

... fostering the practitioner spirit

A publication of the Career Development Association of Alberta

Greetings from the CDAA President

I currently have the following quote from Vincent van Gogh at the bottom of my e-mail messages: *What would life be if we had no courage to attempt anything?* That is not only true for individuals, but your professional association as well. Since our last issue, the CDAA been courageously moving ahead, and I'd like to update you on our progress to date.

In June, I reported the names of the executive. At that time, a number of our portfolios had not yet been assigned and they are now. The new roles and who is doing them are:

Education: Charles Eastly
Governance: Pamela Lester
Membership: Tamara McCormick
Partnership: Lynn Berry

The executive is planning a strategic planning meeting in January to determine the course of action for the CDAA as we prepare for the future of our profession and the association in Alberta. We are working with the Centre for Non-Profit Management in Calgary to ensure that we make solid decisions on your behalf. As part of this process Tamara McCormick, our Membership Coordinator, has prepared a survey for your input. Please take a minute to respond to the survey posted on our website at www.careerdevelopment.ab.ca and let us know how we can serve you best.

The CDAA has been invited to participate on the advisory committee for the Life Skills and Career Development Coach Diploma program at Bow Valley College in Calgary. Charles Eastly, our Education Liaison, will be representing the CDAA there. There may be potential for additional CDAA members to contribute in this way as we inform other educational institutions that the association is willing and able to provide input to their programs on behalf of our profession. You can contact Charles directly through the website if you are interested in serving our profession in this capacity.

Kristen Cumming and the Communications Committee have been working hard with a consultant to develop a visual image for the CDAA that will help you to recognize CDAA-sponsored events, information, and activities. We are excited to present the results of their work to you soon, so watch for our new brand to be unveiled in the next few months

Doreen Kooy, Certification Committee Chair, will represent the CDAA at the January meeting of the Canadian Standards and Guidelines for Career Development (CSG's) in Ottawa (see www.career-dev-guidelines.org for more CSG information). The CDAA has been contributing to the development of the CSG's for the past ten years and used them to develop our Certified Career Development Professional (CCDP) designation. Regarding our

CCDP designation, we have been approached by BC and Ontario to share our process with them as they move towards certification as well. We are excited to be able to collaborate with our peers nationally as the career development field grows and develops.

I am enjoying my "sabbatical" in the Netherlands as I learn the Dutch language and culture. Thanks to email and conference calls and increased flexible time, I've been able to stay closely connected with the CDAA executive.

I wish you all the best in your own career and life in the upcoming months. Vrolijk Kerstfeest!

Colleen Smith
CDAA President
cjscareers@telus.net

What's Inside...

2. Executive and Services
3. Chapter News
6. Work Wise 2006
7. Article
8. Building Tomorrow Today
9. CDAA Membership Survey
10. Career Development in Calgary
11. Article
12. Certification Committee
13. Career Portfolio
14. Working the Web
15. Education
16. Editors Corner

CDAA Services and Contacts

CDAA Website:

www.careerdevelopment.ab.ca

CDAA List Serve:

Join the list serve by accessing Member Services on the website.

Administrator:

Gail VanEerden
780-447-3730
780-451-0208 fax
gvaneer@oanet.com

Registrar – Certification

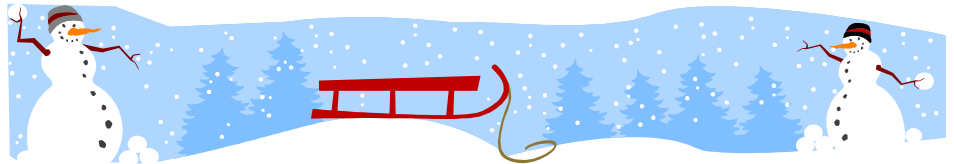
Laurie McCreary-Burke
403-933-4532
jolacaja@telusplanet.net

Career Momentum Editor:

Lori Atkinson
latkinson@shaw.ca

2005 – 2006 CDAA Executive

President	Colleen Smith	cjscareers@telus.net
Past President	Rona Fluney	rona@kineticcoaching.ca
Vice President/BTT	Holly Sorgen	holly@smdea.com
Treasurer	Sher Broeders	sher.broeders@columbiahealth.ca
Certification	Doreen Kooy	kooydr@telusplanet.net
Chapters	Herky Cutler	fyfs@telusplanet.net
Communications	Kristen Cumming	kristenc@telusplanet.net
Member Services	Tamara McCormick	tmccormick@rockyview.ab.ca
Partnerships	Lynn Berry	lynnberry@shaw.ca
Education	Chuck Eastly	cmeastly@telusplanet.net
Governance and Internal Policy	Pamela Lester	pamelalester@shaw.ca



Introduction to New Career Momentum Editor

I would like to take this opportunity to welcome Lori Atkinson to the role of Editor for Career Momentum. Lori brings abundant energy and creativity to this publication and we are very fortunate to have her join the communications team.

Past co-editors Pamela Lester and Sandra Hebert, whose contributions to Career Momentum's content and structure have been tremendous, have passed the baton to Lori. Their commitment, technical skills and indomitable style have been highly appreciated. Heartfelt thank you to both of them for their tireless work. It is thanks to volunteers like Pamela, Sandra and Lori that CDAA continues to have a vibrant, meaningful communication with its members.

If you are interested in contributing to Career Momentum, please contact Lori Atkinson at 403-287-7264 or latkinson@shaw.ca.

*Regards,
Kristen Cumming
Communications Committee*

Chapter News

From the Chapter Prez...

Greetings Folks!

Christmas season is upon us, and it's the time of year to give...so I'm asking those of you who are members of the CDAA, but haven't yet gotten involved in your local Chapter, to do so. This organization is gaining momentum and continues to be a leader in the Career Development world throughout the country. We CAN'T continue doing that without your help! Your Chapter Executives work extremely hard to provide you with quality professional development opportunities. Please consider helping them out. The North of 60, Edmonton and Central Chapters, in particular, can really use a hand. Thank you for your consideration!

Fort MacMurray - Yes, you folks up there...isn't it time you formed a Chapter??? Do you realize that BTT is coming up soon, and therefore so is the 3rd Annual Chapter Challenge!?! If there is no Chapter, there cannot be a team...smiling...soooooo, let's get one happening up there! Contact me!

BTT

There will be a lot going on for Chapters and CDAA members at BTT 2006. There will be another lunch meeting for Chapter Chairs and folks interested in getting involved in their Chapter. We will have the 3rd Annual Chapter Challenge, and once again this year, will try and hold it in conjunction with an "open mic" night at the Grant MacEwan Lounge. Stay tuned to your Career Momentum for more details.

Have a wonderful Holiday Season everyone!

Herky Cutler
Chapter Coordinator

From the Calgary Chapter

Our Ignite Your Passion Professional Development Day was another great success with almost 100 people in attendance.

We are already planning our next years Ignite Your Passion. The date is set for October 20, 2006. Mark your calendars now and stay tuned for a great opportunity to network. We had great feedback from everyone who attended and we are listening. The event next year promises to be a little different.

This was my last year as Chair for the Calgary Chapter. As I look back over the past few years, I want to say that I am proud to have been a part of the founding group for Ignite Your Passion. I have witnessed it grow into a very successful annual event. I will be staying on as Past Chair in order to help out.

Several new individuals who were eager to be a part of the Calgary CDAA attended a recent meeting for the Calgary Chapter.

The Chapter has plans to grow and develop more opportunities for our members to be involved in. I feel very confident that the new Chapter volunteers will be able to take us where we need to go.

We will be announcing our first event in the new year. Mark your calendars for the second week in March 2006.

I want to take this opportunity to wish everyone and their families a Merry Christmas and safe holiday.

Diane Kreuger
Past Chair – Calgary Chapter

Introduction of New Chapter Coordinator

My name is Joy Ulrich, the new Chair of the Calgary Chapter of CDAA. Diane Kreuger has been successfully filling this role for the past number of years and has now passed the torch to me. Fortunately, she has agreed to stay on the executive team as Past Chair, promising to teach and support me in becoming a leader within this association.

I have been in Career Services over 10 years with an educational background in Counseling and a Certificate as Life Skills Coach. I am a workshop facilitator with Alberta Human Resources and Employment and regularly facilitate workshops with the Grace Women's Resource Centre and even occasionally conduct Lunch 'n Learns for the City of Calgary. Recently, I had the opportunity to fill in as a Career Practitioner with the Calgary Board of Education, learning how they address career development through the Career Pathways Program. Beside offering career coaching to individuals, I have developed a Workshop for Parents called, 'Guiding Your Kid's Career Direction' in answer to a growing need among parents for support in helping their children.

My passion is to bring a group or an individual through a discovery process answering the basic questions 'Who am I?' and "What do I really want?", then working together in planning and preparing to reach that full potential.

The rest of the Calgary Chapter leadership team is:

Past-Chair Diane Kreuger
Secretary Christy Hayden
Treasurer Tyrone Lester
Conf. Chair Kyla Van Seters

Continued on page 4

Calgary Chapter Continued

The Ignite Annual Conference

Team:

Chair Kyla Van Seters
Program Keith Scharna
Registrations Diane Kreuger
Resource Table/Gifts Christy Hayden
Marketing/Communications Gurpuest Dara

At our November 15 Chapter meeting, we discussed ways to better support our membership. We would love to have your ideas on this! Please do not hesitate to contact me (or any other team leader) to share your thoughts. Our next meeting is scheduled for January 10, 2006 from 5:00 – 7:00 p.m. at CBE Innovative Services located in Ernest Manning High School.

Plan to attend!

Joy Ulrich
Calgary Chapter Coordinator
julrich@telus.net

From the "North of 60" NWT/Nunavut Chapter

The North of 60 met by teleconference in September. Participants were from Fort Simpson, Yellowknife and Fort Smith. Plans were made for having a display at the upcoming LINX conference in Yellowknife.

We will be having our first face-to-face meeting (hopefully with appetizers!) in conjunction with the LINX conference on November 30th.

Rose von Schilling
Interim Chapter Coordinator

From Edmonton ...

The Career Development Association of Alberta, Edmonton Chapter held its 2nd annual conference on October 15, at the Concordia College Goldbar campus. The focus of our conference was on the Practitioner. During our last conference, members requested information on international qualifications, holistic financial management, stress management, and developing personal success plans. Hence, we obeyed their command.

In the morning participants selected from six different sessions: Success Does Not Discriminate, International Qualification Assessment, N.I.A. dance movement, Holistic Financial Management, Gentle Yoga and Stress Management. We enjoyed a healthy lunch break and in the afternoon, Clown Cartel kept us hopping on our toes with interactive activities and entertainment.

The event was a huge success and it is no doubt due to the effort of my co-facilitator, Leigh Bornn. Leigh literally knocked on doors, faxed, emailed flyers, collected funds from the members, dropped the money at my work and kept me calm through out the process (which is not always easy). If it were not for her continual support, encouragement and hard work this event would not have been possible. Thank you also to Ernie Oginsky for designing the conference evaluation form and assisting with the registration table.

We appreciate and want to extend a huge thank you to our speakers: Victor Horseman, David Qiuling Wu, Jackie Lavigne, Gloria Michalchuk, Shawn Melrose, Sylvia Galbraith, Kathleen Johnston and Clown Cartel.

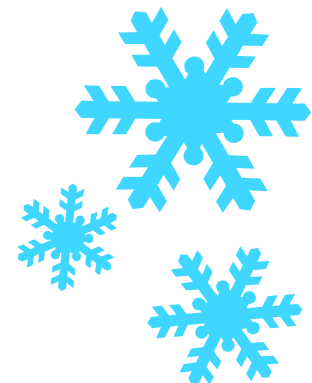
Kudos to Marie Trudel who once again worked extremely hard, taking care of our nutrition needs! She always had hot coffee and tea ready for us – you spoiled us! Thanks to Sandra Moffat at Concordia University for her support and providing us with the space. Last but not least, thank you to all of you who attended the conference (sorry I don't have the space to name them all). Without your presence, participation and encouragement, the Edmonton Chapter cannot sustain itself!!

Comments by participants:
"very enjoyable, great job"
"everything was really great! Glad I came"
"enjoyed Clown Cartel – left with positive energy"
"very inspirational"

December is a busy month for everyone; therefore our chapter will host a wine/cheese/coffee event on January 12, 2006. Please mark your calendar.

As always, I am open to ideas, suggestions, constructive criticism and feedback.

Candy Khan
Chapter coordinator
candykhan@shaw.ca



From the Northwest ...

The Northwest Chapter of CDAA met on September 16, 2005, for a Strategic Planning session and to elect our Executive Committee. We welcomed new members: Ruth Barnes (Youth Connections), Jim Maguffee (R Work Group) and Valdina Jamieson (FUTURES Employment Services).

After much interesting discussion, a decision was made to offer two sessions, a Christmas get together and an oilfield tour.

- What is an oil patch really like? A tour and presentation on the ins and outs of the oil industry. (late 2005 or Spring of 2006)
- Counselling Techniques/ Conflict Resolution (November 2005)
- Christmas Get Together (December 2005)
- Self Care and Personal Awareness Techniques and its relationship to your work effectiveness (February 2005)

The results of our election of Executive Members:

Chair	Brenda Lindquist
Treasurer/Secretary	Ruth Barnes
Registrations	Margo Wythe
Baker/Snacks	Emily Sylvester
Room Booking	Beth Zazula

On September 24, we hosted Ethical Practice in Counselling instructed by Sharon Ryan of Concordia. Twelve individuals attended the course.

We bid farewell and best wishes to Holly Sorgen who has moved into a new position with SMEDA and to Sheri Breen who has begun a really challenging career as a new Mom !!!

If there are other topics or areas you would like to see made into a session, please contact either Brenda at 780-532-5763 futures1@telus.net or

Margo Wythe
margo@smeda.com

A safe and wonderful holiday season to everyone . . .

Brenda Lindquist
Chair, CDAA Northwest Chapter

From the South ...

A few words from the South Chapter's - Lunch and Learn 2005.

This year's South Chapter Lunch and Learn event was held on September 28 at the New Dynasty restaurant in Lethbridge. Thirty-one members and non-members of the CDAA and local area career development community attended and had a good time.

Garth Mouland, of Horizon School Division, entertained us with his "Empty Suit Coats" presentation. His primary message was that we have to base our career decisions on what is right for ourselves, and base our accomplishments and experiences on our own definitions of success, not someone else's. Otherwise, what we are doing may become meaningless and empty, hence the empty suit coat that one may end up wearing...

At this lunch we also acknowledged and celebrated the success of Anna Mather, one of the first people in the CDAA (through the pilot project) to

earn her Career Development Professional designation! Congratulations Anna!! She presented some information to us all about the Grandfathering clause and where to find more information (CDAA website).

We also took the opportunity to announce our upcoming Work Wise 2006, scheduled for Wednesday, March 15, 2006. Please see our separate one page announcement in this issue of Career Momentum!

Otherwise, the food was excellent (there were lots of leftovers because they always feed us so generously)! A huge thank-you goes out to all who made the event such a success, and of course, to Judy Frank of Lethbridge Community College, and a dedicated member of our Chapter organizing committee, for being such an awesome Master of Ceremonies!

Ute Perkovic,
South Chapter Chair

Congratulations!

Anna Mather CCDP

South Chapter Member

Get Ready

The South Chapter of the Career Development Association of Alberta will be presenting
(...in partnership with Alberta Human Resources and Employment and the University of Lethbridge)

Work Wise 2006

Forging Links between Career Development and HR Practices

Learning Conference

Wednesday, March 15, 2006

8:30 a.m. to 4:30 p.m.

A post conference social follows – with chocolate fountain!

Featured Presenter: Dr. Norman E. Amundson

Professor in Counselling Psychology /
Faculty of Education at the University of
British Columbia, founding partner of Ergon
Communications, award winning author, and
internationally renown speaker.



Lethbridge Lodge Hotel and Conference Centre

320 Scenic Drive

Lethbridge, Alberta T1J 4B4

403-328-1123

Toll Free: 1-800-661-1232

Accommodations: \$96 + tax per night
(ask for the Work Wise 2006 rate)

Conference Registration Package
coming January 2006

Planned cost: \$55 CDAA members, \$65 non-members
(includes lunch & chocolate fountain at the post-conference Social)

Career development by any other name ...

The conversation on common language may have no end in sight, but there does seem an urgency recently for career development to write its chapter. Our field has long suffered the slights of misguided language use, resonant in popular media, *Local Employer Seeking Career-Minded Individual ... Or With XYZ Training Centre, You Can Get A Career – Not Just Another Job ... Or ABC Career Consulting Finds People Careers.*

We use language - we shape it and invent it to support a clear definition of who we are, who we serve, what we do, and what we value. Language, when well formulated, illustrates opportunities to collaborate – it makes connections and builds bridges. It might act as an engine for engagement or create a sense of relevance, of personal identification with topics, information, and images. All this supports stakeholders (how I love the term) to move efficiently and with clear mutual purpose to a shared goal.

When we lose sight of collaboration, engagement and relevance, we may be left with exclusivity, disengagement or disparity. We see it very clearly around us, illustrated in a comic fashion when the frustrated gas jockey up-titles himself a Fuel Transport Technician. It has a less comic edge, when we see a service provider exclude a consumer from understanding by using a rapid series of industry-specific acronyms. The critical question is when do we cross the line? When does language become a turf war that creates disparity?

We need to use language in a practical and accessible manner to determine who we are and how we are different. We need to do this in a

way that does not alienate or confuse our consumers, or other organizations. We need to do this in a way that honours our work, our values, our similarities and our differences.

This is the dialogue currently in front of Career Development Practitioners. Recently I have been involved in a discussion about a common career language and its potential to cultivate collaboration, engagement and relevance with our colleagues, our funders, our consumers, employers and others. I have been overwhelmed at the passion with which people have connected to the common language project. You are welcome to look at the preliminary structure of this work at www.careerdevelopment.ab.ca/matrix.

I serve as Chair of Communication with the Career Development Association of Alberta, where we have been called upon to respond to questions from our community about the correct use of language in relation to Career Development. Are we the depot for clarity in language around outcomes, specific consumer groups, subcategories of expertise within our own ranks? This is a question I feel compelled to put to our membership.

How can language be used to support collaboration, engagement, and relevance in our field?

Please feel free to express your ideas about language use in many areas of our work. I am tremendously interested in your feedback on this topic; please forward your comments to kristenc@telusplanet.net.

Introduction to New CDAA Logo

Those meticulous souls amongst us may have noticed a new figure hanging around the Career Development Association of Alberta. We would like to introduce members to our new logo. Following much deliberation and debate, we have found a new image to reflect the values of the CDAA. Our logo is a figure, with arms raised and coming together in celebration of our diverse community, with motion suggested by the angle of the figure to indicate the constant change of career development, with green selected as our colour to reflect renewal, growth and life. We are pleased to unveil our new image, and to continue to incorporate this image, and these values in our work.

Regards,

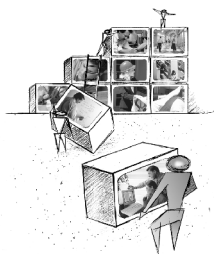
*Kristen Cumming
Chair, Communications
Career Development Association of Alberta*

Stay Tuned to the Next Issue of Career Momentum to SEE the new logo!

12th Annual Regional Consultation for Career Development

MAY 3 - 5, 2006

GRANT MACEWAN COLLEGE
107 Street and 104 Avenue
Edmonton, Alberta



"FOCUS ON THE JOURNEY"

- Leading Edge Presentations
- Interactive & Informative Resource Fair
- Networking Reception
- Unbeatable Value!
 - \$100 for CDAA members
 - \$150 for Non-members

DYNAMIC KEYNOTE

SPEAKERS:

May 3 – Richard Worzel

May 4 – Emily Sylvester

May 5 – Grace Cirocco

BE A PRESENTER!

Three streams each with its own topic areas. Share your expertise in your field of career development with other colleagues. Complete the online **Call for Presenters application** at www.careerdevelopment.ab.ca/btt. Watch for topics, formats and criteria on the website. For additional information on proposals, contact **Julie Milne** at **780-415-9752 (day) 780-922-2874 (evenings)** milnecon@telusplanet.net

Submission deadline: December 12, 2005



BECOME A RESOURCE FAIR EXHIBITOR

Book your booth early! A great showcase for those of you who have a product, program, or service that would assist people in the career development field. This year is bigger and better and is sure to be an early sell out for 2006. Please contact Mandy Foster at mandy@pivotalevents.ca for information.

www.careerdevelopment.ab.ca/btt

Membership Survey

Participate
and be Eligible to Win
FREE Membership for a
YEAR !!!!!!!!

What do we do well? What could our future be?

CDAA Members! We greatly appreciate your membership and want to make sure we meet your expectations.

We request your help by responding to a Membership Survey. The survey will assist the executive in strategic planning.

Please take minutes to complete the survey by January 6, 2006.

Watch your e-mail or visit
www.careerdevelopment.ab.ca

Who Are We? Where Are We Going?

Let's dream about our preferred future. We want to hear your colourful opinions!

- **Authentic Blues:** What do you value most about CDAA and how do you feel about our potential for the future?
- **Resourceful Oranges:** What is the one thing you'd do right now to make CDAA a more exciting organization to belong to?
- **Inquiring Greens:** What possibilities could shape CDAA's vision for the future?
- **Organized Golds:** How could CDAA become more efficient and effective for its members?

A mid-January Strategic and Business Planning Retreat is being planned for the CDAA Executive through consultation with the Centre for Non-Profit Management in Calgary. With our new certification service and new career development policy underway in Alberta, we are on the cusp of exciting new possibilities for our organization!

Join a New Committee

The CDAA Executive struck a new Governance/Internal Structure committee in September 2005. Chaired by Pamela Lester, this committee's purpose is to investigate and recommend organizational structure and processes that enable CDAA to focus on strategic priorities, continuity and sustainability.

If this mandate sounds like something you'd like to participate in, please contact me to join an informal collaborative group. Interaction could occur electronically or in person if that is feasible.

Pamela Lester
Governance/Internal Structure Chair
403-246-2077
pamelalester@shaw.ca

Great achievements are not born
from a single vision, but from the
combination of many viewpoints.

Author unknown



Career Development is Alive and Well in Calgary!

During Canada Career Week, Calgary successfully hosted two major career development events. The Career Show concept was modeled after “The Garden Show” or “The Home Show”. The Calgary Chamber of Commerce partnered with Alberta Human Resources and Employment, Bow Valley College, Calgary Board of Education, Calgary Economic Development, Calgary Separate School Board, DeVry Institute of Technology, Jack fm, Mount Royal College, SAIT, Service Canada, Stuart Olson, Talent Pool and the University of Calgary to organize an outstanding two day event. It was wonderful to work with a diverse group of people to bring this event to life. This event was so successful it will be an annual event to show case career opportunities in Calgary.

Over 130 exhibitors attended this inaugural event. A diverse selection of employers, post-secondary institutions, sector councils and professional organizations were in attendance. Many exhibitors have already signed up for next year as we had over 5,000 individuals attend over two days. The target audience for this event included job seekers, career changers, parents and students. We were pleased to be able to offer students free admission with the support of AHRE and Service Canada. This event took place before Halloween and many of the students were busy filling their bags with all kinds of goodies supplied by the exhibitors.

To increase the knowledge of participants around the career development process, we offered a variety of workshops covering topics such as resume writing,

interviewing, networking, self marketing, resources available in the community and many others. All workshops were presented by professional career practitioners. In addition, we offered a speaker’s corner where exhibitors had an opportunity to share what their organization or company had to offer participants.

Many of our keynote speakers also provided attendees with opportunities to gain insight into their personal career journey or shared words of wisdom. One of my favorite was 24 year old Simon Jackson an inspirational speaker, who spoke to the students about ‘The Power of One’. He shared his philosophy on how one person can make a difference in the world.

Another high energy young speaker was Kyle Shewfelt, the winner of a Gold Medal in Floor Exercise at the 2004 Olympic Games. Kyle shared his thoughts and experiences on goal setting and overcoming obstacles.

A real crowd pleaser was Rick Campanelli (formerly known as ‘Rick the Temp’ for those who watch Much Music). Rick did a wonderful job discussing two important points: To become proficient at something requires practice. He showed clips from some of the early shows he did and compared them to more recent shows to illustrate the point. Second, his belief that ‘luck’ is something you prepare for - it doesn’t just happen (similar to the planned happenstance theory!). Once again he gave great examples of how he ‘manufactured’ luck so he was chosen for an internship which then resulted in him becoming a DJ

with Much Music through hard work, creativity and preparation.

The highlight of this event for me was the success of the free resume critiquing. We completed almost 600 resume critiques during the two day period. The response from volunteers in the career development community was tremendous. We had 85 people offer their time to complete the resume critiques. Wow - talk about cooperation!

The second career event focused on Baby Boomers with the Canada Career Week theme “Seek Change Find Direction”. This event was presented by Alberta Human Resources and Employment, Bow Valley College’s Centre for Career Advancement ‘Career Connections’, Calgary Vocational Services ‘Crossroads’ and Working.com. Almost 300 eager and motivated individuals attended a day of workshops, presentations, resources and networking opportunities. The demand for this event was overwhelming and showed an obvious need in the community for career information for this age group.

The workshops and presentations were varied but all focused on the career development process. Once again many members of the career development community shared their expertise and wisdom.

As the Partnership Chairperson for CDAA, I am very pleased to report that there are a variety of cooperative efforts and partnerships between career organizations and

Continued on page 11

Career Development in Calgary
Continued from page 10

As the Partnership Chairperson for CDAA, I am very pleased to report that there are a variety of cooperative efforts and partnerships between career organizations and career specialist/coaches/practitioners/advisors (I am confused as to what we call ourselves!) happening. I am sure this is true in all parts of the province. If you would like to share your partnership experiences with me, I would love to hear about them. Email me at futuresbydesign@shaw.ca.

I am also looking for individuals who would like to sit on this committee. We are in the development stage so it is difficult to know what the time commitment will be but I promise it will not be an onerous task!

Cheers for Careers!
Lynn J Berry
Partnership Committee Chair
Program Co-chair for The Career Show
403-612-2178
futuresbydesign@shaw.ca

The Desire to Succeed Means Nothing Without the Will to Prepare...

Author Unknown

It is a stimulating time to be involved in Career Development learning and not only from a provincial and national perspective but also internationally.

Here in our own province, we have exceptional career development program offerings at the certificate, diploma and masters level but while searching for a program that would best match my objectives I realized that my higher education in career development would need to be accessed internationally.

My current Master of Career Development studies, delivered from Edith Cowan University at Perth, Australia has provided invaluable insight into contemporary, interdisciplinary, holistic career development process models and principles of practice that are consistent with my goals. And not unlike our own provincial career development programs and courses, the courses at ECU are designed to accommodate practitioners working across career development contexts in a diversity of work roles. My cohort group is from a variety of career service venues and areas of career development expertise from throughout the countries of Australia and New Zealand. We learn via a unique combination of Internet supported flexible delivery learning and intensive skill development practica as well as support from local and geographically-distributed career practitioners. In addition, the general, self-management and work context learning activities has required that I apply my learning to my own career development as well as to my work role as a Career Development Officer at Bow Valley College. I will be in Australia in the spring for some intensive skill development and by this time next year I should be at completion of this degree.

At my home office and above my computer sits an affirmation frame with a kangaroo and boomerang – this keeps me focused and on track. I've been asked whether the sacrificed fun weekends and evenings that were devoted to studies were worth it? And my answer is "yes most definitely". There is no doubt that my level of work in career development and leadership has matured and continues to expand as a result of my commitment to these studies.

For those of you in the association that prompted this response to "what's so different about these courses in career development", you might want to also access the January 2005 edition of the Canadian Counselling Association quarterly newsletter *Cognica*.

The best of the season ...
Elizabeth Marko CMP, CCDP



Certification Committee Report

Important Notes From Certification

This fall, the Certification Committee has been fielding many of your concerns, questions and applications. The applications have been slowly coming in and we are anticipating a rush early in the New Year. You will want to be proactive and get your application in early!

You can access the full application process on our website. The full application must be received on/or prior to May 1, 2006 for those wishing to apply under the grandfathering clause. After that date the grandfathering clause will no longer apply. The process to apply after that time is also on the website.

Please Note: The Certification Committee has decided to extend the deadline for the completion of course work needed to complete the application. All other criteria must be met as well as the application and documentation into the Registrar before May 1, 2006. This will allow the educational institutions to meet the current demand from practitioners who wish to enrol in the Career Development Theories Course and Ethics Course required for certification. Course work must be completed and transcripts submitted to the Registrar on or before September 1, 2006.

Additional information:

Grandfather Clause Extension

1. applicants who wish to be considered for extension must

- i. as of May 1, 2006, meet all employment and work experience criteria required for certification under the grandfather clause
 - ii. have been UNABLE to complete PRIOR TO MAY 1, 2006 one or both of the educational requirements listed below
 - one accredited course in Ethics and Professional Conduct of at least 10 hours study time (including instruction and self-study).
 - one accredited course in Career Development Theory of at least 20 hours study time (including instruction and self-study).
 - iii. complete all parts of the application form except for Part 3c and/or Part 3d and must submit the application along with the required fee **prior to May 1, 2006.**
 - vi. complete and submit 'Part 3c' and/or 'Part 3d' of the application form along with official **transcripts prior to September 1, 2006.**
2. applications that remain incomplete as of September 1, 2006 will not qualify under the grandfather clause.
 3. the application fee is non-refundable.

Important Note: There will be **NO EXTENSION** for applicants who, prior to May 1, 2006, meet all employment and work experience criteria AND have obtained all educational requirements for the grandfather phase of certification.

If you are confused about whether the extension of the deadline of the grandfather phase applies to you, please see the CDA website. The scenarios on the website may further help you.

We are proud to offer this to our members and we invite members to voluntarily apply and to contact us if they have questions or concerns. Please use the website for this purpose.

The committee continues to work on the process and will report to you in Career Momentum, List Serve and the website.

We wish you all a Blessed Christmas and New Year!

Doreen Kooy, B.Ed, Chair Certification Committee

Career Portfolio

We often encourage our clients/students to create or update their career portfolio. As career professionals, we are sometimes guilty of neglecting our own portfolios. Use the following list as a method to ensure that your portfolio is up-to-date and ready to share during your next performance review or job interview.

Work Performance Items:

- Letters of recommendation from employers, co-workers, clients or students
- Performance reviews and evaluations
- Student/client satisfaction surveys
- Thank you letters received
- Charts illustrating your client caseload, workshops presented, employers served
- Current copy of your résumé
- Current copy of your reference list

Educational and Training Items:

- Your degree, diploma and certificates
- Transcripts from your post-secondary studies
- Brochures detailing training, workshops, retreats and conferences you have attended
- Samples of work produced from classes (assignments, reports, projects, etc.)
- Feedback or evaluation documents from course work

Professional Development and Community Involvement:

- Membership certificates of professional organizations you belong to
- Items that document your volunteer and community involvement (photos, certificates, newspaper articles, letters of recognition)
- Photos that show you engaged with people

Communication Items:

- Samples of writing (articles, proposals, training materials)
- Public speaking items (photos, speech outlines, testimonials)
- Communication pieces (memos, announcements, reports)

For further reading on Career Portfolios, visit the following websites:

Quintessential Careers

http://www.quintcareers.com/job_search_portfolio.html

Virtual Community Resource Centre

http://www.yorkregion-vcrc.com/career_portfolios.htm

Using Job Search Portfolios in an Uncertain Labour Market

http://amby.com/kimeldorf/portfolio/p_mk-02.html

Cristy Hayden

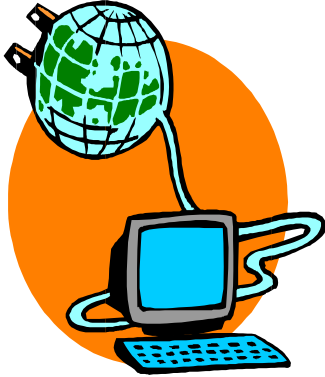
Employment Specialist at SAIT

403- 210-4249

cristy.hayden@sait.ca



Working the Web



THE ELEPHANT IN THE ROOM

I have been working with adult and student newcomers to Canada for several years. My observation has been that many immigrants are not functionally literate in either official language much less fluent, when they arrive in Alberta. I keep hearing that increased immigration is **THE solution** federally and provincially to current and looming labour shortages. I have been at a loss to figure out why anyone who is a labour market or Human Resource specialist or public policy maker et al would believe that to be true.

Immigrants are notoriously under employed for many years and in some instances never find work in the field for which they were educated and trained. It is more than “interesting” to compare this reality with the fact that it was primarily their education and experience that allowed them to qualify for immigration. If you are curious take a look at Citizen and Immigration link:

<http://www.cic.gc.ca/english/skills/index.html>

Then if you want to really discover something about the immigrants perception of their own reality read the transcript from W-5 that aired November 19, 2005 - **Broken Promises**

http://www.ctv.ca/servlet/ArticleNews/story/CTVNews/20051119/w5_broken_promises_051119/20051121?hub=WFive

I read recently that there are 350 immigrants in Alberta alone who hold medical degrees earned in another country. They are not working as Doctors here because they lack the credentials demanded by the Alberta Medical Association. I want any professional to meet the standards established for that field of work so I have no quarrel with licensing requirements. This statistic happens to apply to physicians, however, I understand there are many other highly educated people in other fields who are not working in their profession or area of expertise either. Why would that be the case and what a waste!

Here is at least a partial explanation: I believe that the number one roadblock for immigrants who need Alberta credentials is most likely their language barrier. I think that because it would make no sense not to write the exams and otherwise demonstrate expertise if they are able to do so. I know there are some institutional barriers as well however that is someone else’s battle to wage. That the professional and family might need a little more financial support than is currently provided is fine. The savings in the cost of providing ESL or LINC alone and the newcomer’s ability to earn a viable living sooner will outweigh any front-end investment. I will not bore you with detailed calculations, but take 350 medical students multiply that by

\$100,000 tuition, 70 % of which comes from the tax base and magically those 350 doctors educated in another country have just saved us \$24,500,000.

I want to emphasize that I am referring to Landed Immigrants and not refugees.

According to my research it takes between 12 and 40 months for an immigration claim to be approved. I believe that during that time there **MUST** be a requirement for the applicant and the family members to demonstrate that they are enrolled and actively participating in an accredited ESL program. If the immigrant is not willing to do so or drops out then the application process will be suspended.

Good News Part II: If we do not have to teach most immigrants English on a going forward basis there will be more resources to assist those already here as well as refugees.

In the meantime there are at least three new employment programs targeting immigrant and refugee youth or young adults not in school:

Calgary Immigrant Aid: Youth Skills Connection Centre
<http://www.calgaryimmigrantaid.ca/index.php?option=content&task=view&id=79&Itemid=103>

Calgary Mennonite Center for Newcomers Youth Possibilities Program <http://www.cmcn.ab.ca/>

Youth in Motion mentorship for young immigrant and refugee woman between the ages of 18 and 35 - Opportunities Unlimited
<http://www.youth-in-motion.ca/oppunlim.asp>

Continued on page 15

Working the Web Continued

There are of course some established ones that are tried and true from all report; in case you are not familiar with them here are the web sites for 3 of them

Calgary Bridge Foundation for Youth
<http://www.nocrimetime.net/edition1/bridges.html>

The CAVE at Sunridge home of the Alberta Youth Outreach Foundation
<http://www.the-cave.org/>

YMCA (YMAP) YM Achievement Program
http://www.ymcacalgary.org/comm/employment_career.htm

Last but by no means least Calgary Youth Employment Centre
<http://www.nextsteps.org>

Working the Web is a regular feature of Career Momentum, submitted by Vicky Driver, Career Practitioner, Calgary Board of Education

Career Development Courses

Bow Valley College has responded to requests to offer Core Courses in time for CDAA Grandfather Clause!!!!

Core Courses offered to meet required standards for the CDAA Grandfather Clause.

LSCD 250, Foundations in Career Development AND LSCD 261, The Ethical Decision Making Process in Career Development.

LSCD 250 Foundations in Career Development

January 4, 2006 - March 22, 2006

Wednesdays

Time: 5:00 - 9:00 p.m.

And

One working weekend (Saturday and Sunday)

March 18 -19, 2006

Time: 9:00 a.m. to 4:00 p.m.

Course Fee: \$452 plus \$10 for materials

LSCD 261 Ethical Decision Making Process in Career Development

January 14 - 15, 2006

Saturday and Sunday

Time: 9:00 a.m. - 5:00 p.m.

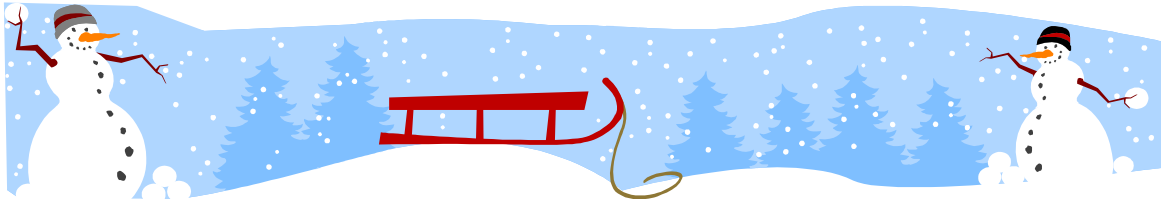
Course Fee: \$113 plus \$10 for materials

For registration information, contact:

Beverly Walters

403-410-1548

bwalters@bowvalleycollege.ca



Editor's Corner

I hope you have enjoyed the winter theme of our December Career Momentum. The best tonic for the winter doldrums is to get out there in that white stuff and play! Go make a snow angel or toboggan with kids (pull them up the hill if you want a workout). I love to cross country ski and getting out in the majesty of nature makes my week worthwhile. Remember your career is your whole life not just your work.

Two of our members who submitted articles are working adults who are continuing to learn and grow and take courses. I was pleased to receive these contributions from Vicki Driver and Elizabeth Marko. Thanks as well to Lynn Berry and Christy Hayden who contribute faithfully and to all our Chapter and Committee reporters.

This month we had so many great submissions. Thank you to all who shared their thoughts and wisdom with us. BUT, I noticed that all the contributors of articles were Calgarians! The rest of the province is doing great at submitting reports but I want to put out a challenge to members outside of Calgary – submit, submit, submit articles.

Don't you appreciate it when you read Career Momentum and learn new concepts?

You too can be a contributor to Career Momentum.

Contributing feels GOOD!

Feel good next March when you see your article in print.

Rah Rah Rah

Get those fingers typing !(I'll even help with you speling ☺)

Get Involved, Get Committed, Get Connected with the CDAA!

Lori Atkinson

latkinson@shaw.ca

Career Momentum is published quarterly: March, June, September and December.

Editor: Lori Atkinson

Submissions can be sent to **latkinson@shaw.ca**.

The opinions expressed in this publication are not necessarily those held by CDAA.

We reserve the right to edit all submissions.