



Vision for the Careers Sector Workforce

Launched in April 2013, the Career Development Institute (CDI) is the successful, new UK-wide professional body for the career development sector. Our members are careers teachers, careers advisers and coaches and career managers working in the public, private and voluntary sectors.

Strong, effective career development services have the power to raise individual aspiration, positively impact on social mobility by challenging stereotypes and provide a pool of talent – individuals who have considered their future, the skills they need and are motivated to work. Experience of work, exposure to employers and personalised guidance are some of the key ingredients to achieving social and economic prosperity.

The CDI has set out our commitment and enthusiasm for all age provision for those who need it. We are recognised as a powerhouse for innovation and professional excellence. Our vision is to develop a workforce that operates effectively in partnership, in a variety of settings and always working collaboratively to support our clients in a way that meets their and the economy's needs.

Our actions to achieve the vision centres on two key elements:

- A Career Development Sector Progression Pathway
- An effective and well regarded national (ie UK wide) Register of Career Development Professionals

1. Career Development Sector Progression Pathway

Our sector is a thriving and healthy mix of career development practitioners. Our members provide activities and services which help to motivate and empower individuals to make effective transitions in learning and work at all ages.

Working with leading providers of accreditation and learning, we are building a clear and transparent Progression Pathway for the sector that identifies not only relevant qualifications but also describes the competences and behaviours that are expected, spanning levels of operation throughout the sector, from trainee to registered practitioner to management.

We believe that such a pathway is one of the hallmarks of a profession, bringing clarity for the practitioner, assured opportunities for development and the ability to work towards recognised standards.

2. The National Register for Career Development Professionals

Our work in establishing and promoting a public register will be the driving force in professionalising the sector. Our aim here is to achieve a broad based Register that celebrates and kite marks a clear standard for differentiated practice at Level 6 (graduate) and above.

Our actions in broadening the range of qualifications that give entry to the Register will ensure a unifying framework for practice and offer transparency and open access for the market place. This will identify the standard to look for help to determine where specialist expertise is essential and where flexible skill sets can be deployed.

Our overarching goal is to quality assure the professional practice of our sector in a meaningful way - differentiating only on methodology not on standards. We see these two main strands delivering our aim. The Career Progression Pathway will be completed and promoted through our website www.the CDI .net early in 2015. The National Register of Career Development Professionals can be accessed through our website and will also be available as an on-line directory later this year.

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