

Symposium



About

In 2020, the [National Careers Institute](#) (NCI) has funded a project to investigate best practice career support for students with disability with the aim of establishing the first dedicated national Career Development Learning (CDL) Hub for students with disability. The CDL Hub will include an accessible range of freely available resources and practical examples of programs that address careers for students with disability across stages of the student experience.

The CDL Hub Symposium will share the outputs of this research project, with staff from across the sector sharing their experiences of designing and implementing programs over the last two years.

- **Date:** Monday 13th February to Friday 17th February, 2023
- **Time:** 10:35am to 11:50am
- **Location:** University of Wollongong (24.G01) and online (zoom links for each of the individual sessions are available below).

Workshop Overviews

Monday 13th February, 2023

Face to face and online ([Zoom Link](#))

Launching the CDL Hub & Best Practice Principles for CDL for students with disability - Professor Sarah O'Shea

Professor Sarah O'Shea is a national and international recognised educator and researcher, who applies sociological perspectives to the study of higher education equity. Institutional and nationally funded projects advance understanding of how under-represented student cohorts enact success within university, navigate transition into and through this environment, manage competing identities and negotiate aspirations for self and others. Sarah has also held numerous university leadership positions, which have directly informed changes across the Australian higher education sector, particularly in the field of educational equity. She has published extensively and has been awarded nearly \$AUD4 million in grant funding since 2009 and has managed over \$10 million in Federal Government funding. Sarah has also been recognised for her work via numerous awards and is currently an Australian Learning and Teaching Fellow (ALTF), a Principal Fellow of the Higher Education Academy (PFHEA), and Churchill Fellow (CF).

Workshop Overview

This presentation will provide an overview of the project 'National Career Development Learning (CDL) Hub for Students with Disability' which was funded by a National Careers Institute Partnership grant (NCIPI000759) in 2020. This project grew from a recognition that

Australians with disability are a group of people who are in most need of quality career education. Young people with disability (aged 16-25), are more likely to experience multiple and repeated labour market movements including periods of disengagement and unemployment than the rest of the population (Lamb et al., 2015; Ranasinghe et al., 2019). The session will provide an overview of how the project developed, the consultations that occurred and the ways in which the final outputs were informed by multiple stakeholders including students, family members and also careers advisors.

Tuesday 14th February, 2023

Designing a professional development program for Career Practitioners working with Students with Disability.

Face to face and online ([Zoom Link](#))

Dr Kylie Austin, Nuala O'Donnell, Michael Cooper, Taylor Blair, Amy Calladine, Penelope Thompson

The team at the University of Wollongong consisted of equity practitioners, career practitioners, accessibility practitioners and students as partners who worked collaboratively to design a professional development program to support career conversations with students living with a disability. The team consisted of staff and students with both lived experience and/or a long history of engaging with students in the careers and accessibility areas of the university.

Workshop Overview

This workshop will share experiences of students living with disability and their engagement with Career Development Learning (CDL) and Careers Services more broadly. Students will share 'what works' and opportunities for ongoing improvement in the delivery of CDL to students with disability.

As part of the panel discussion, both students and staff at the University of Wollongong will provide an overview of the professional development resources that will be available to career practitioners, as well as provide insights into why and how these resources were developed. Outcomes of the first pilot of the professional development resources will also be shared with the group and a demonstration of the platform will be provided.

Wednesday 15th February, 2023

Co-designing Diverse Career Identities for People with Disabilities - Dr Mollie Dollinger

Face to face and online ([Zoom Link](#))

Dr Mollie Dollinger is a Senior Lecturer in the Learning Futures Team at Deakin University. Her research areas including exploring equity and inclusion of higher education, participatory design methods and students as partners, and understanding the value of university through the student perspective, such as through graduate employability and student leadership. She is a member of the Centre for Research in Assessment and Digital Learning (CRADLE) and Deakin's Research for Educational Impact (REDI).

Workshop Overview

In this presentation and workshop, participants will be introduced to the idea of co-designing diverse career identities for people with disabilities. We will begin with a short introduction to the current employment landscape and existing barriers for people with disabilities, including for university graduates living with disabilities, a highly skilled yet underutilised cohort. We then will discuss one potential approach to combat ongoing bias and discrimination in the labour market, by co-designing diverse careers identities that counter ableist-notions of an 'ideal' worker. Participants will then work together in small groups to co-design alternate trajectories of success that harness the expertise and skills of people with disabilities. Finally, we discuss next steps and future research to improve equitable participation in the Australian labour market.

Thursday 16th February, 2023

Schools, Employers and Work Placements - Professor Sue Kilpatrick

Face to face and online ([Zoom Link](#))

Sue Kilpatrick is Professor of Education, University of Tasmania. Before semi-retiring she was she was Pro Vice-Chancellor (Students) at the University of Tasmania where her responsibilities included university outreach and pathways programs and Pro Vice-Chancellor (Rural and Regional) at Deakin University. Sue holds a PhD in the economics of education. Sue has over 25 years' experience as a researcher in rural and regional communities, particularly education, training and learning for adults, social capital, innovation in agriculture, rural community development and rural health, and 100 plus research grants which have resulted in publications with over 5800 citations (Google Scholar). Sue's social capital and education research have influenced national and state government's education and regional development policies. Her recent and current research projects focus on access to and participation in post school education and wellbeing in rural and regional communities.

Workshop Overview

Employers and industry are key partners in work-based learning experiences for higher education and vocational education and training (VET) students. Research has shown that VET delivers benefits for individuals, businesses and communities. VET can be a driver for social inclusion and a conduit for economic growth, yet employers can hesitate to host work placements for students with disability. We partnered with a state department of education and a chamber of commerce with the aim of increasing employer and industry understanding of what is involved in engaging in the work-based component of school-based VET for students with disability. We identified barriers and enhancers to both employer and student participation in work-based learning, as well as strategies to address these. The project produced practical Guidelines that answer common employer questions and provide access to resources to support employers and students intended to increase employers' willingness to host school VET students with disability in their workplace.

Friday 17th February, 2023

Career Development Learning for Neurodivergent Tertiary Students - Associate Professor Jane Coffey

Face to face and online ([Zoom Link](#))

Associate Professor Jane Coffey is an academic within the School of Management and Marketing, Faculty of Business and Law. Jane specialises in research in the areas of the intersection of careers, graduate employability and the future of work. She also develops and delivers innovative and leading curriculum in the areas of career design, career sustainability, future of work, employability, human resource management and employee relations. She was also the Chief Investigator for a recent major national grant investigating the quality of career advice, support and academic pathways of low SES secondary school students. She is a regular reviewer for Career Development International, International Journal of Human Resources Management, Personnel Management, International Migration Review and many others. She is also an author of a best-selling university text on strategic human resources, which is currently in its 10th edition.

Workshop Overview

The aim of the CDL for neurodivergent tertiary students project was to provide a range of resources, inclusive of specialised workshops, tools, and resources, which will aid participant understanding of employment and career opportunities, their unique strengths and skills as well as access to a suite of 'bite size' resources and tips sheets focussed on successful transition to graduate employment and careers. The workshops also assisted in facilitating a community of practice across the broad neurodivergent university student cohort. The CDL program for neurodivergent tertiary students added value to the range of existing services available at Curtin. The primary focal point for delivery of this pilot program was through face-to-face workshops in which students engaged as both receivers and sharers of information and resources through the lens of neurodiversity. The workshops also assisted in facilitating a community of practice across the broad neurodivergent university student cohort.