



BACK TO THE FUTURE



IMPACT REPORT 2025

Acknowledgements

Acknowledgement of Country

ACCE would like to acknowledge the traditional owners of the lands on which we are based and those on which we conduct our work. We acknowledge the traditional owners of country throughout Australia and recognise their continuing connection to land, waters, and culture. We pay our respects to elders, past, present, and future and work towards reconciliation with all Aboriginal and Torres Strait Islander people.

This report has been prepared for the members of the Australian Centre for Career Education (ACCE) and reflects the activities of the association and its respective divisions from January 2025 to December 2025.

We thank our ACCE staff and volunteer Board for their contribution and hard work in support of ACCE members and the wider community. We acknowledge their dedication and commitment to ensuring all Australians have access to quality career education and development across their lifespan.

Career Industry Council of Australia

ACCE acknowledges its association membership of the Career Industry Council of Australia (CICA) and the valuable work undertaken by the national peak industry body to advocate for career development and the profession.

ACCE supports the Australian Register of Professional Career Development Practitioners (The Register) and the Department of Education's Australian Blueprint for Career Development.

ACCE maps career products, tools, resources, and training to the CICA Australian Professional Standards for Australian Career Development Practitioners. Links to national and international career associations, research and organisations are an important part of the association's work. Through these connections, ACCE shares best practice, trends and global developments in the sector to support the professional development of members.



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Our Mission

Our mission is the advancement of career development and education for the public benefit of all Australians.

Our Purpose

ACCE is a national subject expert, membership association, and thought leader in career education and development. We advocate for advancements in career education and development and undertake projects that demonstrate the value of career development for Australians.

ACCE embeds quality standards, validated vocational tools, and innovative practices within our profession and is a CICA endorsed provider of career development training through our Centre of Excellence in Teaching and Learning, CEAV Institute (RTO 22523).

Our Work

We provide a wide range of services in education and employment including:

- ▶ Membership services
- ▶ Accredited and non-accredited professional career education and training through our Centre for Teaching and Learning
- ▶ Career education and development resources
- ▶ Communities of practice
- ▶ Advocacy
- ▶ School and industry career service benchmarking
- ▶ Industry school programs
- ▶ Consulting
- ▶ Career guidance services
- ▶ Access to evidence-based vocational tools

We aim to reduce employment inequity and alleviate poverty among our community's most vulnerable jobseekers by making high quality career advice accessible to all. By improving individual's job readiness, they can achieve sustainable employment outcomes and contribute to improving Australia's workforce capacity.



President's Report



Trevor Black

2025 was ACCE's 50th Anniversary and an important milestone in Australia's career history. Not only did ACCE host its 50th year celebration but it shared its 50th anniversary with another member association, the Career Advisors Association of NSW and ACT (CAA NSW).

I had the pleasure of attending the 50th year anniversary conference hosted by CAA NSW during the year. Their kind invitation was reciprocated with an invitation to one of their executives, Sarah Greenwood, who attended our conference at Deakin University in December.

2025 was also a major milestone for the Career Industry Council of Australia (CICA) celebrating its 25th year of operation. CICA celebrated this milestone event by sharing its history with the profession and community in an anniversary webinar.

The ACCE conference included the ACCE gala luncheon celebrating the ACCE Career Excellence Awards with a keynote speech from Margaret Bride. Margaret was one of the first career teachers trained in Victoria and she shared her early memories of the foundation of the association and its history (as the Career Education

Association of Victoria). Her keynote reflected the many developments and achievements of ACCE and the early career sector from 1975 to 2025.

Throughout the year in the lead up to the anniversary celebration, ACCE shared journal articles and a [series of video interviews](#) with career practitioners who have been a part of ACCE's journey since its foundation.

The Board and I were also pleased to take an active role in the development of the biennial career conference program to ensure members and the career community had access to presentations and workshops to support them in their work. Our event provided an even balance of information from the latest labour market trends through to quality career programs and services, resources, tools and the latest research. I was also able to share a workshop during the conference of the results of the 2025 ACCE biennial survey, *Conditions for career practitioners in schools*. The 2025 survey also collected feedback from members in other states.

Our research is important and a critical part of ACCE's advocacy so the association can highlight the importance of career services for students while

identifying the barriers, inequalities and resource constraints in service delivery. The research was shared with governments, CICA, and private and catholic school associations. The breadth and extent of work activities identified by school career practitioners and services was extraordinary. While conditions have not improved for many, some career practitioners are receiving better pay compared to previous research. There are also many more respondents who noted they held a Level 8 career development qualification or equivalent.

ACCE also shared its research as part of its submission to the Victorian Parliamentary inquiry into student pathways to in-demand industries. CEO, Penne Dawe and I were pleased to represent the sector and speak about the importance of career education and guidance at the inquiry hearing. Having reviewed many of the submissions to this inquiry, it is pleasing to see that career advice and school career services were included in many of the other submissions from organisations including LLENs, Apprenticeship Employment Networks, the Smith Family, Autism Plus, CICA, and the Jesuits.



ACCE Governance Report

Across the year, the ACCE Board continued to provide strong governance and leadership to ACCE management in support of the 2024-2027 strategic plan. Our Board members also engaged with their career communities to encourage new members onto the ACCE Board. New board members are important to support the work of ACCE and ensure strong, new ideas support the association and can represent the needs of our broad membership base.

Pleasingly, two new members were officially elected to join the Board at our AGM: Karina Wheeler and Jenny D'Altera.

Risk Management

ACCE continued to monitor its risks under its risk management framework across its 16 key areas. Work conducted in 2025 forms the basis of a complete assessment review in 2026.

ACCE's 16 key risk areas are:

- | | |
|--------------------------|---|
| 1. Governance structure | 9. Financial Management |
| 2. Strategy | 10. Service Risks |
| 3. Policies & Procedures | 11. Stakeholder Risks |
| 4. Conflicts of Interest | 12. Project Execution Risks |
| 5. Regulatory Risks | 13. Internal and External Communication |
| 6. Legal Risks | 14. Technological Risks |
| 7. External Risks | 15. Ongoing Continuous Improvement |
| 8. Reputation Risks | 16. Mitigation Strategies, Innovation & Flexibility |



Professional Standards

ACCE continues to adhere to and promote the CICA Professional Standards and ongoing professionalism in the sector. This is maintained in its Code of Ethics for members.

Across the year, ACCE promoted and encouraged members to register with The Australian Register of Professional Career Development Practitioners (The Register). The Register is the single national point of reference for ensuring and promoting professional career development practitioners across the industry in Australia. While we recognise many ACCE members work in schools, this central professional register provides confidence to those in the community who access professional career services and it is another step in the professionalisation of the industry.

Culture and Staff

The ACCE Board approved Cultural Charter that continues to guide how staff engage within ACCE and work respectfully as professionals together. It has its foundations in reflective practice.

The roll-out of the ACCE Reconciliation Action Plan (REFLECT) included engaging with staff at the Narragunnawali program to share information about their work and promote the importance of Reconciliation in Education.

A new organisational feedback survey was conducted during the year and supported by an introductory focus group sessions hosted by ACCE's HR Partnership team at the Victorian Chamber of Commerce and Industry (VCCI). As part of the partnership agreement with VCCI,

a review and update of many policies commenced to meet changes in workplace legislation.

Several CEO staff online sessions were held and the association continues to provide employees and their families with free and confidential counselling through its EAP provider, AKG.



CEO's Report



Penne Dawe

Our commitment to advocacy remained strong across the year, particularly in relation to supporting members following feedback about changes to the Victorian Tertiary Admissions Centre's (VTAC) system. ACCE was able to represent members and meet with VTAC to propose the reintroduction of career practitioner panels to support IT developments and testing. This was well received by VTAC and at the end of 2025, VTAC began the process of developing an expression of interest process to have career practitioners join two new panels in 2026.

Several media channels also reached out to ACCE to comment on the OECD's report about teenage career readiness. Calls were fielded from media across Australia highlighting that this topical issue remains of interest to the community.

On behalf of the sector, the organisation responded to the Victorian Government inquiry into student pathways to in-demand industries and was invited to present at the inquiry hearing. This highlights that student career readiness is still an important factor and focus of governments.

I was pleased to attend the New Metrics conference at Melbourne University showcasing its work with Big Schools. The event highlighted the different assessment and more individualised learning approach being used across Australia by students in member schools. The schools at the expo showcased how students increased their understanding and engagement in their learning when they were able to participate in more self-directing learning connecting their interests to real-world experiences. Having hosted Dr Sandra Milligan at ACCE the previous year, New Metrics and ACCE concurred that their work falls within the bounds of career education and provides active examples of how career learning can be rolled out in our schools.



Conference and Supporters

The ACCE career education conference, *Back to the Future*, was a great success and punctuated the end of the year. ACCE recognises and thanks the generous support received from sponsors:

- ▶ Department of Education, Victoria
- ▶ Deakin University
- ▶ Victorian Catholic Education Authority.

The Victorian Department of Education founded two new career awards as part of the ACCE Biennial Career Excellence Awards program. One award was available for up to two government school career practitioners and one for a Government School based on their quality career support and leadership. The department generously supported the career practitioner and school award finalists to attend the conference.

The department also maintained its funding support for up to two career staff in Government Schools to become ACCE members to provide access to our free professional development and support across the year. The CEAV Institute was also engaged to deliver its non-accredited training, *Career Development in Practice*, 2-day workshop to support new career practitioners and career staff in state secondary schools.

Career Industry Training

CEAV Institute maintained delivery of its high-quality training in career development to the sector and community. For a second year in a row, the institute was selected as a finalist in the Victorian Training Awards in the Small RTO category.

In October, Kerry Brookes, Head of Teaching and Learning at the institute visited the Canadian Career Development Foundation (CCDF) to meet with our partner and participate in, and observe some of their quality training, particularly in the area of trauma. Kerry's trip included investigating employment services and career development programs offered through CCDF to understand how employment services are monitored and evaluated in Canada.

The longstanding partnership between both organisations builds on shared goals for the career sector and ideas about overcoming challenges to improve outcomes for the sector and community in both countries. The Canadian trip brings best practice back to Australia to enhance ACCE's work with Employment and Career Services. In 2026, the In Motion and Momentum training will be customised and offered as a train the trainer model to support our community's most vulnerable jobseekers.



Staff Development

A range of internal training and networking opportunities were provided for staff during the year. As many staff work regionally and remotely, connection remains important. A mid-year Town Hall meeting provided an opportunity to welcome new staff and deliver training and information updates about ACCE's work and policy changes. Work teams were also able to develop plans and collaborate on projects face-to-face.

The biennial conference and professional development program provided opportunities for staff to maintain their own professional development, including:

- ▶ 16 Yards, Working with Youth Justice
- ▶ AMSI, Developments in Maths Enabling Courses
- ▶ OECD, Are teenagers prepared for their careers?
- ▶ Barry Darnell, Understanding Morrisby
- ▶ Best Practice in Manufacturing
- ▶ Beyond 'Test and Tell' A fresh approach to Assessment in Career Development Practice
- ▶ Certificate in MYOB Bookkeeping AccountRight
- ▶ CICA, Putting Professionalism Into Practice: Why We Do What We Do; Supporting Refugee Resettlement through Career Development, and The Inclusive Pathways to Employment final evaluation findings and four principles for inclusive youth employment services
- ▶ Emerging Leaders Course
- ▶ Foreign Credential Recognition in Canada: Building Understanding Through Design Thinking
- ▶ Inclusive Employment Workshops: 2 Employing people from the CALD Community Workshop 2, Inclusive Employment Workshops Workshop 1, Employing people from the CALD Community Workshop 2, Employing People with a Disability Workshop 3
- ▶ My Spirited Child ADHD Conference
- ▶ myfuture, How to get a job in retail this shopping season; Meaningful and effective goal-setting in career education: Beyond SMART goals, and Practical strategies for guiding students through career exploration
- ▶ Quality career education in schools: An introduction to key principles and practice
- ▶ Supervision and People Management
- ▶ Understanding attention-deficit/hyperactivity disorder (ADHD)
- ▶ Understanding career transition
- ▶ Understanding how Place is important in Career Guidance Practice
- ▶ VCAA, Senior Secondary Pathways Info Session
- ▶ DE, Working with students with a disability

Also attended by ACCE staff: Sessions at the CANNEXIS 2025 virtual/hybrid conference, ACCE Professional Development webinars, ACCE Biennial Career Development Conference, ACCE CoP (disability), Melbourne Career Expo, LLEN meetings and regional career group network meetings.



Membership

Our membership team maintained a heavy workload throughout the year hosting our annual CPD events and supporting the biennial conference. ACCE also embarked on a program of resource development and updating to launch new workbooks, teacher guides and career cards in 2026.

In November, The Inter-agency Career Guidance Working Group (Cedefop, European Commission, ETF, ILO, OECD, UNESCO, and World Bank) organised a second Global Careers Month and ACCE hosted two online events to support this important global initiative:

1. Combining vocational and mental health support services for youth builds hope and improves mental wellbeing

A panel discussion with senior staff at Headspace hosted by ACCE. The [webinar](#) overviewed Headspace offerings and their latest research on the benefits of Integrated Individual Placement and Support services in overcoming educational/vocational challenges and improving mental wellbeing.

2. The Big Career Development Networking Event

A 24-hour continuous global conversation on careers, work and education. The initiative brought together diverse voices and ideas, contributing to the continuous evolution and improvement of career development practices worldwide.

My Career Insights

The My Career Insights (MCI) Program and Enhanced MCI (EMCI) continued to deliver career education services and the Morrisby Profile to government secondary schools and equivalent settings in Victoria. The MCI program exceeded its program targets across the year and the EMCI program produced remarkable case results among students who need additional support to develop their work readiness.

Sector representation

ACCE continued to support careers in education, workforce development and training through its presence on boards and committees. New work across the year included engagements with the National Employment Services Association (NESA) to develop ways to support Australia's employment services with career development, and with the Swinburne Centre for Excellence in Disability Employment (now the Centre for Inclusive Employment) to develop and share resources and information.

As always, the demand for our participation in reviews, on panels and boards is an indication of importance of the career sector and its work. The association remains committed to supporting better outcomes for all Australian.



My Career Insights

My Career Insights continues to support career services in Victorian Government secondary schools and equivalent settings with the delivery and unpacking of the Morrisby Profile in year 9. Funded by the Department of Education, Victoria, the program remains a key career education program in a suite of offerings from the department.

Students complete one of the Morrisby pathway profiles and are offered a one-to-one interview to unpack their Morrisby results. Unpacking is supported by independent, qualified Career Consultant to discuss their profile, explore career options, and learn how to use Morrisby to update their interests, skills and career and pathway options.

Benefits to students

The program gives students the opportunity to learn more about themselves, including the skills and abilities they have for different occupations and fields of work. Students learn about careers that match their abilities, interests and personality and can discuss pathways into careers of interest. As a strengths-based career program, students are never discouraged from exploring careers that may be lower matched to their profile as passions and aspirations are equally relevant.



Program Impact

- 69%** of interviews were face-to-face with a career consultant, school advisor as in a group unpack session.
- 30%** of career interviews were delivered remotely.
- 389** Victorian Government mainstream and alternative and specialist settings participated in the MCI program.
- 41,330** students completed a Morrisby profile including 2,626 students in the new year 8 trial.
- 37,864** students completed the full profile, 855 students registered with an Optional Aptitudes code, 339 students registered for Morrisby Careers and 16 students completed the Elemental Aspirations profile.
- 26,551** students had a one-to-one interview about their Morrisby Profile with a qualified Career Professional.

Student feedback

95% of students receiving a one-to-one unpacking session agreed or strongly agreed that the Morrisby assessment, career consultant and interview session helped them understand their profile, interests, aptitudes, personality and how to identify the next steps in their career decision making.

School feedback

95% + of schools reported that they agreed or strongly agreed they were satisfied with the program support and resources.

The program offers a suite of resources to support schools, students and parents beyond year 9 so that students can access their Morrisby Profile, complete a profile and plan their work experience, subject selection and transitioning.

Webinars were also hosted throughout the year to support schools to deliver and maximise the benefits of the program.



Year 8 trial

A Year 8 trial was rolled out in a single school region during the year to test Morrisby as a tool to support whole-school career development by increasing career awareness among students in Year 8. Students participating in Year 8 are able to take the full aptitude assessments in Year 9 and return to the profile throughout Years 10 to 12.

Students in the trial completed a Morrisby Careers profiling pathway made up of shortened interests (aspirations) and personality questionnaires. Three trial schools completed the program:

- ▶ Frankson High School
- ▶ Parkdale Secondary College
- ▶ Sandringham College.

To support the trial, schools were provided with:

- ▶ An Introductory Video, Lesson Plan and Parent Flyer to introduce and set up the profiling task.
- ▶ A Profiling Kit and Process Flowchart with a unique registration code for use during profiling.
- ▶ A student e-workbook to assist students to unpack their results and to gain knowledge of the platform.
- ▶ Meetings with each school to talk through the process and support documents.

Student Year 8 trial feedback

“Fun to see what the website suggested as a future job for me.”

“I really enjoyed using it and it was good to see that the job I want came up.”

“It helped me understand my strengths and some interesting weaknesses in a work environment.”

“It helped a lot but left me with more questions.”

“I can’t see the information helping much with choosing a future career.”

“Morrisby really helps with suggesting careers for young teens.”

The program also continued to support schools to deliver the program using the group unpack model.



Equity

The MCI program delivery in alternative settings also offers alternative profiling pathways including Optional Aptitudes, Morrisby Careers and Elemental Aspirations. Delivery throughout the year included Flexible Learning and re-engagement centres, Medical and Mental Health setting, Juvenile Justice, Navigator, Lookout and Non-Secondary School service providers to ensure all students can access the program. Ongoing support was provided by the program's Specialist Schools Inclusion Coordinator.

The Department of Education's pilot, the Enhanced My Career Insights (EMCI) Program, continued to support students in Years 9 and 10 in priority cohorts:

- ▶ Koorie students
- ▶ Students in out of home care
- ▶ Refugees, Asylum Seekers and New Arrivals with a cultural or language barrier.
- ▶ Students engaged with Youth Justice
- ▶ Students with disabilities who experience significant disadvantage.

Schools continue to refer students into the EMCI program to ACCE's qualified Career Counsellors who support the capacity building of referred students to engage with work-based learning opportunities and skill development including:

- ▶ More intensive and longer-term student engagement that is integrated into the current MCI program.
- ▶ Around four career engagements across Year 9 and 10 to identify individual interests and career goals and helps students access and prepare for work-based learning.

Work readiness in the program includes:

- ▶ participation in mentoring programs
- ▶ developing interview and communication skills through training – workshops/mock interviews
- ▶ workplace tours (in person or virtual) excursions
- ▶ incursions, guest speakers etc.
- ▶ assistance for students to access supports through the work-based learning strategy through the School to Work Portal and the Local Learning and Employment Networks.



CEAV Institute (RTO 22523)

Curriculum design and assessment

As a leading industry training provider, the CEAV Institute continues to deliver two Career Industry Council of Australia (CICA) endorsed qualifications:

- ▶ CHC81315 Graduate Certificate in Career Development Practice
- ▶ CHC41215 Certificate IV in Career Development.

These qualifications along with CHC41115 Certificate IV in Employment Services, are currently entering a review phase led by the Jobs and Skills Council (JSC), HumanAbility. The process will involve updates to the performance criteria and elements within both courses to ensure they remain aligned with current industry requirements.

HumanAbility is one of 10 JSC's appointed industry-led not for profit organisation by the Department of Employment and Workplace Relations to provide advice and leadership across the following sectors:

- ▶ Aged Care and Disability Services
- ▶ Children's Education and Care
- ▶ Health
- ▶ Human Services
- ▶ Sport and Recreation

Opening the review was timely with ACCE already working with the National Employment Services Association to reintroduce the CHC41115 Certificate IV in Employment Services to its scope of registration. RTO Manager, Kerry Brookes, has been selected to serve on the Technical Review Committee for this national review process as HumanAbility works with industry stakeholders to research workforce demand, identify the current and future skills required by employers, and redevelop qualifications and training packages.

Compliance

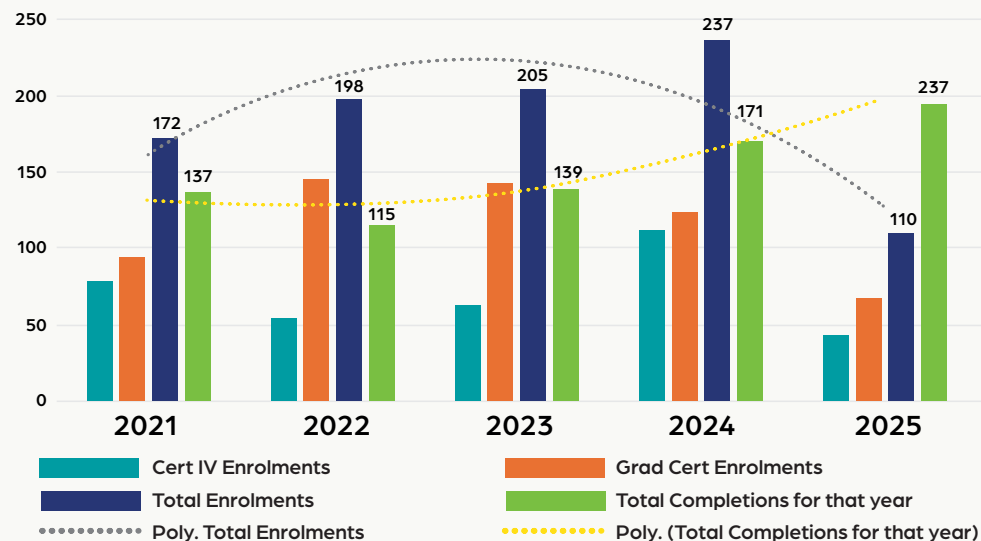
The institute has been actively working to streamline administrative processes and ensure that all policies and procedures align with the Australian Skills Quality Authority (ASQA) 2025 RTO Standards released during the year. Validation processes have been completed across both courses. With most independent RTOs losing Skills First Funding, the team is removing the processes and procedures associated with this funding.

Graduation

The annual Graduation Celebration was held at the Melbourne Polytechnic Greensborough Campus where ACCE celebrated the achievements of 58 Certificate IV graduates and 133 Graduate Certificate graduates. These students represent a diverse range of professional backgrounds and levels of experience. A significant proportion of graduates were supported through scholarship programs, with the largest cohorts coming from Victorian Catholic Education and Victorian Department of Education scholarship programs.

Enrolments

CEAV INSTITUTE: 2021 – 2025
Total Enrolments and Completions



Learner feedback

Employment outcomes

Of the students completing qualifications with the CEAV Institute:

85.9% had an improved employment status after training.

93.9% were employed before training. Of these, 9.0% were employed at a higher skill level after training.

97.9% were employed after training. Of these, 86.6% received at least one job-related benefit.

Students' satisfaction with training

94% were satisfied with their training overall.

94.5% would recommend their training provider.



Learner Testimonials

Certificate IV testimonials:

"The practical side of the course! The continuous engagement from the trainer and the assessments themselves being so practical and flexible in application"

"The trainer and assessor, was an invaluable source of expertise and support through this challenging and inspiring course."

"Our trainer was exceptional in her delivery and accommodation of student needs, particularly in consideration of doing the course alongside a full-time job."

"The online and face to face sessions were very engaging and relevant. The sessions were clear and well structured. My trainer was very approachable when I had questions etc."

Graduate Certificate testimonials:

"Loads of up-to-date resources and an excellent trainer. Support was given promptly and all interactions across the board with the variety of staff was welcoming and professional."

"The trainer was a great instructor—organized, responsive, patient, and able to clearly explain complex career theories and topics."

"The Trainer was very knowledgeable and encouraged group participation."

"Thank you for the time and effort you must put into marking the assessments. I can tell this by the feedback you provide which I really appreciate!"



CEAV Institute Professional Development

RTO Training Team:

- Attending the Melbourne Careers Expo
- Attending Uni Open Days
- Attending National Career and Employment Expo-
- Attending VDC Conference
- HumanAbility Workforce Plan
- Deakin's Career Practitioners Seminar
- Clean Economy in Victoria
- VTAC: Guide to applying for Tertiary Study in Victoria
- Should I stay or should I go? How place identity shapes careers in regional Australia
- Supporting Refugee Resettlement through Career Development
- STEM + X: Technology
- Guide to engage with apprentices and trainees
- 2025 Standards – Insights
- Cannexus 2026
- CHC Career Development and Employment Services First Technical Committee meeting
- Mastering Psychosocial Regulations with Confidence
- Promoting dignity of work
- Making Learning Stick
- Future Careers Forum Online
 - AI Revolution
- Navigating your post-school plans with confidence
- Generative AI
- From Insight to Impact: What National Data Tells Us About the Career Development Workforce

Victorian Training Awards

CEAV Institute was once again selected as one of three finalists in the Small Training Provider category, recognising providers with total enrolments of fewer than 500 students. ACCE offers its congratulations to Civil Contractors Federation Victoria, who were awarded the prize, and to Harvester Technical College for also being recognised as a finalist in 2025.

Career Development in Practice

CEAV Institute continued to provide the 2-day workshop to support new career professionals and non-professionals to increase their understanding of careers in a range of settings. CDIP workshops were customised to meet the needs of participants in varied service settings.

The Department of Education also supported workshops for up to 120 career staff and new career professionals in schools and were hosted across Victoria in the second half of the year:

- ▶ Charlton Park, August
- ▶ Mildura, August
- ▶ Ballarat, September
- ▶ Melbourne, October
- ▶ Moe, November
- ▶ Shepparton, November

Resource Development

Throughout the year, the institute continued to expand its non-accredited training. In addition to delivering Professional Development Days in Perth and Adelaide, it developed resources to support career practitioners working within the disability sector, reviewing legal and ethical protocols and procedures, and exploring trauma-informed practice within the career development field.

Looking ahead, ACCE and the CEAV Institute are exploring additional areas for professional learning, including advanced counselling and interview techniques, as well as the use of creativity within career counselling services.



L-R: Kareena Wheeler, Director; Kerry Brookes, Head of Teaching and Learning; Susan Elmasri, Senior Trainer/Assessor; Lee Ponsioen, Operations Manager; Jenny Holmes, RTO Admin Team Lead; Penne Dawe, CEO; Trevor Black, President; Penny Hysen, Senior Trainer/Assessor

CCDF Partnership Training

At the end of the year, ACCE's Head of Teaching and Learning Kerry Brookes, travelled to Canada to explore two innovative career development training programs:



In Motion & Momentum is a group-based career development program designed for individuals who may have experienced repeated setbacks in traditional learning or employment. The program focuses on helping participants reconnect with their potential, take ownership of their future, and move toward the life they want to live.

In Motion & Momentum+ has undergone independent evaluation through a randomised controlled trial across multiple delivery locations in Canada. The results demonstrated strong outcomes, including:

- ▶ A 34-percentage point increase in employment among participants within 12 months compared with 22 percentage points in the comparison group.
- ▶ Significant improvements in employment hope, emotional intelligence, and motivation.
- ▶ High participant satisfaction with 85–90% reporting improved direction, confidence, and self-belief.
- ▶ Strong program fidelity, with 85–98% adherence to implementation standards across partner organisations.



Building excellence and innovation in career and workforce development

Building a New Era is a foundational course that strengthens career development knowledge while deepening core interpersonal and professional practice skills.

The Building a New Era course has also contributed to strengthening the professional identity of career development practitioners while increasing their confidence and perceived competence in their roles.

Insights gained from the Building a New Era course will help strengthen the content of ACCE's current CDIP program. In addition, discussions are currently underway with the CCDF regarding potential customisation for Australian services with the aim of offering In Motion & Momentum+ as a Train the Trainer program.

Partners

CEAV Institute has ongoing connections and partnerships with industry, schools and several key organisations including:

- ▶ Department of Education, Victoria
- ▶ Catholic Education in Victoria
- ▶ Canadian Career Development Foundation
- ▶ Orygen Youth Services.



Communities of Practice

Specialisation Education

The second year of delivery saw an overall increase in member participation, reinforcing the importance of active engagement within Communities of Practice (CoP). These communities rely on the contributions and collaboration of attendees to ensure meaningful dialogue and shared learning.

Throughout the sessions participants explored a range of discussion areas including planning for the year ahead, reflecting on experiences from attending expos and other events, developing curriculum approaches, and identifying effective strategies for working collaboratively with school staff.

Specialisation Disability

The year saw significant growth in the CoP specialisation disability. Initially founded to support the roll-out of the Brotherhood of St Laurence/Ticket to Work's Inclusive Career Benchmarking Tool for schools, the CoP now has over 150 members.

This CoP has provided an important and vital platform for career development professionals across various sectors to collaborate, share insights, and enhance their practice. This report provides an overview of its 2025 membership profile, session attendance, engagement trends, and impact.

2025 CoP Disability sessions

Term 1 Australian Disability Network (AND)

Registrations	80
Attendees	35
Recording Views	36
Total Impact	71

Term 2 National Disability Services

Registrations	55
Attendees	19
Recording Views	22
Total Impact	41

Term 3 Event cancelled speaker unavailable

Term 4 Guest Speaker Panel

Advocating for Children with Disability Better Employment Connections panel of speakers:

- ▶ Brotherhood of St. Laurence
- ▶ Centre for Inclusive Employment
- ▶ Children & Young People with Disability Australia
- ▶ DE Disability Inclusion
- ▶ Scope Australia

Registrations	98
Attendees	35
Recording Views	37
Unregistered attendees	11
Total Impact	83

Registrations by State

VIC	74	93%
NSW	4	1%
QLD	3	1%
Other	11	4% (SA, TAS, WA, ACT)

Department of Education statistics

Registrations	133
Attendance	40

The Guest Speaker Panel had the most registrations (98), and the most recording views (37). Across 2025, there were nearly 200 Community of Practice member attendees with 40 new members registering throughout the year.

Vocational Assessment Tools

Vocational Assessment Tools

ACCE has maintained its role as a trainer and representative for evidence-based vocational tools:

- ▶ Morrisby Profile
- ▶ Employment Readiness Scale™ (ERS)

Several employment services contacted ACCE during the year to discuss trials of the ERS. Training was provided to members of the WISE team and discussions were held with other Australian workforce service providers, highlighting an interest in delivering services and reporting on career improvement.

In 2025, Karen Pritchard Program Manager of the My Career Insights Program, visited Morrisby headquarters in the United Kingdom to discuss future developments of the Morrisby Profile for Australia. Morrisby have been updating and refreshing many parts of the platform including their ongoing update of Australian roles and alignment to pathways and the Australian curriculum.

Across the year Morrisby began to roll out a series on changes including simplifying the user interface, adding a support widget, and connecting with Jobs & Skills Australia to incorporate labour market information. Morrisby also completed a review of suggestible occupations to over 820.

In December, Morrisby's CEO/CTO Steve Cole travelled to Australia to present at the ACCE Conference and meet with career practitioners in government and independent schools to gather user feedback.



L-R: Craig Eastwood, Career Project Manager Morrisby, Steve Cole, Morrisby CEO/CTO & Karen Pritchard, ACCE MCI Program Manager

Schools and educational institutions around Australia have used Morrisby in 2025:

- ▶ **35,403** Morrisby Profiles undertaken
- ▶ **611** Website EOI submissions
- ▶ **86** Morrisby Demonstrations
- ▶ **440** Morrisby Certification training course enrolments
- ▶ **42** Engagements including parent information session presentations, Regional Career Group meetings, career conference exhibitions and school visits to provide information and support to career services.

Updated resources in 2025 included:

- ▶ Local www.morrisby.com.au website
- ▶ Short duration videos, marketing and support resources
- ▶ EDM activations, case studies, annual checklist for Morrisby profiling and annual engagement survey.

CEAV Career Counselling Australia (CCCA)

CCCA continued to deliver career counselling services to the community. A web page and account were also established to support CCCA to launch its own fundraising activities in 2026. When launched, all the proceeds will provide vulnerable jobseekers who cannot pay for career services with access to free career counselling.

Work also met with Corrections Victoria to discuss a review and update to the Vocational Counsellor training, resources, tools and guide that supports vocational counselling in Victorian Prisons. The original work was developed by ACCE in 2016.

Five focus groups were conducted with Prison Industries, Employment Specialists, Education Supervisors and Vocational Counsellors and have provided the department with information to support their work and future project design.



Member Services

ACCE maintained a strong focus on its members and recognises the support provided by the Department of Education, Victoria and Victorian Catholic Education Authority through funding support for career practitioners in their schools to become ACCE members. This generous funding was provided to ensure career practitioners in Victorian government schools and Victorian Catholic Schools could access ongoing professional development, information, research and events across 2025. At the end of 2025 there were 1,224 ACCE members.



Department of Education funding provided 12 months of membership for up to two career practitioners in each government secondary school commencing in March 2024 through 2025. A total of 602 members were granted access to membership with 48% new to ACCE.

Department of Education Members

- ▶ 51 Associate Applications
- ▶ 349 Professional Applications
- ▶ 202 Standard Applications

Applications

- ▶ 291 were new ACCE members
- ▶ 16 Head Start

Regional Breakdown

North Eastern	135
North Western	149
South Eastern	181
South Western	137



The Victorian Catholic Education Authority commenced funding of ACCE membership in 2025 for approximately two career practitioners in each Victorian Catholic secondary school.

A total of 59 members were granted access to membership, with 19% new to ACCE.

VCEA Members

- ▶ 5 x Associate Applications
- ▶ 48 x Professional Applications
- ▶ 6 x Standard Applications

Continuing Professional Development Program



Across 2025, ACCE delivered over 50 professional development events, including webinars. Webinar participation increased significantly growing from 2,604 in 2024 to 3,684 registrations in 2025. It included 70 hours of online professional development, 12 hours of face-to-face learning, complemented by a further 1,519 views of session recordings. This is a 41% increase in participation compared to the previous year.

Communication

Fortnightly eConnect news were distributed to members with special announcements including event reminders, President Communiques and important CICA announcements.

Members also received three quality ACCE journals during the year with the third edition printed and provided to conference attendees.



Benchmarking Career Services

ACCE Career Benchmarking services were delivered to three schools funded by the Victorian Catholic Education Authority.



ACCE's Benchmarking Tool establishes a baseline position for each school's current service and identifies any missing or underdeveloped elements across seven categories of delivery:

- ▶ Leadership and Management
- ▶ Strategic Planning Processes
- ▶ Data and Analysis
- ▶ Resources
- ▶ Client Focus
- ▶ Processes and Services
- ▶ Outcomes

"The Benchmarking process was an easy navigation and was not time consuming. Having the assessor visit our school was great as it gave us confidence to demonstrate how the service is run, show the resources and highlight the careers space. The process summarized current strengths and highlighted areas for development. At no point did we feel pressured to change our service immediately. The report was concise, especially the recommendations, which were written in an easy-to-read summary allowing time poor leadership to have on point discussions. The process has also allowed us to reflect on our own practice and see the strengths of our service and areas to focus on in the future."

- Career Practitioner, Sacred Heart College, Kyneton

"Borinya Wangaratta Community Partnership participated in the 1-day Career Benchmarking service for the very first time. The process highlighted and validated our current school wide approach to Career Development practices, and the report recommendations identified the gaps with the action plan being a fantastic tool to rectify the short falls. Our Benchmarking, Susan, was extremely professional and made the process enjoyable, I highly recommend the Benchmarking to other schools, it is NOT an intimidating or judgemental process at all!"

- Career Practitioner, Borinya Wangaratta Community Partnership

"We valued the ACCE 1-day funded benchmarking service as an opportunity to gather feedback from students, staff, parents and an objective ACCE expert. It allowed us to reflect on strengths and areas for improvement, and to look at our careers service through a more strategic lens. Having our principal participate was particularly valuable. The process was flexible, as a regional school we undertook it virtually without issue, tailoring the day to suit staff availability. The structure and action plan tool were very effective in supporting improvements, both small and large. The Career Development Quality Benchmarks (CDQB) tool has also been invaluable in helping us audit and review our careers service, providing a clear framework for both reflection and future planning. It was a very positive experience for our college, and we would definitely recommend benchmarking to other VCEA schools delivering career education programs."

- Career Practitioner, Marist-Sion College, Warragul

VET Development Centre Partnership



ACCE's ongoing partnership with the VET Development Centre provided moderation support for the centre's high-quality, professional development series. A total of 54 sessions/7350 minutes of professional development delivery was supported by the moderation team at ACCE.

ACCE Biennial Conference

The 50th anniversary Biennial Conference, *Back to the Future*, provided the foundations for ACCE to celebrate its 50 years with members. The conference brought together members, partners and Life Members to reflect on five decades of leadership in career education and development.



Department of Education



Victorian Catholic Education Authority

Major partners included Deakin University, the Department of Education and the Victorian Catholic Education Authority.

Hosted by Deakin University at their Burwood Campus, the event saw 368 attendees network together with industry trade exhibitors. Representatives came from schools, government, community organisations and industry. The conference program explored how to support the career education and development of students and adults while responding to fast-changing workplace conditions.



Jean Dyzel, CEO, Public Skills Australia

Keynote speakers Blair Chapman, Senior Economist from Seek, Jean Dyzel, CEO of Public Skills Australia and Emma-Rose Parsons, Psychologist and Director from Spectrum, House. Other workshops examined labour market trends, technological change (including AI), ethical practice, wellbeing and inclusion, and emerging industries. Strong attention to future pathways and evolving career identities equipped delegates with practical tools to navigate increasing complexity in contemporary career development practice. Sessions also addressed senior secondary pathways, jobs of the future, entrepreneurial journeys, gap year opportunities, counselling micro-skills, and embedding career education across the F-10 curriculum.

Industry engagement was a major highlight, with strong participation in the onsite presentations, trade show, and tours that included the Victorian Tunnelling Centre and the Synchrotron. Participation reflected strong cross-sector engagement, with delegates representing government, Catholic and Independent schools, alongside education department staff and community and tertiary sector organisations.



Government schools formed the largest cohort of attendees, followed by Independent and Catholic schools, highlighting ACCE's reach across diverse education settings.

Sponsors and the trade exhibition played a key role in strengthening industry connection. With 31 trade exhibitors, the expo offered a vibrant platform for delegates to engage directly with tertiary providers, training organisations, professional bodies, and industry partners, helping to strengthen real-world pathway conversations and collaborative partnerships.



ACCE Career Excellence Awards 2025

As part of the 50-year anniversary celebrations, the ACCE Awards served as a key highlight, honouring excellence and impact across the sector. The Awards program attracted strong nominations across government, Catholic, independent and community sectors, reflecting the strength and diversity of practice in career education. Award recipients and finalists were recognised for outstanding career practice, exemplary whole-school provision of career education, regional leadership, community impact and lifelong contribution to the profession. The Awards Lunch provided a powerful moment of collective recognition, celebrating practitioner excellence, innovation, leadership and service, and reinforcing the value of career education to learners, schools, communities and industry partners.



Industry Project, Department of Health

During the year the projects team commenced work with the Department of Health to build awareness of opportunities and pathways into Mental Health for pre-vocational students, university students and careers advisors.

Resources will be due to be released in 2026 including posters and pathways charts, student and teacher workbook and lesson plan.



Webinar:

Careers in Mental Health and Wellbeing & Alcohol and Other Drugs (AOD)

Join the Department of Health for the launch of new career education resources designed to help students understand the wide range of opportunities in the mental health and alcohol and other drugs (AOD) sectors.

This practical webinar will introduce classroom ready materials, including:

- Career pathways information
- Industry fast facts
- Useful links poster
- Student workbook

Hear live from 2–3 mental health and AOD professionals as they share their career journeys, alongside an overview of how to use the resources with students.

Who should attend:
Secondary school career practitioners, careers teachers, VET and tertiary careers staff, and education professionals supporting student pathways.

FREE EVENT – registration essential.
<https://bit.ly/3PT1D5q>

 If you want to work in an industry that helps people and makes a real difference in your community, find out more about Careers in Mental Health by exploring the other resources at www.acce.org.au



Resource Development

Long awaited updates have commenced on the ACCE Career Education Student Workbooks and Teacher Guides.

Each Learning Task is mapped to the Australian Blueprint for Career Development, the Australian Curriculum, and state-based curriculum frameworks. This alignment gives career practitioners confidence that they are addressing required competencies, while also providing a strong basis for benchmarking, reporting, as well as the ability to advocate more strongly for their programs.



ACCE Committee of Management

2025 Board members

Chair and President: Trevor Black, Carey Baptist Grammar

Deputy Chair/Vice President: Mae Batrouney, Highvale Secondary College

Treasurer: Lucinda Huffer, Wellington Secondary College

Secretary: Jacky Burton, The Knox School

Director: Jenny D'Altera, Lauriston Girls' Schools

Director: Karina Wheeler, Sacred Heart Geelong

ACCE Management Team

Chief Executive Officer: Penne Dawe

Operations Manager/Company Secretary: Lee Ponsioen

RTO Manager/Head of Teaching and Learning, CEAV Institute: Kerry Brookes

Program Manager: My Career Insights and Enhanced MCI: Karen Pritchard

Career Project Manager: Craig Eastwood

Business and Payroll Manager/HR Administration: Rachel Dodson

Member Services and Project Manager: Amelia McCulloch

ACCE is a not-for-profit educational charity that supports career education and development as a lifelong process. We believe that through the development and delivery of ethical and professional career education and training, careers counselling services and products, individuals can become successful career self-managers.

ACCE is represented on:

- ▶ Banyule Nillumbik Tech School Board
- ▶ Council of Professional Teaching Associations of Victoria
- ▶ Founding Member Association of the Career Industry Council of Australia
- ▶ GAN Australia Steering Committee.
- ▶ National Youth Employment Body, Advisory Board
- ▶ Public Skills Australia, Jobs and Skills Council, Career Pathway Network
- ▶ RBA Education Advisory Panel

ACCE partners:

- ▶ AMSI
- ▶ Brotherhood of St Laurence
- ▶ Canadian Career Development Foundation.
- ▶ Orygen
- ▶ Victorian Chamber of Commerce & Industry



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