



# Career Development Practice: Looking Back, Around, and Forward

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# **CERTIFICATION AND STANDARDS**





The Standards & Guidelines

A Living Document

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# The Canadian Standards & Guidelines for Career Development Practitioners (S&Gs)

define the competencies career development practitioners need in order to practice effectively and ethically. They are used extensively in Canada in shaping professional training and development programs, certification and scope of practice.

Our S&Gs have been heralded as an international model by the OECD and were the basis for the competency framework established by the International Association for Educational and Vocational Guidance (IAEVG).

[Learn More ▶](#)

The Canadian Council for Career Development and Canadian Career Development Foundation are committed to ensuring that the S&Gs remain vital and reflect our ever-evolving practice.

[Recent Developments ▶](#)

## Taking Charge ▶

A free online tool that helps you to self-assess against the S&Gs.

## Visit CCDF ▶

To find out about certification and training options for career development professionals across Canada and internationally.





# Certification

## Voluntary vs. Mandatory

- e.g., Alberta vs. Quebec

## General vs. Specific

- e.g., CCDP vs. CRS

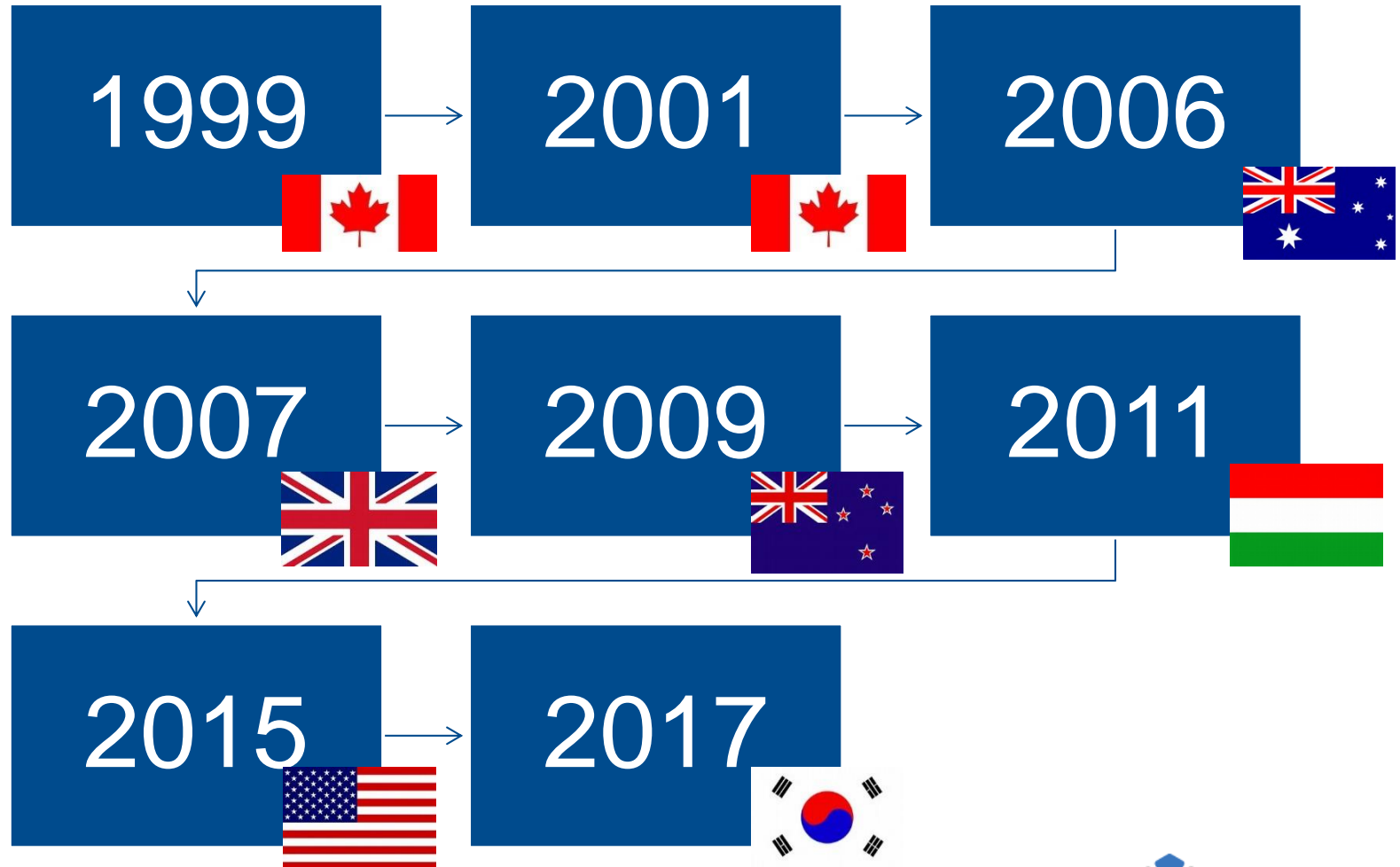
## Canadian vs. International

- e.g., CCDP vs. EVGP/GCDF



# **INTERNATIONAL SYMPOSIA**

# Symposium Timeline





**TRAINING**



Where did  
training originate?




# Professionalization



# Canadian Council for Career Development




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CANADIAN COUNCIL FOR CAREER DEVELOPMENT  
CONSEIL CANADIEN POUR LE DÉVELOPPEMENT DE CARRIÈRE

*Collaboration • Leadership • Advocacy*


[About](#) [Membership](#) [The Profession](#) [Certification](#) [Advocacy](#) [Career Developments](#) [Media](#)



*CCCD is a self-initiated and self-funded umbrella group for career development associations and related partner groups from across Canada.*

It provides a national advocacy voice for the career development field and promotes provincial/territorial collaboration on common issues such as certification, training, practitioner mobility, quality service indicators and building the career development evidence base.

[Learn more about CCCD](#)




### CAREER DEVELOPMENTS

Career Developments is a quarterly publication that profiles progress in the field of career development nationally and internationally, including updates on training, certification, evidence-based research, policy and practice.

Career Developments is published by CCDF in collaboration with the Canadian Council for Career Development (CCCD).

[Download the latest issue](#)




### THE PROFESSION

Career development professionals have specialized skills and training to help you with the lifelong process of managing your living, learning and earning.

While career development professionals can assist in job search, their role can also be much broader – helping you to build the life you want to live.

[Learn more about the profession](#)




### CERTIFICATION

More and more career development professional associations have initiated – or are in the process of initiating – certification.

In Canada, there are two “streams” with respect to certification – one for Career Development Practitioners and the other for Career Counsellors. While there is overlap in these roles, the scope of practice, the requisite competencies and road to certification are distinct.

[Learn more about certification](#)



CCDC

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**RESEARCH**

# Research: Where To Find It



*Canadian Journal of Career Development (CJCD)*

- <http://cjcdonline.ca>

*Canadian Journal of Counselling and Psychotherapy (CJCP)*

- <http://cjc-rcc.ucalgary.ca/cjc/index.php/rcc>

*Canadian Career Development Foundation (CCDF)*

- <http://www.ccdf.ca/ccdf/>

*Career Developments, Canadian Council of Career Development Associations (CCCD)*

- <http://cccda.org/cccda/>

*Careering and CareerWise, Canadian Education and Research Institute for Counselling (CERIC)*

- <http://ceric.ca>







Market  
Graduates  
Work  
Atlantic  
Evaluation  
Assessing First  
School-to-Work  
Transforming  
Labour Youth  
Resilience  
Resources  
Applications Information  
Canada Nations  
Skills Transitions  
Métis  
Sector  
Impact  
Culture Services  
Development  
Education

# Career

# Get Involved in Research



Inform your practice and the field



Research as everyday practice



Partner with a researcher



Advocate for agency- researcher partnerships



Prioritize service area gaps



Build evidence to support your (great) work!



# BEYOND THE SILOS



# EVOLUTION OF A FIELD





# LIFELONG CAREER DEVELOPMENT

**Career Development** is the lifelong process of managing learning, work, leisure, and transitions in order to move towards a personally determined and evolving preferred future

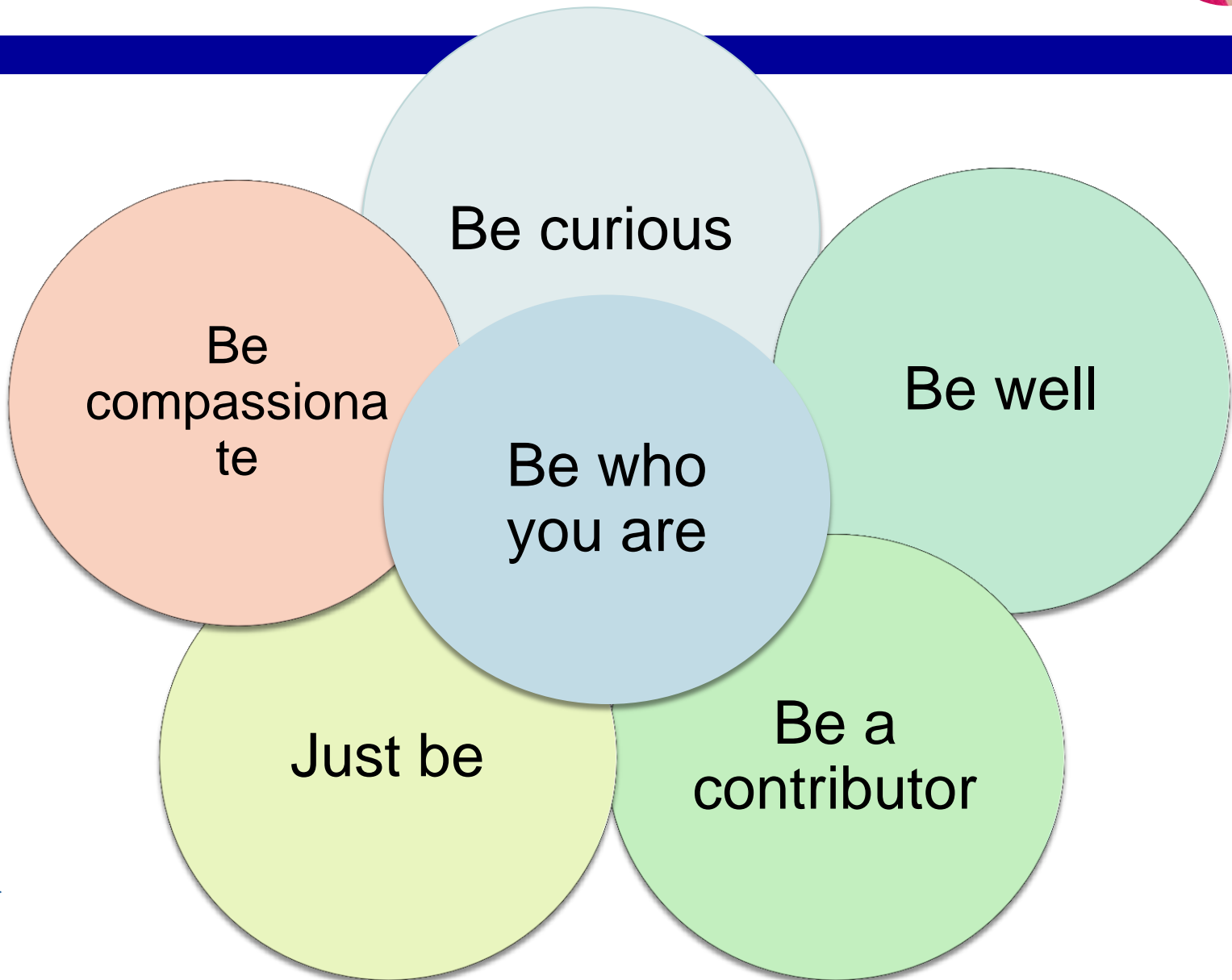
# New Paradigm for Work, Learning, and Leisure



Linear to  
cyclical

Flex  
retirement

# The Six Circles of Life



# Selected Resources



## Age Wave

- [Agewave.com](http://Agewave.com) (Ken Dychtwald)

## Redirection: Movers, Shakers and Shifters

- [ceric.ca/resource/redirection-movers-shakers-and-shifters](http://ceric.ca/resource/redirection-movers-shakers-and-shifters) (documentary film from Suzanne Cook)

## Everything Zoomer

- [everythingzoomer.com](http://everythingzoomer.com)
- Information and advocacy for Canadians 50plus

## Next Avenue

- [nextavenue.org](http://nextavenue.org)
- PBS news and information for those over 50

## Sage-ing International

- [sage-ing.org](http://sage-ing.org)
- A new way of aging

## Retirement Dimensions

- [personalitydimensions.com/retirement-dimensions](http://personalitydimensions.com/retirement-dimensions)
- Self-assessment and toolkit

## Retire to the Life You Design

- [retiretothelifeyoudesign.com](http://retiretothelifeyoudesign.com) (Nell Smith)
- Presentations, workshops, and train-the-trainer

## Retire to the Life You Love

- [retiretothelifeyoulove.com](http://retiretothelifeyoulove.com)
- Print or e-book



# Final Thoughts



Look to emerging  
specialities