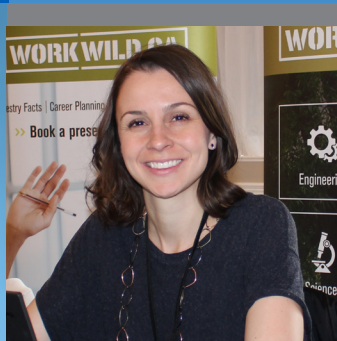




CAREER MOMENTUM

April 2021



IN THIS ISSUE:

- Career Development Update
- Update from 3CD and CCDF
- New Members / CCDPs

CDAAA
Current. Connected. Committed.



Career Development Update April, 2021

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

ACDC 2021

Registration for ACDC 2021, May 4 & 5, 2021, is open at <https://pheedloop.com/acdc2021/site/home/>! As this year's conference will be a virtual event we have extended the early-bird registration rate for the duration of registration!

CDAA MEMBERS, to access member only pricing please log in to your member profile at <https://www.careerdevelopment.ab.ca/Sys/Login>; click on the "Members Only" tab; click on "Member Perks"; access the CDAA Member Registration Links and Promo Codes - ACDC 2021 by clicking on the link under "Career Development Conference 2021".

*Please save the following dates for ACDC 2022: **ACDC 2022 – Calgary, AB – May 3&4, 2022***

CDAA ANNUAL GENERAL MEETING

The Career Development Association of Alberta's 24th Annual General Meeting (AGM) will be held virtually, via Zoom, on Wednesday, May 5, 2021 from 8:00am - 9:00am.

The agenda will include:

- Introduction of CDAA Board and Contractors (2020-2021)
- Approval of Minutes (AGM 2020)
- Reports for Approval
 - CDAA Annual Report
 - 2019-2020 Audited Financial Statements
- Recommendation and Approval of 2020-2021 Auditor
 - Crowe MacKay
- Election of 2021-2022 Board of Directors
- Awards and Recognition

CDAА Members, please confirm your attendance for the 24th AGM at <https://www.careerdevelopment.ab.ca/event-4262716> by no later than May 4, 2021. Meeting documentation is accessible on the CDAА website in the members only section under the AGM heading. A Zoom link will be provided to all confirmed members in advance of the meeting.

Please contact Paula Wischoff Yerama at ed@careerdevelopment.ab.ca if you have any questions.

PROFESSIONAL DEVELOPMENT AND CONFERENCES

In order to assist you with meeting your professional development goals, several virtual professional development and conference options are available to you including:

- CERIC webinars – <https://ceric.ca/ceric-events/webinars/>
- BCCDA Career Development Web Conference (April-May-June 2021) – <https://www.bccda-cdc.org/home>

CDAА INIATIVES

OPEN FOR BUSINESS

If you are currently providing career and employment services and taking on new clients, we want to promote you. We will be putting together a career and employment service document that can be shared on the website and via social media for individuals / organizations that are seeking career development support. In an effort to keep the document “manageable” we are simply asking for your service’s name, city / town, website, and preferred social media account. Please provide the requested information via this Open for Business submission form: <https://cdaassoc.wufoo.com/forms/open-for-business/>.

You can access the “Open for Business” resource from the CDAА website (<https://www.careerdevelopment.ab.ca/>) and also from our various social media platforms.

ARE YOU HIRING?

If you are recruiting career development professionals to your organization, please let us know! We can share your job posting via the weekly Job Opportunities newsletter. Simply email your job posting PDF or weblink to admin@careerdevelopment.ab.ca or ed@careerdevelopment.ab.ca and we’ll share it with all CDAА members.

STAY CURRENT! GET CONNECTED!

If you are not yet connected with the various CDAА social media channels, we encourage you to do so!

The Career Development Association of Alberta LinkedIn Group:
(<https://www.linkedin.com/groups/2593883/>)

The Career Development Association of Alberta Facebook Page:
(<https://www.facebook.com/CareerDevAB/>)

The Career Development Association of Alberta Twitter Page: (<https://twitter.com/CareerDevAB>)

The Career Development Association of Alberta You Tube Channel:
(<https://www.youtube.com/channel/UCCMSki43FIf6EWsloKBh-mg>)

All of the above are great ways for you to stay current and get connected. Network with your colleagues and other professionals, promote your services, find out about what's happening in the broader career development community, take advantage of professional development opportunities and more!

Did you know that the CDAA recently uploaded all of the recorded sessions from previous Alberta Career Development Conferences to its YouTube Channel? There are over 25 concurrent sessions available for your viewing!

The CDAA's bi-weekly *Community Connector* is another fabulous way to connect with resources, information, professional development and training opportunities, and more. Do you have something to share? CDAA Members wishing to share their own events / workshops / practitioner resources or Member sourced events / workshops / practitioner resources in the CDAA Community Connector may do so, free of charge, by providing a direct web link to the CDAA. To submit, please send the direct web link for the event / workshop / practitioner resource and a brief description to admin@careerdevelopment.ab.ca or ed@careerdevelopment.ab.ca with "Community Connector" in the subject line. Please note only the direct web link and a brief description will be included in the CDAA Community Connector and we ask that you limit the amount of text in your description to 50 words or less.

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RESOURCE DATABASE

As Career Development Practitioners it is our responsibility to practice ethically – to uphold the Canadian Standards and Guidelines for Career Development Practitioners Code of Ethics and to adhere to the Canadian Standards and Guidelines for Career Development Practitioners. Heightened awareness related to systemic racism and racial inequality has reinforced and added urgency to this responsibility.

Through consciousness, education, and advocacy we can challenge social justice issues, racism, and discrimination that impacts our Black, Indigenous and People of Colour (BIPOC) members and broader career development community, and the clients and communities we serve. The experiences of our members are important to us. As your professional association we are here to support you. We are committed to listening and learning so we can be better and do better for you.

We have started to compile a list of accessible resources, organizations, events, and actions that can enhance our knowledge and understanding, provide opportunities for listening, learning, and involvement, and support us to take action. Please help us build an Alberta specific database for our members and broader career development community, and the clients and communities we serve. Do you have a resource you would like to share or a story you would like to tell? Please connect with us by email at ed@careerdevelopment.ab.ca.

If you have any questions about the association, events, membership, the CCDP designation – anything career development, really – please feel free to reach out! We love to hear from you.

Your health, safety, and well-being continues to be our primary concern. Please consult <https://www.alberta.ca/coronavirus-info-for-albertans.aspx> for up to date information and resources for you, your family, your workplace, and the people you support.

Yours in career development,



Paula Wischoff Yerama, CCDP
Executive Director
ed@careerdevelopment.ab.ca
780-720-8482



The Career Development Association of Alberta respectfully acknowledges that it operates from Treaty 6 territory, and respects the histories, languages, and cultures of First Nations, Metis, Inuit, and all First Peoples of Canada, whose presence continues to enrich the career development profession.

SUPPORTING CANADIANS TO NAVIGATE LEARNING AND WORK – Project Update – April 2021



Thank you to the Canadian Career Development Foundation and Supporting Canadians to Navigate Learning and Work Project Team for this update!

Since the start of this project in September 2018, over 1000 CDPs across the country have been collaborating to co-create the following NEW bilingual documents:

- Over 500 CDPs across Canada shaped a new Definition of Career Development Professional (2019) - <https://career-dev-guidelines.org/cdp-competence/> - to reflect their professional identity and the breadth and scope of their practice. This new definition has formed the foundation for the new competency framework and certification program.
- The Career Development Professional (CDP) Canadian Competency Framework (2021) - <https://ccdf.ca/news-articles/supporting-canadians-to-navigate-learning-and-work-cdp-competence/> - was developed through consultation with hundreds of CDPs across Canada through intensive focus groups and a wide range of face-to-face and online feedback mechanisms. It is a comprehensive and deep library of competencies that reflects the expertise of career development professionals. The full framework will be accessible soon online!
- The Canadian Competency Profile for CDPs (2021) is a sub-set of the full Competency Framework describing the knowledge and skills commonly required of career development professionals in Canada. The Profile defines what is expected of a proficient and experienced career development generalist who is adept at working with diverse clients in a range of contexts.
- The Canadian Industry Standard for CDPs (2021) defines the level of competence required, as applied to the full range of knowledge and skills described in the Canadian Competency Profile. The Standard reflects actual workplace conditions and current issues affecting the occupation. The standard is set by seasoned industry professionals from across the country and is validated by the industry.

All of the above documents have been developed. They are currently being finalized in French and English and will be accessible online soon!

The Canadian Competency-based Certification Program for CDPs (2021) is currently in development. It will measure an individual's ability in terms of their knowledge and skills against the Canadian Industry Standard. CCDF has a proposal currently under review with ESDC. If approved, we look forward to launching national certification in 2022.

National Certification Steering Committee (NCSC) Working Groups

An incredible group of dedicated professionals have been investing their time and sharing their expertise as members of the following Working Groups:

- Exam Pilot and Proctor Working Group (Jayne Barron, Karen Begeman, Lynne Bezanson, Lisa Chaisson, Herky Cutler, Teresa Francis, Gillian Johnston, Lorraine Katanik, Gail Langlais, Charlene McLean, Seanna Quresette, Soon-Lan (Sue) Switzer) supported the pilot testing of the national certification exam, offering proctoring to over 150 candidates virtually. Over the course of fifteen days, 36 four-hour exam sessions were held where 156 CDPs wrote three different forms of the exam. Each participant completed a feedback survey that engaged thoughtful feedback.

- Item Validation and Passmark Setting Working Group (Lynne Bezanson, Jon Fairweather, Teresa Francis, Sareena Hopkins, Mike Jones, Charlene McLean, Seanna Quressette, Etab Saad, Hilu Tagonna) will work intensively in May analyzing psychometric data and the feedback gathered from pilot participants to refine and finalize the national certification exam.
- Performance Assessment Working Group (Lynne Bezanson, Jon Fairweather, Elayne Greeley, Mike Jones, Charlene McLean, Faith Whiting) will collaborate in finalizing the performance assessment element of the national certification program using a hybrid performance assessment tool. This tool will leverage case studies developed by CDPs.
- Policies and Procedures Working Group (Gillian Johnston, Mike Jones, Lorraine Katanik, Sue Kersey, Gail Langlais, Charlene McLean, Troy Mercer, Kevin Ned, Paula Wischoff Yerama) are shaping the policies and procedures that will underpin national certification.
- Code of Ethics Working Group (Gillian Johnston, Cheryl Chapman, Kathy Offet Gartner, Mike Quinn) have worked intensively with leadership, guidance, and support from the Canadian Counselling and Psychotherapy Association (CCPA) to develop a rigorous and comprehensive new Code of Ethics. The new code is linked to the new CDP Canadian Competency Framework. It is anticipated that the Code of Ethics will be finalized and released in both official languages in Fall 2021. In addition to leading the revision of the Code of Ethics, the CCPA Executive has generously granted CCDF permission to adapt the CCPA document, CCPA Procedures for Processing Inquiries and Complaints of an Ethical Nature. The CCDF Code of Ethics Working Group will begin work on the adaptation of this document in April.

In addition to the above NCSC Working Groups, the Post-secondary Education (PSE) Working Group (Drs. Bill Borgen, Roberta Borgen, Lorraine Godden, Kris Magnusson) have begun work to collaborate with Teacher Education Programs to systemically prepare teachers to have effective career conversations, link career concepts to curricula, support students in meaning making while contributing to protective factors to support positive mental health. The Working Group will begin with the creation of the first of a series of scaffolded micro-credentials and will serve as an advisory committee as this first module is developed and piloted. The first micro-credential, an introduction to The Role of the Classroom Teacher as a Career Development Influencer, is intended for any K-12 teacher. The Working Group will also collaborate with stakeholders to dig deeply into the draft Career Education series of competencies to suggest revisions that fit, align with, and extend from the other validated competencies in the Framework.

Coming Soon

We are working to ensure that all elements of this initiative are easily accessible online and that the career development profession is visually presented in a professional and consistent manner. Once all elements are finalized in French and English, we will be excited to launch the new CDP Competence website!

After the Project – Vision for September 2021

As noted above, CCDF has submitted a proposal for funding to ESDC which focuses on the critical transition from program development to program implementation. Receiving this new funding will secure the legacy of the investment made by the Government of Canada by achieving sustainable and integrated implementation of the Certification Program.

 WELCOME NEW MEMBERS AND NEW CCDP DESIGNATES

New Members from December 1, 2020 – March 31, 2021

Eric Pye - Calgary

Olubukola Adewumi - Calgary

Amber Basarab - Central Alberta

Saira Inayatullah - Edmonton

Cindy Slenders - Southern Alberta - Small Organization (1-14 employees) - Taber and District Community Adult Learning Association

Aleem Jaffer - Edmonton

Wayne Di Lallo - Central Alberta - Small Organization (1-14 employees) - Directions For Wellness Inc.

Michael Huston - Calgary

Lisa Moon - Calgary

Katja Weyer-Bessey - Calgary

Nancy Blevins - Calgary

Joanne Johnston - Calgary

Evelyn Klassen - Calgary

Diane Kreuger - Calgary

Barbara May - Edmonton

Lorne Demchuk - Edmonton - Small Organization (1-14 employees) - Weccan Cooperative

Moez Allidina - Edmonton

Sydney Fandrey - Central Alberta

Jessica Labrecque - Calgary

Joshua de Vries - Northern Alberta

Komal Parekh - Calgary

Merylyn Sahai - Calgary

Amanda Teynor - Calgary

Vesna Somborovic - Calgary

Rachel Sisson - Edmonton

Crystal Smith - No Chapter - Large Organization (15+ employees) - Watton Employment Services

Eddy Argota - Calgary

Diana Brenman - Edmonton

Michael Campbell - Calgary - Small Organization (1-14 employees) - Columbia Training Center

Judith McDonald - No Chapter - Large Organization (15+ employees) - Alberta Community and Social Services

Susan Jordan - Calgary

Christine Matheson - Edmonton

Merrillii Pinaroc - Calgary

Lenie Zuniga - Calgary

Elohor Onuoha - Calgary

Nancy Burford - Edmonton

New CCDP's from December 1, 2020 – March 31, 2021

Natalie Dawkins - Calgary

Arlayna Alcock - Calgary

Ioana Bucsa - Calgary

Moez Allidina - Edmonton

Sydney Fandrey - Central Alberta

Liudmila (Mila) Sokolyanskaya - Edmonton

Nancy Burford - Edmonton

Noah Arney - Calgary

Monica Edwards - Northern Alberta

Mercy Beilem - North of 60

David Icharia - Edmonton

*Congratulations and Welcome
to the Career Development Association of Alberta!*