



Press Release - For Immediate Release

Career Development Institute launches new Career Development Sector Progression Pathway

The Career Development Institute (CDI), which represents careers professionals throughout the UK, has launched the first 'Career Development Sector Progression Pathway'. The Pathway will help anyone interested in working in the sector to understand the progression routes. Employers and members of the public can also use it to confirm that those people providing career development services hold the relevant qualifications and possess the necessary skills and knowledge to provide a first class service to clients.

At the launch event, held at a members' meeting in Belfast, Karen O'Donoghue, CDI President said: "The Pathway, is one of the hallmarks of a profession. We believe that it will encourage and inspire practitioners to work towards the graduate and post graduate level qualifications required for the UK Register of Career Development Professionals. It also shows the routes to more specialist areas of practice, including research and technical work roles and roles in lecturing, consultancy, inspection or management."

Karen O'Donoghue added: "We are delighted that the Pathway is now available on the website – www.the CDI.net There are significant national variations in the qualifications required for different posts; some employers are accepting lower level qualifications for some roles which once demanded higher ones and the wide variety of job titles in use, has presented a very confusing picture for employers and the public."

Importantly a Pathway shows the qualification levels which the professional body for the sector recommend as being appropriate for the level and type of work being undertaken. It also aims to present a consistent and coherent picture. With this in mind, the CDI has rationalised job titles and will be promoting the titles of Career Adviser/Career Coach for the role which focuses on career guidance and development. In this way the Pathway will help to assure clients that the services they receive are being delivered by professionals who have the skills and knowledge to do so.

For practitioners the Pathway uses a common language, based on the National Occupational Standards: Career Development (NOS: CD) to describe the various functions performed in the different levels of role in the sector. This enables people wishing to move up and across the sector to quickly understand where they already have the skills and knowledge and where these need to be either added to at the same level or studied at a higher level.

The Career Development Sector Progression Pathway is based on a map which shows the:

- Different branches of the sector: Careers Education; Career Guidance/ Development and Career Coaching/Talent Management;
- Roles: First Contact; Support; Practitioner; Specialist Practitioner; Manager; Senior Manager; Research/Technical and Specialist Role: Lecturer; Consultancy; Inspectorate;
- Qualification levels and where career mobility is possible.

The Pathway and the NOS: CD can also be used to help determine Continuous Professional Development (CPD) needs. Looking at what skills, knowledge and qualifications are required for either an existing role, or a desired role, can help all people working in the sector at any level to plan relevant CPD.

During 2015/6 the CDI will be offering training on *Using the NOS: CD to Manage Performance or Practice and to enhance Professionalism and Partnership Working*. These events will include information on using the Pathway to support CPD and career progression and the use of the NOS:CD Resource Guide for Employers.

Ends...

Additional Information

1. The Career Development Institute (CDI) is the UK-wide professional body for the career development sector, with a growing membership of over 4,500 career advisers, career teachers, career coaches and career managers.
2. The CDI is the custodian of the publically searchable 'UK Register of Career Development Professionals'. Over 25% of CDI members are on the Register.
3. For more information and to use an interactive version of the 'Career Development Sector Progression Pathway' see <http://www.thecdi.net/Career-Development>
4. Information and dates for the training event: 'Using the NOS: CD to Manage Performance and to enhance Professionalism and Partnership Working' and 'Using the NOS: CD to Manage Practice and to enhance Professionalism and Partnership Working', can be found on the website - <http://www.thecdi.net/Skills-Training-Events/Using-the-National-Occupational-Standards-Career-Development-to-Manage-Practice-and-Enhance-Professionalism-and-Partnership-Working/25337>
5. The NOS: CD Resource Guide for Employers will be launched at an invitation lunch on Friday 12th June in London. For a printed copy, contact Jan Ellis.
6. More information about the work of the CDI can be found on our website www.thecdi.net
7. For more information please contact:
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