



Hosted by the Career Development Association of Alberta (CDAA)

May 3 & 4, 2017
Fantasyland Hotel, West Edmonton Mall, Edmonton, Alberta

Registration Package

ACDC PROGRAM

In order to ensure that presenters are scheduled into rooms that will accommodate interested delegates we request that you select your sessions in advance of the conference.

You will not be able to complete your registration until you have selected your session preferences. Your session selections will be provided to you with your onsite registration.

Day One Schedule – Wednesday, May 3, 2017

8:00am – 9:00am	Registration and Refreshments	Beverly Hills Ballroom
9:00am – 9:30am	Welcome / Opening Remarks	Beverly Hills Ballroom
9:30am – 10:15am	Keynote Presentation – Dr. Dave Redekopp / Sareena Hopkins	Beverly Hills Ballroom
10:15am – 10:45am	Hospitality Break / Exhibitor Fair	Conference Room
10:45am – 12:00pm	Concurrent Sessions – BLOCK 1	
<input checked="" type="checkbox"/> Making It Work! Helping Your Clients Navigate Maternity Leave Career Transitions ~Dr. Laura Hambley and April Dyrda <input checked="" type="checkbox"/> Why Mindfulness Matters: Integrating Mindfulness Practice into Career Education ~Justin Pritchard <input checked="" type="checkbox"/> Career Development Counselling / Coaching for Internationally Trained and Educated Immigrants ~Paul Atanya <input checked="" type="checkbox"/> ColourSpectrums Personality Styles: Celebrating Diverse Human & Career Development ~Rob Chubb		

It's Enough to Be On Your Way – Your Path to Purpose
~Richard Bucher

Learning Through Reflection: Career Focused Portfolios (K-12 and Beyond)
~Damian Matheson

Career Planning in a Mobile World
~Kathy Clarke

*Please see below for session descriptions and presenter biographies

12:00pm – 1:00pm	Lunch / Exhibitor Fair / CDAA Member Spotlight	Beverly Hills Ballroom / Conference Room
1:00pm – 2:15pm	Concurrent Sessions – BLOCK 2	

Purposeful Portfolio Careers
~Gail Kastning

How to Sell Yourself and Your Skills to Anyone in 60 Seconds
~Troy Price

Customized Employment
~Jan Watson and Elizabeth Pinkney

Anti-Social...Media
~Patrick Cotter

Entrepreneurs Meet Up!!
~Robert Manolson

A.C.T. for Success
~Miroslav Reljic

State of Alberta's Labour Market – Update 2017
~Darryl Howery

*Please see below for session descriptions and presenter biographies

2:15pm – 2:45pm	Hospitality Break / Exhibitor Fair	Conference Room
2:45pm – 4:00pm	Concurrent Sessions – BLOCK 3	

<input checked="" type="checkbox"/> Effective Job Search Methods Based on Alumni Survey Results ~Christine Gertz		
<input checked="" type="checkbox"/> Resilience Strategies for the Work Search ~Dr. Mary-Ann Owens		
<input checked="" type="checkbox"/> Opportunity Beyond the Trees ~Gail (Vandebeek) Flitton and Linda Lindsay		
<input checked="" type="checkbox"/> Social Media & Career Development ~Cindy Bojda		
<input checked="" type="checkbox"/> Career Development Practice: Looking Back, Around, and Forward ~Dr. Roberta Neault, Sareena Hopkins, and Dr. Dave Redekopp		
<input checked="" type="checkbox"/> Coffee, Careers and the Hidden Job Market ~Eric Pye		
<input checked="" type="checkbox"/> Emotional Intelligence, A Crucial Skill for the Future ~Harvey Deutschendorf		
*Please see below for session descriptions and presenter biographies		
4:00pm – 5:30pm	Networking / Cocktail Reception	Beverly Hills Ballroom

10:45am – 12:00pm

Making It Work! Helping Your Clients Navigate Maternity Leave Career Transitions

Dr. Laura Hambley and April Dyrda

In this session, we share the story of how our recently launched maternity leave career transition guidebooks are gaining national attention. Join us in exploring employer and employee perspectives of how maternity leave impacts career development, and walk away with practical strategies that you can implement as a career practitioner to better support maternity leave career transitions facing your individual and corporate clients.

Understand how maternity leave impacts career development from the employee and employer perspective.

- Develop strategies as a career practitioner to help your clients navigate the maternity leave career transition process.
- Explore how the "Making It Work!" guidebooks and free downloads / webinars can benefit you and your individual and corporate clients.

Dr. Laura Hambley is the founder of Canada Career Counselling, and founding partner of The Leadership Success Group and Work EvOHlution, with 15 years' experience offering leadership assessments and consulting to various organizations in North America.

April Dyrda is currently pursuing her Master of Science degree at the University of Calgary, with a specialization in Counselling Psychology. Her research focuses on the career development of individuals facing life transitions.

Why Mindfulness Matters: Integrating Mindfulness Practice into Career Education

Justin Pritchard

Research indicates that people spend about half of their waking hours thinking about something other than what they're doing, and this mind-wandering typically makes them feel unhappy. In turn, mind-wandering has significant implications on one's career and life development. Through the practice of mindfulness, we can bring our attention back to the present moment. This presentation will highlight the significances of mindfulness within career development and how it can be integrated into career education contexts.

- Develop a foundational knowledge of mindfulness and its related attitudes.
- Engage in mindfulness practice by taking part in a breathing and body scan meditation.
- Highlight opportunities where mindfulness practice can be integrated into career education.

Justin Pritchard is a Career Coach at the University of Alberta Career Centre, where he works closely with students to help them explore career opportunities and navigate through the world of change and uncertainty. He is the Past-President of an on-campus mindfulness meditation group and has been an ambassador of mindfulness at various health and wellness events. Additionally, Justin completed an investigation of mindfulness and creativity as part of a master's degree thesis project.

Career Development Counselling / Coaching for Internationally Trained and Educated Immigrants

Paul Atanya

Past, current and emerging career development theories and models are importance reference points to career development practice for career practitioners in today's complex and competitive global economy. The current and past theories must take into consideration technological demands and the increasingly changing diverse and cultural workforce. Career practitioners need to be innovative, creative, forward-looking and prepared to tweak career development theories and models and principles to help new workers with their career development goals.

Paul Atanya is a career practitioner with over 20 years of experience in career development. His specialty is working with new Canadians, but with mainstream Canadians as well. He is

currently working on a book on career development and immigration. Paul Atanya is working for the Centre for Newcomers, Calgary, Alberta. In addition to his work in career development, he is a creative writer and has published two novels with more than a dozen manuscripts.

ColourSpectrums Personality Styles: Celebrating Diverse Human & Career Development

Rob Chubb

Sort ColourSpectrums cards to reveal your personality as a unique combination of BLUE emotional intelligence, GREEN intellectual intelligence, RED physical intelligence and YELLOW organizational intelligence. Yup! You are more intelligent than you “think”. Dynamic discussions and activities deliver humour (ha-ha! learning) and insights (ah-aha! learning) as you learn how to use this universal language to celebrate / support diverse human development, career development, human resources, communication skills, team building, self-esteem and business leadership.

- Participants will discover and discuss the meanings of the four colours and identify their bright colour strengths and pale colour challenges.
- Participants will synthesis their knowledge to explain the ColourSpectrums model to help others make more informed career choices.
- Participants will learn how to colour a job description / occupational profile and compare it to their own ColourSpectrums profile to evaluate how well it matches their natural skills and talents.

Rob Chubb is the founding director of ColourSpectrums, inspiring human resources and career development through innovative education, interaction and fun. Rob is the author of three (3) ColourSpectrums books and has certified 1,000 ColourSpectrums facilitators worldwide. With specialized occupational profiling training Rob brings a unique wealth of international experience with the Canadian International Development Agency in post-secondary curriculum development and training programs. Rob collaborates regularly with career development professionals to empower human resources.

It’s Enough to Be On Your Way – Your Path to Purpose

Richard Bucher

This presentation will promote a book by the same name. In a 2008 Academic Article from the Professional School of Counselling, it was acknowledged that purpose is not an area typically cultivated during career exploration activities. Our approach with clients can seem to them, at times, transactional, bounded in tactics and process. This session will introduce the concept that we were all conceived with our purpose and among other things what your world needs you to do.

- Identify the source or purpose.
- Identify the outwards signs of purpose.
- Identify the expression of purpose.

An expert on finding your purpose and aligning that with your career, CBC Radio's Get-A-Job Guy and Global TV contributor and Career Management Practice Lead with a global Career and Talent Management company, Richard Bucher draws from his 20 years of career development experience and more than two (2) decades in career management to share his insights with clients and practitioners alike.

Learning Through Reflection: Career Focused Portfolios (K-12 and Beyond)

Damian Matheson

Student portfolios have until now remained rather traditional. As the awareness of the benefits of Learning Portfolios grow, so does the growth of portfolio use as an essential tool in education and the world of work, to help students with reflection, documentation and collaboration. This session will show how you can empower Canadian students to incorporate, showcase and reflect on their learned knowledge of various professions, post-secondary programs and real world opportunities using myBlueprint (K-12).

- Incorporating experiential learning with digital reflection.
- Using a digital portfolio to stand out in a competitive market.
- Using the process of learning to reflect on real world opportunities.

Passionate about impactful technology and its use within education (specifically career and life planning), Damian Matheson hopes to help transform a student's decision making process in terms of what to do after high school by combining new intelligent technologies with experiential learning.

Career Planning in a Mobile World

Kathy Clarke

As career development professionals, you are always looking for ways to be able to help your clients connect with the most relevant information and resources. In today's world, more and more Albertans are accessing this information online using their mobile phones or tablets. Join the ALIS team and discover how we are changing our customer facing information and tools to better help you connect with your clients.

- Learn about Alberta-specific career planning resources.
- Learn how to make the most of the free career planning tools and information provided by the Government of Alberta.
- Discover a range of information and resources available for: career planning, occupational information, education planning, work search, success in the workplace and more.

Kathy Clarke has worked with the Workplace and Career Planning Unit at Alberta Human Services for over five years. She has over 30 years' experience in marketing, communications and web development. Prior to moving to Alberta Kathy worked for Horizon Health Network in New Brunswick. She has also held positions with provincial Department of Tourism and Milk

Maritime Inc. She now focuses on the development of resources to help Albertans with their career planning.

1:00pm – 2:15pm

Purposeful Portfolio Careers

Gail Kastning

A portfolio careerist streams income from multiple sources rather than having one full-time job. If you or your clients are interested in a portfolio career, this workshop reinvents the concept of career and work life, introduces portfolio careerists of various ages and backgrounds from Alberta, discusses the pros and cons, and examines the benefits in a changing world of work.

Gail is a portfolio careerist who generates income from a variety of sources rather than having one full-time job. She has a career services business, speaks and blogs on the topic of portfolio careers. She believes the global economy, global access to technology and increasing access to global talent has changed the world of work making portfolio careers an attractive option in our changing world of work.

How to Sell Yourself and Your Skills to Anyone in 60 Seconds

Troy Price

It doesn't matter whether you're marketing your products and services, convincing your customers, or interviewing for a new job, you need to connect quickly on three levels. Trust, logic, emotion. People must feel "I trust you, you make sense, and you move me." You can have all the talent in the world, but if you're not connecting on any of these three levels, it's going to be difficult to build relationships and win people over.

- Ability to quickly connect with people and influence in a positive way.
- Enhanced confidence and communication skills.
- Build rewarding relationships that are meaningful and memorable.

Topics include: generate trust and respect at first sight, maximize first impressions, simplify people's messages, appear smarter socially, make small talk, read body language, eliminate hesitation; boost self-confidence; get people talking and keep them talking; identify the different ways clients and colleagues communicate, and process feedback.

Troy has spent 15 years in the educational system and financial industry. This experience has enabled him to learn invaluable insights into human behaviour, relationships, marketing, and other business skills that has led him to be a successful entrepreneur today. Troy is also a co-author of the bestselling book *Cracking The Success Code* with Brian Tracy. His works have published nationally and internationally. He has been featured on radio and television including Global and NBC.

Customized Employment

Jan Watson and Elizabeth Pinkney

Customized Employment is a systematic tool used to design a career or meaningful job around an individual's skills, needs and aptitudes. While primarily used with individuals with disabilities, Customized Employment has elements that would be applicable to all individuals.

This presentation will focus on what Customized Employment is, how it differs from other approaches, discovery and its application, success stories, questions and answers.

- Increase knowledge of Customized Employment and its approach
- Increase knowledge of the application of Customized Employment for all individuals.
- Increase the awareness of best practices in career development for individuals with disabilities.

Jan Watson has had a diverse career path. She has worked in the health care industry, owned a sign shop for 15 years, worked in the retail sector and in disability services. In 2010, she obtained a certification in Career Development through University of Calgary and currently supervises staff spread over six northeastern Alberta communities. Jan is passionate about Customized Employment – “everyone can have a meaningful career / job, it is just waiting to be discovered.”

Elizabeth Pinkney is a self-starter who has a passion for hard work, accountability, and diversity in the work place. As a Customized Employment specialist, she dedicates all of her efforts to the human service field with the goal of helping marginalized populations in Alberta by striving to enhance employment opportunities for persons with disabilities within the region.

Anti-Social...Media

Patrick Cotter

This session will convince those who are not so enamored with social media of its value with an emphasis on LinkedIn and Meetup and several different web sites. This will be helpful to career practitioners and their clients as well. It will address the conference streams of: career counselling / coaching techniques; trends, tools and technology; best practices for diverse client groups.

- Increased awareness of a variety of social media.
- Innovative ways to network using social media.
- Breaking into your field (new grads / new immigrants).
- Addressing the challenges immigrants face in attaining their first professional work experience in Canada.

Patrick Cotter is a Career Coach with 15 years of experience helping individuals with: job search (workshops and one one), accreditation (study groups), and career development. He helps clients use innovative and unconventional methods for finding employment in a challenging labour market.

Entrepreneurs Meet Up!!

Robert Manolson

The evolution of career development has resulted in even more exciting opportunities for our community of professionals to engage in all types of entrepreneurial work. This first of its kind session at ACDC invites you, a career development entrepreneur, to meet up with other career development entrepreneurs. Come prepared to share your perspectives, knowledge and insights in an informal setting that is all about learning from one another, including our best practices.

- Participants will leave the session with knowledge and contact information of other career development professionals engaged in entrepreneurial work.
- Participants will leave the session with fresh perspectives and insights gained from meaningful conversations with fellow entrepreneurs.
- Participants will leave the session very pleased that they attended!

Robert Manolson has discovered, in over 10 years of delivering Powerful Play Experiences to hundreds of clients, that everything he does as an entrepreneur is about team engagement and creating engaged teams. As Powerful Play Experiences continues to unfold in new and exciting directions, people still contact him about team development & staff training, employee communication & engagement, and meaningful staff recognition & appreciation.

A.C.T. for Success

Miroslav Reljic

There are three essential elements in achieving long-lasting career success: Awareness, Choice, and Trust (A.C.T). Awareness is knowing what is happening in your present career situation with clarity. Choice is about moving in a desired career direction in the future. Trust is about letting go of self-doubts or questioning the career choices you make. When you A.C.T. for Success you will rediscover yourself and everything that is holding you back from achieving your dream career.

- Awareness of self and others – Reflecting, asking for constructive feedback, and setting short term and long term goals will help you with understanding of your strengths and weaknesses.
- Choice – Increased awareness will lead to new choices and opportunities and minimize the risk of feeling stuck. You are in charge of your career!
- Trust – Trust yourself. Self-doubts and resistance to change are part of the career success. Define your purpose!
- Your career success starts not by looking for it, but by ACTing for it today!

Miroslav Reljic is a passionate Motivational Speaker and a sought-after Career and Leadership Coach. He is an alumnus of the University of Calgary and the University of Cambridge. He is an expert in coaching and management of change and over the past 13 years he has worked and

consulted for top five (5) Canadian O&G and banking companies. Since 2013 his coaching company, Reljic Coached, has helped hundreds of clients unlock their full potential.

State of Alberta's Labour Market – Update 2017

Darryl Howery

Information will be provided about how Alberta's economy is changing in reaction to the downturn in energy prices and particularly how diversification is changing the nature of work and the occupations that can be expected to be in demand in the next three years. Similarly, those occupations that can be expected to be in decline as the economy shifts away from the energy sector will be presented.

- An understanding of how the economy is evolving in reaction to the downturn.
- The implications this has for occupations that will be both in demand and decline.
- The types of job skills that are transferable between the jobs of yesterday and jobs of the future.

Darryl Howery is an economist specializing in forecasting and labour market information. His firm, Applications Management Consulting Ltd., has prepared various Labour Market Information products in Alberta since 2000. Most recently he has completed several forecasts of employment demand and supply at both the provincial and regional level for Alberta. As well, he has been responsible for the completion of various employment demand and supply forecasts for the LNG industry in BC.

2:45pm – 4:00pm

Effective Job Search Methods Based on Alumni Survey Results

Christine Gertz

In 2015, the University of Alberta (UofA) Career Centre conducted their Employment Survey of 2010 UofA Graduates. In this survey, we asked about effective job search methods and based on the results from our approximately 900 respondents to this question, we compiled the results with accompanying advice into a Job Search Guidebook. The structure of the question, the survey results, and the public sharing of the information will be the focus of this presentation.

- Describes the effective job search methods used by Alberta graduates based on the results from one survey question.
- Distinguishes uses of this information or where the results may not apply.

Christine Gertz works in the main Career Centre at the University of Alberta and one of her responsibilities is to conduct employer and alumni surveys.

Resilience Strategies for the Work Search

Dr. Mary-Ann Owens

This presentation will help career counselors and coaches enable their clients to make ongoing progress even through adverse circumstances. Learn strategies to assist your clients move through blocks and gain the support they need through the work search process. An eBook entitled *Career Grit: Make Progress on Your Work Search* will be promoted.

- Gathering social support.
- Reframing adversity in a way that ensures progress.
- Creating one's own success.

Mary-Ann Owens is an Executive and Career Coach. Mary-Ann has a PhD in Leadership Development and an MBA in the Management of HR from the University of Calgary. She was the founding president of the Calgary Association of Professional Coaches. Mary-Ann has worked with an outplacement firm for ten years. Mary-Ann facilitates high impact workshops on career and leadership resilience.

Opportunity Beyond the Trees

Gail (Vandebeek) Flitton and Linda Lindsay

Intrigued by the adventure of traveling to and helping grade seven (7) through 12 students on isolated reserves in northern Alberta, Gail and Linda answered the call by a district to create customized programs laying the ground-work for career planning. Groups varied in size, ability, and barriers but were enthusiastic and eager to participate in activities and discussions. We will share both the student's and our learning in the session. Working with diverse populations and building custom programs will be highlighted.

Gail (Vandebeek) Flitton has worked in the area of career development since 2001 when she began working with at-risk high school students organizing and supervising work experience opportunities. In 2004, she became a Certified Career Development Professional and remains in good standing with Career Development Association of Alberta (CDAA). In 2014, she co-presented at the Cannexus Conference in Ottawa with the topic being Job Finding Club. Gail is currently working on independent projects across Alberta.

Linda Lindsay has extensive training and consulting experience. Working with Gail as an apprentice, she helped participants with the resume writing, cover letters, interviewing and calling cards supporting them as they gained the confidence to work the job finding club theories. Linda provided job coaching to executives in career transition as well as worked with the First Nations and Metis people in gaining skills to prepare for job search.

Social Media & Career Development

Cindy Bojda

Our “connected” world provides opportunity like never before to broaden our options for ways to find jobs with technology. Computers, Smartphones, etc are essential tool for today’s job seekers. This workshop is an energizing mix of instruction and hands on experience that will help participants gain the confidence and competence they need to conduct an effective online job search.

- Build an understanding of how to use various websites for your job search activities: researching jobs, companies, industries, job postings, advice, networking, applying online.
- Explore key concepts of the career planning process and work search activities.
- Understand the benefits of and precautions for using the internet for job search.

Cindy Bojda is a Career Consultant known as a reinvention "strategist", a rare quality that distinguishes her from other career coaches. She thrives on partnering with professional and motivated clients seeking more meaningful work aligned with their values, and reignites the internal spark and passion that has been dimmed by their current professional role. She is enthusiastic, enterprising, innovative, and inspirational.

Career Development Practice: Looking Back, Around, and Forward

Dr. Roberta Neault, Sareena Hopkins, and Dr. Dave Redekopp

Canada has a rich and internationally-respected history of contributions to the career development sector. Join some of Canada’s most respected career development leaders as they reflect on where we’ve been, where we are now, and where we’re headed. This critical review of our past, present, and future will expand your understanding of key milestones, initiatives, resources, and professional supports. Leave with a greater understanding of Canadian career development and a renewed sense of professional pride.

- Understand the impact of historical milestones on today’s practice.
- Critically examine the current career development landscape.
- Explore trends and future directions.

Roberta Neault is an award-winning leader in the career development sector, in Canada and internationally. As President of Life Strategies Ltd., she co-developed the first online training program for career practitioners (CMPP) and, as Associate Dean at Yorkville University, she is currently championing a specialty MEd in career development. For almost four (4) decades, Roberta has never stopped enjoying her diverse work in this field, combining coaching / counselling, training practitioners, consulting, influencing policy, facilitation, and writing.

Sareena Hopkins is committed to strengthening the career development field and promoting its contribution to the socio-economic health of citizens, communities and countries. To this end, she works in areas of public policy, research and development, training and advocacy. Sareena is Executive Director of the Canadian Career Development Foundation, a founder of the Canadian Council for Career Development (3CD), and recipient of the International Gold Medal for Leadership in Career Development.

President of the Life-Role Development Group Ltd., Dave Redekopp has been an enthusiastic member of the career development field for almost 30 years. He particularly loves the variety in this work – teaching, research, consulting, writing, counselling, coaching, program development, facilitating, presenting – career development has it all! The people in the field are great, too – who doesn't like hanging around a career development conference?

Coffee, Careers, and the Hidden Job Market

Eric Pye

It is estimated that up to 80% of job vacancies are never advertised. In a tight economy, posted roles receive hundreds of applications, and are thus extremely competitive.

Job seekers are constantly told to network, but very few have any clue how. This session provides coaching ideas for practitioners on how clients can jump the queue for posted roles, and access the less competitive hidden job market through one-on-one informational coffee meetings.

- How coffee meetings can benefit clients in career planning and job search.
- How clients can find and invite individuals for coffee meetings.
- What clients can discuss and ask about in a meeting.
- How clients can follow up after a meeting.

Eric Pye is a career advisor with CPA Alberta. His background as a trainer, recruiter, manager and (briefly) job seeker prepared him well for a transition four (4) years ago to his current role supporting accountants in career planning, networking, and job search. He has presented at provincial and national conferences, and volunteers facilitating career workshops in Calgary and Edmonton. A self-professed geek, he loves gadgets and spends too much time on the web and social media.

Emotional Intelligence, A Crucial Skill for the Future

Harvey Deutschendorf

According to the World Economic Forum, Emotional Intelligence (EI) will be one of the top 10 Job Skills by 2020. The presentation will describe how the workplace is changing to make EI Competencies crucial for success. A brief history of emotional intelligence will be followed by an overview of one of the major EI assessment tools widely used by corporations and businesses today. There will be opportunity for participant interaction and discussion.

- An overview of the origins of EI and why it has moved to the forefront of crucial competencies in today's workplace.
- A basic understanding of EI and its importance in today's workplace.
- A basic understanding of how to develop emotional intelligence in the workplace.

Harvey Deutschendorf is an emotional intelligence expert, speaker and internationally published author of *The Other Kind of Smart, Simple Ways to Boost your Emotional Intelligence*

for Greater Personal Effectiveness and Success. He is also a regular writer for FAST COMPANY and has a weekly column with HR PROFESSIONALS MAGAZINE. Harvey lives in Edmonton with his partner Sandra and enjoys travelling, jazz, auctions and watching the Oilers.

Day Two Schedule – Thursday, May 4, 2017

8:00am – 9:00am	Registration and Refreshments	Beverly Hills Ballroom
9:00am – 9:30am	Welcome / Opening Remarks	Beverly Hills Ballroom
9:30am – 10:15am	Keynote Presentation – Dr. Dave Redekopp / Sareena Hopkins	Beverly Hills Ballroom
10:15am – 10:45am	Hospitality Break / Exhibitor Fair	Conference Room
10:45am – 12:00pm	Concurrent Sessions – BLOCK 4	
<p><input checked="" type="checkbox"/>The Possibilities of Career Education for Vulnerable Youth in High Schools ~Dr. Atsushi Okabe and Dr. Nancy Arthur</p> <p><input checked="" type="checkbox"/>Freeing Ourselves from The Thief of Peace (Aka Our Inner Critic) ~Dr. Deena Martin</p> <p><input checked="" type="checkbox"/>Mentorship and Networking: The Path to Integration ~Elena Chernaeva and Doug Piquette</p> <p><input checked="" type="checkbox"/>A Refreshing Look at Personality Dimensions ~Cassie Taylor and Dr. Roberta Neault</p> <p><input checked="" type="checkbox"/>The “Art” of Career Development: Reaching New Heights as a Practitioner ~Herky Cutler</p> <p><input checked="" type="checkbox"/>Transition to Career (T2C): A Personalized Career Service that Fosters Agency, Resilience and Hope ~Jia Jia</p> <p><input checked="" type="checkbox"/>Connecting Job Seekers with Thriving Industries ~Julie Rubin</p> <p>*Please see below for session descriptions and presenter biographies</p>		
12:00pm – 1:00pm	Lunch / Exhibitor Fair / CDAA Member Spotlight	Beverly Hills Ballroom / Conference Room
1:00pm – 2:15pm	Concurrent Sessions – BLOCK 5	

Optimizing Your Career Search

~Richard Bucher

Don't Worry, Be Happy

~Kelly Gallant

Engaging Students in Self-Awareness and Career Exploration at an Early Age

~Monica Edwards, Jo-Ellen Lyslo, and Diane Bellerose

The Biggest Predictor of Your Success

~Lee Taal

Get Motivated, Get Focused!

~Christopher Lawrence

Work, Career Development & Mental Health

~Dr. Dave Redekopp

Exploring Post-Secondary Career Service Innovations

~Joy Ulrich

*Please see below for session descriptions and presenter biographies

2:15pm – 2:45pm

Hospitality Break / Exhibitor Fair

Conference Room

2:45pm – 4:00pm

Concurrent Sessions – BLOCK 6

Competency Frameworks – The International Best Practice for Workforce Development and Deployment

~Janet Lane and Jeff Griffiths

The Career Development Spectrum

~Steve Miller

Career Development in the Caribbean

~Arlayna Alcock

Case Management: An Emerging Area of Specialization

~Dr. Roberta Neault and Cassie Taylor

What If People Had Their Needs Written All Over Them?

~Kyle Kalloo

<input checked="" type="checkbox"/> Career Recrafting in a Tough Economy ~Jane Schreiber		
<input checked="" type="checkbox"/> Strengthening Canada’s Public Employment Service Post-devolution ~Dr. Donna Wood		
*Please see below for session descriptions and presenter biographies		
4:15pm – 5:15pm	CDAA Annual General Meeting and Awards Ceremony	Beverly Hills Ballroom

10:45am – 12:00pm

The Possibilities of Career Education for Vulnerable Youth in High Schools

Dr. Atsushi Okabe and Dr. Nancy Arthur

Issues of high school dropouts and youth unemployment are serious issues around the world. What educational programs or career initiatives encourage youth to be engaged in school and learning? How can career practitioners play more active roles in schools to support youth? These questions will be explored through a case study of schools in Calgary and a brief comparison with the situation of Japanese high schools.

- Increase awareness about the seriousness of youth dropout rates and unemployment.
- Gain knowledge about how to link career education to student engagement and learning.
- Learn about innovative programming for youth in Canada and Japan.

Dr. Atsushi Okabe completed his doctoral programs at Hokkaido University in Japan, and studied on the school-to-work programs in high school in Alberta. He draws on 22 years of real world experience and high school teaching to inform his theories in regards to his research. He is interested in educational policy and how educational programs can be used to foster career development and address the career needs of youth who are vulnerable for dropping out of school.

Dr. Nancy Arthur is a Professor and Associate Dean in the Werklund School of Education, University of Calgary and an honorary lifetime member of the CDAA. Nancy has presented her work on culture-infused career counselling and social justice in more than 20 countries. Nancy serves as a Vice-President of the International Association of Educational and Vocational Guidance and serves on the Board of Governors for the Canadian Career Development Foundation.

Freeing Ourselves from The Thief of Peace (Aka Our Inner Critic)

Dr. Deena Martin

Our inner critic often brings forward unhelpful self-judgment and feelings of not being 'good enough'. These thoughts arise not only in ourselves (as helping professionals); but also in our clients, colleagues and loved ones. Together, using mindfulness and compassion, we will experiment with a handful of activities to help examine the voice of the inner critic and explore strategies for responding skillfully to critical thoughts.

- Learn how to recognize the inner critic.
- Explain the role and function of the inner critic.
- How to respond to inner critic attacks.
- Apply this insight to ourselves and with our clients.

As a teacher, a leader, a therapist, friend, and neighbour, Deena offers a respectful, mindful, compassion-centred, and non-violent approach to helping others that blends Western and Eastern psychology. With almost 20 years of experience facilitating groups and trainings, Deena continues to discover secrets to the art of hosting meaningful and healing conversations.

Mentorship and Networking: The Path to Integration

Elena Chernaeva and Doug Piquette

The Career Mentorship and Networking streams of ERIEC have been instrumental over the last eight (8) years to ensuring immigrants are welcomed and participate in the economy to their full potential. ERIEC has already achieved very positive outcomes which they will share with the ACDC delegates. ERIEC works with a broad network of stakeholders that include business, immigrant service providers, the skilled professionals new to our community, Edmonton employers – and the three orders of government.

- Learn about the power of mentorship and networking in the integration process.
- Discover best practices, provincially and nationally in both mentoring and networking streams.
- Find out about opportunities to assist non-profit organizations and corporate business partners in developing their own mentorship programs.

Elena Chernaeva is the Project Coordinator of ERIEC (Edmonton Region Immigrant Employment Council) and responsible for projects such as: Speed Career Networking; Smart Connections; Connector Program and The Global Talent Conference. In her previous professional work, she was a Career Counsellor and the CIIP (Canadian Immigrant Integration Program) and Online Advisor for Northern Alberta with the EMCN (Edmonton Mennonite Centre for Newcomers). Elena is a Certified Career Development Professional with the Career Development Association of Alberta.

Doug Piquette is the Executive Director of the Edmonton Region Immigrant Employment Council. Doug has been with ERIEC for eight (8) years and in that time, has worked to establish, manage and advance the strategic priorities and direction of this Edmonton based organization. Doug is a founding and current board member of the Edmonton Business Diversity Network (EBDN) and the current Vice Chair of the Work Force Development Committee with the Edmonton Chamber of Commerce.

A Refreshing Look at Personality Dimensions

Cassie Taylor and Dr. Roberta Neault

The continued evolution of the Personality Dimensions tool has resulted in materials being translated into multiple languages, customized for youth and low-literacy clients, and brought online to improve accessibility. Qualified facilitators will explore how recent advancements and the creation of new tools can refresh their workshops. Practitioners unfamiliar with the tool will learn how Personality Dimensions can help individuals to recognize strengths and appreciate differences. Leave with strategies to better integrate PD into your practice.

- Learn how Personality Dimensions tools and supports have evolved over the years.
- Explore strategies for integrating PD with clients in person and online.
- Customize workshops easily with topical toolkits.

Cassie Taylor, BAA, has a keen interest in using assessment tools to help individuals better understand themselves and others. As a qualified Personality Dimensions facilitator, Cassie has utilized the PD tool within career, leadership, and teambuilding workshops with diverse groups. As the Program Coordinator she supports the Life Strategies' team in thoughtful assessment selection, interpretation, and debriefing. She's played an integral role in projects extending the PD tool including the development of several topical toolkits.

Dr. Roberta Neault is an award-winning career management specialist with almost four (4) decades of sector-related experience. As a Personality Dimensions' Master Trainer, Roberta is the author / co-author of many PD resources including several topical toolkits, PD Basics, and Retirement Dimensions; she loves the flexibility of the PD model. Roberta has facilitated PD workshops for hundreds of diverse clients, from international students through executive teams, and facilitated Level 1 and 2 PD training throughout BC and Alberta.

The "Art" of Career Development: Reaching New Heights as a Practitioner

Herky Cutler

Career practitioners have lots of information and resources. These make up the "science" of career development. This session is about the "art" of career development. What are the core principles that drive us in terms of "how" and "why" we do what we do with our clients? What distinguishes one practitioner from another? How do we become career development "artists"?

- Develop new ways to engage clients at the deepest level.
- Gain new insights into how personal lives affect professional practice.
- Hone the art of career development practice.

When Herky was four (4), he rowed the family boat out into the middle of a lake without their knowledge or permission. He has been rowing boats out into the middle of lakes ever since.

Transition to Career (T2C): A Personalized Career Service that Fosters Agency, Resilience and Hope

Jia Jia

We live in an information explosion brought by new technology, globalized talent market, and volatile economy, which presents a major challenge in career development, especially for students and graduates who have limited resources and connections. Personalized career support hence becomes a priority. Take a look at Transition to Career (T2C), a blended learning program that helps address this challenge by offering personalized tools and strategies and a support system that fosters agency, resilience and hope.

- Recall the "blended learning" model and flexible program design of Transition to Career (T2C).
- Understand the urgency and importance of providing personalized career service to post-secondary students and graduates in the age of information explosion.
- Use T2C as an example of incorporating individual coaching into existing / transitional career services models.
- Comprehend how T2C can help foster agency, resilience and hope among clients.

Jia Jia is a Program Coordinator and Career Coach at the University of Alberta Career Centre. Jia obtained her MEd in 2008 and her MBA in 2016. With more than eight years of experience in career services, Jia was tasked with the development and implementation of the Transition to Career (T2C) Program, a blended learning program and an innovative approach to providing personalized career services that fosters agency, resilience, and hope.

Connecting Job Seekers with Thriving Industries

Julie Rubin

With shifts in technology, customer demands, and the economy, the job market is changing more quickly than ever before. Also, with many people's skills becoming quickly outdated or no longer in demand, it is important to constantly have a strategic plan addressing continuing education. This talk will focus on how to assist job seekers with reconnecting back with thriving employment industries, while helping them build on their existing skills and work experiences.

- Strategic planning for continuing education.
- How to reconnect job seekers with thriving industries.
- How to build job seekers skills and work experience.

Julie has over a decade of experience in coordinating, facilitating, designing and overseeing educational programs. Her passion for innovation within the education sector, along with the drive for aligning education with the economic climate, shapes the work that she does at InnoTech College. Julie holds a Bachelors of Business Administration from Simon Fraser University, along with a Certificate in Adult Education from Mount Royal University.

1:00pm – 2:15pm

Optimizing Your Career Search

Richard Bucher

If the special sauce is an optimized job search campaign firing on all cylinders, what's the recipe? In this interactive conversation / presentation we will explore all the pieces that constitute a systemic approach that you and your clients can use to actualize their career, put wheels under their purpose and measured outcomes in their job search campaign.

- Explore critical marketing collateral and how to use it.
- Discover what networking really is AND how to make it accessible to everyone – even introverts.
- Examine how to identify and pursue multiple options simultaneously.

An expert on finding your purpose and aligning that with your career, CBC Radio's Get-A-Job Guy and Global TV contributor and Career Management Practice Lead with a global Career and Talent Management company, Richard Bucher draws from his 20 years of career development experience and more than two (2) decades in career management to share his insights with clients and practitioners alike.

Don't Worry, Be Happy

Kelly Gallant

Can money buy you happiness? Today's session invites you to study you in regards to the five elements that support us to thrive. How does money take an effect on how we experience life and evaluate our lives; could we minimize stress if we did not worry for money? It's time we admit that there is more to life than money. This session is based upon Gallup's Tom Rath and Jim Harter's book *Wellbeing: The Five Essential Elements*.

- Define happiness to you and explore what it means to you.
- Facilitate dialogue about the five elements of: Career Wellbeing, Social Wellbeing, Financial Wellbeing, Physical Wellbeing and Community Wellbeing.
- Encourage you to examine happiness basics and your happiness economics.

Kelly Gallant is a Certified Career Development Professional and active member of the CDAA. Kelly began in the field of career development in 2001 and has since moved into Adult Education as she is currently working on her Master of Education specializing in Work and Learning. Kelly is a Career Specialist at the University of Calgary at the Faculty of Social Work as well, an independent business owner working with individuals and organizations within training and development.

Engaging Students in Self-Awareness and Career Exploration at an Early Age

Monica Edwards, Jo-Ellen Lyslo, and Diane Bellerose

This session will focus on the Career Development program that High Prairie School Division created four years ago, successes and challenges that we have seen, and the growth and development that the program has experienced since its inception. Our program began with a primary focus on high school and transition planning, as well as dual credit offerings, and has since grown to include career exploration and self-awareness activities with grade five (5) and junior high students.

- Gain an understanding of what present day research is illustrating in regards to career awareness at the elementary level and how it relates to high school success.
- Be able to recognize the benefits of engaging high school students in the development and implementation of their transition plans.
- Explore the successes and challenges that High Prairie School Division has encountered throughout the implementation and growth of a dual credit program.
- Demonstrate the tools and relevant activities used in early career exploration at the elementary level, and in transition planning in high school.

Monica Edwards has over 10 years of experience in the field of career development, focusing primarily on youth, and is currently working as Career Coach with High Prairie School Division. She has a diploma in Business Administration from NAIT, and a Bachelor of Management from Athabasca University.

Jo-Ellen Lyslo has over 30 years of experience in the educational field. She has a Masters in Counselling from the University of Alberta and currently works part-time as a Grad Coach with the High Prairie School Division in Alberta. Jo-Ellen also works as a support counsellor for youth and families in various programs in the Northwest Territories.

Diane Bellerose has over 10 years of experience working with youth in various roles from career development for underemployed youth to working with “at risk” youth. She is a journey person with Alberta Apprenticeship and Industry and was a business owner for 15 years. She currently is a Career Coach with High Prairie School Division.

The Biggest Predictor of Your Success

Lee Taal

Today’s teen is overwhelmed with information. The thought of exploring career and post-secondary options can be daunting. ChatterHigh Founder Lee Taal uses examples from his unique career path to explain how active exploration contributes to hope in students and how this leads to the critical outcome of becoming adaptable in an ever-changing world. Lee’s talk will inspire, and provide a free resource to help students explore options, complimenting post-inquiry software like Career Cruising and myBluePrint.

- How to build the value of CALM / Career Classes with today's teen.
- The outcome of fostering 'hope' and 'vocational identity'. Why we must do it.
- A free career exploration activity & lesson plan to create 'active exploration' of options & resources.

- Learn about 'Canada's Most Informed' School & Student Competitions. How does your school raise funds and how can students earn scholarships through exploration. See the results of this year's competitions.

A future paleontologist / football player, Lee's path was a complete surprise. Graduating from RRMC in '95 with a BSc in Oceanography & Space Science, Lee adapted into a myriad of careers as naval officer, locomotive facility manager, 6-Sigma green belt, director of operations and now founder / CEO of edu-game EdTech ChatterHigh. Lee sits on BC Tech subcommittees for job readiness & diversity / outreach and is considered a 'philanthropreneur' in his approach to helping students explore their options.

Get Motivated, Get Focused!

Christopher Lawrence

Entrepreneur or employee? What matters most is your client's and your own motivation. Understand what motivation is, what it takes to get motivated, and ultimately how to increase your overall performance to achieve the goals you and your clients have. If you or your clients are ever stuck in a rut and you aren't sure how to create momentum and flow, this is the session for you. You will leave ready to take action!

- Prioritize goals the "right" way.
- Establish a personal plan of action for you and your clients.
- Understand how to stay motivated.

Christopher Lawrence, speaker, coach and author of "Go Beyond Passion: Discover Your Dream Job", is the founder and CEO of Change My Life Coaching. After working in Corporate Calgary for 15 years he was depressed, anxious and overweight. On a whim, he left his job and took control of his life. He is now a Certified Master Coach Practitioner who has a passion not only for formal education but also experiential learning.

Work, Career Development & Mental Health

Dr. Dave Redekopp

This session will review research on the connections between work and mental health as well as career development and mental health. Questions to be addressed include: How helpful is work in sustaining mental health? What work conditions promote (or erode) mental health? How do career development interventions and processes contribute to mental health (if they do)? What do we not know about the connections between work and mental health that we really should know?

- Relationships between employment / work and mental health.
- Relationships between career development and mental health.
- Gaps in the field's knowledge regarding career development concerns and mental health.

President of the Life-Role Development Group Ltd., Dave Redekopp has been an enthusiastic member of the career development field for almost 30 years. He particularly loves the variety in this work – teaching, research, consulting, writing, counselling, coaching, program development, facilitating, presenting – career development has it all! The people in the field are great, too – who doesn't like hanging around a career development conference?

Exploring Post-Secondary Career Service Innovations

Joy Ulrich

The Globe & Mail recently raised a question that is worth exploring. "As the reality of working increasingly becomes a mash-up of contracts, self-employment, pt gigs and career shifts, how can universities help grads adjust to a constantly changing labour landscape?" This session will be a gathering of best practices from and for post-secondary institutions, that they (us) may stay relevant to the world of work, ensuring students are ready for the job market.

- Explore the role (responsibility) of universities career services to the school, the students and industry.
- Share practices and innovations in meeting the needs of students.
- Provide encouragement and opportunity for collaboration.

Joy comes with an educational background in religious education and counseling. After completing a Life Skills Coach program, she became fascinated with the self-discovery process for career planning. Joy's passion is to facilitate life & career development with individuals and groups to inform, coach and motivate them towards living life to its greatest potential. Joy is a wife and mother of three (3) boys and works for Ambrose University as Director of Career Development.

2:45pm – 4:00pm

Competency Frameworks – The International Best Practice for Workforce Development and Deployment

Janet Lane and Jeff Griffiths

The use of competency frameworks is an international best practice for workforce development. Training and assessing on the basis of competencies connects people to jobs faster. Competency frameworks help to identify career pathways, skills gaps, and training needs. This session will identify why Canada is moving to competencies quickly, how some companies and post-secondary institutions are already using competencies and what this means for career development practitioners.

- What competency frameworks are and how they work.
- Why Canada is moving towards the use of competencies as a tool for workforce development and deployment.
- How some companies are using competency frameworks.

Janet Lane has been a leader in literacy and essential skills for many years. She strives through her policy research, writing, and the convening of stakeholders, to ensure that people in the workforce and their employers have the skills and competencies they need to prosper.

Jeff Griffiths is a Calgary-based organizational development consultant who specializes in developing individual and collective competency for a diverse range of Canada's core industries.

The Career Development Spectrum

Steve Miller

The Career Development Spectrum is an evolutionary approach to career development developed by Implicit Career Search creator Steve Miller. Defining five stages of career growth (Craftsperson / Skills, Manager / Sales, Leader / Service, Expert / Solutions, Creator / Synergy) that are available to each of us in the career we have chosen or are about to choose. The presentation will involve an extremely tedious 15 minute lecture followed by 60 minutes of pure mayhem.

- How to motivate millennials by honouring their expertise.
- Understand the difference between natural and dominator hierarchies.
- How to apply this model to help clients make their career plans realistic and attainable.

Steve Miller has led a life inspired by the question that entered his head at the age of seven: "How do we decide what our work is to be?" His collaboration with Dr. Will Schutz (FIRO Theory) resulted in The Implicit Career Search workshop, designed to give each participant the opportunity and tools to live his or her individual Hero's Journey. The most common phrase used to describe the program is...'this is the missing piece'.

Career Development in the Caribbean

Arlayna Alcock

As part of the Caribbean Education for Employment (sponsored by UKAID) initiative, Arlayna Alcock (Career Advisor) of Bow Valley College, co-facilitated a two day workshop on the topic of career development and non-academic support student services in the Commonwealth of Dominica and St. Vincent and the Grenadines. This presentation examines the approach and outcomes of career development training in two developing nations that are beginning to prioritize the field of career development in challenging circumstances.

- Discover more about career development on the international front.
- Understand how career development benefits those with few resources.
- Understand the importance of the development of non-academic support services and experiences to the career growth of the student.

Arlayna Alcock's background extensively spans the career development world of diverse populations. She is currently a Career Advisor at Bow Valley College where she has been assisting students and alumni with their career development for nine (9) years. With a BA in

Anthropology and an MEd in Adult and Workplace Learning, she has also been an English Language Learning instructor in Mexico City and in Calgary with career development an integral part of communication training.

Case Management: An Emerging Area of Specialization

Dr. Roberta Neault and Cassie Taylor

Within the sector, there is an increasing reliance on the role of case managers, yet limited availability of targeted tools for CDPs in case management roles. To bridge this gap, Life Strategies Ltd., with the support of CCDF, developed *So You Want to be a Case Manager? A Career Practitioner's Toolkit*. This presentation will provide an overview of the freely available e-toolkit, discuss how it has been integrated into training, and examine project recommendations.

- Review case manager role / competencies and case management processes.
- Examine integration of the toolkit into training program.
- Discuss today's realities and project recommendations (e.g., case management as a specialization within Canadian S&Gs).

Roberta Neault, PhD, CCC, CCDP, GCDF-i, co-author of *So You Want to be a Case Manager?*, is an award-winning leader in the career development sector, in Canada and internationally. As Life Strategies' President and Associate Dean of Yorkville University's masters in counselling program, she oversees the education / training of hundreds of counsellors / career practitioners. With extensive research and resource development, Roberta strives to support CDPs to better serve clients through customized resources to address emerging needs.

Cassie Taylor, BAA, supports Life Strategies' complex consulting, research, and writing projects from conceptualization through to completion. She plays a significant role monitoring project deadlines; collecting / analyzing data; creating toolkits, workbooks, and reports; evaluating projects; and disseminating results. As the Student Advisor, Cassie helps manage the LearnOnline suite of programs, including the Case Manager certificate program, and is the key point of contact for all students, course developers, and instructors.

What If People Had Their Needs Written All Over Them?

Kyle Kalloo

BUILD MORE EFFECTIVE RELATIONSHIPS. The Everything DiSC Workplace® Profile uses a research-validated learning model to create a highly personalized learner experience. The profile is workplace-specific with in-depth information, including tips, strategies, and action plans to help participants become more effective. The result is more effective and productive working relationships. Everything DiSC Workplace can be used with everyone in an organization, regardless of title or role, to improve the quality of the workplace.

- Discover your DiSC style.
- Understand other styles.

- Build More Effective Relationships.

Kyle Kalloo works for Change My Life Coaching as the Chief Financial Officer, Chief Operations Officer, and Executive and Business Coach. With two decades of experience in senior management positions, Kyle Kalloo has established a robust record in leadership, operations, strategies, people skills, employee engagement, communication, facilitation, innovative problem solving abilities, and the recipient of awards for Innovation & Improvement in previous roles, including companywide initiatives.

Career Recrafting in a Tough Economy

Jane Schreiber

In a changing labour market job seekers need to be agile and creative in repackaging their competencies to meet the needs of employers. Lack of information about other options causes job seekers to struggle when few openings exist. With the ideas presented, career development practitioners can assist job seekers in deconstructing their previous positions, researching new options and recrafting them into new possibilities, capitalizing on job specific transferable skills that resonate with employers.

- Find out what employers need.
- Choose the most important competencies to fill a need.
- Help job seekers position themselves as suitable candidates.

Jane Schreiber has assisted job seekers with their job search for over 10 years. In her current work she focuses on connecting with employers to locate job openings in the Edmonton region. She continues to hone her skills in helping people make a better future. She is an experienced facilitator, offering workshops for job seekers and training sessions for career development practitioners. Jane has been a member of the CDAA since 2013.

Strengthening Canada's Public Employment Service Post-devolution

Dr. Donna Wood

Canada's public employment service used to be managed and delivered by the Government of Canada. Since 1996, responsibility has been devolved to provinces, territories, and Aboriginal organizations. While Ottawa is still involved, most career development services available to the general public in Alberta are now provided by provincial AlbertaWorks offices, ASETS organizations, and community-based contractors. This presentation outlines the pan-Canadian framework under which these programs operate; how it developed over time; and identifies current issues.

- Acquaint career development practitioners of the funding and governance constraints under which their programs operate.
- Facilitate pan-Canadian connections.
- Provide an update on future developments.

Donna E. Wood is an Adjunct Assistant Professor in Political Science at the University of Victoria. Before embarking on a research career she worked for over 25 years for the Alberta and Northwest Territories governments. She has published on federalism and social policy in Canada, the United Kingdom, and the European Union. She has recently written a book on Canada's public employment service following devolution from the Government of Canada starting in 1995.