



Career Momentum

June to July 2009

Registration Committee

By Sue Kersy CCDP – Chair, Registration Committee

At the April Board meeting the “Retired Member” category was changed to “Senior Associate Member” to better reflect the career development professionals who qualify for this prominent membership. Please contact the Registrar at admin@careerdevelopment.ab.ca if you feel you might qualify.

“**Senior Associate Member**” means a Certified or Associate Member in Good Standing who has primarily retired from the career development profession and who has met the criteria of a Senior Associate Member according to Board policy.

Criteria for a Senior Associate Member:

- A person who after the 10th year of continuous membership is no longer employed full time hours in the career development profession
- These members are not eligible to apply for Certification status
- Application processing fee is ½ of the CCDA/CCDP standard renewal fee
- To maintain their CCDP designation, ½ of the standard CE credits and ½ of the standard required work hours are required
- Must sign a self-declaration verifying change in professional status

The other membership categories are as follows:

- “**Associate Member**” means any Member who is in the career development profession or who works in a capacity that supports career development professionals but who is not certified.
- “**Pre-Certified Associate Member**” has all privileges as an Associate Member and is enrolled in one of the approved CDAA educational programs. A pre-certified member will be granted a discount of 20% of the Associate Member fee at the time of application for membership or renewal.
- “**Certified Member**” means any Member who has satisfied the requirements for admission, completed the certification process and recertification process, if any, and has paid the dues established by the Board.
- “**Student Member**” means any full-time student in a post-secondary institution that has satisfied the CDAA requirements for admission and has paid the dues established by the Board.
- “**Life Member**” means a Certified or Associate Member in Good Standing who is recognized for long term, active service in the CDAA and the profession and who has been elected a Life Member by the Board according to policy.
- “**Honorary Member**” means any non-member who has made, or is making, a significant contribution to the career development field and who has been elected by the Board according to policy.

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	Certified	Associate	Pre-Certified Associate	Student	Life	Senior Associate
Fees	Yes	Yes	Yes	Yes	No	Yes
Voting	Yes	Yes	Yes	No	Yes	No
Seek election	Yes	Yes	Yes	No	Yes	No

Upcoming PD Events

(For more information please check out our website: www.careerdevelopment.ab.ca)

Ignite Your Passion Conference

Where: Holiday Inn-Calgary
Macleod Trail South

When: Thursday, October 1

Speakers: TBA

Central Chapter:

For information about upcoming events, contact: Wendy Fessler
wfessler@wolfcreek.ab.ca

Northern Chapter:

For information about upcoming events, contact: Melanie Kellerman – Melanie@cfofgp.com

North of 60 Chapter:

For information about upcoming events, contact: Marion Storm – Marion_Storm@gov.nt.ca

– Ann Nakaska

Employee or Self-employed Consultant – Making the Leap!

By: Lisa Kallay

Create your own work values, define success in your own way, and make your dreams become reality!

Today (Friday), it was 21 degrees by 9:00 AM, and I decided to shut down my home office for the day and head out for a leisurely run in my neighbourhood. It's spring time, the birds are chirping, the sun is on my back and I have an hour to myself! Later on in the day, I plan to pick up my kids early and spend the rest of the afternoon in our backyard treating them to 'Giant' purple freezies! This was what I was looking for, more flexibility, more freedom and more time to spend with my family!

After several years of working and raising young children, the "daily grind" can begin to set in. You find yourself: commuting to work; packing lunches; doing laundry; running errands; tending to the yard; and taking care of your family. This results in little time to indulge in '*smelling the roses*' let alone finishing a hot cup of java.

I had been back at work for approximately 6 months (after returning from my second materiality leave), when I decided that there must be something else out there that would provide my family with more flexibility, freedom, and the opportunity to spend more time together.

I have been working as a self-employed – vocational rehabilitation consultant – for approximately 3 months now. I have been fortunate enough to contract my services out to several different organizations. Although there was a steep learning curve during the first 3 months, overall it has been a smooth transition.

There are definitely costs involved in transitioning from employee to self-employed consultant; however after only 3 months, I have managed to re-coupe all of the start up costs that were associated with setting up my own business.

Most self-employed consultants are required to obtain a business license, professional liability insurance, in addition to equipping themselves with an entire self-contained home office. While start-up costs will vary, you can expect to spend up to approximately \$5000.00 to set yourself up.

As indicated there are costs associated with becoming your own boss, alternatively there are also rewards that regular employees may never experience. Such as:

- **Self-employed consultants may have more flexibility regarding when they choose to work.** You can choose how, when, and where to work, for as much or little time as you want. The amount of money a self-employed consultant makes is directly related to the quantity and quality of their work.
- **Self-employed consultants have the potential to earn more than an employee.** For example, an employee in a non-profit company may earn less in their field then compared to a self-employed consultant working in the private industry. Of course, how much you're paid is a matter for negotiation between you and your clients.

Making the Leap – Continued...

- **Self-employed consultants my pay lower income taxes.** Being a self-employed consultant also provides you with many tax benefits that are not available to employees. You can take advantage of many business-related tax deductions that are not available to employees.

Getting ready to make the leap? The decision to go out on your own is a tough one, specifically in this economy where jobs of any kind are becoming more sacred. Therefore, this article would not be complete without telling you that being a self-employed consultant is *'not always a bed of roses'*, either. However the thorns are not so prickly when you know they are there.

The thorns:

- **No job security.** When you're an employee, you must be paid as long as you have your job, even if your employer's business is slow. This is not true when you're a self-employed consultant. If you don't have business, you don't have the opportunity to make money.
- **No employer-provided benefits.** Most employers provide their employees with health insurance, vacation pay, and paid sick days. In addition, more generous employers may also provide bonuses, and even employee profit sharing. When you're a self-employed consultant, those benefits do not exist.
- **No unemployment insurance benefits.** Self-employed consultants don't have the safety net provided by unemployment insurance.
- **No employer-provided workers' compensation.** Self-employed consultants are not provided with workers' compensation coverage from the company they are consulting for.

The last 3 months have been very satisfying! It feels great knowing that my success is a result of my efforts and hard work, however self-employment is not for everyone. It's a big leap, so it's important to think carefully first.

Reference: Fisherman, S. Retrieved June 01, 2009, from:

<http://employment.findlaw.com/employment/employment-employee-more-topics/employment-employee-independent-contractor-top/employment-employee-independent-contractor-pro-con.html>

Recommended book: Working for Yourself: Law & Taxes for Independent Contractors, Freelancers & Consultants, by Attorney Stephen Fishman.

Did You Know? Celebrate the Achievement of the 2009 CDAA Life Members!

At the AGM meeting three distinguished Career Development practitioners were awarded a life membership for their contributions to the field of career development.

From left to right:
Marilyn Berezowsky; Nell Smith; Emily Sylvester



Working the Web

By: Vicky Driver



Career Planning: web links some are US based however the tips are valid
http://careerplanning.about.com/od/careerchoicechan/a/myths_choice.htm

Should I choose this occupation? This is a short generic quiz:

http://careerplanning.about.com/od/exploringoccupations/a/occ_quiz.htm?nl=1

National Career Development Association in the USA: With exception of The Calgary Youth Employment Centre www.nextsteps.org and U of Waterloo, almost all of the resources are in the US. Still, there is an extensive list to use for research and information particularly I think for students both secondary and post secondary.

<http://associationdatabase.com/aws/NCDA/pt/sp/resources>

Entrepreneurship

Are you a budding entrepreneur and/or do you want to know if you have what it takes to be your own boss?

Number one rule: first learn about the business you want to own on someone else's nickel.

Are you wanting to grow your business, add some current staff retention practices, or are you thinking about becoming an entrepreneur? Check out:

- Business Link <http://www.canadabusiness.ca/alberta>
- Aboriginal Business Guide Alberta
http://www.canadabusiness.ca/servlet/ContentServer?cid=1099919425084&lang=en&pagename=CBSC_AB%2Fdisplay&c=GuideInfoGuide
- Alberta Self Employment and Small Business <http://alis.alberta.ca/ec/wo/small-bus.html>
- Employment Services for Youth <http://www.youth.gc.ca/eng/home.shtml> including starting your own business
- March 23 2009 The Herald: **Help is out there for new ventures. Joel Schlesinger**
http://www.calgaryherald.com/story_print.html?id=1417983&sponsor=

Adults going back to school or students deciding what to do next. Many see their job loss as an opportunity to take that course they did not have time for.

CANLEARN: Guiding you along the path to learning <http://www.canlearn.ca/eng/onlinetools/tla.shtml>

How will I decide which program is right for me <http://www.canlearn.ca/eng/preparing/find/cps.shtml>

In Alberta check out the TIP sheets:

- College, Technical Institute or University degree what is the difference?
<http://alis.alberta.ca/ep/eps/tips/tips.html?EK=180>
- Certificate Diploma Applied Degree or Degree what is the difference
<http://alis.alberta.ca/ep/eps/tips/tips.html?EK=179>
- All Students and Life Long Learners <http://alis.alberta.ca/ep/eps/tips/tips.html>

Guiding Youth: Excellent Parent and Youth Workshop developed by **Kristen Cummins** for Career Prep Program in Red Deer

Today's youth will experience on average 17 employment transitions spanning between 5 and 8 occupational sectors. The labour market has changed dramatically in the past 25 years and our young people are facing changing technology, a competitive global economy and a shrinking workforce as they make their career decisions.

<http://www.careerprep.ab.ca/guidingyouth.htm>

LINKS: Check out multiple links from the Career Prep site: job safety, first aid, apprenticeship, services for Immigrants etc. <http://www.careerprep.ab.ca/links.htm>

Calgary Immigrant Women's Association is offering a workshop for female high school students. The advantage to the student is that there are people on staff who can explain things in the student's own language while high school career practitioners probably cannot. **Dates** each Saturday May 9 through 30.

- Contact at the agency is Laura Martinez lauram@ciwa-online.com

Working the Web – Continued...

Take a GAP YEAR: Whether you are a high school or post secondary student or an adult thinking about a career change taking time off work or school may be the key to making the best decision about what to do first or what to do next.

- Travel
- Volunteer
- Take a “survival” job while you explore different work sectors, educational options, broaden your life experience or develop your information and professional network. There are pros and cons to any decision although the cons do not need to matter very much if you have a purpose in mind. See article http://www.quintcareers.com/survival_jobs.html
- **City Year** <http://www.cityyear.org/locations.aspx> is a US site including opportunities in South Africa. This may not be suitable for Canadian students although the information may give you some ideas about what you could do here at home. Why not develop your own idea and find a way to deliver your service in your own community.
- **Katimavik** <http://www.katimavik.org/subsection-86/FAQ---Programs> There are changes to their programs--check out **GET A LIFE**
- **Child and Youth Friendly Calgary** <http://www.childfriendly.ca/involve/volunteer.htm>
- **Frontier College** http://www.frontiercollege.ca/english_literacy.html
- **Armed Forces Reserves** (you do not need to accept an overseas posting) This is a web site about the Armed Forces in general with lots of links <http://www.craigmarlatt.com/canada/security&defence/caf.html>
- **Head Hunters and Temporary Employment Agencies:** experiment with different types of work or try out new work places to see what you enjoy before committing to the next step on your career pathway. Some agencies specialize in placement for specific industries or work sectors such as pharmaceutical sales, accounting or oil and gas. Some of the Work Sector Councils also have a careers link. See WORK SECTORS below
- **Volunteer Canada:** www.volunteer.ca
- **Not-For-Profit Sector** try Charity Village <http://www.charityvillage.com/>
- **Work in your Ethnic Community to assist New Comers;** <http://www.programs.alberta.ca/Living/9066.aspx?N=770+763>

ALL ABOUT WORK

Career Joy: <http://www.careerjoy.com/videos>

- Go to the Youtube link for excellent video advice about Interviewing and other topics. A nice change from all that reading text

Canada's Higher Education and Career Guide with regional work search links

- <http://www.canadian-universities.net/Employment/Jobs/Alberta.html>

Relocate Canada is for people who are considering a move to another part of the country

<http://relocatecanada.com/index.html>

- It includes job find sites, schools for all ages, information about living accommodation and more. If someone registers on **EASY JOBS**, the system will send you multiple job bank links for the city of interest.

Work Sectors explore various work sectors including professional associations and use the information to connect with people in *that* field of work <http://www.councils.org/ignition/nav.cfm?p=nat&s=sect&l=e>

- Alberta Employers by Industry Sector <http://alis.alberta.ca/js/ws/jp/jobpostings/industry.html>

JOB POSTINGS Canada's Job site for Students www.jobpostings.ca and Career Planning Guide.

<http://jpcdn.cpg.dgtlpub.com/2008/2008-10-31/home.php>

Job Fairs in Alberta <http://alis.alberta.ca/ce/cp/cs/careerevents.html>

Canadian Foundation for Economic Education Virtual Advisor: http://www.virtualadviser.ca/helpful_links

Calgary Workers Resource Centre We help Calgarians understand and access what they are entitled to as workers.

<http://www.calgaryworkers.org/> Includes links to many other work related web sites

Ignite Your Passion Conference 2009

By: Ann Nakaska Ignite Your Passion Conference Committee Chair

This year's conference promises to be even more exciting than the last. We have a new venue, a new day and a new format.

The Format

This year we are stepping away from the traditional keynote speaker format and providing our members with what we hope will be an engaging and interactive day. We have decided to go with an open format to allow for more dialogue between leaders in the career development field and our career practitioners. We have created a power panel of industry leaders and will be asking them their opinions on important career development questions, such as what do they see happening in the career development field internationally and how does this relate to career development practices in Alberta. To date we have confirmed Norm Amundson, Roberta Neault and Nancy Arthur to be on our panel. We have also given the panel members an opportunity to engage our members in short interactive sessions throughout the day. Members will be receiving more information shortly as registration for the big day will be starting soon! You will not want to miss out on this event.

The Venue

It is hard to believe that in just two years we have outgrown Fort Calgary as a conference venue. Last year, we reached an all time record attendance for Ignite. That meant searching for a new location that would meet a number of important criteria. We wanted a venue that would be C-Train accessible, have ample parking, would hold between 150-200 people, would reflect the professional image of our association and at the same time be affordable for members.

We believe we have found the perfect location with the Holiday Inn Calgary MacLeod Trail South. They are C-Train accessible with the train stopping right behind their building and they have ample parking. Their ballroom will comfortably hold 180 people and Vicki at the Holiday Inn has given us some very competitive prices on both room rental and food costs. They have also just renovated their entire hotel and from what we have seen to date, it is beautiful.

The Food

To make sure we were going to have good food quality for our event, Debbie Pratt and I visited the Holiday Inn for lunch. We were both very pleased with our food choices. We felt that both food quality and presentation met our conference standards.

The Date

This year, Ignite will be held on Thursday, October 1st. Yes, we have broken with tradition and have changed the day of the week. This is because the Holiday Inn is already booked on Fridays. We know that this may disappoint many of our members however; this choice was not made lightly. The other venues that we were considering did not meet with our conference criteria. Many venues did not have C-train access or sufficient parking. Others like the Red and White club wanted half of the food and venue rental costs up front and in these economic times, we could not risk putting the Calgary chapter and the CDAA at a higher than necessary financial risk.

We hope that members will be happy with what we have planned for Ignite Your Passion 2009. We have enjoyed putting together a day that we believe will be informative, engaging and fun. Have a great summer and see you all at the Holiday Inn on Thursday, October 1st.

BTT 2000 – From Good to Great: Best Practice in Career Development

June 9 – 11, 2009 Edmonton, Alberta

By: Tracey Campbell – 2009 Planning Committee Chair

“Indeed, the real question is not, "Why greatness?" but "What work makes you feel compelled to try to create greatness?" if you have to ask the question, "Why should we try to make it great? Isn't success enough?" then you're probably in the wrong line of work.”

Jim Collins – From Good to Great

Building Tomorrow Today (BTT) continues to be an interactive consultation for practitioners working in all areas of career development. Approximately 557 delegates, speakers and volunteers attended this consultation this year. There was representation from 8 provinces, Nunavut and the Northwest Territories.

Our keynote speakers were well known career development professionals, with Barbara Moses, Nina Spencer and Norm Amundson challenging us to practice what we do best, find passion in our work and become leaders that exhibit the discipline required to move from Good to Great. Dr. Barbara Moses encouraged us to build upon our strengths, not to worry about “future interruptus”, and remember that we all play an integral part in shaping the world around us. Nina Spencer’s message was to remember that if we have found work with purpose and desire then we leave our clients with that distinctive career development impact. We closed with Dr. Norm Amundson who challenged us to undertake a “heroic” journey—to realize that we can help ourselves and others by inspiring hope and fostering positive relationships that engage others.

This year we had 36 concurrent sessions that were packed with insightful information and tools to propel us from good to great. Our Resource Fair featured 40 exhibitors with a wealth of resources. We had four book signings and a new and exciting addition to the resource fair—the “Living Library”. The “Living Library” was a tool to encourage diversity by exchanging ideas, person to person. We had a number of volumes (people) that discussed a variety of topics. These volumes will be available at a later date on our CDAA website. The 2009 BTT Proceedings will be available in late August to delegates via our website as well.

Over 1/3 of our CDAA members came to BTT this year and attended the AGM, participated in the annual consultation and had a fantastic time at the “Chapter Challenge”. Thank you for supporting your association.

On behalf of the 2009 BTT Planning Committee I would like to thank all you that were presenters, exhibitors and delegates! If you are interested in participating in the planning of the 2010 BTT Consultation I encourage you to take up the challenge and contact our CDAA administrator, Alice at admin@careerdevelopment.ab.ca.

BTT 2009 Chapter Challenge



The Challenge:

Create a sculpture representation of Norm Admundson.

Outstanding efforts resulted in a tie between Edmonton and Calgary chapters.

The tie-breaker challenge: Perform a "rap" sody about Norm Admundson.

Edmonton challenges!

Calgary fights back!

Edmonton wins!

CONGRATULATIONS!

Thanks to all who participated!!!

2009 - 2011 CDAA Board of Directors

Doreen Kooy –
Edmonton Chapter

Paula Wischoff Yerama
– Edmonton Chapter

Ann Nakaska – Calgary
Chapter

Sye Kersey – Calgary
Chapter

Elizabeth Marko –
Calgary Chapter

Melani Kellerman –
Northern Alberta
Chapter

Nicole Stogrin –
Edmonton Chapter

Anand Manickaraj –
Calgary Chapter

Thank you to all
who have
volunteered to lead
us in advancing the
goals of the CDAA!!

The next edition of Momentum will be published in September. Please see www.careerdevelopment.ab.ca for submission information.