

The CDI Blueprint of Learning Outcomes for Professional Roles in the Career Development Sector is one of our key documents, setting out what a qualified Career Development Professional can do, and the level, breadth and depth of their qualification.

In a world changed by the global pandemic with many challenges and opportunities for individuals and societies, assumptions about careers are being turned on their heads. It is no longer possible to rely on the career ladders and working patterns of the past.

Young people and adults need to be competent and resilient career managers with the skills and knowledge to design their own career paths, and the confidence and adaptability to respond to career challenges and changing circumstances as they emerge.

For young people and adults, being able to access support from someone who is professionally qualified to help them develop these skills is vital. In summary:



A qualified Career Development Professional is able to guide people of all ages to:

- gain relevant information about themselves (e.g. their interests, talents and abilities), the labour market, and educational or vocational options – depending on their individual information needs;
- develop their career management skills;
- make sense of the situations they are experiencing, work through issues towards solutions, make career decisions, and realise personal change.

They also:

- work with people and organisations in designing and developing career development programmes;
- manage and assure the quality of their own work;
- adopt professional values and ethical standards in all practice roles, develop and regulate relationships appropriately, engage in continuous learning and critical thinking and advocate for the profession.

Career Development Professionals hold a minimum of a 60 credit, graduate level or above qualification in a career development subject. They can:

- use and critique a range of approaches and techniques for conducting client-focused career guidance interactions with individuals using a variety of delivery methods.

In addition, they also demonstrate critical understanding of:

- issues relating to the production, application and client use of sources of career- and labour market information and assessment tools and techniques;
- principles of learning design and apply them to a range of career-related learning activities;
- theoretical approaches to the study of career development from a range of disciplinary areas;
- the development of contemporary career-related policy and its impact on service delivery and practice;
- professional networks and partnership working;
- personal values and beliefs, ethical and legal issues and their application to career development practice; and
- demonstrate a commitment to continuous professional development as a career development practitioner.

As a CDI member, the qualified Career Development Professional abides by the CDI Code of Ethics and its principles relating to: Accessibility; Accountability; Autonomy, Competence, Confidentiality; Continuous Professional Development; Duty of Care; Equality; Impartiality; Transparency and Trustworthiness.

For more detailed information on the breadth and depth of the role please see the [CDI Blueprint of Learning Outcomes for Professional Roles in the Career Development Sector](#) from which the above is an extract and the [CDI Code of Ethics](#). For further information contact the CDI Professional Development Manager, claire.johnson@thecdi.net