

Career Momentum

DIVERSITY and INCLUSION

Winter 2019



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Message from CDAA Board Chair

by Judy Stolk-Ingram
Chair, Board of Directors, Career Development Association of Alberta

Season's Greetings!

On behalf of the CDAA Board, I wish you and yours a happy, healthy and safe holiday season. This is a good time to pause and reflect upon all that we have experienced and accomplished in 2019 and look forward to setting inspiring goals for the new year.

There are many dedicated people who work hard to ensure that CDAA remains current, connected and committed to the membership. The Board would like to thank everyone who has contributed their time, energy and expertise over the past year...

[...read more](#)

Career Development Update

by Paula Wischoff Yerama, CCDP
Executive Director, Career Development Association of Alberta

New Year, New Horizons

It seems like just last week I was writing the Fall 2019 update and here we are with the new year on the horizon. I understand that this fall has been especially challenging in light of what is happening politically and economically and have heard from many of you that there is a tremendous amount of uncertainty about what your contract, service, and employment situations will look like in the future. What I do know is that the career development community is strong and supportive – and that you are resilient and well equipped to manage any transition you face. Keep current with your networks, stay connected to resources...

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CAREER CURRENTS

Compiled by Tracey Campbell, CDAA Marketing & Communications Committee



Tools and Resources:

- *Loonshots* by Safi Bahcall reveals a surprising way of thinking about the mysteries of group behaviour that challenges everything we thought we knew about nurturing radical breakthroughs...
- *Range: Why Generalists Triumph in a Specialized World* makes a compelling case for actively cultivating inefficiency. Failing a test is the best way to learn. Frequent quitters end up with the most fulfilling careers...
- Marc Cendella's *Ladders 2019 Interviews Guide*, explains the rising popularity of behavioural interviewing and what it means for your job search...

Interesting Articles:

- *5 Ways to Make the Office More Welcoming for People of All Gender Identities* - NPR
- *Challenging our thinking about Diversity, Equity and Inclusion* – Charity Village Blog
- Report: *The Hardest Jobs to Fill Across Canada in 2019* – Indeed Blog

Research this Quarter

- *Tuition Fees for Degree Program – 2019/2020* – Statistics Canada
- *Linking Indigenous Communities with Regional Development* – OECD
- *Economic Futures: The Next Digital Economy* – Policy Horizons Canada

Recommended Online Opportunities

- *Bad Fits: The Causes, Extent and Costs of Job Skills Mismatch in Canada* – C.D. Howe
- *Churchill Fellowship to identify best practice for university careers services to support Indigenous students* – Farhana Laffernis, New South Wales, Australia
- *Facilitating the Future of Work through a Modernized EI System* – Public Policy Forum

[read more...](#)

Helping Diverse Groups Find Work

Government of Alberta

Alis – Alberta's source for career, learning and employment information, can help people from diverse groups find the right fit.

The alis website has information and resources developed specifically for people with disabilities, Indigenous people, mature workers and others....

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Human Services Professionals Embrace Diversity and Inclusion

By Tracey Campbell and Robert Manolson

As we head into the final days of 2019, The Province of Alberta continues to experience high levels of interprovincial migration, immigration and a deeper interconnectivity with individuals and organizations from around the world. As a result of this, our province is blessed with an ever growing, diversified population based comprised of people with a multitude of life experiences, talents and gifts that can over serve to better our economic situation during these tough times.

[read more...](#)



Providing Specialized Guidance, Tools and Resources to Immigrant Entrepreneurs

by Jean Jacques Mitakaro, Immigrant Entrepreneur Program (IEP) - Business Link

Business Link has a proven track record of over 23 years in helping entrepreneurs of all backgrounds and cultures start and grow businesses in Alberta. Business Link has observed that that entrepreneurship is difficult for everyone whether they are an immigrant or not. However, it is even harder for immigrants as they come to start their life in a new country and province. There may be new business expectations, different business cultures, regulatory and taxation systems, networking styles, and much more...

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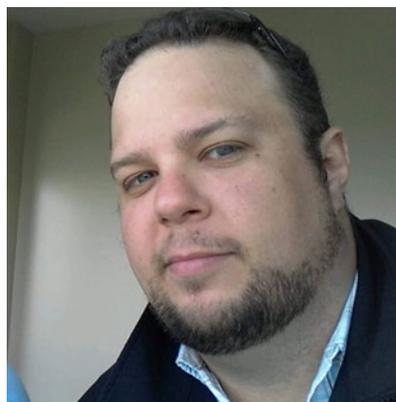


The Untapped Employment Pool

by Francesco Sorgiovanni, - EmployAbilities

Disability. A word, nothing more. But a word that denotes separation or a lack of something. In this case ability. People with disabilities are very able. However, there are still those that hear the word disability and automatically a predetermined stigma is attached. In the labour market, this is very evident with business leaders and employers. Although some employers, in the name of diversity and inclusion, are making an effort to hire more persons with disabilities, the process is still slow going. Business leaders still believe that the accommodations needed for persons with disabilities are too high or that productivity will slow down. We need to shatter these stigmas. We need to educate employers and business leaders on what persons with disabilities can offer...

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People with disabilities could play a larger role in filling the growing digital skills labour shortfall: ICTC research

By Tracy Martell and Sashie Steentra, ICTC

Alberta's tech industry is firing on all cylinders and tech employers will need to hire an additional 9,000 skilled digital workers in the province by 2023, according to the Information and Communication Technology Council's (ICTC) recent report, A Digital Future for Alberta. To fill this labour supply shortfall, employers will need to draw on a variety of talent streams, including people with disabilities...

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Engaging Young Entrepreneurs with the EnterpRISEing Youth + Program

By Kathryn Hotte

Entrepreneurs with Disabilities, Prospect Human Services in partnership with Rise. The dual phenomena of higher levels of youth mental health incidence, combined with success in reducing stigma, has resulted in a larger pool of youth facing barriers to empowerment, self-determination and participation in their communities. It is estimated that 1 in 5 Canadians will personally experience a mental health challenge. Young people between 15 and 24 are more likely to experience mental illness/substance abuse than any other age group...

[read more ...](#)



Exiting Justice, Looking for Employment

By Sara Riddle, Program Supervisor, Edmonton John Howard Society

Annually we have approximately 1000 clients that come to Adult Support Services Program (ASSP) of the Edmonton John Howard Society. Client needs and circumstances differ with each and every client, for example some:

- are just being released from a correctional institution;
- have mental health and addictions concerns;
- are suffering from a traumatic experience from their past.;
- are first or second generation residential school survivors,
- have just been laid off from long term employment; and
- some are looking for their first job...

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Career Practitioner Profile

Wendy Stang-Fessler

By Dorothy Ritz

Wendy Stang-Fessler has been working in the field of career development for over fifteen years. She started with Youth Connections and then moved on to working in schools for Wolf Creek School Division. Youth Connections was a provincial program that targeted youth between the ages of 16 and 30 who had not graduated from high school. The program focused on career development and job search. She also moved to Hannah for a while and worked there as a literacy coordinator. As Wendy worked with her clients, she realized that ...

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New Members / New CCDPs

New Individual Members (since September 1, 2019)

Stephanie Warner – Calgary Chapter

Yvonne English – Calgary Chapter

Sun Jung Go – Calgary Chapter

Lakeland Centre for FASD (Large Organization (5+ employees) – Northern Alberta Chapter

Barbara McCloy – Edmonton Chapter

WELCOME!!

New CCDP's (since September 1, 2019)

Jennifer Resch - Calgary Chapter

Nilam Poudyal - Edmonton Chapter

Naghmeh Rezvani Derakhshan - Calgary Chapter

Kayijuka Callixte Rukabuza - Edmonton Chapter

CONGRATULATIONS!!

- Have a beautiful Holiday Season! -

Current. Connected. Career Momentum.

CDAА Marketing & Communications Committee

Career Momentum has been keeping CDAА members current and connected for many years thanks to member and guest writer contributions. Do you have a best practice, resource, or tool you would like to share? Does your organization offer a program or service that you would like to highlight? Do you know someone outside of the CDAА who could add value to Career Momentum? Articles and advertisements are always welcome.

[Career Momentum info sheet and schedule](#)



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