

Career Kaleidoscope

Career Kaleidoscope is a service provider that designs software for schools and individuals, and provides counselling and coaching for individuals. The organisation also delivers Australian Career Development Studies Component Two (*Elements of career service delivery*) in partnership with a Registered Training Organisation (RTO).

What did they set out to achieve?

The Career Kaleidoscope project objectives were to design two career development programs—one short and one comprehensive—for culturally and linguistically diverse (CALD) international undergraduate and postgraduate students in Australian universities and TAFE colleges, provide support to students with curriculum resources and deliver/review each program. The aim of the project was to enable international graduates to more easily adapt to employment in Australia, and enable them to make the most of the opportunities available at the completion of their studies.

The two programs to be designed were as follows:

Program One – *Step in Time Career Management* – aimed at students who had just graduated or intended to graduate in the following three months, delivered over a 10 week period to three intakes of students.

Program Two – *Your Career in a Global Workplace* – aimed at students who had recently begun their studies at Australian universities and TAFE Colleges. Program Two would be fully planned and partially delivered to one intake of students, the total program duration being two semesters in length.

What did they do?

The team carried out a needs assessment using Appendix A of the *Blueprint* and mapped existing programs against the *Blueprint* framework. Unsurprisingly, most of the program fell into Area C: Career Building. What had been taught had also relied on handouts with a lack of specifically designed activities for ESL students. Therefore, a fresh expanded curriculum was drafted based on these findings and tested by trainers.

Local standards were incorporated into the programs in the form of 'Learner Activities' so that trainers knew what the clients needed to do in order to meet the competencies. However, it was found that one-on-one support was necessary to assist CALD students in understanding the self-assessment and learning activity tasks.

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How did the *Blueprint* help?

All parts of the *Blueprint*, except Appendices E and F, were used and found helpful during this project.

I see (the Blueprint) as a holistic framework, much broader than my original concept of its use. Its more about building capacity for an individual....As a framework it is terrific. It has been easy to use it to plan a curriculum program and put learners' resources together, and provide trainers with some knowledge of what behaviours (local standards) will indicate the degree to which the program meets learners' needs in terms of developing their career competencies.

