through reading hardcopy and online materials	Understand what career information is	Understand how to locate and use career information	Locate and evaluate a range of career information sources relevant to career aspirations	Use career information effectively in the management of your career
7	Understand the relationship between work, society and the economy	Recognise that people work in paid and unpaid roles	Discover how work contributes to individuals' lives	Understand how work contributes to the community	Understand how societal needs and economic conditions influence the nature and structure of work	Incorporate your understanding of changing economic, social and employment conditions into your career planning
8	Understand the changing nature of life and work roles	Imagine life as an adult	Learn to recognise gendered life and work roles and to question their appropriateness	Explore non-traditional life and work options and learn to challenge stereotypical thinking	Examine factors that influence and explore strategies that respond to gender bias and stereotypical thinking	Seek to eliminate gender bias and stereotypical thinking in your life and work
		Learning Area C: Career building				
9	Secure/create and maintain work	Learn to play, share, and collaborate with others	Explore effective ways of working	Develop qualities to seek and obtain/create work	Develop abilities and resources to secure/create and maintain work	Continue to update skills and resources to secure/create and maintain work
10	Make career-enhancing decisions	Develop awareness of decision making	Explore decision making	Develop decision-making skills and knowledge	Engage in career decision making	Engage in decision making that enhances your career
11	Maintain balanced life and work roles	Become aware of the connections between play, chores, and other family commitments	Explore and understand the interrelationships across life roles and how they change over time	Explore and understand the interrelationships between life and work roles	Consider the relationships between lifestyles, life stages, and life roles to career building	Incorporate life/work balance into the career building process
12	Understand, engage in and manage the career-building process	Recognise that careers exist	Understand what career-building is	Understand how people build their careers	Develop the skills and knowledge to engage in career-building	Manage your career-building

The Blueprint is a framework grounded in career theory that can guide career development work and support career development learning across the lifespan.

Competencies

The Blueprint identifies twelve career management competencies, grouped into three learning areas:
A: Personal Management
B: Learning and Work Exploration
C: Career Building

Developmental Phases

Each competency in the Blueprint is expanded according to five Career Phases: Awareness, Exploring, Starting Out, Groundwork, Advancing.

Performance Indicators

Performance indicators demonstrate the achievement of career development competencies.

Career Development Learning

Career development learning is informed by experiential learning theory and contextualised according to career development learning needs of the client or client group and the setting.