blueprint

AUSTRALIAN BLUEPRINT FOR CAREER DEVELOPMENT

What is the Blueprint?

The **Blueprint** is a framework for creating, strengthening and evaluating career development programs and products for young people and adults.

The **Blueprint** identifies *eleven career management competencies* that help people to manage life, learning and work from childhood through to old age.

It also contains processes for planning, implementing and evaluating career development programs and resources.

Who can use the Blueprint?

The **Blueprint** is particularly useful for people developing comprehensive career development programs and products.

It is currently being used by teachers, human resources staff, career development practitioners and many others to:

- Develop, monitor and evaluate career development activities,

- Map existing initiatives and coordinate future initiatives,

- Specify learning outcomes that are clear and measurable,

- Communicate with other service providers using a shared language and operating framework,

- Articulate people's entitlement to services,

- Identify resources that facilitate the development of career management competencies, and

- Facilitate connections and seamless movement between service providers.

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The Competencies

The competencies promote intentional career development, lifelong learning and life/work balance. There are eleven competencies, across three learning areas:

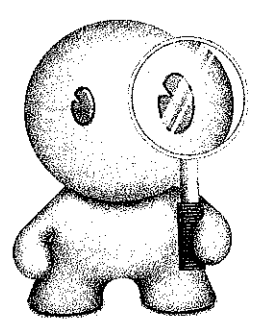|		
PERSONAL MANAGEMENT	1	Build and maintain a positive self concept
	2	Interact positively and effectively with others
	3	Change and grow throughout life
LEARNING AND WORK EXPLORATION	4	Participate in lifelong learning supportive of career goals
	5	Locate and effectively use career information
	6	Understand the relationship between work, society and the economy
CAREER BUILDING	7	Secure/create and maintain work
	8	Make career enhancing decisions
	9	Maintain balanced life and work roles
	10	Understand the changing nature of life and work roles
	11	Understand, engage in and manage the career building process
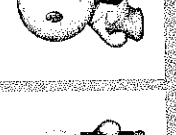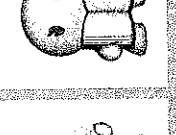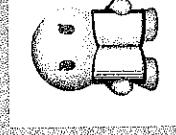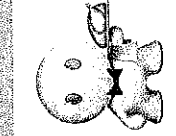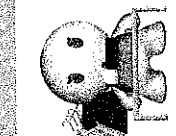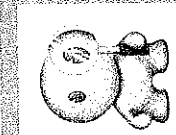
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ELEVEN CAREER MANAGEMENT COMPETENCIES

COMPETENCIES	PHASE I		PHASE II		PHASE III		PHASE IV	
Area A: Personal Management								
1 Build and maintain a positive self concept	1.1	Build a positive self concept while discovering its influence on yourself and others	1.2	Build a positive self concept and understand its influence on life, learning and work	1.3	Develop abilities to maintain a positive self concept	1.4	Improve abilities to maintain a positive self concept
2 Interact positively and effectively with others	2.1	Develop abilities for building positive relationships in life	2.2	Develop additional abilities for building positive relationships in life	2.3	Develop abilities for building positive relationships in life and work	2.4	Improve abilities for building positive relationships in life and work
3 Change and grow throughout life	3.1	Discover that change and growth are part of life	3.2	Learn to respond to change and growth	3.3	Learn to respond to change that affects your well-being	3.4	Develop strategies for responding positively to life and work changes
Area B: Learning and Work Exploration								
4 Participate in lifelong learning supportive of career goals	4.1	Discover lifelong learning and its contribution to life and work	4.2	Link lifelong learning to personal career aspirations	4.3	Link lifelong learning to the career building process	4.4	Participate in continuous learning supportive of career goals
5 Locate and effectively use career information	5.1	Understand the nature of career information	5.2	Locate and use career information	5.3	Locate and evaluate a range of career information sources	5.4	Use career information effectively in the management of your career
6 Understand the relationship between work, society and the economy	6.1	Discover how work contributes to individuals' lives	6.2	Understand how work contributes to the community	6.3	Understand how societal needs and economic conditions influence the nature and structure of work	6.4	Incorporate your understanding of changing economic, social and employment conditions into your career planning
Area C: Career Building								
7 Secure/create and maintain work	7.1	Explore effective ways of working	7.2	Develop qualities to seek and obtain/create work	7.3	Develop abilities to seek, obtain/create and maintain work	7.4	Improve on abilities to seek, obtain/create and maintain work
8 Make career enhancing decisions	8.1	Explore and improve decision-making	8.2	Link decision-making to career building	8.3	Engage in career decision-making	8.4	Incorporate realism into your career decision-making
9 Maintain balanced life and work roles	9.1	Explore and understand the interrelationship of life roles	9.2	Explore and understand the interrelationship between life and work roles	9.3	Link lifestyles and life stages to career building	9.4	Incorporate life/work balance into the career building process
10 Understand the changing nature of life and work roles	10.1	Discover the nature of gendered life and work roles	10.2	Explore non-traditional life and work options	10.3	Understand and learn to overcome stereotypes in your career building	10.4	Seek to eliminate gender bias and stereotypes in your career building
11 Understand, engage in and manage the career building process	11.1	Explore the underlying concepts of the career building process	11.2	Understand and experience the career building process	11.3	Take charge of your career building process	11.4	Manage your career building process