

Journal of the Careers Advisers Association of NSW & ACT Inc

Prospects



October 2015

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“I believe that the information contained in this special edition of Prospects is evidence of how strong we are. It shows how committed to assisting each other and delivering the best in practice to our students.”



Welcome to our 40th Anniversary Edition. This is a special edition that has been produced and printed to provide all members with a special memento of the Careers Advisers Association of NSW & Act Inc. Inside you will find recollections from past and present members plus a wonderful piece on our First Edition of Prospects from Greg Baird. Greg will be providing articles over the next few issues looking at our history using documents from our archives and Margaret Gambley's (CAA founding and life member) personal collection. We have also created a display of the cover pages of past editions of Prospects and reproduced the Notice of Meeting to establish the CAA. For me, the Notice of Meeting held a personal connection when I noticed that one of the attendees was my Commerce teacher at the time.

To compile the display of Prospects cover pages, a number of the Executive went searching for the copies in the State Library, CAA archives and Margaret Gambley's extensive personal collection. The Editions provided for interesting reading. Over the forty years, we found that some of the issues discussed are still as current and some articles showed how we have advanced in our skills and what we have to work with for the students. Have a look at the articles that compare what is being done to encourage girls into the Trades in 1983 and today. One thing that is constant though is the desire of Careers Advisers to see their students succeed beyond school and finding the best possible way to achieve that.

This focus is still evident in the reports from some Careers Adviser Networks who have utilised the CAA Professional Development Grant Funding to further their knowledge and understanding. The Network reports that have been submitted this year also show evidence of the efforts Careers Advisers make to stay current for their students. As we attend our Annual Conference this year, I believe that the information contained in this special edition of Prospects is evidence of how strong we are. It shows how committed to assisting each other and delivering the best in practice to our students. I'm sure we will be able to continue to strengthen our role in schools as an essential part of our student's success beyond school for at least the next forty years.

Jenine Smith
Communications Officer

PRESIDENT'S REPORT



Sue Sundstrom
President CAA
NSW & ACT 2015

It is exciting to write to our members as we near the completion of our 40th year. From small beginnings back in 1975, thanks to the work of interested parties, our first president (Jo Howard) and her Executive, as well as all of the Executive teams who followed, the Association has grown from strength to strength working with Careers Advisers in schools across NSW and the ACT. We changed the name of our association at the end of 2011 to recognise the agreement to include ACT schools within our Association. As I near the completion of my 21st year on the Executive I continue to marvel at the changes in our role as Careers Advisers while other elements manage to remain the same.

Our membership has continued to grow reaching record numbers once again this year surpassing 800 members and still growing. Part of the accolades for this growth has to be attributed to the voice on the end of the phone line or email. Alison is able to respond quickly to many queries and pass others directly to the Executive. The Executive would like to publicly thank Alison for her contribution to our Association and her thorough performance of the Executive Officer administration role. She brings a wealth of skills, attributes and knowledge to the Executive, making our positions easier and the growth in membership possible.

CAA's Annual Conference has continued to grow rapidly since we implemented changes to the format of Conference in 2011. We have achieved record numbers again this year with 340 Careers Advisers registered to attend. We are pleased to advise that after considerable work by the Executive, and in particular Jenine Smith, the CAA Annual Conference and Pre-Conference Activities in 2015 are now BOSTES (NSW Institute of Teachers) registered and accredited courses. Pre-Conference Activities Thursday 22 October 2015 and Annual Conference on Friday 23 October 2015 will achieve 7 hours for each day.

The Careers Advisers Association of NSW & ACT Inc. through the Professional Teachers' Council NSW-Board of Studies, Teaching and Educational Standards (BOSTES) (formerly the NSW Institute of Teachers) as the endorsed provider of Institute Registered professional development for the maintenance of accreditation at Proficient, Highly Accomplished, and Lead levels. The endorsement is for:

- All Standards of the Australian Professional Standards for Teachers at the level of Proficient and Highly Accomplished;
- Standards 1-7 of the Australian Professional Standards for Teachers at the Lead level.

I would like to thank the CAA Executive Committee for their dedication and commitment to achieving this for our members, and in particular, Jenine Smith (CAA Communication Officer) for her extensive work in completing the requirements to allow CAA to achieve this endorsement.

CAA has organised and funded 5 Professional Development events in 2015 which have been offered free to CAA members. The first of our free Professional Development days was held at Orange on the 23rd March 2015. We had a good representation of members from the area in attendance on the day.

A range of topics were addressed including general industry changes in careers and occupations, choosing between work and training options, life skills and employability, and working with disabilities.

We then moved much further north for a Professional Development day at Kingscliffe TAFE on May 8. This event covered topics including the changing employment environment, assisting students with career choices, and interactive demonstrations in automotive and other areas. This event was well-attended by local and regional Careers Advisers who travelled with their Networks to attend.

CAA also funded a "Study in Victoria" information session on the 25th May 2015 at Monte Sant Angelo Mercy College, North Sydney where Careers Advisers heard from VTAC and the University of Melbourne.

Our biggest attended free Professional Development seminar for the year was at Macleay College Surry Hills on 3 August, where we looked at "New Frontiers and New Careers in Journalism and Advertising". Over 50 Careers Advisers attended this CAA funded event.

Following interest from members, CAA also funded a VTAC Information Session for Careers Advisers on 18 August 2015 in Wagga Wagga.

CAA is committed to offering free and subsidised Professional Development opportunities to members to assist them with complying with BOSTES and the Australian Career Development Practitioners Standards.

We had over 70 new Careers Advisers in attendance at our New Careers Advisers Day in Sydney.

It is interesting to see how this event has evolved over many years. We used to hold this event bi-annually, with approximately 20 to 30 Careers Advisers in attendance. For the past 3 years, we have held this event annually and have had over 70 in attendance each year. What will happen next year?

The Executive of CAA is trialing a new initiative to assist some members in remote areas with their travel and accommodation costs to attend the CAA Conference in October this year. The initiative was well-received and over 30 Careers Advisers applied for the Remote Grant. The result was that 13 members from remote areas such as Inverell, Wilcannia, Merimbula, Cobar and Glen Innes were provided with financial assistance to attend the CAA Conference. Financial assistance extended to things such as flights and accommodation, with delegates still being required to pay the Conference registration fee and other expenses such as meals. The purpose of this grant was to assist members who are in far remote areas and who often have increased costs due to their geographic isolation. It is hoped that an initiative such as this will continue again next year and therefore encourage other Careers Advisers from remote areas to take the opportunity to attend Conference and increase their professional development and networking opportunities.

In 2015, CAA made available up to \$2,000 per Network for Careers Advisers to undertake a Professional Development activity with their Network. The purpose of this grant is to assist members achieve their ongoing professional development requirements - both through CAA, BOSTES and the Australian Standards for Career Development Practitioners. As at August 2015, the Association paid \$21,308 to Networks for these professional development grants.

2015 saw some changes with the registration of Career Development Practitioners at the National level. The Career Industry Council of Australia ("CICA") represents a broad range of Career Development Practitioner Associations Australia-wide. Career Development Practitioners seeking National recognition under the Professional Standards for Australian Career Development Practitioners ("Standards") may now apply directly to CICA for endorsement under the Standards. Registration with CICA is optional and endorsement under the Standards is not currently a mandated requirement for working as a Careers Adviser in a NSW or ACT high school. CICA Registration is at three different levels - (1) Affiliate; (2) Professional; (3) Certified Leading Professional. Conditions and annual fees apply.

The Executive of CAA trialed a new fundraising initiative this year. Tertiary providers paid to submit a flyer to be included in a mail-out to members. This proved to be a popular initiative, and we conducted two mail-outs for this purpose. We thank the Special Education unit at Picton High School for their work to collate and package these mail-outs.

I would like to publicly thank the Executive of the CAA for their continued work for the Association. Their wealth of knowledge and experience and the support they provide me in my role as President is exemplary.

I look forward to meeting many of our members at the Conference as we enjoy the celebration of our ruby anniversary.

Yours in Careers

Sue Sundstrom

President CAA NSW & ACT 2015



AUSTRALIA'S PREMIER INDUSTRY-FOCUSED COLLEGE

- Specialised Diploma and Degree courses in Business, Journalism and Advertising
- Small interactive classes taught by lecturers who work in the industry
- Compulsory internships mean students graduate job-ready with more diverse career opportunities than ever before
- No need for UAC, students can apply direct!



MACLEAY COLLEGE
Your Life's Calling

1300 939 888 or macleay.edu.au

Notice of Meeting to Establish CAA

State-wide Conference of Careers Advisers 28th June, 1975.

Dear Colleague,

Throughout 1974 In-service courses in Careers Advising were held in several Metropolitan and some Country Areas. At each course, teachers concerned with careers advising, expressed an urgent need for additional opportunities to meet together to discuss mutual problems and to further develop their skills and knowledge in the field of Career Guidance. The formation of an Association of Careers Advisers was also mentioned as an essential pre-requisite for the improvement of the careers advisory service to secondary school students. With this intention in mind, a State-wide Conference of Careers Advisers was held on 9th-10th December, 1974, at the University of New South Wales.

This conference was attended by over two hundred teachers from both government and independent schools as well as by representatives from other groups interested in this area of education. In the final session, a resolution was passed that an Association of Careers Advisers be formed and an Interim Committee was elected to prepare a draft Constitution for the new Association.

We, the members of that Interim Committee now have pleasure in inviting you to attend a special Conference to be held at the Central Lecture Block at the University of New South Wales on Saturday, June 28th. Details of the programme are as follows:-

- | | |
|------------|--|
| 9.30 a.m. | Report of the Committee elected at the previous conference to prepare for the establishment of an Association of Careers Advisers. |
| 10.00 a.m. | Area workshops to discuss the proposals put forward and to formulate suggestions regarding area organisation. |
| 11.00 a.m. | Morning Tea. |
| 11.30 a.m. | Detailed Discussion and voting of the Constitution. |
| 12.30 p.m. | Lunch |
| 2.00 p.m. | Elections, followed by the First Annual General Meeting of the new Association. |

The Conference Chairman will be Mr. N. Jenkins, Assistant Director, Division of Guidance and Special Education.

Enclosed please find a copy of the draft Constitution, which you are invited to study and bring with you to the Conference. The Conference has been approved as a recognised In-service course, and application to attend should be made, as soon as possible, to your local Area Services Officer. Closing date is Friday 6th June, 1975.

On the day of the Conference, lunch will be available at the Science Cafeteria.

We look forward to meeting you on Saturday, June 28th.

Mrs. J. Howard	Careers Adviser	Northmead High School
Mr. P. Kristofferson	Careers Adviser	Pennant Hills High School
Mr. A. Litchfield	Careers Adviser	North Sydney Boys' High School
Mr. M. Robertson	Careers Adviser	Berkeley High School
Sister M. Rose	Student Counsellor	Santa Sabina College,
Miss M. Gambley	Vocational Adviser	Strathfield, Div. Guidance & Spec. Ed.
		Nth Sydney.

PAST PRESIDENTS

1975-1976 Jo Howard

1976-1978 Angela Glover

1978-1979 Graeme McKenzie (deceased)

1979-1983 Beverley Bower

1983-1986 Judy Sims

1986-1987 Greg Hyde

1987-1988 Narelle Calphy

1988-1990 Sandra Cormack

1990-1991 Robyn Graham

1991-1995 Robyn Townsend

1995-1996 Cherylle Stone

1996-2000 Jill Lummis

2000-2008 Mike Geeves

2009-present Sue Sundstrom

1978-79



Graeme McKenzie

1979-83



Beverley Bower

1983-86



Judy Sims

1988-90



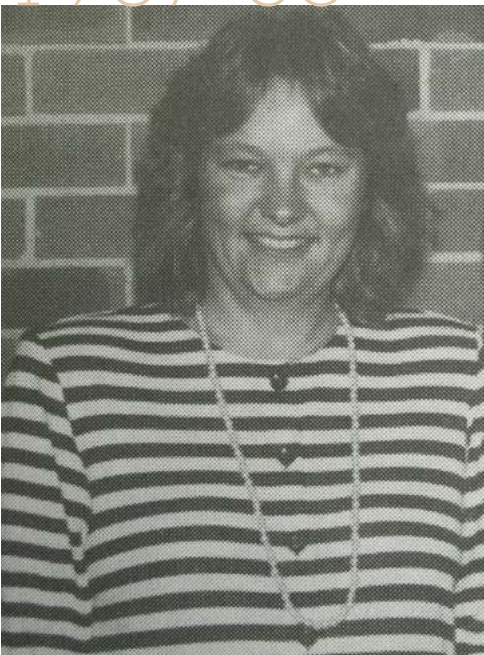
Sandra Cormack

2000-08



Mike Geeves

1987-88



Narelle Calphy

1990-91



Robyn Graham

1991-95



Robyn Townsend



The Careers Advisers Association 40 Years On - *A Retrospective*

*Written By Margaret Gambley,
CAA Founding & Life Member*

Some forty years ago, an intrepid group of Careers Advisers gathered on a Saturday morning in the cold draughty central lecture block at the University of New South Wales. Their purpose was to consider a draft Constitution for a proposed Careers Advisers Association.

They would have been gobsmacked if, with the blessing of foresight, they could have known what would lie ahead for their fledgling professional association.

While there was much grass roots enthusiasm for an Association, some would have wondered whether it would survive in the long term, given the turbulent educational, social and political times ahead.

But survive it did and as one of that original group, I never cease to be amazed at its success and to marvel at the quality and high standards of its professionalism. Now forty years later, it is no exaggeration to say that the CAA has exceeded our wildest expectations.

How Did That Meeting Come About?

Throughout 1974, Commonwealth funding (Thank you, Gough!') made it possible for short in-service courses to be held for Careers Advisers across the State. These gatherings were the catalyst for the eventual formation of an Association. As they met together in groups, Careers Advisers came to realise that most of their interests and concerns were shared, irrespective of whether they were working in government, non-government, city or country schools. What they needed was a mechanism to consolidate their views and enable them to speak with a concerted, strong voice.

So, in December 1974, a State-wide Conference of over 200 Careers Advisers was held in Sydney (again, thanks to Gough!') at which it was resolved that an Association should be formed and a representative committee elected to draw up a draft Constitution.

The interim committee consisted of:

Jo Howard, Careers Adviser,
Northmead High School;

Peter Kristofferson, Careers Adviser,
Pennant Hills High School;

Arthur Litchfield, Careers Adviser,
North Sydney Boys High School;
Michael Robertson, Careers Adviser,
Berkeley High School;
Sister Mary Rose, Student Counsellor,
Santa Sabina College Strathfield;
Margaret Gambley, Vocational Adviser,
NSW Department of Education.

What Happened Next?

You've guessed it! The draft Constitution was adopted on that bleak Saturday morning and the inaugural Executive Committee was elected:

President: Jo Howard

Secretary: Michael Robertson

Vice President: Non-Government Schools:
Judy Stinson

Treasurer: Lyall Wood

Communications Officer: Peter Kristofferson

Executive Members: Dick Audley,
Arthur Litchfield, Graeme McKenzie,
Sister Mary Rose, Jan Stone, Maureen Tasker.

How Did That First Year Go?

Jo Howard in her President's Report to the Annual Conference in 1976 describes the success and setbacks of that first year. The biggest difficulty was the turnover in 7 Executive positions brought about by promotion and personal circumstances. It needs to be remembered that at the time, the appointment of Careers Advisers was at the discretion of the Principal and for many, occupancy was short term and determined by timetable contingencies. Not surprisingly, this ad-hoc approach to Careers Advising affected the stability of the inaugural Executive Committee. In acknowledging the work of the remaining members "who had to carry the

burden", Jo wrote, "I would like to thank them for their enthusiasm, their willingness to share the task, their loyalty to the cause and the good nature with which they have tolerated the occasional breakdowns of organisation."

Sounds familiar? I am sure these same sentiments could just as easily been expressed by our current President, Susan Sundstrom, or any one of the past CAA Presidents in acknowledging the commitment and hard work of their Executive teams.

Although membership at the end of that first year was still very small (70), significant steps had been taken to establish a network of regional and district branches. The Executive considered these a priority, as members were aware that the most effective support services for Careers Advisers needed to be provided at the local level. To this end, four city and three country branches had been established and were active in holding regular meetings and organising collaborative events.

As a result, Careers Advisers reported that with the advent of the Association, they no longer felt isolated and through sharing ideas and information were able to propose local solutions to common problems.

In her closing remarks, Jo expressed her belief that "We will be able to build the Careers Advisers Association of NSW into a truly representative, vocal and influential professional Association where teachers from city and country, State and non-State schools, working together, will eventually provide the very best in Career Education for the children of this State."³

Are we there yet?

Margaret Gambley

CAA Founding and Life Member

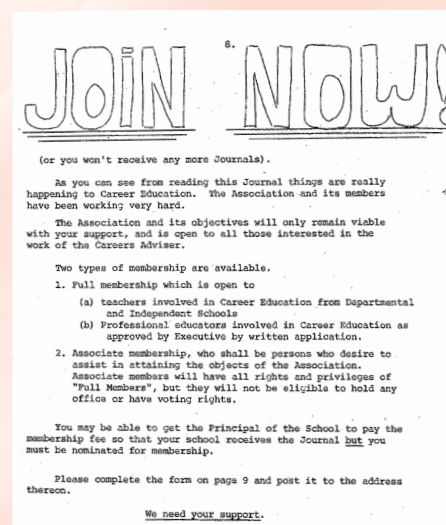
¹ The Whitlam Government's introduction of Commonwealth funding for the professional development of teachers was contingent upon courses being open to participants from both Government and Non-Government Schools. This meant that from the very beginning, the Association's bipartisan collaborative ethos was established.

² The Whitlam Government's introduction of Commonwealth funding for the professional development of teachers was contingent upon courses being open to participants from both Government and Non-Government Schools. This meant that from the very beginning, the Association's bipartisan collaborative ethos was established.

³ Jo Howard's first annual report was typed on foolscap paper and duplicated on a fordisgraph machine! Evidence of a by-gone era and the extent of the technological change we have lived through.

Trying Times and Crusading Vision: 'How the first CAA Journal still Resonates today.'

by Greg Baird



Term II 1976 'From the editor, (Jo Howard of Leichhardt High), The Journal of the Careers Advisers' Association of NSW' was launched 'This is our first CAA journal – coming ready or not.'

Despite this less than confident introduction the President's message is anything but. The thirteen point proposal reads like a manifesto with vibrant currency and vision. For some points there seems to be heroic prophecy for others they echo present truths still in urgent need of a voice. A mandate from the past to secure the future of what so many of us believe is the 'best job in schools.'

There is clear recognition of the need to depart from traditional direction of students into 'suitable' occupations. There is visionary regard for selection and training of Careers Educators and interestingly these professionals are referred to as Career Counsellors (CC), rather than the title more commonly used today, Careers Adviser (CA).

In this journal there is a concerted effort to embrace the need for standardising of the CC role. This includes mention of the universal necessity of the role, the access to classes and hence all students, the standardisation of training and the ratio of CCs per student in schools (Pengly). This was clearly being led by a DET imperative that included two CAA executive being elected onto the Teachers' Federation on the syllabus committee in Careers and Guidance which advised the Secondary Board and Board of Senior Schools Studies. It is with this revolutionary spirit that we are inspired to maintain our efforts to assert the need of the role of Careers Adviser today.

Careers in SPACE – (Some Proposals for the Advancement of Careers Education)

This is an eighty page report designed to focus on what Careers Education is and isn't. It looked to evidentially and analytically focus on the profession in the past and present with a future focus (10 Year plan). It widened its approach to study five western nations to validate the CC role both ethically as well as financially.

Training

Clearly training has come a long way from the aiming at one month training and whilst there was a projected Bachelor of Welfare, sadly this vision has not survived. CAs today are often teachers who have retrained for such varied reasons that such an analysis could easily provide a thesis on its own. In private schools training is unregulated and often optional. This is due to the fact that many principals still fail to value this role and its importance to the future of our youth. In many cases untrained, inexperienced teachers are entrusted with this role. Promotion for CAs remains, despite qualifications, a futuristic ideal. Many young educators shy away from this vocation because of this point.

Federal funds for CA courses seemed to provide hope of greater validation. This was realised for a time with scholarships for CAs to complete a Certificate course through tertiary studies. Unfortunately this funding has dried up and the impetus lost.

Early Membership

There is a clear voice throughout this piece reflecting a revolutionary imperative. This is evident in the call for membership at the princely sum of \$10 per year: **'no-one ever fought a battle without funds.'**

24.

TERM III.

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2. Leavers cards removed for Terms I and II.
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- useful to put chart up with dates, 7 - 10 days before closing date.
4. Continue interviews with Year 10 potential leavers (if time).
5. You will need to leave as much time early Term III for Year 12 interviews.
6. Explanation to Year 11 of pre-requisites, aggregates, scaling etc.
7. Hand out sheets, Advice to School leavers.
8. Assist Year 1 to complete all application forms.
9. Do all things not completed Terms I and II.

Good luck!

2.

A MESSAGE FROM THE PRESIDENT.

Dear Colleagues,

It looks very much as though 1976 could be the year it all happens - the year careers education really gets off the ground in this state. Those of you who were able to attend annual conference in June probably noticed that unmistakable feeling that we really were at last on the brink of great developments..

In case you have missed what has been happening, you may be interested to note the following progressive moves which have been made this year.

1. In February this year, Mr. Buchan sent out a letter to principals which acknowledged the need to reassess the role of the careers adviser which had not, in general, officially changed since 1961. In particular, the letter stresses that career choice is a developmental process and that the traditional concept of the careers adviser "directing" students into "suitable" occupations was not in keeping with modern theories of careers guidance. The letter supports the concept of "careers education" for students over a period of time, embracing such techniques as career lessons, work experience, excursions, interviews, guest speakers, films and careers nights. This changes the concept of what careers is all about and it is very encouraging to find support from the "top".

The letter goes on to reaffirm the department's policy on staffing and time allocation and serves as a reminder that staff are to be selected on the basis of suitable academic qualifications, experience in the world of work, personal suitability, organisational ability and interest in career education.

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Resources

The crusading spirit continues with a Resource Guide that provides a snapshot of the mid - 70s Career Resource room. There is a concerted effort to provide current material on a variety of vocations including acupuncture and the role of the naturopath. The 'modern' 70s Careers Room display method was described as ring binder folders and cassette tapes.

Surviving Perceived Antagonism Towards the Role of the Career Counsellor (1976)

The final article of Volume 1 No 1 1976, was: 'The Careers Counsellor and his Publics: A Problem in Role Definition provides an interesting analysis of the profession by T.J. Pengly the CA at Endeavour High School.' It seems that opinions are mixed even amongst students. Students were perceived to see the value in their career advice but prefer other teachers for counselling purposes. Sadly, there is even antipathy from the teaching staff: These range from '**tolerating**' them and seeing them as an '**ancillary service and... therefore expendable.**'

The opinion of Administrators is depicted as being particularly unfair as evidentially represented in the variety of tasks that CCs were

expected to fulfil. In their view they were seen as a 'jack of all trades - master of none' and not producing the requisite number of 'cures.' It would seem these 'cures,' were measured by parental expectations regarding the '**right**' choices of their children and the subjugation of the individual to the 'parental demands.'

As far as the general public are concerned there was the perception in this article that CCs were responsible for providing the required number of workers for the specific number of jobs needed by society. Pengly concludes that, in society's view, the CC should '**... coerce and seduce students into taking the much wanted maths and science concentrations to qualify for the best tertiary education.**'

Often this would mean making square pegs fit into round holes. It is interesting that '**The Square Peg,**' was in fact one of the names considered for this journal, and the future '**Prospects.**'

The advice heading for the 21st century in this first journal was: that CCs establish an identity and expected roles in the school 'and stick to it;' that they open lines of communication with 7-12 and market it; that careers are an individual choice, as it is a '**... process not an event;**' and finally,

that Careers tap into the community as Career Advice is clearly wider than the school community. It is sad to think that in 2015, in our litigious world, that CAs are reconsidering their position on Work Experience. We need to work to further our footprint in the wider community not retract from it. This is the clear vision evident in this early journal.

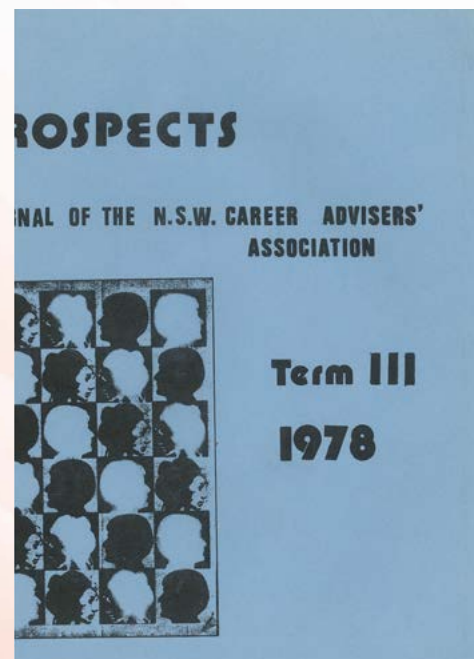
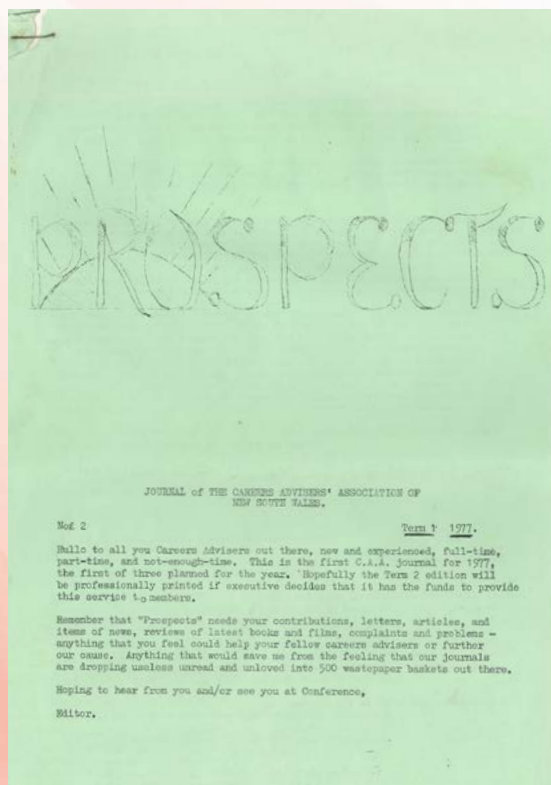
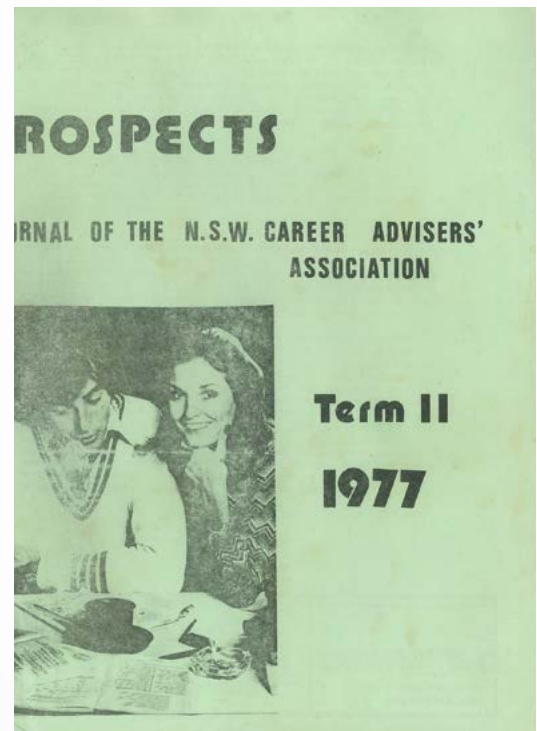
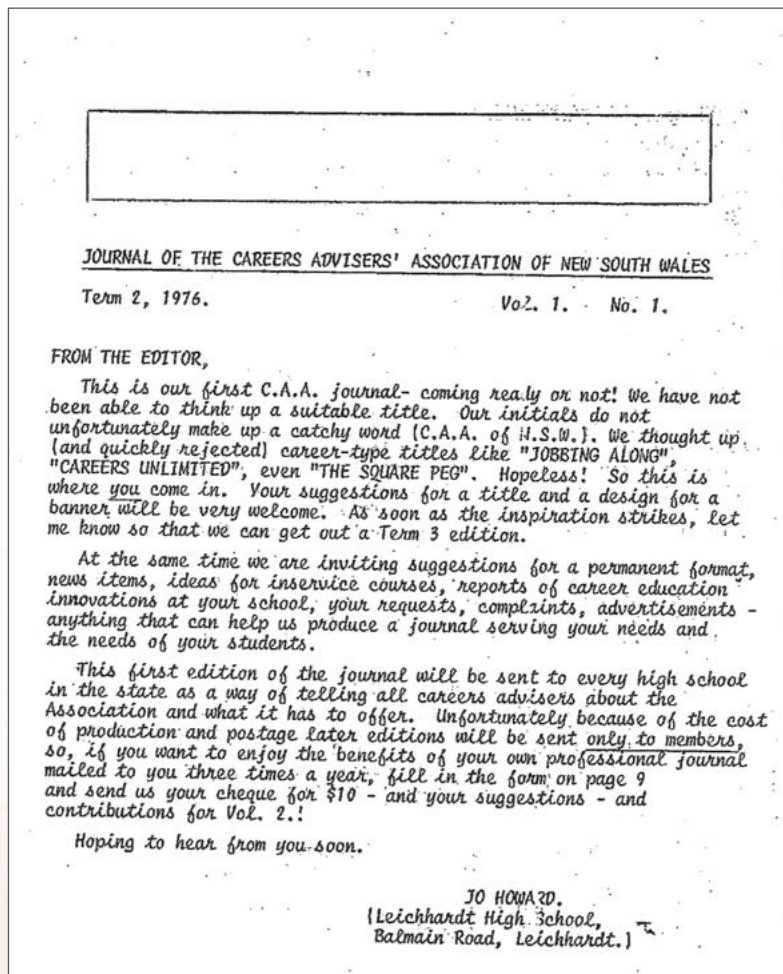
Summation

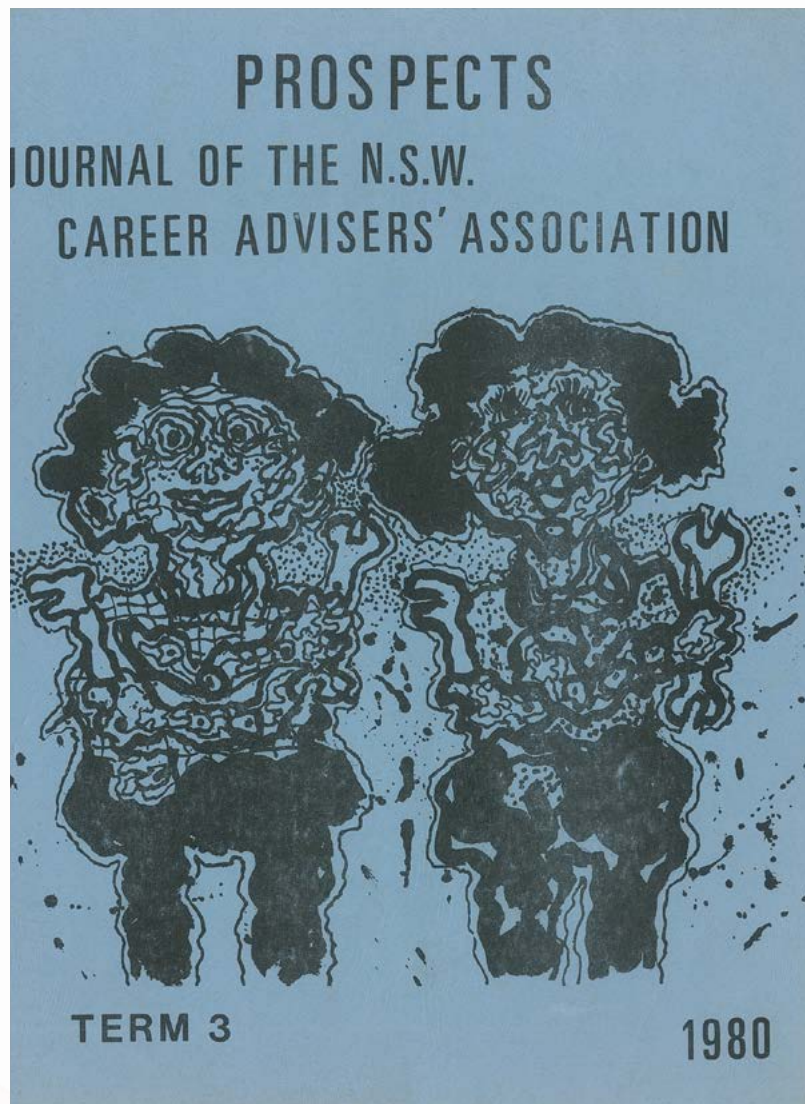
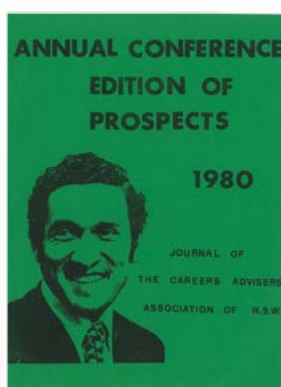
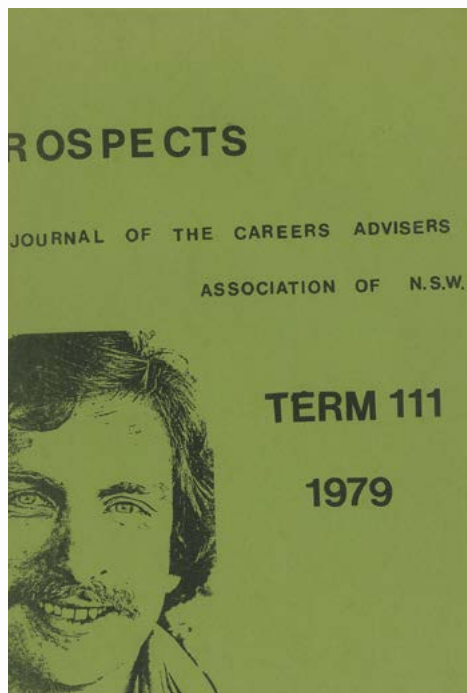
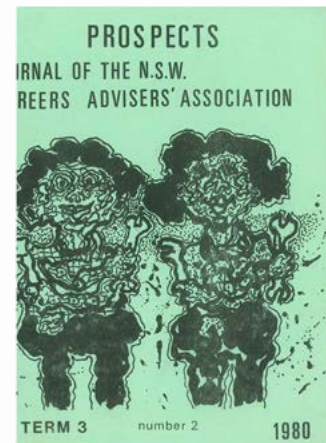
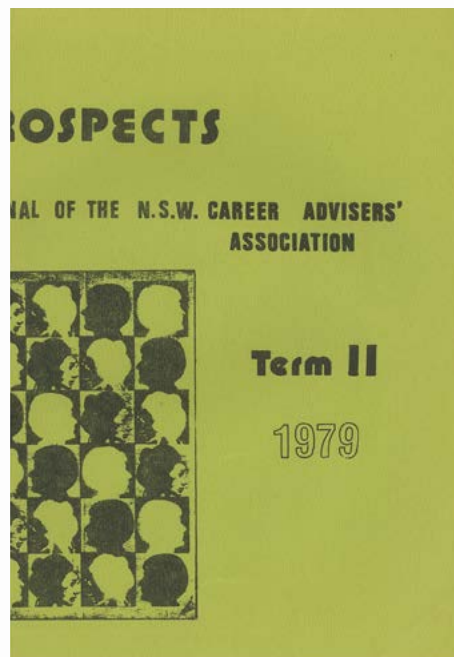
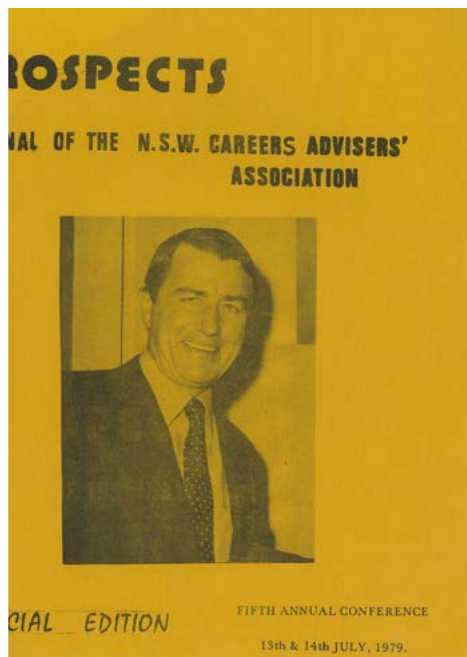
In looking back we are informed of our origins and the vision that existed forty years ago when our profession was in its infancy and led by people of passion and vision. The legacy and voice of these articles in our first journal have relevance and value to all CAs today. Their purpose and indomitable spirit are needed no less today as we face similar challenges in our profession for legitimacy and respect. The vision of a profession focussed on the individual, their talents and desires is part of the legacy of the pioneers who helped pave the way for our profession. It was, and is, a vocation that is focussed on the future of our youth and as such is of vital importance and should continue to inspire Careers Advisers as we enter our fifth decade together.

Greg Baird

CAA Secretary

Past Prospects Covers





COVER

TECH. COLLEGE

TERTIARY ED.

CAREER

OPPORTUNITY

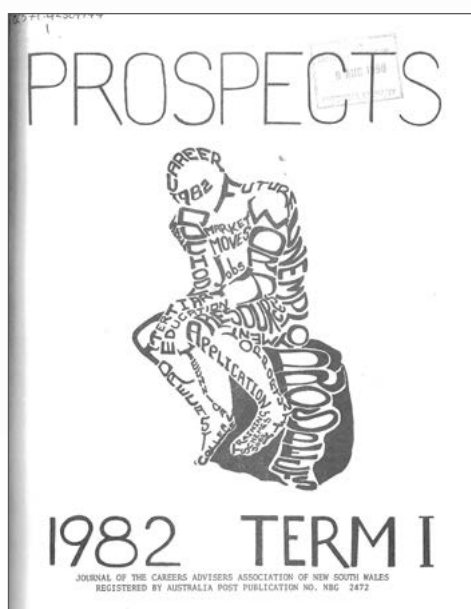
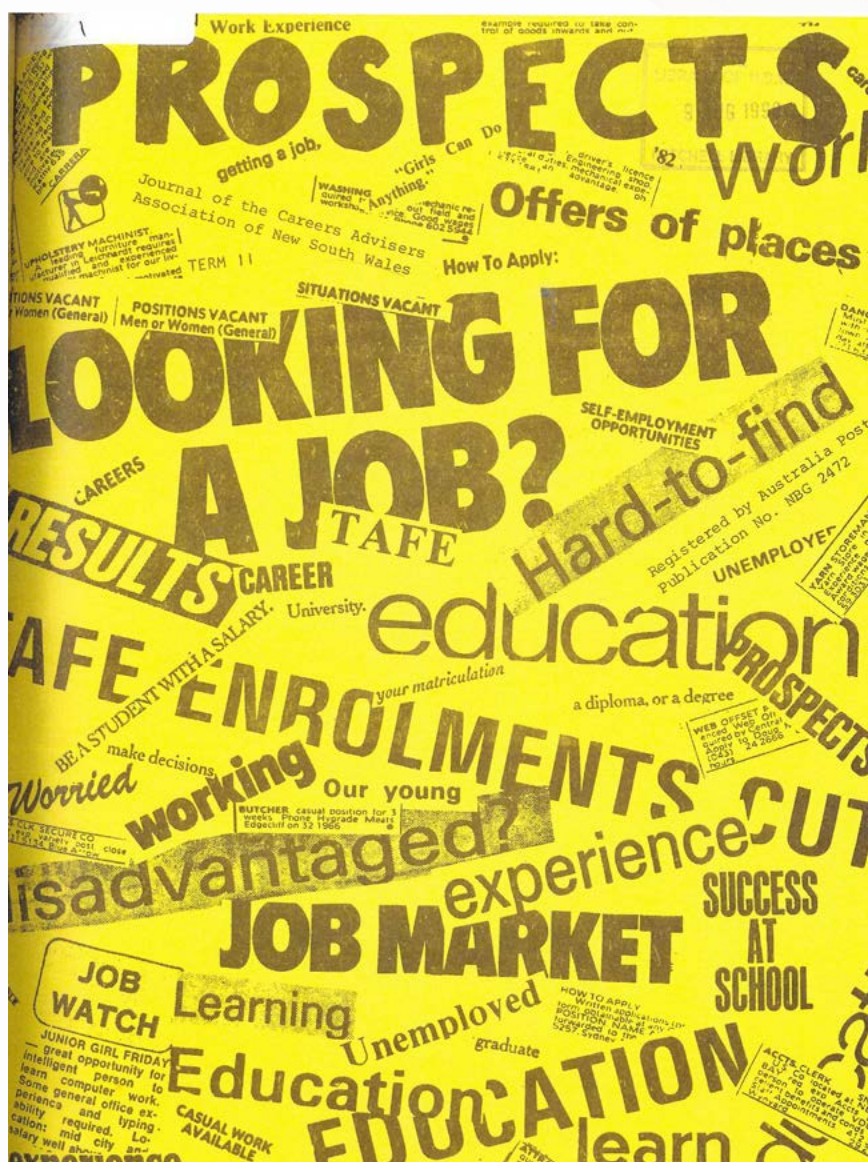
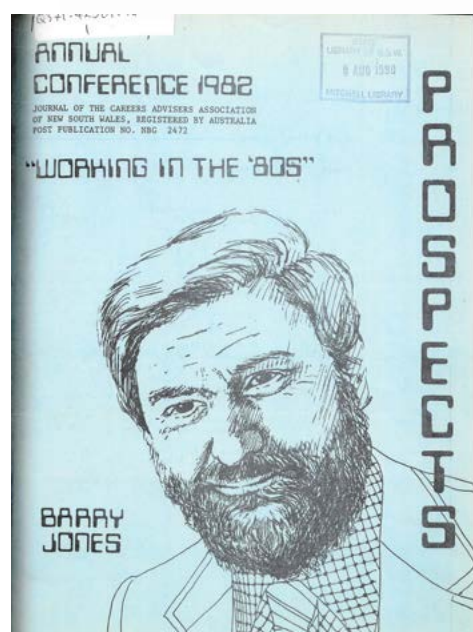
UNEMPLOYMENT

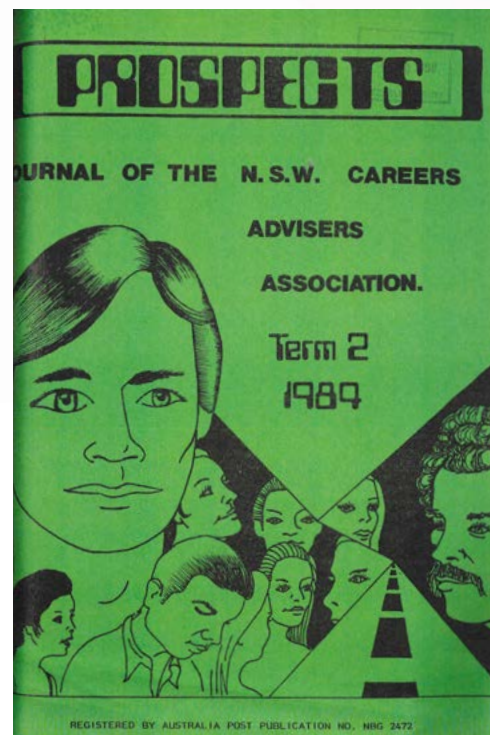
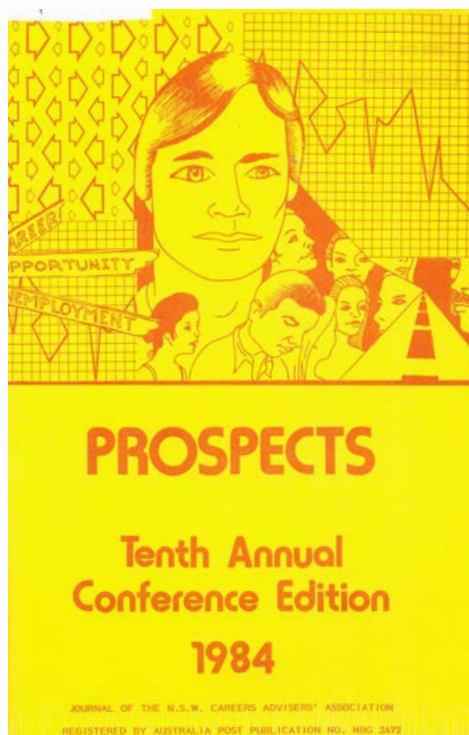
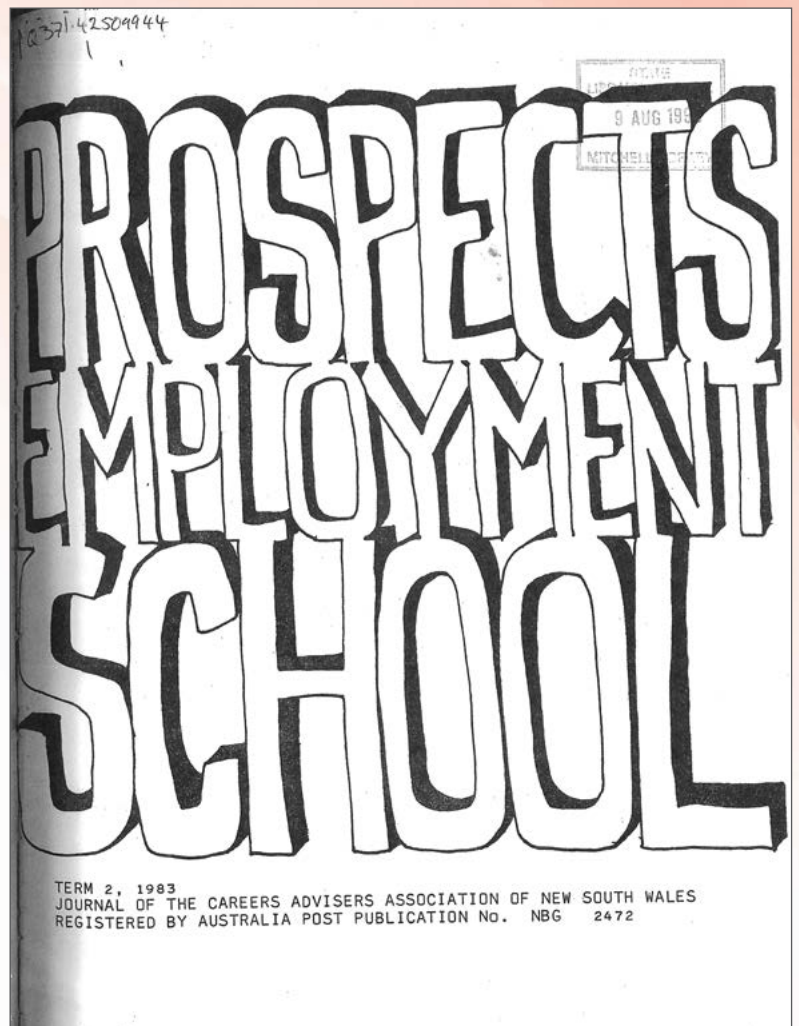
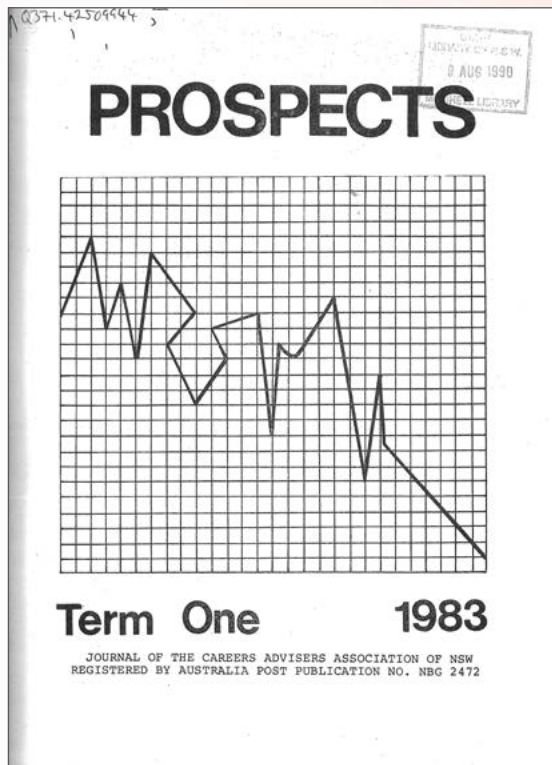
PROSPECTS

Term 3

1981

JOURNAL OF THE CAREERS ADVISERS ASSOCIATION OF NEW SOUTH WALES
REGISTERED BY AUSTRALIA POST PUBLICATION NO. NRG 2472





CAA ANNUAL CONFERENCE

VENUES & THEMES



YEAR	VENUE & THEME	KEYNOTE SPEAKER/S	CONVENOR
2015	Dockside Cockle Bay (39th)	Jackie Furey	Alison Muscat
2014	Dockside Cockle Bay (38th)	James O'Loughlin	Alison Muscat
2013	Dockside Cockle Bay (37th)	Glenn Singleman & Heather Swan	Alison Muscat
2012	Dockside Cockle Bay (36th)	Adam Spencer	Alison Muscat
2011	Liverpool Catholic Club (35th) "The Great Divide - City and Country"	Gail Whiteford, Pro-Vice-Chancellor - Social Inclusion, Macquarie University	Lyn Camp
2010	Manly Pacific (34th) "Reach for the Stars - Pathways to Everywhere!"	Mark McCrindle MA, BSc (Psychology), QPMR; Social Researcher & Trends Expert, McCrindle Research	Lyn Camp
2009	Novotel Hotel Northbeach, Wollongong (33rd)	Ita Buttrose	Lyn Camp
2008	Star City (32nd)	Ian Kierney & Steven Bradbury	Lyn Camp
2007	Novotel Hotel Northbeach, Wollongong (31st)	Gordian Fulde	Lyn Camp
2006	Sydney Olympic Park (30th) "Broadening Horizons - Working & Studying Overseas"	Ian Lesley	Lyn Camp
2005	Sydney Show Ground & Novotel Homebush (29th) "The Changing Face of Career Education / That's Entertainment"	Pat Farmer for Brendon Nelson, Minister Ed. Science & Training; Sue McLean for Carmel Tebbutt, NSW Minister for Ed. & Training; David Berthold, Artistic Director Griffin Theatre Co	Lyn Camp
2004	Menzies Hotel Sydney (28th) "Working for the Public Purse-Careers in Government"	Keith Suter, Senior Fellow Global Business Network Australia	Lyn Camp & Judi Dowdell
2003	University of Newcastle (27th) "Reinventing Careers- A Change is as Good as a Holiday"	Susie Maroney, Marathon Swimmer	Lyn Camp & Judi Dowdell
2002	Hilton Hotel Sydney Airport (26th) "Workforce 2005-All About Science Technology & Sport"	Lynne Bezanson, Executive Director Canadian Career Development Foundation	Lyn Camp & Karen Pisk
2001	Hilton Hotel Sydney Airport (25th) "Breaking the Barriers-School to Work"	John Coutis, founder of Because We Can & author of From the Ground Up	Lyn Camp & Karen Pisk
2000	No Conference - 2 days of Professional Development at Penrith Panthers due to Olympic Games "Back to Basics"	Dr Ian Paterson, Educational Consultant & Paul Baker, Morgan & Banks	CAA Executive
1999	Fairmont Resort, Blue Mountains (24th) "Celebrating the New Millennium"		Karen Pisk

1998	Novotel Brighton Beach (23rd) “Saving the Planet-Sustaining the Future”	Alex Gordon, Policy Officer SEDA (Sustainable Energy Development Authority)	Karen Pisk
1997	International College of Tourism and Hotel Management, Manly (22nd) “PCs and CVs - Technology in Career Education”	Nabeel Youakim, Microsoft	Miriam Cheung
1996	Gazebo Parramatta (21st) “Options & Opportunities - A Real Choice for All”	Christopher Puplick, President NSW Anti-Discrimination Board	Miriam Cheung
1995	Gazebo Parramatta (20th) “Career Education: Aspirations, Choices, Realities”	Dr M. Carr-Gregg, Centre for Adolescent Health, Melbourne	Cherylle Stone
1994	Ramada Hotel North Ryde (19th) “Career Education: A Quality Choice”	Professor Michael Hough, Uni Wollongong	Robyn Townsend
1993	Rooty Hill Resort (18th) “A Cultural Perspective to Career Planning - Translating Biligual Skills into Career Opportunities”	Joseph Lo Bianco, National Languages & Literacy Institute of Australia Ltd	Robyn Townsend
1992	Waratah Inn Parramatta (17th) “Career Education - Changes, Choices and Competencies”	Peter Ellyard, Commission for the Future	Yvonne Hardy
1991	Curzon Hall & Laboure Centre Marsfield (16th) “Communicating Careers”	Hugh McKay Centre for Communication Studies	Yvonne Hardy
1990	Curzon Hall (15th) “Training for a New Era - Changes and Challenges”	Lyndsay Connors, Chair Schools Council	Yvonne Hardy
1989	Curzon Hall, Marsfield & Trinity Chapel, Robert Menzies College (14th) “The Changing Nature of the Workplace”	Laurie Carmichael, Assistant Secretary ACTU	Sandra Cormack
1988	Robert Menzies College, Macquarie University (13th) “Career Education and Business - Forging the Links”	Dr Ken Eltis, Director, Studies, Dept Ed.	Sandra Cormack
1987	No Conference Held (due to change in NISEC funding and lack of convenors)		
1986	Robert Menzies College (12th) “Career Education - Exploring the Post School Options”	Dr Denis Davis, Director Centre for Research in Ed.	Jo Howard
1985	University of NSW (11th) “Career Education - Meeting the Needs of Youth”	Kay Schofield, Head TAFE Womens Coordination Unit	Judy Simms
1984	University of NSW (10th) “A Decade of Career Education - The Foundation for the Future”	Ross Gittens, Economic Editor, SMH	Beverley Bowyer
1983	University of NSW (9th) “Towards 2000”	Rosemary Foot, Deputy Leader of Opposition, NSW	Beverley Bowyer
1982	University of NSW (8th) “Working in the 80's”	Pat Kennedy for Barry Jones, Shadow Minister Science & Technology	Beverley Bowyer
1981	University of NSW (7th) “Post School Options for Students”	Dr K McKinnon, Consultant, Dept. Home Affairs & Environment	Ray Wildman
1980	University of NSW (6th) “Career Education in the Changing Curriculum”	Ron Parry, Under Secretary Ministry of Education	Ray Wildman
1979	University of NSW (5th) “Career Education - The Challenge in the 80's”	Keith Windshuttle, lecturer NSW Institute of Technology	Ray Wildman
1978	Macquarie University (4th) “Career Education - New Directions”	Margaret Gambley, Division of Guidance & Special Education	Graeme McKenzie, Judy Stinson, N. Oakley
1977	Macquarie University (3rd)	Professor Bill Ford, Behavioural Sciences UNSW	CAA Executive
1976	Koala Motel, Sydney (2nd)	Alf Hinshaw, Principal Guidance Officer, Division of Guidance & Special Education	Jo Howard & Graeme McKenzie
1975	University of NSW (1st) “Establishing a Careers Association”	Norma Jenkins, Assistant Director, Division of Guidance & Special Education	Margaret Gambley

LOWER NORTH COAST CAA - NETWORK HISTORY

Neil Locker, Joanne Cavanagh and Linda Drenkhahn LNCCAA

Our local Network started in 1980 when we first had full time Careers Advisers at local government high schools. We started with Bill Kneipp (Wingham High), Alan Martin (Chatham High), Neil Locker (Taree High), Vicki Jansen (Forster High), David Lister (Wauchope High), Brian Sams (Port Macquarie High) and Mike Thrush (Kendall Central Central). A few years later, John King (Kempsey High) and Ro Shaw (Melville High) joined us.

In 1980 we were part of the North Coast Careers Advisers Association with President (Alan Martin), Secretary (Bill Kneipp) and Treasurer (Neil Locker). However the North Coast Careers Advisers Association was geographically too large and we could only have meetings once a year. Thus we formed the Mid North Coast Careers Advisers Association which is now called the Lower North Coast Careers Advisers Association. Bill Goldie (Lismore HS) then became the President of the North Coast Careers Advisers Association.

Locally we have been meeting once a term since 1980 and supporting each other. These meetings provide us with a sense of 'faculty'. They are an opportunity to bring in guests from TAFE, Universities and local industry as well as to participate in industry visits. Initially our Taree group used to organise a huge Careers Market in Taree and all the schools from Kempsey to Forster would attend. This was at the showground and involved

approximately 200 exhibitors and local service clubs: Rotary and Apex. Then in the early 80's Brian Sams and Dave Lister came up with the idea of a Tertiary Expo. We thought this was a great idea and a better concept as we could see the deficiencies of the old Career Expos. All schools from Forster to Kempsey attended the Port Macquarie Tertiary Information Day. We believe that this concept was the first in the State and other areas followed. Brian Sams and Dave Lister also organised a huge TAFE Expo that all the local schools used to go to Port Macquarie to attend.

In 1980 we started doing professional development tours out of our own money, creating the idea that still continues. Each year, usually in May, our group travels to visit Universities, private providers, TAFE, business and industry. In recent years we have been to Melbourne, Sydney, Canberra, Gold Coast and Brisbane. The aim is to help meet part of the annual Professional Development Requirements of Careers Advisers, to enhance perceptions of Careers Advisers about TAFE Career Options and pathways, provide up to date knowledge about changing work and industry environments, to familiarise and update Careers Advisers about various University campuses, and their course and scholarship opportunities offered, alternative entry pathways and accommodation options. Attending Careers Expos in Sydney and Gold Coast also allows us to see

examples of best practice with the view to improve our local expo. Our tours also meet various CICA Professional Standards of 2011. A highlight of our tours is always the networking that takes place, not just between ourselves but also colleagues in tertiary institutions, industry and those located in other regions. We have travelled in the past with Careers Advisers from the Hunter, Tamworth, Coffs Harbour and Northern Rivers/Tweed, Dubbo and Sydney.

Other notable accomplishments of our Network include the development of a document where work experience forms, with the privacy notice, were produced in triplicate then quadruplicate in 2001. These were adopted by many schools at the time. We also successfully lobbied UAC to include early entry in its publication, and we initiated the Dave Lister Memorial Scholarship at Westport High School for one student each year after his passing.

Our current Network includes all schools - DEC, Catholic and Independent from Bulahdelah, Gloucester, Great Lakes, Wingham, Taree, Camden Haven, Wauchope, Port Macquarie and Kempsey. We appreciate the support from the CAA of NSW and ACT, and congratulate you on your 40th Anniversary.

Neil Locker, Joanne Cavanagh and Linda Drenkhahn.

LNCCAA

NORTHERN SYDNEY CAREERS ADVISER NETWORK - MEMBER THOUGHTS

Gordon Doyle,
Epping Boys High School
Ryde Secondary College

I first came to the role of Careers Adviser in 1994. I'd been managing Work Experience programs for the previous three years and had developed a strong interest in Careers. The longer I've been on the job, the stronger that interest has become, and the more passionately I've come to feel about the crucial role of Careers Advisers in schools.

Initially without any formal qualifications for the role, I am forever grateful for the collegiality of many Careers Advisers. As a new Careers Adviser and at that stage, untrained, I would have found my role much more difficult had it not been for the willing and able support of people like Ivy Packham, Russell Summerhayes, Heather Dolton, Gary Hardy, John Kay, June Martinez, Noel Peters and many others. I will never forget the support I received from Liz Hilton, who in the mid '90's was responsible for marketing and student recruitment at the University of Wollongong. My very first attendance at a Careers Advisers seminar was at that fine university. As a newcomer, I must have stood out as a complete novice! Liz could obviously see that. She reached out to me and gave me more support than I can describe. In my experience, she is typical of the people in those roles, and typical of many of the school based Careers Advisers with whom I have been privileged to work over the years. I still regard Liz as an iconic figure and love the chance to catch up with her for a meal if she's free when I'm in Wollongong.

And where would we be without the CAA? Would it be the thriving, well managed, effective, professionally supportive association that it is without the work of Lyn Camp and since Lyn's retirement, the wonderful Alison Muscat? Maybe it would. But to be so, it would have needed others with the energy, focus and commitment that both Lyn and Alison have brought to the task. We owe them a very large debt of gratitude.

One of the difficulties associated with identifying people by name, is that there are so many in the Careers network I regard with admiration, respect and indeed, real warmth. What I can say without any shadow of doubt is this:

**it has been an enormous
privilege working as
a Careers Adviser.
I really wouldn't want
to do anything else.**

I'm very grateful for the experiences, the learning, the opportunities, including opportunities to be of service to others, for the collegiality, and for the genuinely good people that have come into my life because of my role as a Careers Adviser.

Gordon Doyle

Epping Boys High School
Ryde Secondary College

NORTHERN SYDNEY CAREERS ADVISER NETWORK - MEMBER THOUGHTS

Cathy Brown (retired)

I have found our Northern Nets invaluable for support, comradeship & professional development, particularly as there is usually only one CA per school; and so we are often not supported, nor is our role necessarily understood / appreciated, within our immediate work environment.

As our role requires constantly updating & disseminating a wide range of information, networks are a relatively efficient & time-effective way of finding a wide range of valuable info which would otherwise not be presented to us via the institutions' usual open days etc.

Networks perform a unique and invaluable role in professional development and mentoring of new CAs. ("it takes a network to raise a CA"?)

Re evolution, like any voluntary body it's waxed and waned – but never disappeared! I think that's because of the above reasons – it's too valuable to us all. For the same reasons, over the years it has been a wonderful team effort.

John Kay (retired)

I have always understood the strength of the CAA organisation lies in the attendance and active participation of the membership at regional/network meetings, where the benefits of networking is paramount.

One invaluable member in the Northern Sydney network is Gordon Doyle (ex Northholm Grammar) in his role as minutes Secretary, late 1990s - early 2000s. Gordon took on what many saw as a thankless, time-consuming job of last choice. In his unflappable, polite but firm way, he produced records of meetings easily accessible to those who were not in attendance. On many occasions he was an ambassador for his own school, offering it as a venue for these meetings.

The input of many "Gordons" means that the members take ownership of the Association through direct involvement in the decision making processes.



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TREASURER'S REPORT 2015



Kay Woodhams
Treasurer

The Association has come a long way in the last forty years.

In Prospects in 1982, the Association published its annual income for that year as \$6,287.66 with expenses totalling \$6,474.05! Fast forward to 2015 and we are looking at figures for both income and expenditure in excess of \$350,000 per year! Times have definitely changed!

From humble beginnings we have continued to grow with membership numbers exceeding 800 this year. In 1981, membership of CAA was \$10 per year.

With the increase in membership, there has also been an increase in the number of attendees at CAA funded professional development events.

We have also maintained our investigation into different avenues of raising funds and this year trialled a tertiary flyer mail out which has been well subscribed by tertiary providers. The funds raised from initiatives such as these allow the Association to continue to keep membership fees and conference registration fees the same without the need to apply any increases. There has been no increase to membership fees since they were set at the AGM in 2012, and conference registration fees have remained the same for 3 years and will remain so for 2016.

The Association is focused on spending funds on professional development initiatives to the benefit of our members. Almost all of our members have ongoing professional development requirements through BOSTES, NSW DoE, the ACTTED and the Australian Standards for Career Development Practitioners. CAA is committed to supporting members with these requirements. To this end, we funded five professional development opportunities in 2015 which were offered free to CAA members. We have also trialled a new conference funding initiative for remote rural members to assist them with the travel and accommodation costs of attending Conference. This was extremely popular, and we were able to provide funding to 13 members from remote areas. The professional development grant for networks was also highly subscribed this year, with over \$21,000 being paid to networks for professional development activities.

On a personal note, I have experienced a steep learning curve in my first year on the Executive. I would like to take this opportunity to recognise and acknowledge the Executive for their vision, hard work and commitment. They, together with fellow members of our Association have inspired me. The assistance I have received from our Executive Officer, Alison Muscat, has been immense and I would like to take this opportunity to thank her for her dedication, ability and patience. Her attention to detail and fiscal responsibility have resulted in our continued financial growth and strength.

The full financial statement and the audit report for 2014/2015 are included in the Notice of Meeting for the Annual General Meeting.

Kay Woodhams

Treasurer



PROFESSIONAL DEVELOPMENT REPORT

Liri Latimore
Professional Development Officer

Reviewing the Professional Development of Careers Advisers from back in 1976, we certainly have come a long way!

Fancy, back then, when the only official training was funded by the NSW Department of Education. It took much campaigning by the likes of people like Angela Glover to have provided a one week training course for Careers Advisers in NSW State schools! It was a steep learning curve then. I remember presentations by the 'Mother' of Careers Advisers, Margaret Gambley, and others such as Jo Howard in the venue near the Sydney Eye Hospital, Woolloomooloo. Careers Advisers came in from all around the State and we often stayed on late into the night, well after time, discussing and sharing our experiences. Even then we felt the need to be collegial and recognised that as individuals we were very much 'alone' in our schools but as an Association we had a strong bond.

Now, in our 40th year, the Professional Development (PD) of Careers Advisers reflects an incredible growth pattern which is ongoing and ever expanding to meet the needs of our members in NSW and ACT.

This year, for the first time, we have begun to align our PD with the BOSTES standards.

Thanks to our Communications Officer, Jenine Smith, who worked tirelessly on the rather long and involved process, we now have official accreditation for our 2015 Annual Conference by BOSTES!

As we develop more Professional Learning (PL) courses for Careers Advisers, we will endeavour to have them BOSTES accredited as well.

There are many opportunities for Careers Advisers in Sydney, Canberra and major centres in NSW to attend PD Days and/or courses provided by various institutions and

industries. CAA recognises that some Careers Advisers in outlying areas cannot get to these PD activities because travel time and costs are prohibitive, especially in smaller schools. In order to address these concerns, over the last few years we have been more proactive in supporting these Careers Advisers by organising PD courses in country locations in 2015.

In 2015 courses were supported and offered at the following locations:

TAFE Western Institute's Orange Campus on 23 March. Topics covered on the day included:

- **Changes in careers and occupations** – changes we can expect to see in the future.
- **Nature versus nurture** - Choosing between work and training options.
- **Cultural Values** – Indigenous views of careers and the world of work.
- **Strong not Tough** – How life skills in resilience improves success, quality and employability.
- **Working with Disabilities** – the impact on career choice, life styles and expectations.

TAFE Northern Institute's Kingscliffe Campus on 8 May. Topics covered on the day included:

- **The changing Employment Environment** – covering latest statistics and research of growth industries and changing job roles.
- **In Their Shoes** – an interactive demonstration where Careers Advisors were immersed in a real learning experience in 3 areas of TAFE vocational training. The sessions were designed to dispel myths around today's workforce and Careers Advisors took away a real understanding of these career paths.

Workshop areas included:

- **No longer grease monkeys** – today's automotive trades operate in sparkling clean, high tech workshops rather than the greasy workplaces of old.
- **More than just bed pans** – today's Aged Care is a vibrant workplace with a diverse range of career choice options.

The Executive have actively looked at increasing the number of PD days in country locations next year as a result of the positive feedback from Careers Advisers who attended this year. If you have any suggestions for a PD day in your region, please do drop us an email and we'll see if we can work it through.

New Careers Advisers Day on 22nd May at L'Aqua.

This day was to assist new Careers Advisers once 'in the job'. We also had some Careers Advisers who had only been in their positions for a short amount of years. Although Careers Advisers must undertake rigorous courses through their choice of a variety of institutions to be trained, once in the school setting, there are many areas which can only really be learnt 'in-situ'. The presentations were mainly by experienced Careers Advisers along with the University Admissions Centre and this year's the sponsor, Australian Apprenticeships Pathways.

Areas covered were:

- **The Role & Responsibilities of the Career Adviser;**
- **Framework for Career Education in High Schools;**
- **The Year in Brief** - When things happen throughout the year and what you need to know about them;
- **Programming for Careers Advisers;**
- **Professional Development for Careers Advisers;**
- **Subject Selection, Scaling and the ATAR** - Understanding it all and explaining the system to parents and students;
- **Work Experience** - methods for implementing a program;
- **Resources for Careers Advisers** - what's available to make your life easier and assist you in your Careers Advising role;
- **New Careers Advisers Mentoring Program;**
- **Australian Professional Standards for Careers Advisers.**

As I write this there is another PD day to register for this year!

New Frontiers, New Careers will be held at Macleay College in Sydney on 3 August.

- **From Mad Men to today!** – What's changed in the world of Advertising?
- **Why their business should be your business** - the strategic importance of innovation, creativity and

new product/service development processes in business.

- **Journalism gets its mojo** - career prospects, skills and pathways.

Professional Development Grants

In 2015, CAA made available up to \$2,000 for Careers Adviser Networks to assist them to undertake Professional Development. Applications closed on 18 May this year. We were pleased to see some networks apply for and be granted monies to assist with their PD.

Please look out for the 2016 dates! We encourage Networks to apply by the due date when it is set for 2016 to be eligible for consideration by the Executive Committee, bearing in mind that the Committee will have the absolute discretion on how funding will be allocated.

Remote School Conference Attendance Grants

This year we have trialled a special grant specifically to assist Careers Advisers in Remote Area schools get to Conference. Since this is a trial the Executive asked for applications and then assessed them. Some Careers Advisers will receive reduced amounts and others may not be funded, but it's all because we really do want to encourage Careers Advisers who would not normally be able to attend the Annual Conference due to financial constraints. The Executive plan to evaluate and re-assess the criteria for this grant for the 2016 year.

Finally.....

We always welcome Careers Advisers to our General Meeting which is held in April at Ingleburn RSL and the Annual General Meeting usually at Conference in October. These are good PL activities for our members in understanding how CAA works and gives an insight to the decision making process of the Executive of the CAA. This year the General Meeting was held on 22 April and the AGM will be held on 23 October as part of our Annual Conference. All we ask is that through our website Careers Advisers register to attend.

Of course, we hope to catch up with each other and meet new members at our Pre-Conference Activities Day on the 22nd October and the Annual Careers Advisers Conference at Dockside, Darling Harbour on 23rd October.

This year being our 40th Ruby year, it promises to be an amazing Conference not to be missed!

I hope in reading this Report, that you will be excited as we are, at the growth of CAA's Professional Development in the 21st Century – we have certainly come a long way from the mid 1970s!

Liri Latimore

Professional Development Officer



AWARDS & MEMBERSHIP REPORT

Tracy Ryan
Membership and Awards

Hello again! What a year 2015 has been!

We are already well on our way to Conference and numbers of membership and attendance at PD events continue to grow. This year we have reached record membership numbers again at over 800 members and Conference was booked out, with a healthy waiting list, in early Term 3.

Careers Adviser of the Year

Annual Awards nominations are of an excellent standard again this year. If you missed the Careers Adviser of the Year award this year, give it a go next year, Application forms are available on the CAA website. There are many wonderful Careers Advisers among you who are yet to give it a go.

Hilary Bolin Award

There is also the Hilary Bolin Award that you should give some thought to. The Award is given each year at Conference as it is the CAA's own Award to acknowledge its own. As such, the criteria to be nominated for this award are three fold. The person must be a Careers Adviser in NSW or ACT and a member of CAA who:

1. has given their skills to developing an understanding and knowledge in career education with students; teachers; community members; and support agencies through their school responsibilities; and
2. is involved on a professional level outside the school for services to other careers advisers and to the CAA; and
3. has been selfless in their approach and has committed themselves to hours beyond normal expectations to ensure that outcomes for students and teachers are worthwhile.

Recipients are nominated by their colleagues via a written submission which addresses each of the three criteria listed above. The nomination form is available on the CAA website.

Margaret Gambley Exemplary Service Medal

Don't forget if there is a Careers Adviser you are aware of who is retiring in the coming year they should be nominated to receive the Margaret Gambley Exemplary Service Medal. This award is given, in the year of their retirement from their Careers position, to members of CAA who have provided service to the Association either through their membership of the Executive, or through their contribution to their local area, over a considerable period of time (in excess of 7 years). There are no limits to the number awarded each year. Nominations are to be approved at the absolute discretion of the Executive Committee. Recipients are nominated by their colleagues via a written submission using the designated Nomination Form on the CAA website.

We are always appreciative of your participation in the Association. Your participation is what keeps us ticking over and able to provide the Professional Development opportunities that we do. Together our reputations mean industry and educational institutions want to share their knowledge and expectations with us, so keep up the great work!

I look forward to hearing from you and seeing many of you at Conference.

Tracy Ryan
Membership and Awards



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CAA's 2015 New Careers Advisers Day

On 22 May 2015, over 70 new Careers Advisers attended the Annual CAA New Careers Advisers Day at L'Aqua, Sydney.

Unfortunately, the weather was not kind and the delegates had to battle the rain to get there!

The topics covered on the day were:

The Role & Responsibilities of the Career Adviser;

Framework for Career Education in High Schools;

The Year in Brief - When things happen throughout the year and what you need to know about them;

Programming for Careers Advisers;

Professional Development for Careers Advisers;

Subject Selection, Scaling and the ATAR - Understanding it all and explaining the system to parents and students;

Work Experience - methods for implementing a program;

Resources for Careers Advisers - what's available to make your life easier and assist you in your Careers Advising role;

New Careers Advisers Mentoring Program;

Australian Professional Standards for Careers Advisers.

Feedback from the event was excellent and we look forward to holding this event again in May 2016.

Alison Muscat

CAA Executive Officer





Macleay College Professional Development Day

On Monday 3rd August, Macleay College welcomed members to their Foveaux St, Sydney Campus for a day of professional development. Welcomed into the building by Macleay staff and ushered to Coffee Corner for a barista made coffee was a great way to start the day as many had been on cold and early trains to attend the event. Almost 40 Careers Advisers from Sydney Metro and surrounds attended the day. It was great to get to meet a few new faces and catch up with some familiar ones.

Macleay ran the following three great sessions that incorporated some theory and interactive learning:

From Mad Men to today! – What's changed in the world of Advertising?

Here we learnt a great amount about Advertising and also advertising positions.

Why their business should be your business - the strategic importance of innovation, creativity and new product/service development processes in Business.

We participated in a very informative Business Panel and learned what it means to be an Entrepreneur and an Intrapreneur. A definition of an intrapreneur is an employee who works within the confines of an established organisation. In these organisations individuals are encouraged to act in an Entrepreneurial way without having to take on ownership responsibility. Their work takes place within the context of organisational job responsibilities and relationships.

Journalism gets its mojo - career prospects, skills and pathways.

Finally we got a feel for how fast a Newsroom operates in the Journalism workshop, having to complete some typical Newsroom tasks within set timeframes. Journalism is a long way from dead, it is evolving!

It was a great way to see how they teach their students as well as learn about their courses. This was a very well organised day, with interesting content that sparked many conversations on the day and I'm sure many more to come. Thank you to all who attended and to Macleay College.

Tracy Ryan

CAA Membership & Awards Officer
Careers Adviser, Hoxton Park High School

Western Plains CAA (WPCAA) Network Report on the 2015 NSW CAA Professional Development Grant

Caroline Watts

Careers Adviser, Dubbo College – Senior Campus
Convener of WPCAA

Our Network region covers a vast area and the Professional Development (PD) Grant allowed the Network to encourage our members to attend the University of New England (UNE) Careers Advisers' Summit on the 17 -19 June 2015. Expressions of interest were requested from our members and eleven Careers Advisers were available to participate in this opportunity. Our members also have the University of New England as a partner. The University has been very supportive of programs within our schools over the years.

We participated in various Faculty lectures and explored new campus facilities, as well as being placed a very respectable equal 3rd in the Trivia competition. Being able to attend events like the UNE Careers Advisers' Summit provides an opportunity for our Careers Advisers to network not only within the WPCAA but with other Networks as well. The Faculty presentations included –

- UNE Business School degree opportunities presented by Course Coordinators.
- Associate Professor Julie Roberts from the School of Environmental and Rural Science discussing degrees in Rural Science, Animal Science, Agriculture and Agrifood Systems.
- Associate Professor Amanda Nagle who is Year One Clinical Academic Coordinator, presented details about the School of Rural Medicine and the Joint Medical Program (JMP).

Members of the WPCAA that participated in the UNE Careers Advisers' Summit were mostly Careers Advisers that had recently completed their Graduate Certificate in Career Education or about to embark on the training. This opportunity enhanced their understanding of key competencies for Career Development. The PD Grant has enabled a significant number of Western Plains Careers Advisers to attend the Summit as it lessens the financial burden on our schools and members. Attending the UNE Careers Advisers' Summit together also developed a strong bond between us all.

The PD Grant has boosted our profile among members of the Western Plains CAA Network and has contributed to making this a more active group. As a result of this, we are currently organising our 2016 Professional Development opportunity to attend the Blue Mountains International Hotel School. Our aim is to increase our participation rates in these activities by our members and thank the CAA for the opportunity to do so with the PD Grant Program.

Caroline Watts

Careers Adviser, Dubbo College – Senior Campus
Convener of WPCAA

Lower North Coast Careers Adviser Network Trip - May 2015

Linda Drenkhahn
President LNCCAA

This year our Network made use of the CAA NSW & ACT PD Grant to attend the following educational institutions and events.

SAE Creative Media Institute



www.sae.edu.au

Contact: Lisa Audus, Marketing Officer

SAE Creative Media Institute

373-391 Ewingsdale Road, Byron Bay NSW 2481

T: 02 6639 6000

We visited the Byron Bay campus of SAE which boasts state-of-the-art facilities and a dedicated team of industry professionals who are passionate about helping their students unleash their creative potential. The purpose-built campus is set against a background of beautiful lush tropical gardens. They have several studios and loads of specialist equipment including a Custom Series 75 console powered by Neve and the SSL 9000K studio, the only one of its kind in Australia.

There is a diverse student community from all over Australia and the world (we met one student all the way from downtown LA) who have the option to live in secure and affordable student accommodation on site at a very reasonable cost. Students are involved in Byron Bay Bluesfest, Byron Bay Writers' Festival, Byron Bay Film Festival and Splendour in the Grass to gain valuable industry experience.

SAE also has campuses around Australia and Internationally and offers some online courses. Areas of study include film, sound production, screen and media, interactive digital media, games development, web design, audio, animation and graphic design at Diploma and Degree level. A very impressive private provider who offers FEE-HELP for their courses. You can apply direct to SAE. The College advised that they will look at applications on an individual basis, and scholarships may be available.

Southern Cross University



scu.edu.au

Contact: Peter Marshall, Student Recruitment Officer

Southern Cross Drive, Bilinga QLD 4225

peter.marshall@scu.edu.au

T: 07 5589 3015 | **M:** 0409 748 958

Last time most of our group visited the new Gold Coast Campus of Southern Cross University (SCU) we had to don hard hats and boots as it was still a construction site. It was great to see the first two towers completed, and what a magnificent view from the library! (see picture above).

Southern Cross University's Gold Coast campus is located at Coolangatta just 400 metres from North Kirra Beach, and adjacent to the Gold Coast Airport. Degrees on offer at this campus include Arts, Nursing, Midwifery, Occupational Therapy, Podiatry and Speech Pathology, Social Science and Social Welfare, Business, Secondary Education and Early Childhood Education, Information Technology, Law and Tourism.

The public SCU Health Clinic, clinical laboratories for Nursing and Midwifery, laboratories for Occupational Therapy students and Physiology, Anatomy and Biomechanics laboratories are also located at the campus.



We were interested to hear about and see the teaching space (see picture above) for a new course offered by SCU at the Gold Coast site – B Clinical Sciences with a major in Podorthotics.

A Podorthist is a Health Care Professional who specialises in the improvement of human movement, in particular gait and better foot function. A Podorthist conducts a comprehensive assessment which may lead to them manufacturing corrective footwear, orthoses or other supportive devices to address conditions which affect the feet and human mobility.

A Podorthist sees clients with a wide range of, and, at times, complex needs. Some may specialise in Pediatrics, others in Sport or in Pathologies like Diabetes. Podorthists usually work in small private practices but can also work in larger organisations or health care teams. Some are likely to find employment in the sports sector while others may work in the footwear industry or Orthopaedic supply companies. There may also be opportunities to work overseas.

Bond University



www.bond.edu.au

Contact: Calvin Masson, Manager,
Schools and Community
Gold Coast South and Northern NSW

Bond University, Gold Coast QLD 4229

T: +61 (0)7 5595 4081 | **M:** +61 (0)417 757724

F: +61 (0)7 5595 1015

Calvin Masson is our new contact at Bond and he is an ex-rugby player from South Africa who has fallen in love with Australia and his work at Bond University. Bond University is a small independent University offering a trimester study program, which is three semesters a year allowing students the opportunity to complete their degree earlier. As an example a Bachelors degree can be completed in two years.

Bond offers a broad range of courses including Business, Commerce, Law, Criminology and Criminal Justice, Health Sciences, Medicine, Communication and Media, Psychology, Counselling and Behaviour Management, Built Environment and Architecture Humanities, Languages and International Studies.

They offer a variety of accommodation options for their students from single rooms to shared apartments. On campus students purchase a dining plan which is a card that works like a debit card for food. Your money is loaded and then you can use it at any of the eateries or the shop on campus until all credit is exhausted.

Beyond Bond is an innovative program that has embedded in the core curriculum a plan for Graduate employment and the development

of a comprehensive e-portfolio. This combined with a variety of workshops and activities helps focus students on being employable. Also on site is Bond College offering University pathway programs and the Bond University English Language Institute.

Bond University administers all its own course admissions apart from the Bachelor of Medicine and the Bachelor of Surgery. These are administered by QTAC. Information regarding Bond University and their courses and scholarships can be found on the website as well as www.facebook.com/discover-bond, www.twitter.com/bonduniversity and www.youtube.com/Bonduniversity. The QTAC guide also contains a hard copy of information under Section 4a Institutions with self-managed admissions.



Gold Coast Careers Expo



Venue: Convention Centre,
RACV Royal Pines Resort, Ashmore, QLD

Contact: Study Gold Coast

T: 07 5574 3944

<http://www.studygoldcoast.org.au/gold-coast-careers-expo/>

The Gold Coast Careers Expo is held annually in May and brings educators, career advisors, students, parents, prospective students and job seekers together to explore study options and career pathways on the Gold Coast. The Expo highlights training and employment opportunities as well as up-skilling pathways.

We were lucky enough to have the opportunity to attend the expo and speak with representatives from almost every university in Queensland, as well as a wide range of smaller private providers, Qld Police, Defence, Qld TAFE and student exchange / gap year activities companies. Specific information for individual students in our schools was collected as per requests and questions answered and personal contacts made.

We were also able to look at best practice for Careers Expos in order to enhance our local expo held in July, including preparation of our students for the activity and engaging parents and the wider community.

The event objectives were to:

- Connect and re-connect job seekers with employment pathways

- Assist students and teachers with options for further study
- Provide up-to-date, relevant information about careers, courses and training options
- Increase uptake of course and training options post-secondary level
- Encourage attendees to consider up-skilling/ re-skilling
- Decrease Gold Coast unemployment rate
- Re-engage disenfranchised youth
- Motivate attendees to make considered career decisions

We observed many local students, teachers, members of the public and families talking at length with exhibitors about options and opportunities in the future for study and employment, indicating that these objectives were achieved.

Study Gold Coast represents its members including universities, vocational private providers, language schools and schools and offers assistance with information on settling at the Gold Coast to study. They can assist with finding suitable student accommodation including private rentals, home stays and on campus accommodation. The website also has information on finding employment, transport and leisure activities on the coast.



Griffith University

Contact: Jasmin Spinoso,
Student Recruitment Officer
Office of Marketing and Communications

Griffith University

Gold Coast campus, QLD 4222

T: +61 7 555 29092 | **M:** +61 478 494 908

E: j.spinoso@griffith.edu.au

The Gold Coast campus is set amongst native bushland just north of Surfers Paradise. It is easily accessible by car, bus and train. The closest airport is at Coolangatta, about 40 minute drive. Our group was shown around the Gold Coast Campus by a very keen and fit student ambassador! The campus is slightly undulating and has approximately 17,000 students. It is widely known for its Health courses and multi million dollar, state of the art Griffith Health Centre, co-located with the Gold Coast University Hospital. There is modern on-campus accommodation available and all the usual services and facilities you would expect from a large modern university campus.

Griffith offers a comprehensive selection of undergraduate courses in ten different faculties including, Business and government, Criminology and law, Education, Engineering and IT, Environment, planning and architecture, Health, Humanities, social sciences and languages, Music, Science and aviation, Visual and creative arts. (Note: not all are available AT THE Gold Coast Campus.)

One unique program offered to undergraduate students is The Griffith Honours College. This is an extra-curricular program that provides students with experiences and skills that complement their undergraduate degree. Students will develop skills in high demand by employers such as:

- Leadership
- Communication and Teamwork
- Global Perspective
- Research and Industry Skills

Kingscliffe TAFE – North Coast Institute

Contact : Roslyn Hand – VET for Schools Consultant

Ph: 02 6674 7259

On the first evening of our tour, we were invited to partake in a delightful dinner at Kingscliffe TAFE, competently prepared and served by Hospitality students. We had the opportunity to experience first hand the training kitchen, speaking to the teachers, students and ‘head chef’ who was a student responsible for designing and creating our delicious menu.



CAA Vice President Govt. Schools Lynne Graham joined us for our PL tour – thank you for your support and great company!

On our final day, our group attended the PL workshop organised by the CAA at Kingscliffe TAFE. The one hour presentation by Ivan Neville, Director Research and Planning Commonwealth Department of Employment on ‘The changing Employment Environment’, covering latest statistics and research of growth industries and changing job roles was fabulous. Ivan was an engaging speaker with a dry sense of humour and really knew his stuff! A brief version of what he presented that CA’s could use with students is available at <http://www.employment.gov.au/presentations-and-reports-australia>

There was some discussion on what todays employers were looking for in a future employee / graduate. Positions are very competitive in most areas, and up to 1/3 of positions are not advertised, rather ‘word of mouth’ or ‘cold canvassed’. Experience, qualifications

and in particular soft skills were key requirements. Employers are looking for well written applications from people who meet the advertised position criteria and have done their company research. They are looking for individuals with a well-rounded background, including volunteer work and overseas experiences as part of their background. Soft skills such as reliability, teamwork, being flexible and adaptable, enthusiasm and customer service skills are all considered essential employability skills.

There was evidence presented that graduates of Year 12 who go on to get a Cert III level or higher are more likely to get a job and earn more. Projected growth areas for employment in the next 5 years are in the following industry sectors:

- Health Care and Social Assistance
- Education and Training
- Construction
- Professional, Scientific and Technical Services.

A workshop with TAFE Counsellors on how students make career choices and what can be done to assist in that process was an interactive activity where Careers Advisers undertook a role play as a student, a Careers Adviser and other members of the group were observers. The aim was to revisit techniques and strategies used to guide students in their post school journey. The discussion this generated was valuable and may CA's found time for reflection and validation of the approach and techniques useful.

'In Their Shoes' was an interactive demonstration where careers advisors had the opportunity to visit 3 different areas of TAFE vocational training, and have a general stroll around the beautiful campus. Workshops included visits to hairdressing, children's services, automotive trades and aged care. The learning spaces were very well presented and equipped with the latest in resources and technologies. Students were actively engaged in their learning and obviously getting a lot out of their experience at TAFE.

The Lower North Coast Careers Advisers Association would like to thank CAA NSW&ACT for their support of our study tour. We certainly gained a lot of knowledge and updated on opportunities for our students interested in relocating to sunny Queensland.

Participants were:

Lynne Graham (CAA), Linda Drenkhahn and Brian Hunt (Great Lakes College), Shirley Clissold (Wingham HS), Glen Bowman (Taree HS), Joanne Cavanagh (Melville HS), Mark Rix (Kempsey HS), Mark White and Lance Kedward (Hastings Secondary College) and Anthony Dickenson (Camden Haven HS).

Linda Drenkhahn

President LNCCAA

Illawarra Careers Advisers Network (ICAN) PD Grant Presentation

By Kathryn Turner From Turning Point Consulting

Rhonda Willingham

On behalf of Illawarra
Careers Advisers Network

This year a highlight of further Professional Development for ICAN members was a full day workshop for CAA members at the Wollongong TAFE. Following a successful submission of financial support from CAA, ICAN invited Kathryn from Turning Point Consulting to present a Positive Career Planning Workshop covering topics of interest. These topics included:

- resume writing,
- interview skills,
- industry and recruitment trends
- networking tips.

Although these subjects are often discussed in various workshops, the day proved insightful on current expectations of Recruitment Officers and allowed all Careers Advisors to refresh their understandings and discover new information to take back to the classroom. Kathryn's discussion skills, expertise and current information were extremely worthwhile. Her style of presentation was well received and will no doubt be included into our teaching in the future.

Rhonda Willingham

On behalf of Illawarra
Careers Advisers Network

Report on the CAA PD Grant - Coffs Clarence CAA Network

Dionne Court
Secretary - CCCAA
Careers Adviser,
Coffs Harbour High School

Members from the Coffs Clarence Careers Advisers Association were fortunate to receive funding to attend the Professional Development session at Kingsliff TAFE on 8th May 2015. In addition to this Professional Development, participating Careers Advisers from along the north coast also visited the Lismore campus of Southern Cross University (SCU) the day before to check out the new library and associated facilities.

The new library facilities at SCU are sleek and modern and offer a range of spaces to learn and study, and is a credit to the designers. For new Careers Advisers, this was their first visit to the campus and an ideal opportunity to look around the facilities without students in tow.

The Professional Development on Friday at Kingsliff TAFE was definitely worth the investment in time. Although we were aware of some of the courses available via Kingsliff, no one realised the size of the campus and the range of opportunities available to students. Kingsliff TAFE is perfectly situated for students wanting to relocate to the Gold Coast area, but not necessarily participate in University education beyond secondary school.

The highlight of the day was the presentation by Ivan Neville, Director Research and Planning Commonwealth Department of Employment on 'The changing Employment Environment', covering latest statistics and research of growth industries and changing job roles. This information was invaluable in understanding the employment statistics within our local region. Additionally, Ivan offered his presentation to each of us and some Careers Advisers were able to present this information to their schools on the issues facing youth in relation to employment.

Each Careers Adviser took the time to visit different faculties within the campus and learn a little more about not only Kingsliff TAFE but also TAFE courses in general.

Thank you to the CAA NSW/ACT for providing Careers Advisers from the Coffs Clarence Careers Advisers Association with the opportunity to participate in such a valuable and rewarding Professional Development opportunity. We hope to see more regional Professional Development opportunities in the near future to participate in.

Dionne Court
Secretary - CCCAA
Careers Adviser, Coffs Harbour High School

Tamworth and District Careers Advisers Network Careers Advisers Vocational Study Tour of Hunter Valley

Robert Arranz
Network Convenor



Thursday 5th March 2015

Bloomfield Collieries: Four Mile Creek Road, Ashtonfield NSW.

The group was addressed by the Head of Personnel, and other management staff, regarding recruitment procedures and apprenticeship training. General information was also provided about the mine's history and future prospects. A Mining Engineer then conducted an extensive tour of the company's mining site and pits for us.

Harrigans: Pokolbin NSW.

Gary Grant from "JobJump" outlined the various services available through this organisation. It also included future updates and beneficial outcomes for students and staff.

First Creek Wines & Wine Making Services: McDonalds Road, Pokolbin, NSW.

The manager provided the group with an informative overview of this large, modern winemaking and bottling facility that has been operating since 1996. Over 25 wine companies in NSW trust First Creek to make wine from a range of unique vineyards and microclimates within Australia.

Friday 6th March 2015

Muswellbrook Cheese Making Factory: (Hunter Belle Cheese) New England Highway, Muswellbrook, NSW.

Hunter Belle is a small boutique cheese producer. The organisation competed in the 2014 "My Kitchen Rules" television series where they displayed their skills with cheese dishes. They have a rapidly growing cheese business and booming café.

The Master Cheese Maker provided the group with an extensive outline of cheese making procedures and the various career pathways that are available through this industry.

Scone College of TAFE: (Next to Scone Racecourse, Scone, NSW.)

This TAFE specialises in courses for people interested in working in the equine industry. TAFE teachers outlined various courses and provided the group with a tour of facilities, which included demonstrations of equipment used in the various facets of equine training.

Arrowfield Horse Stud : Gundy Road, Scone NSW.

This large farm was established in 1985. It incorporates a stud, broodmare farm and sales centre. Personnel outlined the many career opportunities available, which included:

- Operations management,
- Blood & pedigree analysis,
- Broodmare farming,
- Yearling management,
- Accounts,
- Veterinarian,
- Stud administration, and
- Media communications.

Robert Arranz
Network Convenor

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Student work (Mittens) by Matthew Gilchrist
Student work (environment) by Jayden Hopkins, Alex Geeves, Chris Bluff, Robyn Vu, Roy La-Toree

Introduction to Network Reports

Thank you to our Careers Adviser Networks that have provided reports for our 40th Anniversary edition. The importance of these Networks is reflected in the activities undertaken by each Network during the year. The constant message running through each Network's report is the value of being able to meet with Colleagues on a regular basis and having the means to contact them for assistance during the year. We are usually a one-person department in our school and whether you are starting out as a Career Adviser, part-time or looking for ways to develop your programme delivery, it is the Networks that keep us informed and provide the interaction and collegial support so important when working in a school. It is important to acknowledge those who give of their time to ensure each Network runs effectively and provides the wonderful information sessions to Careers Advisers in their regions. Without those who give of their time in these roles, Careers Advisers in schools would have much less collegial support. Enjoy the information contained in these reports and we all look forward to seeing what each Network is undertaking in the future.

Jenine Smith
Communications Officer

Outback Riverina Careers Advisers Association (ORCAA) Network Report

ORCAA was established in the early 1990's and consists of both NSW Government and Independent schools across South West Riverina, covering an area of 940 square km and including: Coomealla High School (Dareton); Balranald Central School; Tooleybuc Central School; Deniliquin High School; Hay War Memorial High School; Barham High School; Finley High School; Moama Anglican Grammar.

Due to the geographical distance we only meet face to face once a term, with occasional video conferences. ORCAA usually meets in Moulamein which is located on the Edward River, south west of Deniliquin, and has a population of 350 (our most central location to all members, but still just over 3 hours from Coomealla H.S.). Our meetings are invaluable to help overcome physical isolation and we relish the professional conversations, sharing of resources and ideas and troubleshooting that invariably occur at each meeting. They are relaxed, informal meetings and while occasionally we will have guest speakers attend, our members highly value the intimate time together to 'professionally chat'.

Since 2008, and the formation of RIVCAA (Riverina Careers Adviser's Association) our professional learning opportunities and avenues to broaden our network contacts have expanded immensely. The strength in numbers combined with Department of Education seed funding has allowed Riverina Careers Adviser's to become engaged in biannual conferences, mentoring and specific PL programs, such as the Central School Careers Adviser's Day.

Over the years ORCAA has collaborated at CEAV Conferences, VTAC Briefings and unfortunately, only rarely do some of our members attend the CAANSW Conference. The time and cost involved is the major hurdle, however, in recent years we have appreciated and accessed the CAANSW



ORCAA PD Grant Report Focus Group at 2013 Conference. Anne Fellows, David Turner, Anna Bergamin, Deb White and Mandy McConnell

Conference funding opportunities which have enabled some members to travel to Sydney. The professional learning subsidy from CAANSW has also been of great advantage to help overcome isolation.

In 2011 St Luke's Innovative Resources (Bendigo) provided an engaging full day program in Barham-Koondrook utilising their classroom card sets. In 2014 we received professional learning funding from CAANSW & ACT for a tour of the Canberra Higher Education institutions and in particular the Widening Participation Units. In 2015 we have received funding to visit Melbourne to update our knowledge on industry, ITC and potential work experience contacts for our students. This visit will occur in mid-November. In term two this year we combined forces with the Western Riverina CAA (formerly Griffith CAA) for our meeting (see report below).

Mandy McConnell

Careers Adviser, Barham High School

Report on Combined Meeting- ORCAA and Western Riverina CAA



The tyranny of distance is always present when it comes to real time meetings for regional and remote CA groups. Recently members of ORCAA and Western Riverina Careers Advisers Association decided to join forces and save kilometres of travel. The group met at Hay which was the natural geographical meeting point of the two vast areas. A 350km round trip for some of our members is fairly typical of their day so a cup of coffee/tea and a welcoming morning tea on arrival is essential!

Our agenda filled easily covering partnerships with regional universities, early entry programs and job service providers. A number of guest speakers made for an interesting day. Of course sharing of ideas and resources and informal networking is always a highlight of these meetings. We finished our day with a grand tour of the new Cotton Gin outside Hay which just opened that week (owned by Auscott); it is reputed to be the largest Cotton Gin in the southern hemisphere. The technology of the gin was astounding and Auscott and other cotton gin enterprises are currently making inroads to becoming significant players in Riverina economies and labour markets.

Beth Schiller

Careers Adviser,
Hay War Memorial High School

Western Riverina Careers Advisers Network (WRCAN) Report

2015 has seen a change of hand in the Presidential position of the Western Riverina Careers Advisers Network. Trish Papalkar relinquished her position as President of the Network after a number of years in the role. Trish played a pivotal role in establishing this successful and collegial Network and we would like to show our appreciation for her hard work.

Trish also coordinated another successful Western Riverina Tertiary Information day and Careers Expo. With over forty exhibitors and hundreds of students through the front door, the day went by without a hitch. Judging by the positive feedback from those involved, this initiative proved to be a great success.

As in previous year we have had a meeting once a term that provides us with wonderful opportunities to broaden our knowledge on a number of career related fields. The meetings also remind us of the wide range of schools and remote areas that we cover in our network. We have had meetings in both Yanco and Hay so far and that alone is a 165km drive. We regularly have Careers Advisers driving up to three hours and more to get to our meetings!

We have expanded our knowledge on work experience, Google docs, post school destination surveys and UAC. We have also visited the Hay Cotton Gin and had guest speakers from Deakin University, Charles Sturt University, LA Trobe University, TAFE and State Training Services

Later in the year we will be lucky enough to visit the Canberra Universities and institutes and ADFA on a two day Professional Development tour made possible by a grant from the CAA.

Nathan Cassilles

Careers Adviser, Yanco Agricultural High School
President of the Western Riverina Careers
Advisers Network

Tamworth and District Careers Advisers Network (TADCAN)

Our group began its meetings in early 2011 following discussions between several Tamworth based Careers Advisers towards the end of 2010. It was felt that there was a need to form a group for Careers Advisers in and around Tamworth from both government and non-government schools who have shared interests as we are all isolated in our schools and geographically far from Sydney.

From small beginnings we have grown and seen an influx of newly appointed Careers Advisers in our area who are keen and committed to what we do in our schools.

We now have Careers Advisers attending from a much wider area from Aberdeen in the south to Inverell and Glen Innes in the north. We have members from Government, Independent and Catholic schools who enjoy sharing knowledge, ideas and practices. TADCAN t-shirts have been created for members of our group to encourage collegiality and recognition of our roles.

We have had two joint Professional Development excursions with the first being a combined trip with members of the Lower North Coast Careers Advisers Association to various private colleges in Sydney in 2011. Earlier this year ten TADCAN members travelled to the Hunter Valley where we visited mines, horse studs, Scone TAFE, a cheese factory and a winery to learn about employment options, career pathways and entry points into these careers which our students want to pursue.

We are indebted to the CAA NSW/ACT and also the University of New England. To both of these organisations, we are very appreciative of their support and encouragement.

Our meetings are held once a term and include guest speakers from a variety of institutions and organisations and speakers covering a wide variety of careers. An Agricultural Careers Expo has been held on two occasions and we are looking forward to other ways to support our members and the students we work with in our schools in the future.

Susan Barrett

Careers Adviser, McCarthy Catholic College, Tamworth
Convenor of the Tamworth and District Careers Advisers Network

Cumberland Careers Forum Network Report

At the Cumberland Careers Forum (CCF), we hold 4 meetings a year which are held at the University of Western Sydney North Parramatta Campus. Each meeting is organised by a different person and they organise a variety of speakers depending on needs and opportunities that arise.

Our members include schools from many areas from Birrong to Rouse Hill and in between. We work closely with Australian Schools Industry Partnership (AusSip) and have members that regularly attend other industry specific Associations and report back.

We have had meetings where time has been allocated to Professional Development and the last meeting of every year is held at a different location as an Industry Visit.

Last year we were fortunate to spend time with the team at The Blue Mountains International Hotel Management School (Leura Campus). We were given a lot of information about courses and student experiences and a student panel. Our day also featured a campus tour, mocktail and barista class and a delicious lunch.

Thank you so much to the team headed by Charlotte Pun. In the never ending search for youth employment, this year we are planning on going to Star City and Barangaroo Casino.

Mrs. Catherine Rumi Badger

Careers Adviser (Mon/Tue/Wed)
Mitchell High School
Cumberland Careers Forum (CCF) Chairperson

Illawarra Careers Advisers Network (ICAN) Report Summary Of Activities 2015

Monthly meetings for the Illawarra Careers Advisers Network (ICAN) have again been well supported by State, Independent and Catholic school Careers Advisers, who travel up to and over 45 minutes to attend.

Meetings are held at Wollongong TAFE campus as it is a central location for members to meet. Each month two members are responsible for managing the meeting and to organise visiting presenters from TAFE, University and Industry.

Due to changes in ICAN membership over the past 12 months, with an increase in new and casual Career Advisers, combined with a desire by ICAN members for greater focus on professional development, the network began the year considering strategies to assist ICAN members strengthen their school programs. Towards the end of 2014 and beginning of 2015 a sub-committee of interested Careers Advisers met to develop program proformas based on the Blueprint model. This culminated in a Staff Development Day in Term 2 for Careers Advisers, organised by an outgoing (retiring) and productive member, Cheryl Burling. During this day, programming exemplars were presented and the competencies were discussed and expanded upon in the context of individual school priorities. This collaborative approach and desire to share knowledge, skills, ideas and programs will be an ongoing process.

Our annual Illawarra Careers Expo was planned, organised and run by the active members of ICAN. Support from local industry, employers and training organisations was of a high standard and the expo continues to grow in size and diversity. This has led to a working party to investigate and prepare for the future Careers Expos based on exhibitor and student feedback. Many new and exciting plans to ensure we are catering for the needs of our students is our primary concern.

Rhonda Willingham

On behalf of Illawarra Careers Advisers Network

every story starts somewhere...



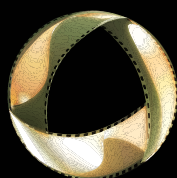
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STARS (Student Transitions Achievement Retention & Success) Conference

Mandy McConnell

Careers Adviser,
Barnham High School

Four rural and remote Careers Advisers - Doug Hughes (Willyama HS Broken Hill), Donna Shelley (Bombala HS), Donna Van Lieshout (Deniliquin HS) and Mandy McConnell (Barham HS) represented NSW DEC Secondary Schools at the inaugural STARS Conference (previously FYHE - First Year Higher Education) held at Crown Conference Centre, Melbourne from 1-4 July 2015.

The conference program included a rich cross-section of refereed, new & emerging ideas, best practice reports and workshops. As Careers Advisers we expected the 'Transitions into Higher Education' would be our main focus area but we were pleasantly surprised with the range of interesting concepts, ideas & strategies that engaged us. Both academic and professional higher education staff that we met over the course of the conference welcomed our inclusion into the discourse of transition.

Some key transition concepts include;

- Confronting Change
- Developing strong social networks
- Making curriculum connections
- Learning to learn at University

A presentation from the University of South Australia by Andrea Parks, Julie Mills and Delene Weber, titled *'What to study? Supporting prospective student enrolment choice'*, described current research into secondary students' tertiary course decisions. This presentation was probably the most relevant to secondary Careers Advisers and it will be interesting to follow the research results.

Thanks to Professor Sally Kift (James Cook University), an Invited Panel between Secondary School and Higher Education was a highlight. Mandy and Doug represented NSW Careers Advisers on the panel. They gave the perspective of rural and remote students perceived and actual transition to University issues, as well as informed the audience on how their schools support and prepare rural and remote students to 'get into' and 'stay in' University. Questions from the audience and 'live tweeting' demonstrated the interest



piqued from the panel, titled *"Bridging the Gap From Secondary Schools and other pathways to Higher Education Communicating & Collaborating; Transition Understandings, Innovations & Ideas"*.

Other highlights of the conference included;

The launch of the Charles Sturt University MOOC "What's Uni Like" – an excellent resource for high schools. www.whats-uni-like.edu.au

Fact sheets for secondary school staff, students and parents from the South Australian project 'Student and Staff Expectations and Experiences Project'; <http://fyhe.com.au/expectations/resources/>

The numerous transition ideas and programs that Universities are currently running especially for first year students such as; PASS (Peer Assisted Study Support), mentoring, personal phone call support after "Offers" and during enrolment periods, parent engagement programs, online and face to face study support programs such as Kick Start at Macquarie University and research investigating issues related to First in Family students.

Social activities at Eureka Skydeck and the conference dinner provided valuable networking opportunities.

The opportunity to attend STARS was a unique experience and an invaluable insight into Higher Education and student transition, achievement, retention and success. **The 2016 STARS Conference will be held in Perth from 29 June – 2 July.**

WOMEN IN TRADES THEN AND NOW

Editor's Introduction

It is interesting to look back and see what the issues were for Careers Advisers up to 40 years ago. The next two articles provide an interesting insight in to the particular topic of Women in Trades. From the Federal Minister for Employment and Industrial Relations, Ralph Willis, launching the Australian Government's campaign "aimed at promoting career opportunities for young women in technical occupations" (Prospects, Term 2, 1983) to Sue McLean reporting on the 'on the ground' events and activities the Department of Education and Communities are undertaking now to continue to encourage young women in to the Trades. I am sure they will promote debate about how far this particular area of Careers has come in the last 30+ years. Regardless of how we might see the advancement of women in the trades over that time, the fact is that we as Careers Advisers have had a part in helping our girls to find their opportunities in 'non-traditional occupations' and succeed in occupations they enjoy.

Jenine Smith

SPEECH BY THE HON RALPH WILLIS MP

MINISTER FOR EMPLOYMENT AND INDUSTRIAL RELATIONS

AT THE LAUNCHING OF THE CAMPAIGN - TECHNICALLY SPEAKING..

CAREER FUTURES FOR WOMEN 4TH AUGUST 1983 SYDNEY

I am pleased to welcome you to this launching of "Technically Speaking" - two new videos aimed at promoting career opportunities for young women in technical occupations. "Technically Speaking" was produced for the Women's Bureau, in my department of Employment and Industrial Relations, by Film Australia, under the directorship of a young woman who I'm sure is going to make her mark in creative, and technical medium.

I am pleased to see some young women here today from Year 12 at Sydney schools. It is to you, your peers, and your parents, teachers and careers advisers that this message is addressed.

If you look around the room after watching the videos, you will see several familiar faces; the young women, all in technical occupations, who generously gave their time so that this program could be filmed. I'd like to thank all of you and your employers who allowed you time off to appear in "Technically Speaking", and in many cases allowed their premises to be used for the filming.

I believe "Technically Speaking" is breaking new ground. It challenges its audience to examine ideas they may hold about what careers are suitable for young women. It looks at the many exciting options available in Technical, Science and Computer related occupations.

And it will, I hope, encourage you all to consider new career options for young women leaving school. Right now in Australia the number of women in technical occupation is considerably lower than the number of men. Yet these are the areas which have traditionally provided good prospects for a large number of school leavers and where the trend in many occupations is towards increasing opportunities. I am concerned that young women, especially those still at school, will not be aware of and will not consider these occupations. Women have in the past chosen to work in what could be described as traditional female areas particularly in sales or office work: these areas not only offer limited career prospects but are also ones of relative decline, partly as a result of technological change.

If women are to be employed equally in the Australian Workforce they must now turn their attention to career futures in occupations where there is likely to be some growth - that is, in technical careers.

The Women's Bureau has taken up this challenge with the Technically Speaking Videos which will be shown throughout Australia. They will inform and I hope motivate women into the new, well-paid areas of technical occupations.

As you watch these videos, you will understand how important it is for all of us, and for Australia, that Women's skills and talents are not wasted, but are enlarged in careers which benefit not just themselves, their families and their immediate community, but ultimately, this country. It is important that we take off the blinkers which stop us seeing clearly what work a woman may wish to tackle during her life. We must all encourage, motivate and support women who wish to work in non-traditional areas, particularly those with a technical base, if we, as a nation, are not to become impoverished of technical skills.

Without specific encouragement, women in general do not apply for training in employment in areas which have always been seen as male.

This Government will be seeking to rectify these imbalances firstly by ensuring greater participation of women in new and existing employment and training schemes and secondly through the provision of special assistance targeted towards women.

As a first step, the new Community Employment Program will provide an excellent opportunity for women to train for, and work in, jobs that may have traditionally been considered as male.

When Australia ratified ILO Convention III in 1973, under the previous Labor Government, it pledged itself to a National Policy aimed at removing discrimination from employment and vocational training. To fulfill those obligations it established the National and State Committees on Discrimination in Employment and Occupation.

The National Economic Summit Conference, held in April this year, reached agreement that, given the high levels of unemployment the basic rights of women should be recognised and protected and that the move towards greater equality and independence for women should be encouraged.

The Summit also agreed that there should be equal access to job creation programs, to employment, training, retraining and education and measures designed to break down occupational segregation and discrimination. The Government has already taken action on these recommendations, and I am particularly concerned to ensure that equal opportunities are provided to women in my own Department's Employment and Training Programs.

This year, to support ratification of the UN Convention on the elimination of all forms of discrimination against women Hawke Government introduced into the Senate in June the Sex Discrimination Bill. This should come into force before the end of this year and will provide legislative protection for women against employment practices that are discriminatory on the grounds of sex, marital status and pregnancy. It will have a specific provision aimed at combatting sexual harassment.

A Green Paper is presently being prepared for the Government on affirmative action for women in employment; affirmative action in this context is a set of policies, programs and practices designed to achieve the goal of Equal Employment Opportunity.

And, Equal Employment Opportunity is a basic human right. It is not only a matter of the efficient management of human resources. it is also a matter of social justice - of enabling women to develop their full potential as members of the Australian Workforce.

I believe the Employers here today have all recognised the competence and enthusiasm of the women they employ. As more employers realise women's potential as employees in technical areas, the more responsive their organisations will be to the needs of the whole of the Australian Community

Women and Men in Australia have traditionally worked in different kinds of jobs. This has unfortunately meant that women have tended to be doing the low paid, low status jobs. In a survey of twelve of the more advanced O.E.C.D. Countries, Australia had the highest level of occupational sex segregation. In other words women workers in Australia are concentrated in a narrower range of jobs than women in comparable countries.

The Australian Government is committed to training and employment policies which will encourage women to enter non-traditional areas of employment, and help reduce the very high level of female unemployment, including discouraged workers.

We are also committed to breaking down the gender segmentation of the workforce which has contributed to women's average weekly earnings being only 66.8% of male earnings. If we exclude the part-time, over-time and teenager influences which are generally more important for women, female average ordinary time earnings are only 80.5% of their full-time, adult male counterparts.

In the past, women's participation in Government training programs has been very limited, partly because of the eligibility criteria and partly because the direction of the programs has been towards training for male jobs.

The previous Government failed to recognise that these training programs were neglecting women and reinforcing old stereotypes. This Labor Government is determined to provide opportunities for women and girls to engage fully in the economic life of the community.

This country needs both women and men to participate actively in its technical development, and technically speaking, I believe, will be an important factor in carrying this message to employers, careers advisers, parents and most importantly to the women of Australia.

EXPANDING GIRLS CAREER OPTIONS IN NON-TRADITIONAL TRADES

Women NSW in 2012 – 2013 set out to establish partnerships to increase the number of women working in male-dominated trades, well-paid jobs that up until now have been traditionally performed by men. The intent of this initiative is to improve future economic empowerment and social wellbeing of women.

Two of the partnerships with Women NSW are the Try-A-Trade trailer with not-for-profit organisation, SALT (Supporting and Linking Tradeswomen) and the Girls In Trades 'Ambassadors Project' with the NSW Department of Education and Communities.

The Girls in Trades initiative recognises that high school is a time when students begin to seek advice on further study and career opportunities. The advantages of a career in the trades can include independence, earning a generous income, flexible working arrangements and enhanced career opportunities.

In 2014 and 2015 the Department of Education and Communities through Secondary Education, Senior Pathways expanded on the Girls In Trades initiative by sponsoring SALT to run workshops in rural and remote locations of NSW.

In 2014 the SALT Bush Tour: regenerating women's choices delivered ten try-a-trade workshops for Year 7 -12 high school girls in the North West of the state. The locations of the tour were Gunnedah, Narrabri, Moree, Inverell, Boggabilla, Lightning Ridge, Brewarrina, Bourke, Cobar and Nyngan. There was a consistent, positive response to all the workshops in all locations.



Of the 149 participants, 49 identified as Aboriginal/Torres Strait Islanders. Of the 130 feedback sheets submitted by the girls approximately 60% noted that they had not considered a trade as a career but were now open to the idea.

'I would like to let you know how extraordinary last week's SALT Bush Tour workshop was. The tradeswomen were so good with the students.'

'They immediately made them feel at ease and went out of their way to assist them and encourage them throughout the day.' (Careers Adviser - Moree Secondary College)

This year the SALT Bush Tour: regenerating women's choices delivered nine try-a-trade workshops for Year 7 -12 high school girls in the South West of the state, with the majority of the students from years 9, 10 and 11. The workshops were located in the following high schools: Yass, Junee, Koorringal, Albury, Deniliquin, Hay Memorial, Griffith, Narrandera and Wagga Wagga. A total of 154 girls participated in these workshops.

'The women were enthusiastic and varied which allowed the Albury High girls to see all types of people do different jobs. The project was well organised... at least two of the girls who attended are always in deep trouble at school. It was great to see them engaged, working in a team, talking politely to people... Mark Gilmour, a relief teacher was present for the morning came back glowing as he confessed he had also learnt a few things.' (Careers Adviser - Albury High School)

Five tradeswomen provided information about their trade areas, the obstacles they met and the strategies they used to be successful. The students undertook a workshop and were provided with the skills and confidence to use tools of trade in a safe and well managed environment.



'We had an overwhelming positive response to the workshops from participants and careers advisers. The careers advisers went out of their way to ensure that we were welcomed and had access to shelter, power and a toilet. This was all reinforced by the end of the workshop, when we saw the response of the students and their feedback sheets.' (Fi Shewring, Manager of SALT)

To access Girls in Trades resources for careers advisers, parents and students go to: https://www.women.nsw.gov.au/women_and_work/girls_in_trades

Sue MacLean

Senior Education Officer
Secondary Education - Senior Pathways
Department of Education and Communities

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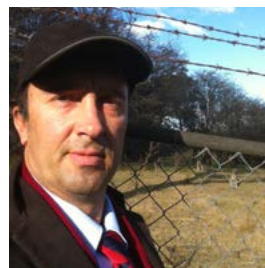
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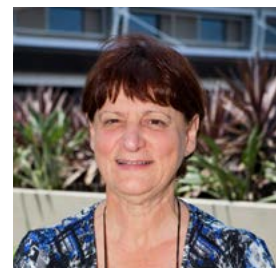
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1975-1976 Jo Howard

1976-1978 Angela Glover

1978-1979 Graeme McKenzie

1979-1983 Beverley Bower

1983-1986 Judy Sims

1986-1987 Greg Hyde

1987-1988 Narelle Caphy

1988-1990 Sandra Cormack

1990-1991 Robyn Graham

1991-1995 Robyn Townsend

1995-1996 Cherylle Stone

1996-2000 Jill Lummis

2000-2008 Mike Geeves

2009-present Sue Sundstrom

LIFE MEMBERS

Beverley Bower

Lyn Camp

Sandra Cormack

Gwen Dennis (dec)

Margaret Gambley

Mike Geeves

Angela Glover

Robyn Graham

Alf Hinshaw

Jo Howard

John Kay

Jill Lummis

June Martinez

Gil Morris

Judy Sims

Judy Stinson

Robyn Townsend

Keith Underwood

Tania Burgmann

MARGARET GAMBLEY MEDAL

2011 Bill Goldie

Julie Tocchini

Jean Turnbull

Brian Freney

2012 Lyn Camp

Ken Blake

Darrel Deigan

Robert Hardwood

2013 Ron Stinson

Nina Lampe

2014 Frank Walter

Robyn Elks

Russell Summerhayes

Bruce McCarthy

CAREERS ADVISERS OF THE YEAR

2002 Lindy Widauer

2003 Helen Fondas

2004 Steve Ormond

2005 Steve Heinecke

2006 Adrianna Lynn

2007 Christine Ferguson

2008 Phil Williamson

2009 Jeff Griffiths

2010 Danielle Kedward

2011 Maria Chubb

2012 Caroline Wilson

2013 Gigi Awadalla

2014 Mark Nicholl

HILARY BOLIN AWARD

1988 Ted Hyslop (dec)

1989 Yvonne Hardy

1990 Diedre Matthews

1992 Bea Chandler (dec)

1994 Gil Morris

1995 John Kay/David Mitchell

1996 June Martinez

1997 Karen Pisk

1998 Robyn Smythe

1999 Bill Goldie

2001 Barbara McCauley

2002 Julianne Allan

2003 Janet Kossy/Lee Osborne

2004 Mike Robertson

2005 Len Eagles

2006 Anne Cheetham

2007 Ken Blake

2008 Sue Maclean

2009 Amanda Hinde

2010 Judy Dowdell

2011 Cathy Browne

2012 Gordon Doyle

2013 Neil Locker

2014 Russell Summerhayes