

## **Introduction**

This report of the Professional Standards Committee covers the period from from November 2016 to November 2017, during which the Committee has met three times. Members of the Committee have worked hard during the year contributing to the CDI Business Plan, producing a range of discussion documents and draft materials, and helping to develop the support which the CDI gives to its members.

A long-standing member of the Committee, Pat Pugh, has recently decided to resign as the representative for Scotland, and we will miss her hard work and dedication. In spite of efforts to encourage a member to come forward, there is still a vacancy on the Committee for a representative of Northern Ireland, and the term of office of one of the two representatives of the Career Guidance/Career Coaching constituency expired in the spring of 2017. It is anticipated that elections can be held in the near future in order to fill these vacancies.

## **Work of the Committee**

### **Code of Ethics:**

The Committee has an established framework for producing Ethical Case Studies to underpin the Code of Ethics, and during the course of the year members has produced Case Studies on Accountability, Transparency and Trustworthiness, Confidentiality, and Competence. This work has been a priority, and Case Studies are now available on the CDI website, covering all aspects of the Code of Ethics, in whole or in part.

In addition, a member of the Committee has produced a Case Study dealing with issues around the subject of Fundamental British Values which is also available on the CDI website, together with a Guide for members to Fundamental British Values and the 'Prevent' Agenda.

The Committee has recently considered whether the Code of Ethics remains up to date and relevant, and intends to address some issues in the coming year. In particular the Committee is considering producing supporting documentation that refers members to the legislative framework that underpins different aspects of the Code.

### **Mentoring pilot:**

The Professional Development Manager, supported by a small group of members of PSC, has established a Mentoring Pilot for members of the CDI during 2017. Following a survey to establish the likely use that might be made of such a scheme, volunteer mentors and potential mentees were sought. Training has been provided, and successful pairings for 28 mentors and 35 mentees has been established across all the CDI constituencies. The Committee will be keeping the scheme under review but it has every indication of proving to be a highly valued and valuable resource for members.

### **Quality Assurance of interviews or guidance interventions by career development practitioners:**

The Committee has spent time considering paperwork which might be used by CDI members who wish to quality assure their one to one guidance work but have no formal resources at their disposal.

A draft document which might serve as an observational tool or a template for self-reflection, and supporting notes, are currently under consideration, and it is hoped to progress this work early in 2018.

#### **Entry to the Career Development profession:**

An article by a member of the Committee in *Career Matters*, entitled 'A Career in Careers', reported on research undertaken by iCeGS, supported by the CDI, into the profile and perception of the Career Development profession. Discussion has taken place around this topic, including how to make working in the career development sector more appealing and accessible, and how to publicise the scope and variety of work available in the sector.

Members of the Committee have been given the opportunity at meetings this year to report on relevant developments or activities relating to professional standards or professional development in their particular constituency. This has highlighted concerns, particularly from the Career Coaching/Career Consultancy constituency about the profile of the profession, and in particular the feeling that there is insufficient public awareness of the role of career development professionals in supporting people throughout their working lives. We have discussed ways in which this might be rectified, including the possibility of producing short 'podcasts' highlighting the diverse nature of the profession, and the diversity of its clientele, which might be available on the CDI website.

We hope to take these ideas and others forward in 2018, and would welcome input from members if they have ideas they would like to contribute.

#### **UK Career Development Awards:**

Members of the Committee served on or chaired judging panels for the 2016/2017 UK Career Development Awards, and have since given feedback to help the Chief Executive with the administration of the 2017/18 Awards.

#### **Publicising the work of Professional Standards Committee:**

Regular articles on the work of PSC have appeared in *Career Matters*, written by the Chair and the Professional Development Manager, and it is intended to continue to produce a short item for future editions in order to keep the CDI membership informed and up to date with the work of the Committee.

#### **Conclusion**

As may be seen from this report, members of the Committee contribute generously to the varied work of the Professional Standards Committee. We are, however, also extremely fortunate to be supported by the CDI's Professional Development Manager and continue to be extremely grateful to Claire Johnson for all her hard work.

**Avril Hannon**

**Chair, Professional Standards Committee**

November 2017