

... fostering the practitioner spirit

A publication of the Career Development Association of Alberta

Greetings from the CDAA President

Thank you so much to everyone who took the time to respond to our member survey, prepared by Membership Chair, Tamara McCormick. We had a fabulous response with some meaningful feedback that was very helpful to us at the executive's strategic planning session in January. We received some really positive and supportive feedback for our volunteer-run association and executive and we gained some great insights for areas of concern and potential growth. Read further in the newsletter to see a summary of the survey results, the report from our strategic planning session, and which lucky member won the survey draw.

Doreen Kooy, Certification Chair, represented the CDAA at the Stakeholders' meeting of the Canadian Standards and Guidelines for Career Practitioners, held in January in Ottawa. Her article inside is worth reading to find out about the future direction of the Canadian Standards and Guidelines and the future of NATCON.

Kristen Cumming has been working diligently with her committee to improve CDAA's communication pieces: the newsletter, website, listserv, and logo. We are pleased that our website consultant, Rachelle Drouin, who along with CDAA volunteer Nell Smith, has been keeping our website up to date, is furthering her career with continuing education. Unfortunately, this means that she is stepping back

from her CDAA work to focus on her studies. So, a big thank you to Rachelle for her past work and a call to our members for possible techies who would be willing to support our volunteer-run association by offering their technical expertise.

We are pleased to announce that the CDAA has been able to partner with the Canada Career Consortium again on the next phase of the National Integrated Delivery Strategy (NIDS). Under the supervision of Sher Broeders and Lynn Berry, we have again contracted the services of Jan Hollingsworth.

Holly Sorgen, BTT Chair, organized a February BTT visioning session with BTT committee members, CDAA executive members Pamela Lester and Doreen Kooy, and representatives from funding organizations. We are honoured to continue to have the privilege of hosting BTT on behalf of Alberta's career development professionals. This year's BTT is going to be another great time of networking and professional development. You can read more about BTT inside this newsletter and on the CDAA website.

Personally, I am looking forward to taking on BTT attendees at the Third Annual Chapter Challenge, a fun event organized by our Chapter Chair, Herky Cutler. It's time for Calgary to win! Read more about this and other chapter events in this issue. We may need to consider creating a Netherlands Chapter though, as I

have decided to make my future home in the Netherlands. This means that I will be experiencing work search first hand in another culture and language and expect to gain lots of insights from the process. I would love to hear from any of you who have done this yourself!

Unfortunately, it also means that I will need to resign my position as president of the CDAA. Along with Rona Fluney, Past President, and Holly Sorgen, Vice President, we are starting the recruitment and

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CDAA Services and Contacts

CDAA Website:
www.careerdevelopment.ab.ca

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President’s Greetings continued

nomination process to ensure the CDAA continues to move towards a strong future. You can read more about the nominations process and positions we are recruiting for on the enclosed nomination’s form. Please think through the members of your network and consider who you would like to have serving on the CDAA executive during its 10th Anniversary year. Maybe you yourself would enjoy this opportunity to make a contribution to your professional organization. From personal experience, I can

assure you it is a worthwhile and rewarding endeavor!

My Netherlands’ experiences and the choices I have made since coming here have under-scored the importance of continuing to make choices in life: choices to learn, to take risks, to stretch yourself, and to try things you haven’t done before. These are essential to a vibrant life and I’m very thankful to have had the opportunity to be reminded of that in big and small ways these last few months. The CDAA has been making choices to remain a vibrant association: current, connected and committed to career development. A big thank you to all who have contributed to keeping the CDAA vibrant this past year, on the

executive and on all the committees and chapters.

I will be returning to Canada temporarily in April and look forward to connecting with many of you at BTT and the CDAA AGM!

Colleen Smith
CDAA President
cjscareers@telus.net

Chapter News

From Calgary...

When I looked at the CDAA survey results, I noticed that one of the most requested services of the association was networking opportunities. As a Career Consultant and now as a Career Practitioner with CBE, I know personally that being a career service provider can be a lonely road. A specialized field that is vitally important but often the program team is small (or non-existent) and you struggle to keep fresh and current.

The Calgary Chapter would like to meet that need within its membership by offering more opportunities for Networking and Professional Development. On March 14, 2006 (5:00 – 8:00 p.m.) we are hosting a Wine and Cheese networking event open to all CDAA members and potential members. The cost is free to members and \$10.00 for non-members. It will be held at the FCJ Centre - same site as Ignite 2005 - (219 - 19 Avenue SW).

If you are thinking of joining the CDAA, membership forms will be available along with information on how you can become a contributing member of the association (if you become a member that evening your \$10.00 entrance fee will be put toward your membership fee).

This is an opportunity for career professionals to get together, meet newcomers, share ideas and gather information. Representatives from the CDAA executive will be available to answer questions you may have regarding the 'grandfather' clause and the process of becoming certified. Astrid Kuhn, CBC Evening News Weather Personality will be reporting live from the event.

Don't miss this opportunity to increase your network of contacts within the career development field.

Joy Ulrich
CDAA - Calgary Chapter Coordinator
julrich@telus.net



MARK YOUR CALENDAR!

Calgary Chapter Meeting

When: June 13, 2006
Where: CBe-learn @ Ernest Manning High School
Time: 5:00 – 7:00 p.m.

Come participate in chapter business, a facilitated round table discussion, food, and connection.

2nd Annual WINE AND CHEESE NETWORKING RECEPTION

Tuesday, March 14, 2006
5:00 p.m. – 8:00 p.m.
FCJ Centre
219 -19 Avenue S.W.

Free for CDAA members
\$10.00 for non-members
(includes appetizers and a glass of wine)
Restricted to members and invited guests.

Door Prizes and opportunities to meet people from the world of career development!

For more information
Contact Heidi: helund@cbe.ab.ca

From Edmonton ...

The CDAA - Edmonton Chapter organized their first event of the year on Wednesday, February 15 at Path to Employment. We called it a Business Mixer/Accreditation Information session. The session was a huge success; over 25 people participated in the event. There was representation from Norquest College, Metro College, Millard Health Centre and Mennonite Centre for Newcomers. Thanks to Doreen Kooy and Temi Sonuga for sharing essential information about accreditation, trials and tribulation and their own journeys. The accreditation process is not as hard as it appears, according to Temi, 'you just have to get started!' I know that I am going to start the process – what about you?

I would like to thank Leigh Bornn from the Alberta Government for organizing this event, Wendy Chin from Path to Employment for booking the room and making all the necessary arrangements and Hazel Benson, our long time CDAA member and supporter for setting up the food, ensuring that there was fresh tea and coffee and most important taking care of the clean-up. Last but not least thanks to the management at Path to Employment for providing us with the facilities at no charge!!

I am looking forward to meeting many of you during the annual BTT consultation at Grant McEwan College. Thanks for your continued support, words of encouragement, attending the events and allowing me to lead the Edmonton chapter for over three years.

Candy Khan
 CDAA - Edmonton Chapter
 Coordinator
 candykhan@shaw.ca

MARK YOUR CALENDAR!

Edmonton Chapter Meeting

Accreditation Process

When: Thursday, March 16, 2006

Where: Millard Health Centre
 131 Airport Road

Time: 5:00 p.m.

Northern LINX Conference

On November 30 and December 1 2005, the fifth LINX (Linking Northern Expertise) conference was held at the Explorer Hotel in Yellowknife. Approximately 100 career development practitioners, educators and human resource professionals from across the Northwest Territories (and a few from Nunavut!) attended the two-day conference, which was sponsored and organized by the NWT Department of Education, Culture and Employment.

The conference theme was **Heading in the Right Direction: Follow Your Own Compass** and featured speakers, workshops and presentations. A Display and Meet session was held on the first day, which allowed organizations to display and distribute information about the programs and services they offer.

The keynote speaker, Mark Franklin of CareerCycles, talked about standing at the crossroads, uncertainty, and career serendipity.

He used his own career journey and the events and people that helped shaped his present work to illustrate these principles. A presentation on the current and projected NWT labour market was given by the NWT Bureau of Statistics on the second day.

Fifteen different breakout sessions were held throughout the conference. Topics included:

- Myths of Apprenticeship
- Personality Dimensions workshop
- Panel on NWT seniors' experiences in "retirement",
- Career portfolios
- Yoga wellness workshop
- Working with people with disabilities
- Information on a new employability program in the NWT
- Labour standards information
- New Essential Skills materials
- Successful school district career development strategy
- Information on the new Service Canada
- Overview session on the field of career development

There were lots of draw prizes generously donated by various individuals and organizations. Conference participants had the chance to network with colleagues and learn about new developments in the NWT and in the career development field in general. With the challenges of huge geographical distances, a small population, limited roads, and the high cost of air travel in the NWT, "North of 60" practitioners aren't able to get together in person often, and we take full advantage of the opportunity for professional development.

Rose von Schilling
 North of 60 Chapter

Forging Links Between Career Development and Human Resources

Brought to you in partnership by:

**Career Development
Association of Alberta**



Keynote:

Career Attachment and its Relationship to Career Decision Making, Recruitment and Retention

Career Development Session: Dynamic Career Counseling Methods

Dr. Amundson is a Professor in Counseling Psychology / Faculty of Education at the University of British Columbia, and is a founding partner of Ergon Communications. He is an award winning author and internationally renowned speaker.

Human Resource Session: Cultivating and Retaining High Performers

Bob Molle is a successful entrepreneur in business consulting, performance coaching, and real estate development. Bob is an acclaimed professional athlete having earned an Olympic Silver Medal, two Grey Cup Football Championship Rings and many national titles. Bob has an extensive knowledge of sales models, principles and human resource system applications.

Connection: Maximizing the Link

Evelyn Conrad, Director of Human Resources, Chinook Health Region, has her Master's Degree in Adult Education. She strives to incorporate the concepts of career development into human resource decisions. Be prepared for some 'fun' as Evelyn 'maximizes the link' between human resources and career development, and asks the question 'what's love got to do with it?'

Wednesday, March 15, 2006

Lethbridge Lodge - 7:30 am Registration

8:15 am Conference - 4:00 p.m. Social

\$55.00 CDAA Members

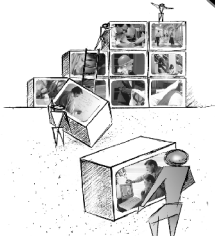
HRMAL- No charge - Cost is included in membership fee

\$65.00 General Public and Non-Members of either association

For Registration Information Visit:

www.hrmal.ca

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!
- Only \$100.00 for CDAA members and \$150.00 for Non-members

**Deadline for early bird
registration March 31,
2006**

The Three Streams

Focus on the Traveller - Who is the individual undertaking career planning/job search? What are they searching for? How do we help them chart their path?

Focus on the Terrain - What is the environment in which we are all - career planner and career practitioner - journeying through?

Focus on the Vehicle - What tools do we use to assist the learner and the practitioner?

May 3 - Richard Worzel - Leading forecaster and futurist Richard Worzel challenges organizations to examine the future and plan for it.

May 4 - Emily Sylvester - Emily's career tools will provide you and your clients with many useful ideas.

May 5 - Grace Cirocco - Author of National bestseller, *Take the Step, the Bridge Will Be There*, has empowered thousands of people to make positive changes in their lives.

**DYNAMIC
KEYNOTE
SPEAKERS**

www.careerdevelopment.ab.ca/btt

BUILDING TOMORROW TODAY

Certification Committee Report

We are beginning to receive applications at a quicker pace and there is a considerable amount of interest across the province. **Please note the May 1, 2006 deadline and application tips in this report.** We also have interest from the National movement and I had the privilege of attending part of NATCON and the two day National Standards and Guidelines Stakeholders meeting in Ottawa. I presented our development our process and answered questions. Many other provinces are, or will be, following our lead in developing their own Certification Process. There is also discussion on the feasibility of a National Certification and in particular, the mobility of Certification from one province to another. We are the first to establish this process and that has raised momentum in the field. We continue to lead the way in this process.

Three presentations were held in Edmonton to provide information on the Certification Process and the work of the CDAA. Two were for the Edmonton Chapter and one was at the Millard Health Centre (WCB) - Return to Work Services. Thank you go to Candy Khan, Leigh Bjorn, and Maria Unrau of the Edmonton Chapter for putting these together and making them a success. It was a great opportunity to make connections and develop partnerships with those in the field and those that work in Career Development in various industries. It has been a pleasure to see the interest expand! Communication is important and we are seeking to be available where we can!

There is now an established Appeals Committee which will hear any appeals to the Certification Committee's decision.

Looking Ahead:

As part of the Executive's Four Strategic Directions, the Certification Committee will be working closely with the Professional Development and Training Committee to provide professional development which meets the Continuing Education Credit requirements for individuals to maintain their Certification. The Certification Committee will provide the criteria and the Professional Development and Training Committee will work with both established professional development programs. It will be important to you to keep up to date and note those opportunities.

The Executive is continuing to establish partnerships in industry, organizations and career development leaders in order to further contribute to public awareness of career development as a defined and recognized field of practice. Professional Standards and Certification can only support our professional standing in the community and increase the marketability of individual professionals and the CDAA. Maintaining the integrity of this process has been of deepest importance to us. It is hoped that the work of the association and your individual participation will have a positive impact on the calibre of career development services.

We are finalizing criteria to review programs and training beyond the two core courses and establish whether these programs satisfactorily fulfill our criteria needs. Further communications will follow.

The Certification Committee is finalizing the application process for the next year and the website application and guide will be changing as of May 1, 2006. The criteria has been established and approved, however, after the grandfathering, there will be changes to the application documentation and process. Please stay in touch!

This has not only been a busy year, it has been an exciting year. I continue to be awed at the calibre of individuals applying and we have certified 32 individuals as of February 9, 2006. We have an amazing potential in our field to impact individuals and the profession!

It continues to be an honour to work with the Registrar and the Committee, who has been of the highest standard in completing this work and has demonstrated commitment to the field of career development. This continues to be an on-going work. Thank you

Doreen Kooy
Certification Chair

WHEN YOU APPLY FOR YOUR CERTIFICATION:

Please note the **deadline** for application continues to be **May 1, 2006**. Transcripts for the two core courses (Career Theories and Professional Ethics) completed after May 1, 2006 must be received by September 1, 2006. All other parts of the application, including fee and references, must be received by May 1, 2006.

Please follow the directions in the application guide and form to submit a complete and accurate application. **References must be sent by the reference separate from the application.** You may wish to provide them with an envelope and stamp. This may be done on-line by the reference and printed and mailed.

TIP – When completing your CV, it is recommended that you refer to the National Standards. The National Standard and Guidelines website is www.career-dev-guidelines.org. This requires you to describe, in detail, your career development experience using the Standards and Guidelines. There may be much more than two pages.

NATCON 2006 The National Consultation of Career Development Ottawa, Ontario January 24 - 26, 2006

NATCON provides opportunity for consultation on a number of key workplace and career development issues that we share across the nation. Across the country there is a strong group of Career Development Practitioners and Researchers that do amazing work in Career Development. Issues included: foreign trained professional recognition; the labour and skills shortages across the country; Sector Council Program; access to learning; lifelong learning culture and attitude. It is a consultation which shares best practices across industries as well as recognizes national and international research and career development work.

It was an honour to congratulate Kris Magnusson, PH.D, a professor and Acting Dean of the Faculty of Education, University of Lethbridge, who received the Stu Conger Award – a national award for his work in Career Counselling and Career Development presented by the Canadian Career Development Foundation. Many of us are aware

of the depth and magnitude of his research and writing and have been influenced by it. “Dr Magnusson’s contributions in advancing career development are always grounded in theory but translated into practice.” His contributions are provincial, national and international. Congratulations Kris!

A major announcement was made at this year’s consultation on behalf of the Board of Directors of the Canada Career Consortium (CCC), bringing to our attention major changes regarding NATCON’s funding and structure. CCC has been assuming the management of NATCON and its funding agreement with Human Resources and Skills Development Canada (HRSDC). CCC has been advised that there will be no further funding for this project under the Sector Council Program. In light of this, CCC had to make a difficult decision and has decided NOT to commit to organizing NATCON 2007 at this time. CCC has agreed however, to maintain ongoing

discussions with HRSDC and to submit new proposals for funding under a revised format as well as continue working with the Advisory Committee in order to evaluate other potential venues, partners and funding sources. That leaves NATCON 2007 and continuation of this outstanding consultation in question.

In light of this, it is necessary for us to get actively involved both individually and as an association. The CDAA has committed their support to continuing this National Consultation. I would invite you to communicate with the executive of the CDAA or communicate directly with the CCC by sending an e-mail to Jacques Pelletier of the Natcon Advisory Committee at: info@natcon.org.

The Stakeholder Meeting provided leadership and made decisions that are hoped to move toward ensuring the future of NATCON and other national endeavors. This is important work in our field and I would encourage YOU to get involved.

*Doreen Kooy
Certification Chair*

CDAA Membership Survey Results

Survey results in full will be available at www.careerdevelopment.ab.ca in the near future.

Thank you very much for the valuable input received from the December / January member survey! The CDAA is a volunteer-run association and receives direction from its members. It depends on an active and involved membership to survive. Through the survey your voices were heard and incorporated in the CDAA 2006-2007 strategic plan. We were very thankful to receive 153 completed on-line surveys.

Of the 153 completed surveys:

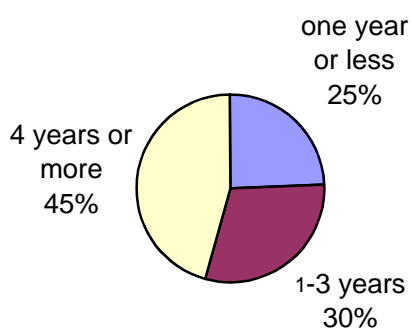
- The largest number of respondents (45%) have been CDAA members for 4 or more years.
- An additional 30% have been members for 1-3 years.
- Of the 25% who have been members less than one year, 10% have been members for 6-12 months (potentially since BTT 2005) and 15% have been members less than 6 months (potentially since September 2005).

- For a large majority of respondents (68%), the primary reason for joining CDAA is professional development.
- Regional/ provincial/ national networking opportunities were ranked first by 20%.
- In comparison, all other options including continuing education, employment requirement, contributing to policy development and other were selected by a combined total of 12% of respondents.

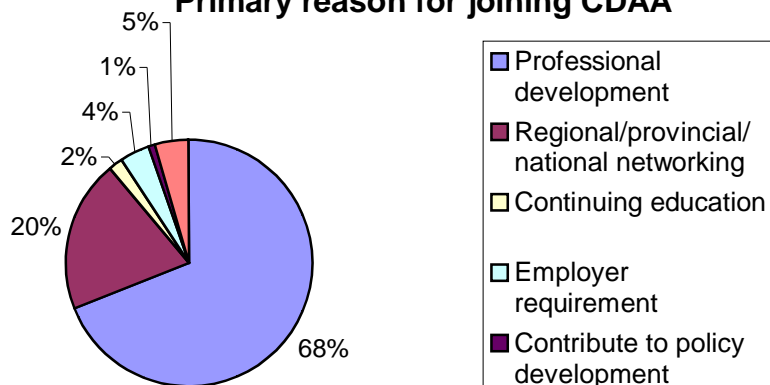
Congratulations!

The lucky winner of the survey incentive prize of one year's free membership is Muneerah Dattadeen.

Length of CDAA membership



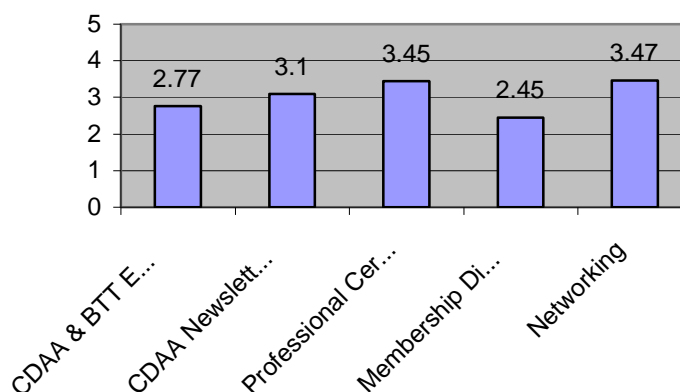
Primary reason for joining CDAA



When asked to rank the importance of five categories of CDAA member benefits (out of a maximum score of 5):

- networking and professional certification were most highly rated. (3.47 and 3.45 respectively)
- CDAA newsletters/publications were ranked next (3.1).
- CDAA & BTT event discounts and the Membership Directory averaged at 2.77 and 2.45 respectively.

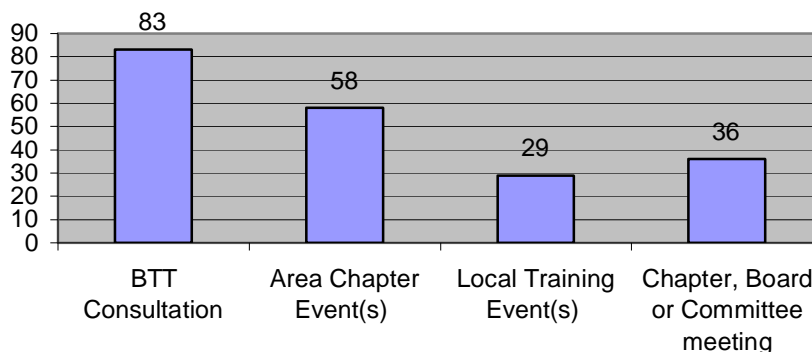
Average ranking of CDAA member benefits



When asked which CDAA events were attended in the past year, out of 121 respondents:

- 83 attended BTT
- 58 attended Area Chapter events e.g. Ignite Your Passion and Work Wise conferences
- 36 attended Area Chapter, Board or Committee meetings
- 29 attended local training events

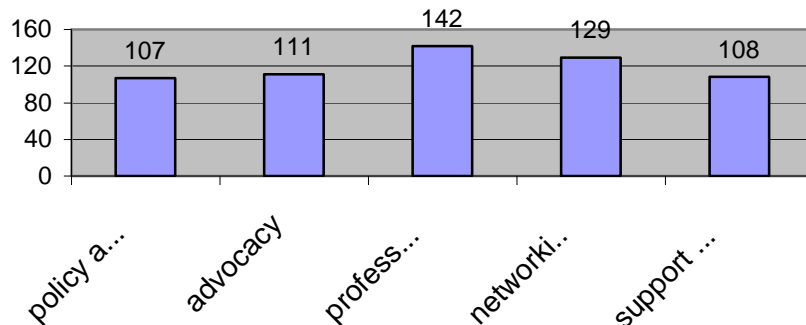
CDAA events attended in the past year



Of 153 respondents:

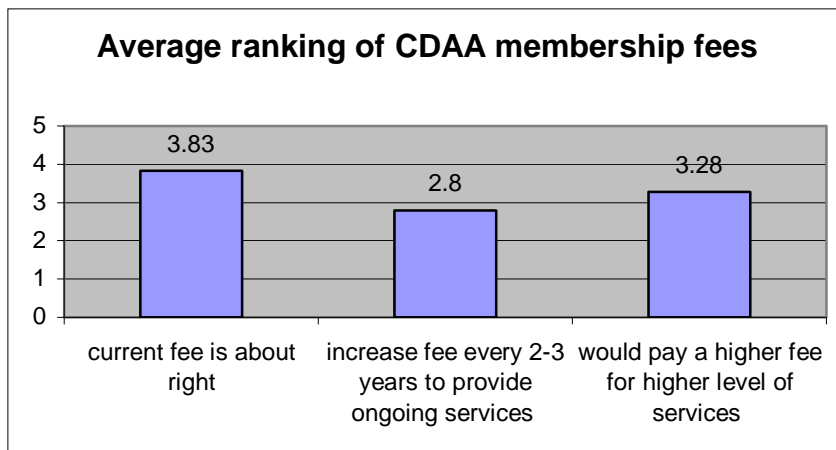
- 142 preferred a professional development and training role for CDAA
- 129 preferred provision of networking opportunities among members.
- Roles in advocacy and policy advising to governments, educational institutions and the provincial/ national/ international career development field, and support for research were preferred by 107-111 respondents.

Preferred roles for CDAA



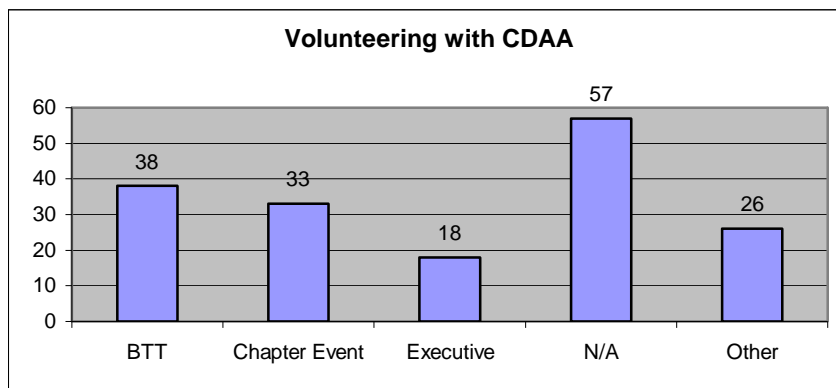
When given alternate scenarios for membership fees:

- The highest ranked preference (out of a maximum score of 5), is to maintain the current fee of \$65 per year for services received.
- The next highest choice would have members pay a higher fee to enable CDAA to provide a higher level of services to members.
- Increasing membership fees every 2-3 years to cover increased costs of providing ongoing services to members was least preferred.



Out of 126 responses:

- 57 or 45% do not appear to have volunteered in CDAA activities.
- Active volunteerism is most evident in BTT and Chapter events, (38 and 33 respondents)
- 18 respondents have served on the CDAA Executive.



A main theme from the results and comments throughout the survey was that CDAA members enjoy the current benefits of membership and find professional development as one of the key values of CDAA membership.

What is Professional Development?

- A personally initiated obligation and the right to build discipline expertise, to enhance personal growth, to improve career development skills and to contribute to organizational development.
- Increase of knowledge or skill through study, travel, research, workshops or courses, sabbaticals, internships,

- apprenticeships, residencies or work with a mentor.
- A process of learning and keeping up-to-date in one's area of expertise.

Design your own Professional Development Plan

When planning your professional development, conduct your own needs analysis! The greatest motivators may be the payoffs:

- A developing sense of mastery
- Improved job skills and opportunities for continued employment and salary increases/promotion
- Enhanced efficiency and creativity on the job

- Shared vocabulary, interests, and relationship with others within the career practitioner field and the community-at-large

One final note – a request from the survey that struck me was a member wanting to hear stories from other career practitioners: **How did you come to this profession and what has been your career path?**

Would you like to share your story? Please let us know! How? Make a submission to Career Momentum.

Thank-you!

*Tamara McCormick
Membership Chair*

The High Five and the Future of the CDAA

When have the High Five had more relevance than when the Career Development Association of Alberta embarks upon the next leg of its career? Our executive team participated in an important retreat in January to build upon our successes with a view to an exciting future. From this retreat, we established a series of priorities to maintain and build upon our history of innovation, growth and service to Career Development Practitioners.

Change is Constant

With a growing membership, increased services, and tremendous opportunity to contribute to career development strategies and initiatives in Alberta and Canada, our structure needed to change to better serve our membership and our goals. Our priority is to develop a governance board supported by paid professional leadership and an active volunteer base. This will better steward volunteerism, enhance the CDAA's ability to engage in projects, and improve our administrative capacity to increase membership.

Access Your Allies

Partnerships have long been a considerable factor in the success of the CDAA. Reflecting on conferences, networking events and other professional development activities, the barrage of logos and thanks are strong indicators of our ability to partner and partner well! Building upon this history, our priority is to ensure sustainable revenues secured through strong partnerships.

Learning is Lifelong

The success of the certification process has been tremendous, and following the survey of our membership, all lights are green on supporting all forums, training, networking, and professional development to our members. It follows that our priority is to enable expanded capacity to train and certify practitioners.

Focus on the Journey

Every step of our path, our priority is to provide professional leadership in the career development field. This will include coherent and constant communication to members, and continuing to define and provide advocacy for excellent and ethical practice in Career Development.

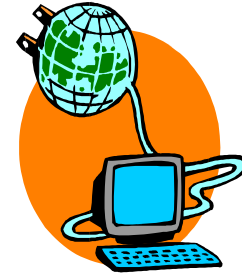
Follow Your Heart

The heart of the Career Development Association of Alberta is its members. The key priority of this retreat, restructuring and revisioning remains: **better service to our members.** We invite you to participate in this meaningful work. Please join us at Building Tomorrow Today, at our Annual General Meeting, consider volunteering with a committee, perhaps joining the Executive. Bring your voice, your leadership and your energy to this time of exciting change and growth.

*Kristen Cumming
Communications Chair*



Working the Web



Following are interesting web links for three different target audiences: Students, Career Practitioners and Adult Work Seekers and Career Path Changers

Students

Links to help students of all ages that will soon be searching for their first job or a summer position:

Youth Path - HRDC site based on Youth Employment Strategy
<http://www.youthpath.ca>

Calgary Youth Employment Centre (YEC). If you have not checked out YEC you will want to review the many new occupational profiles and associated links:
<http://www.nextsteps.org>

The **University of Calgary** has updated their site:
<http://www.ucalgary.ca/careers/students/index.html>

Working Canada has a student job link, job postings, articles advice, and tips:
<http://working.canada.com/calgary/sectors/students.html>

Youth Connections offices and programs outside Calgary
<http://www3.gov.ab.ca/hre/youthconnections/index.asp>

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MORE CHAPTER NEWS...

Greetings Folks!

Lots of incredible stuff happening at the Chapter level in the next little while as I'm sure you'll read in the various write-ups throughout this edition. I want to convey my appreciation for the time, energy and thought spent by those Chapter Executives in making these events happen!

We still need help in a few areas though to make all our Chapters vibrant. The Central and North of 60 Chapters would love to have folks step forward and present some ideas and energy there. And we'd LOVE to see a Chapter form in the Fort MacMurray area! PLEASE get hold of me if you're interested in making that happen and see the write-up on the Chapter Chair Luncheon at BTT.

Chapter Chair Luncheon at BTT

Please join us for lunch on Thursday, May 4 in a room TBA. This is our annual get-together where we discuss any changes to Chapter guidelines, deal with concerns, and of course, eat! I hope all the Chapter Chairs will be there, and if you can't make it, please ask someone from your Chapter to attend. Also, if you're interested in helping your Chapter or want to start a new Chapter, you're welcome to attend. Space is limited however, so please RSVP to me as soon as possible. The luncheon is provided compliments of the CDAA.

BTT Third Annual Chapter Challenge!

Yes folks...it's that time of year again! Come and see what the reigning champs, the Northwest Chapter, have planned for this event. It takes place at Towers Pub at the College, Thursday, May 4 at 7:30 p.m. right after the CDAA Annual General Meeting, and in conjunction with Open Mic night! All delegates are welcome to attend, but you must be a member of the CDAA to participate in the Challenge. Don't miss it!!!

Open Mic Night at BTT!

To be held, Thursday, May 4 at Towers Pub, in conjunction with the Third Annual Chapter Challenge. Come on out and have a drink or a coffee, some appetizers, and listen to, or participate as a performer at our Open Mic. A sound system will be provided. We welcome, musicians, poets, comedians, people who enjoy puppets, people who know how to spell guitar, and just about everyone else! All I ask is that if you would like to perform, notify me in advance, so I can be ready in case we're swamped.

Looking forward to seeing you there!

Herky Cutler
Chapter Coordinator

Working the Web

Continued from page 12

Students continued...

Calgary Construction Association Youth Employment
<http://www.cca.cc/>

Campus Starter
<http://www.campusstarter.com/>

Career Practitioners

Bridges on line newsletter includes information from both Canadian and USA sources:
<http://careerprnews.bridges.com/resourc.htm>

Service Canada
<http://servicecanada.gc.ca/en/home.html>

CAREERinsite @ ALIS
<http://www.alis.gov.ab.ca/CAREERinsite/home.asp>

Adult Work Seekers/Career Path Changers

Monster CA check out the virtual interview as well as other valuable information
<http://www.monster.ca>

Workopolis
<http://www.workopolis.ca>

Working.com
http://working.canada.com/index_map.html

Job Boom
<http://www.jobboom.com/mod-bin/prod/index.pl?langue=A&SR=MB>

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

Standards and Guidelines Meeting

Highlights of the Executive Summary of the Standards and Guidelines Meeting

It was a pleasure to attend these National Consultations on behalf of the Career Development Association of Alberta as Certification Chair. To be among a national body of Career Development professionals was indeed inspiring and to work with them in these important endeavors was an honour.

I have chosen to provide highlights of the Executive Summary of the Standards and Guidelines Meeting in which I provided information on our Certification Process in Alberta as well as the initiatives of the CCDA. I further participated in the following discussions and provided input on behalf of the CDAA. Thank you for this opportunity!

Meeting of Stakeholder Liaison and Advisory Committee (SLAC) of the Canadian Standards & Guidelines for Career Development Practitioners (S&Gs) January 25-26, 2006

Context

The SLAC is a representative pan-Canadian group of leaders of career development organizations through whom the Steering Committee for the S&Gs connects with the Canadian career development community. The SLAC has met at strategic times throughout the four phases of the S&Gs initiative. The current contribution agreement with HRSDC for Phase 4 of the S&Gs concludes in July, 2006. Among its key deliverables is to:

- manage the transfer of the S&Gs to a long-term home

- participate in a Focused Study of the Career Development field (if approved); OR
- support or leading of a consultation process with the SLAC (if the Focused Study is not approved) to decide upon a long-term home.

The Focused Study was not approved (fall, 2005) and NATCON, the annual national consultation on career development held January 23-25 provided the first realistic opportunity to convene such a meeting to deliberate on a Plan B and to determine next steps needed to secure a permanent home for the S&Gs. The meeting became even more timely when it was announced that funding for NATCON may be discontinued after 2006 and therefore the career development community challenge was not just a permanent home for the S&Gs but finding a mechanism to continue and sustain national dialogue and the sharing of policy and practice on a pan-Canadian basis.

The Objectives of the SLAC Meeting:

- Share existing innovations, progress and applications of S & G across Canada
- Create a roadmap from here based on our own preferred future

Objective 1: Existing innovations, progress and applications of S & G across Canada:

These were organized into three themes:

- Certification/Licensing Initiatives Underway – Current Status
- Professional Training Initiatives Underway – Global Career Development Facilitator Canada (GCDF)

- Other key developments and applications of the S&Gs

Several presenters highlighted developments at the provincial/territorial and international levels:

- ✓ Two provinces (Alberta and BC) are actively pursuing certification; Quebec already has licensing in place; Nova Scotia is initiating certification discussions.
- ✓ The Global Career Development Facilitator Canada (GCDF) designation has been granted to the Career Management Professional Program, Life Strategies, B.C.
- ✓ CCDF has made available on its website the Circuit Coach training curriculum which is aligned with the S&Gs and plans to pursue expanding the training to meet GCDF requirements.

The International Association for Educational and Vocational Guidance (IAEVG) has introduced an Educational and Vocational Guidance Practitioner (EVGP) credential.

Comprehensive training for employment counsellors has been developed based on needs assessments using the S&Gs in Training and Employment, New Brunswick.

Nova Scotia Family and Social Services and Halifax PLA Centre are producing a comprehensive PLA Workbook.

Douglas College, BC submitted a letter requesting a national certification process to be led by CCDF.

Objective 2: Create a roadmap from here based on our own preferred future:

The major theme addressed was to articulate a way forward to provide strategic leadership, coordination and consistency in the career development field. Findings from the OECD Career Guidance 37

Country Review were highlighted as were recommendations from the pan-Canadian Symposium. Possible alternative models were proposed for consideration.

Working groups discussed the following questions which spanned both objectives:

- What are the short and long term implications of these innovations for career development in Canada?
- What issues (if any) are important to be considered as a pan-Canadian career development community? What do we recommend? How could we proceed to get there?
- What action plan do we endorse?

Among the many implications/ issues discussed, the following were of major consequence to the full community:

- Necessity to have a mechanism for ongoing provincial/territorial dialogue to address inconsistencies in the development of the sector
- Developing standards for evidence of competency, models of regulation and recognition of training
- Role and terminology clarification
- A way to continue NATCON or an alternate national forum to ensure a national voice for the sector
- The need for a national professional community/ association
- The need for a mechanism for stakeholder collaboration.

Two Frameworks - consolidated the issues to be addressed:

Framework 1: A national Career Development professional association to provide leadership in

the following areas:

- Currency and updating – S & Gs and Blueprint
- Common language
- Articulation of levels and qualifications associated with each level
- Professional development and training coordination
- Ongoing education and support for newcomers to the field
- Evidence, including PLAR
- Professional annual conference/consultation for career development practitioners (could combine professional development for practitioners and opportunity for leaders/thinkers to meet to advance the field)
- Quality assurance frameworks – certification frameworks and Benchmarks

Framework 2: An industry level forum/sector type organization to provide strategic leadership and coordination in the following areas:

- Research dissemination to all stakeholders
- Ongoing mechanism for full stakeholder consultation (ex. Symposia)
- Best practice and policy dissemination
- Marketing and communication strategy (big picture, impact, value)
- Development of frameworks to guide good practice
- Ongoing professional consultation with the national association/home
- International initiatives/connectivity

It was recognized that the two frameworks have some overlap. It was also agreed that it was not feasible to address all issues at once and that the focus in the near future

needs to be on getting the first framework, a national professional association going.

Agreed upon Action Plan:

The following motion was unanimously endorsed:

MOTION: That the Steering Committee request an amendment to extend the S & Gs agreement by one year and that CCDF take the lead on undertaking the task of conducting the background research, delineating possible options (including the option of CCDF taking on the role of starting a national association) and report back to the S & Gs Stakeholder Group with a proposal and the business case.

CCDF agreed to assume this responsibility. If there is a NATCON 2007, it was further agreed that this would provide an ideal forum for report back to the SLAC and NATCON delegates and that liaison with the CCC and the NATCON Advisory Committee around organizing this consultation would be essential. If NATCON 2007 is not approved, an alternative venue, face to face or virtual will need to be created for the consultation to occur.

It was agreed that all members of the SLAC would consult with their own organizations/stakeholders and would consider the role they can/want to play in follow up. A number of participants noted that they felt optimistic and energized as a result of the meeting, the collaboration and the plan of action delineated. Many noted their support of the plan and their commitment to support it.

*Doreen Kooy
Certification Chair*

Collaborative Effort Helps the Field of Career Development Move Forward

A year-long research project titled **The Advancement of Career Counsellor Education in Canada**, funded by Canadian Education and Research Institute for Counselling (CERIC) has recently begun.

Sharon Kalbfleisch and Rebecca Burwell, educators within the field of career development, have worked with many students who were grappling to understand either what type/level of program they should pursue in order to enter the field, or what education they should pursue if they wanted to advance within the field. Unfortunately, career paths within the field have never been clearly articulated. To help remedy this, the first phase of this research project involves compiling a detailed directory of the current program offerings that are available for aspiring or practicing career counsellors/career development practitioners. This directory will be made available later in the year on Contact Point.

The second phase of the project involves a country-wide survey of career development practitioners. The purpose of this survey is to better understand the career paths

and educational backgrounds of those currently working in the field. You can help by participating in the survey that will begin in early April. It will be important to have a large number of participants from the various career development sectors across Canada.

A think tank session will be held in the final phase of the project, where the data collected from phases one and two will be reviewed, and where educators and interested stakeholders will discuss their visions for educating career counsellors in the future.

To learn more about CERIC, whose mission is to encourage and provide education and research programs related to the development, analysis, and assessment of the current counselling and career development theories and practices in Canada, visit www.ceric.ca.

For more information on this particular research project contact:
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We reserve the right to edit all submissions.

Book Review:

This Time I Dance! Trusting the Journey of Creating the Work You Love

Tama J. Kieves, 2003

As career practitioners, we often work with people who wish to make a career change because they feel unsatisfied in their current work. In her book, *This Time I Dance!* Tama Kieves describes finding herself unfulfilled professionally and shares her journey to create the work she loves. And what a journey it is! Imagine being a Harvard-educated corporate lawyer working in a large, prestigious firm and coming to grips with the realization that after the years of school, the recognition, the plum job and all that goes with it, you are not happy with your career. *Eek!* Tama says to herself, *what do I do now?* In *This Time I Dance!* she answers the question by providing readers with an autobiographical insight into the path she followed to become who she is today – a successful, happy, working person.

This book is not a step-by-step, how-to of career change. With chapter titles such as *Fear Uncovers Your Touchstones and Backbone*, *Creating Time for the Time of Your Life*, *Every Rosebud Starts in the Mud*, and *Catch on Fire and the World Will Catch On To You*, Kieves addresses the fears, challenges, opportunities and dreams that are typical of career transition. She often includes a journal entry at the start of a chapter providing an intimate look into her thoughts and feelings.

This is an honest and heartfelt account of the author's experiences that inspires readers to live life in a fulfilling and holistic way.

Happy Reading!

Sandra Hebert
Scribe Communications - Calgary

