Career Development DRAFT Functional Map March 2021

Please note – during the development process, the draft NOS you will be asked to comment on may have resulted in some of these NOS titles being changed. The FM will be updated with up to date URNs and NOS titles upon final submission of the NOS for approval.

Key Purpose	Main Function	NOS URN	NOS TITLE
To assist individuals to identify and develop the skills to make and manage their choices of learning and work; to fulfil their potential, contribute to their personal wellbeing and social and financial success; to contribute to the success of society and the economic prosperity of the country.	AREA A Develop ethical and reflective practice.	CDICRD01	Develop and apply understanding of theory and effective practice in career development
		CDICRD02	Reflect on, develop and maintain own skills and practice in career development
	AREA B Enable individuals to embrace lifelong learning and develop career management skills.	CDICRD03	Build and maintain relationships with individuals to ensure a client – centred approach to career development
		CDICRD04	Support individuals to identify and explore their career development needs and aspirations
		CDICRD05	Enable individuals to set appropriate goals and career development objectives
		CDICRD06	Plan and deliver individual and group development through career-related learning
		CDICRD07	Enable individuals to use and apply information for career development
		CDICRD08	Provide ongoing support to help individuals achieve their career goals and development objectives
		CDICRD09	Help individuals evaluate their progress and achievement and plan for the future
		CDICRD10	Lead and manage career development work in an organisation

Key Purpose	Main Function	NOS URN	NOS TITLE
	AREA C Enable individuals to access wider services.	CDICRD11	Improve services to individuals by collaborating with others
		CDICRD12	Enable individuals to access referral opportunities
		CDICRD13	Represent individuals' needs to others
	AREA D Promote and improve the service offer.	CDICRD14	Plan and design the service offer
		CDICRD15	Promote the availability, value and effectiveness of the service
		CDICRD16	Monitor, evaluate and improve the effectiveness of the service
		CDICRD17	Plan and undertake research on behalf of the service