

# Supporting Canadians to Navigate Learning and Work



**Cannexus 20**  
**January 27, 2020**

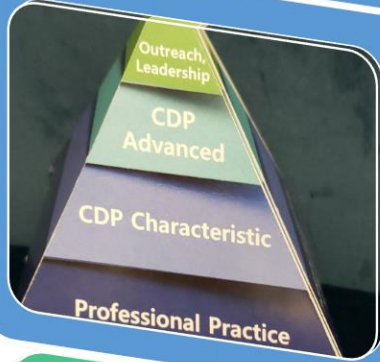


SETTING THE **CONTEXT**

**In the Beginning – What We Set Out to Do**

**Today - Where We Are & How We Got Here**

**Next Steps – Where We're Heading**



## Supporting Canadians to Navigate Learning and Work (Project #1)

- Defining the CDP Profession
- National Competency Framework for CDPs
- CDP Pan-Canadian Competency-based Professional Certification Program



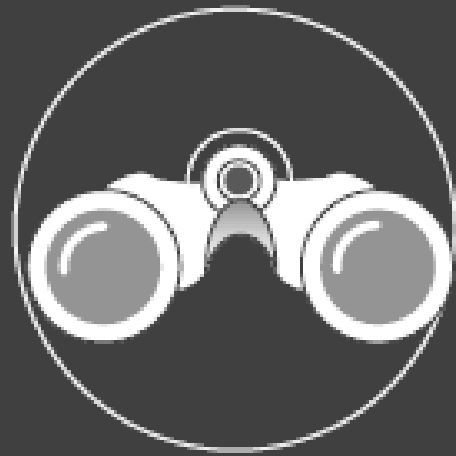
## Project #2 – Building Infrastructure

- 3CD Governance Development
- National Certifying Body for the Pan-Canadian Competency-based Professional Certification Program



## Project #3 – Sustainable and Integrated Implementation

- Enhancing Relationships, Aligning Priorities, and Partnering with Provincial, Territorial, & First Nation Governments
- Building partnerships with Industry & Employers



LOOKING BACK

# In the Beginning...

## WHAT WE SET OUT TO DO

Canada



# Defining the **CDP Profession**

TWO PHASES

1



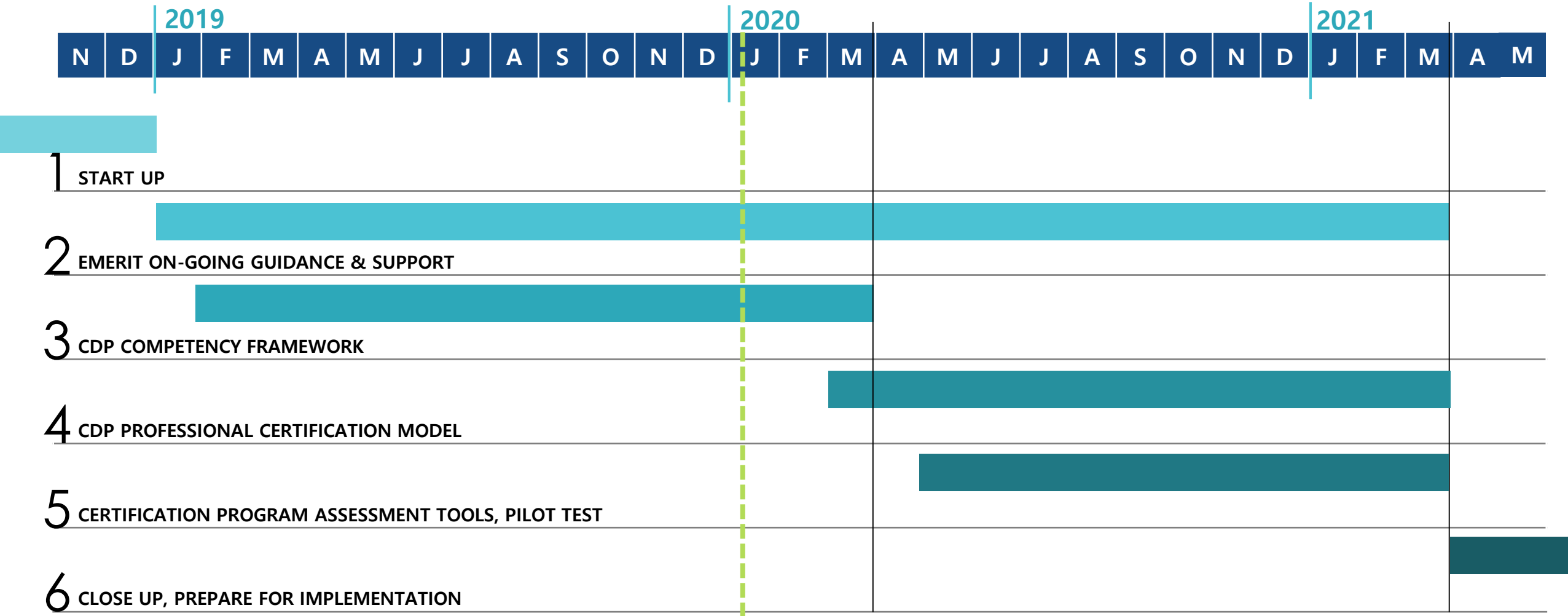
**Pan-Canadian Competency Framework**  
Career Development Practitioner Domain

2



Professional Credential  
**'Certified CDP'**

# Supporting Canadians to Navigate Learning and Work – The Journey





SETTING THE **CONTEXT**

# Development: **Where We Are Now** & **How We Got Here**



Career Development  
Professional  
**Competency  
Framework**

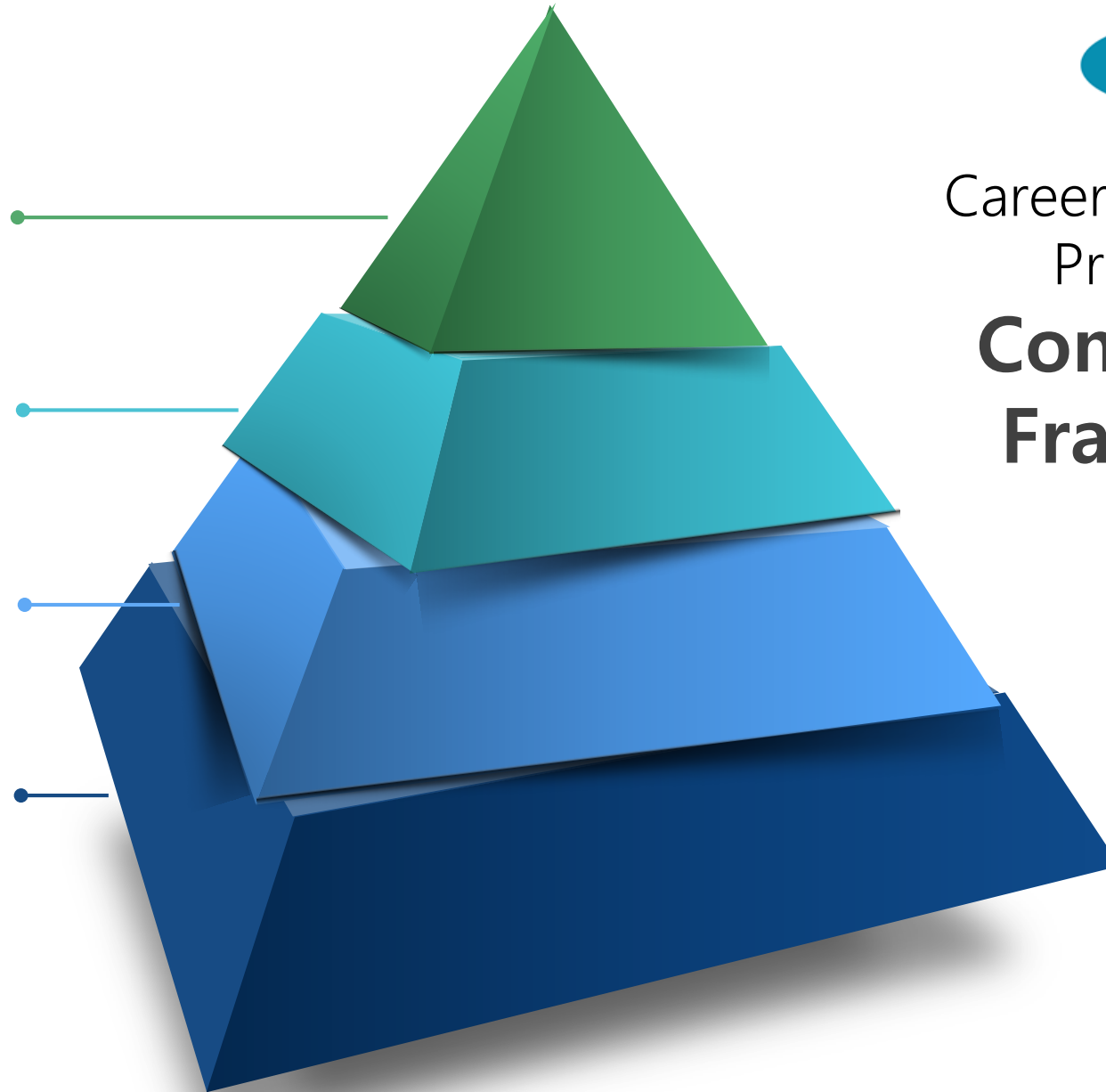


**Outreach and Leadership**  
Beyond Client-CDP Interactions

**CDP Advanced**  
Common Competencies for  
Specialized Services

**CDP Characteristic**  
Competencies Distinct to CDPs

**Professional Practice**  
Foundational to the  
Professional Field of Practice

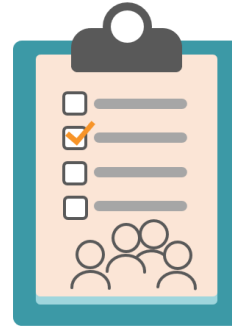




Organizational  
Development and  
Change



Human Capital Practice,  
Workforce Planning



Credentials,  
Assessment Tools



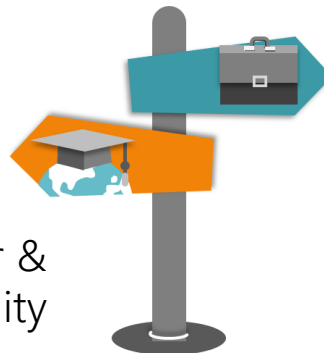
Career Education  
& Guidance

Informs all  
**Labour Market**  
Interests



Curriculum, Training,  
Education

Learner &  
Labour Mobility



# An Industry Standard, Coherence



## HR Practice, Workforce Planning



Job ads, job descriptions  
Planning & progression  
Interview guides  
Onboarding checklist  
Reward programs

## Credentials, Assessment Tools



Professional Credentials, Industry Certification  
Vocational qualifications  
Diagnostic, formative, summative assessment

## Organizational Change



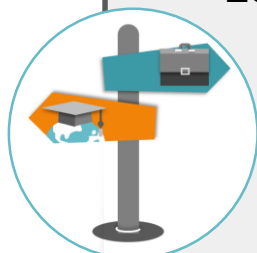
Skills inventory  
Supply/demand  
Labour market conditions, trends  
Education or skills needs

## Career Education & Guidance



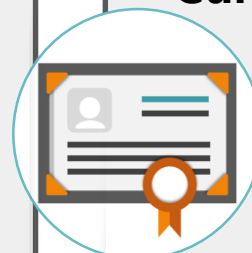
Information  
Articulated career paths  
Career development plans  
Job search tools

## Learner & Labour Mobility



Recognition of prior learning  
Credit transfer  
Credential reciprocity  
Program articulation

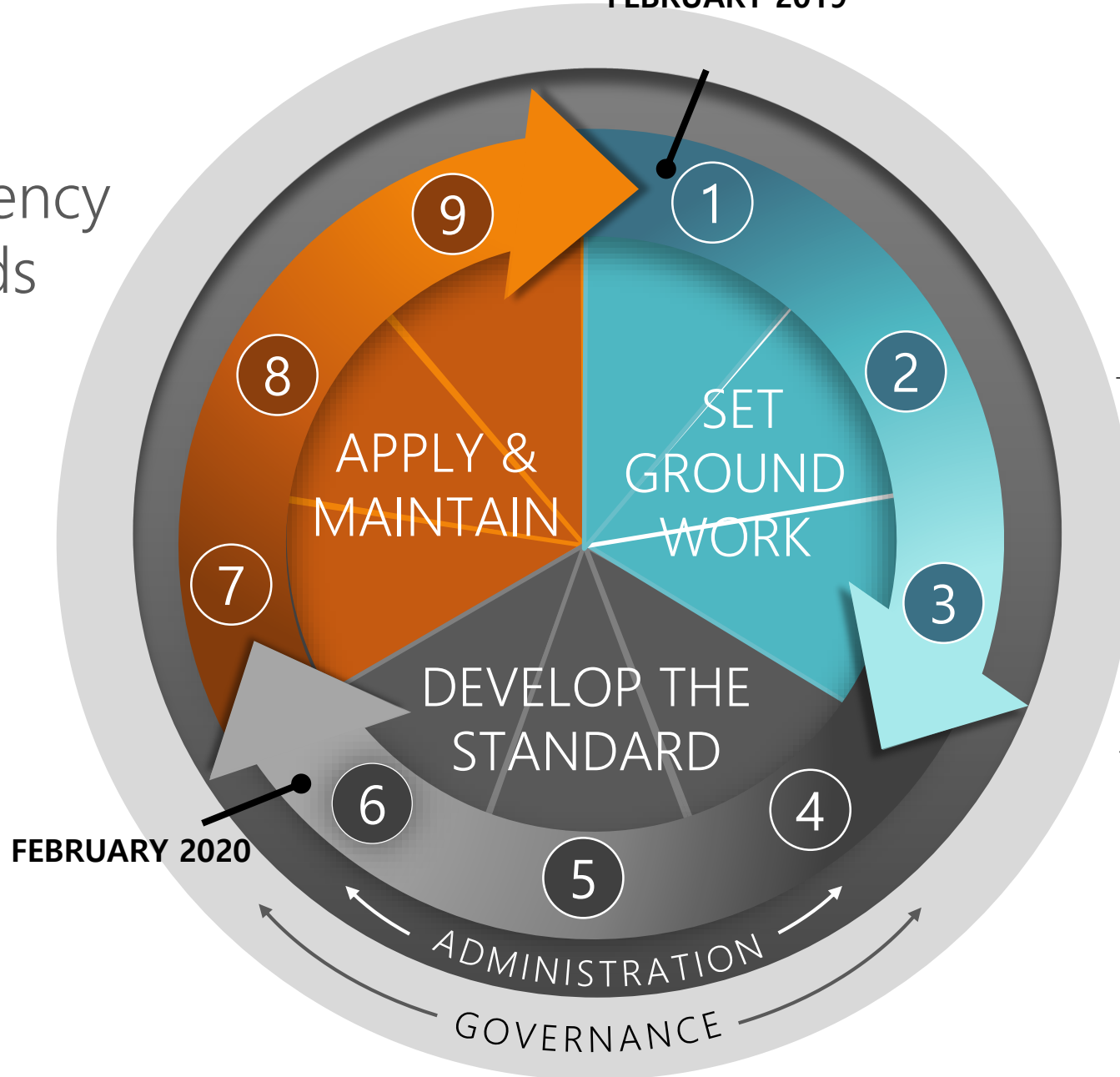
## Curriculum, Training, Education



Certificates  
Diplomas  
Degrees  
Corporate programs

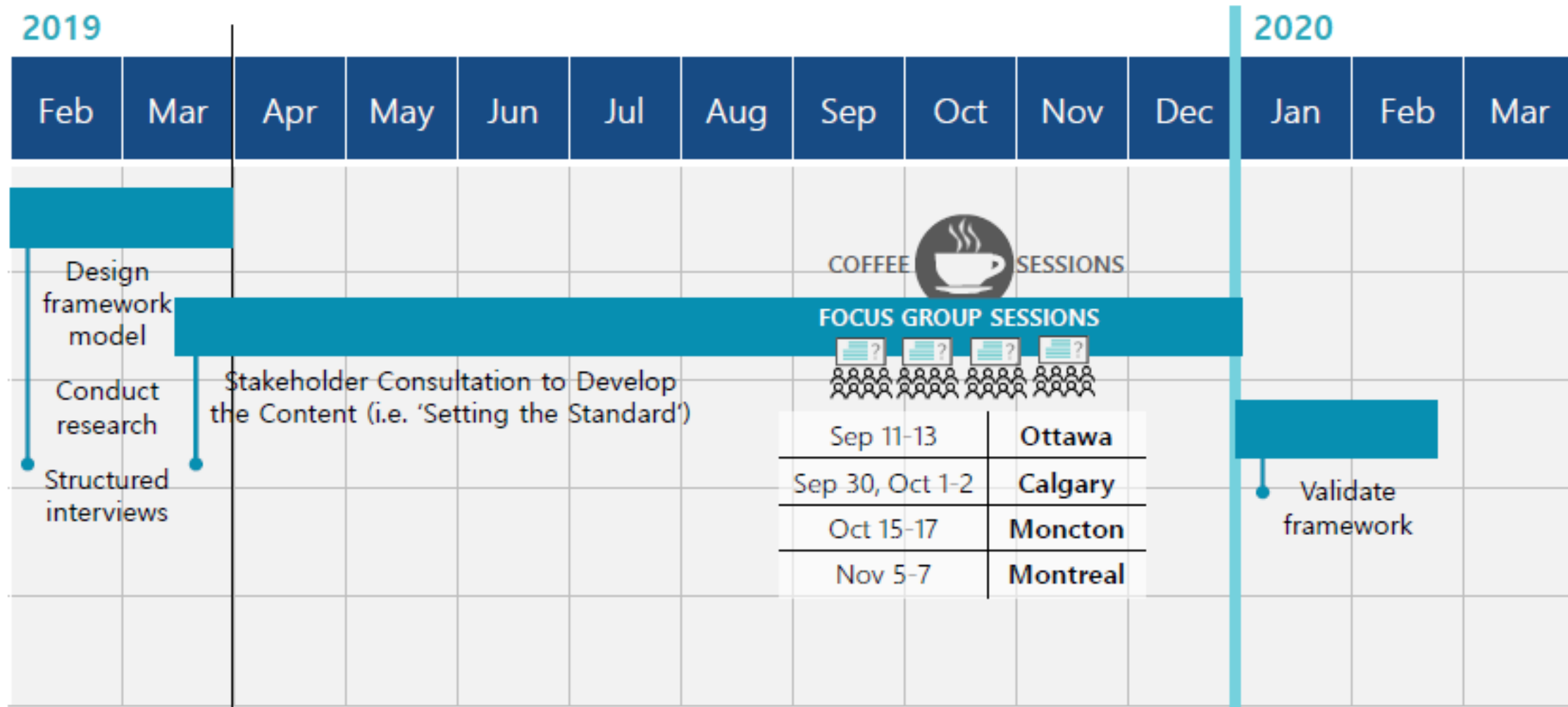
FEBRUARY 2019

# Setting Competency Standards



- 1 Planning, Initiation, Engagement
- 2 Data Collection
- 3 Framework Design
- 4 Development, Building a Formative Draft
- 5 Consultation, Analysis, Consolidation
- 6 Validation and Ratification
- 7 Dissemination, Administration Implementation,
- 8 Process and Program Evaluation
- 9 Maintenance, Continued Quality Assurance

## CDP COMPETENCY FRAMEWORK





# 68 Regional Coffee Engagement Sessions and 4 Focus Groups

OCTOBER – DECEMBER 2019



# Trends, Emergent Themes

Delivery via Technology

1



Complexity of Client:  
Vulnerable, Multi-barrier

2



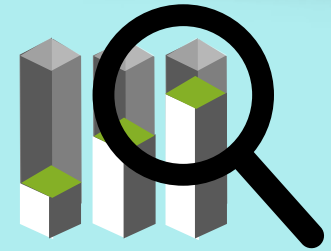
Increased Role in  
Community, Employers

3



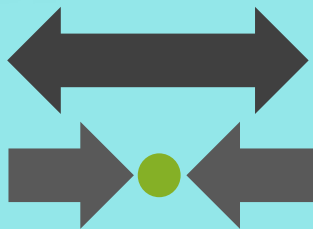
Growing Emphasis:  
Evidence-based Practice

4



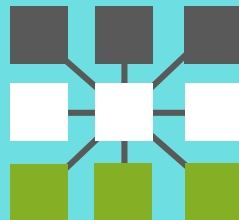
Generalist vs Specialist

5



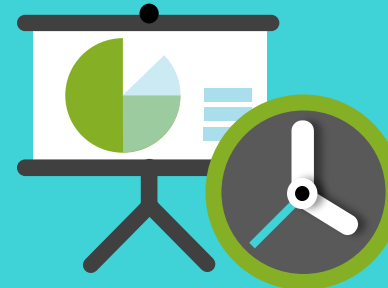
Improved Coordination:  
Professional Network

6



Increased Demand for  
Tailored, Timely LMI

7



Influence of World  
View/Global Lens Locally

8



# Professional Affiliations



## Other Key **Affiliations**





Career Development  
Professional  
**Competency  
Framework**

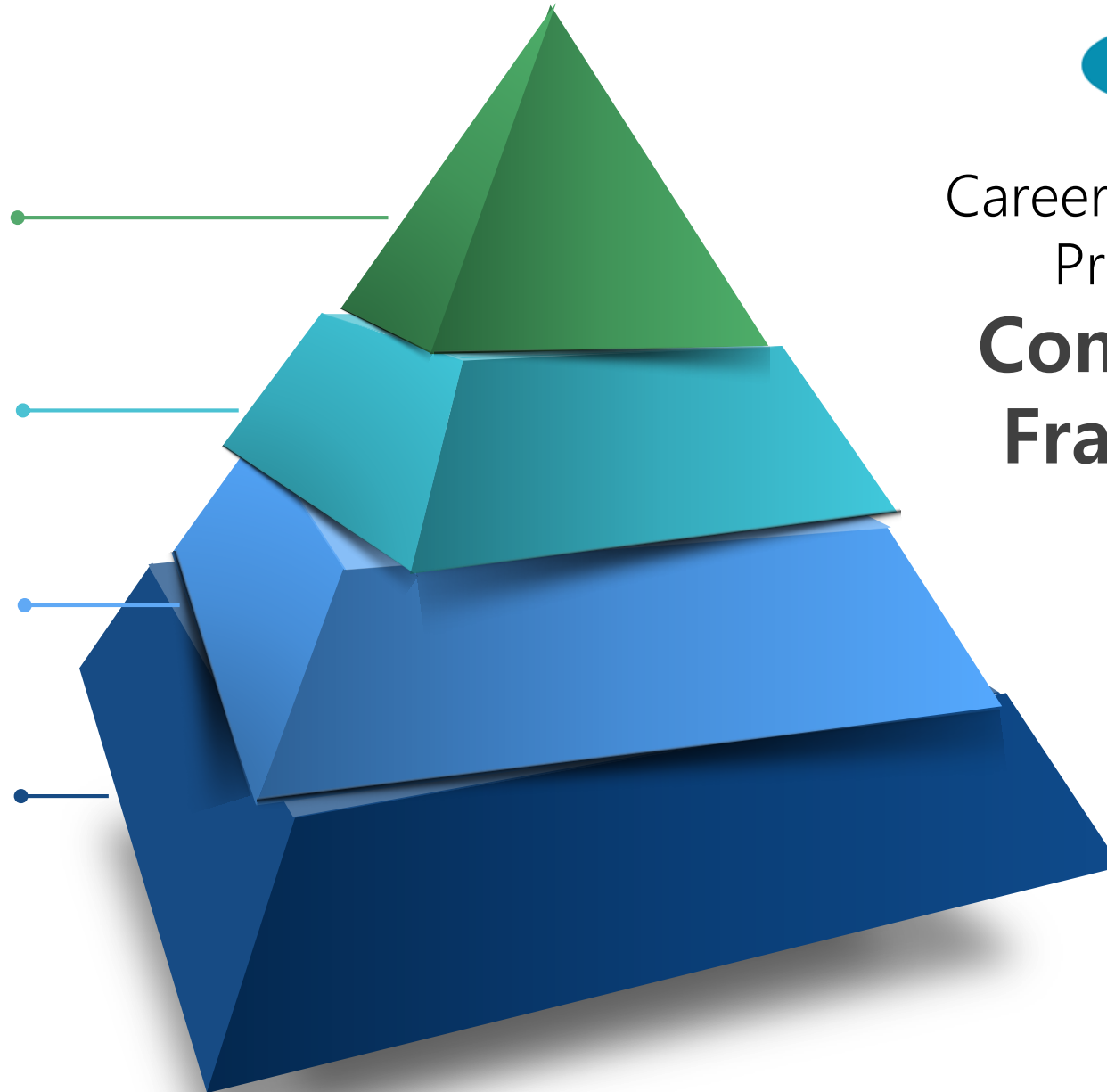


**Outreach and Leadership**  
Beyond Client-CDP Interactions

**CDP Advanced**  
Common Competencies for  
Specialized Services

**CDP Characteristic**  
Competencies Distinct to CDPs

**Professional Practice**  
Foundational to the  
Professional Field of Practice







## Parking Lot

- ENGAGEMENT OF FUNDERS (GOVT)
- EVIDENCE-BASED PRACTICE
- DIFFERENCE WITH COUNSELLING FIELD
- DEFINE TERMS

## Definition for Feedback

CDPs work in diverse settings with individuals and groups to assist in managing learning, work and transitions across the lifespan

CDPs facilitate the navigation of transitions into, out of, and between learning and work















## Professional Code of Conduct and Ethics

**A CODE OF ETHICS IS...** (WHY IS IT IMPORTANT TO CDPs?)

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**EXAMPLES OF MORAL DILEMMAS, ETHICAL ISSUES** IN THE FIELD OF CAREER DEVELOPMENT

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After reviewing the existing Code of Ethics...

**1. WHAT NEEDS TO BE ADDED?**

# Are you up to code?

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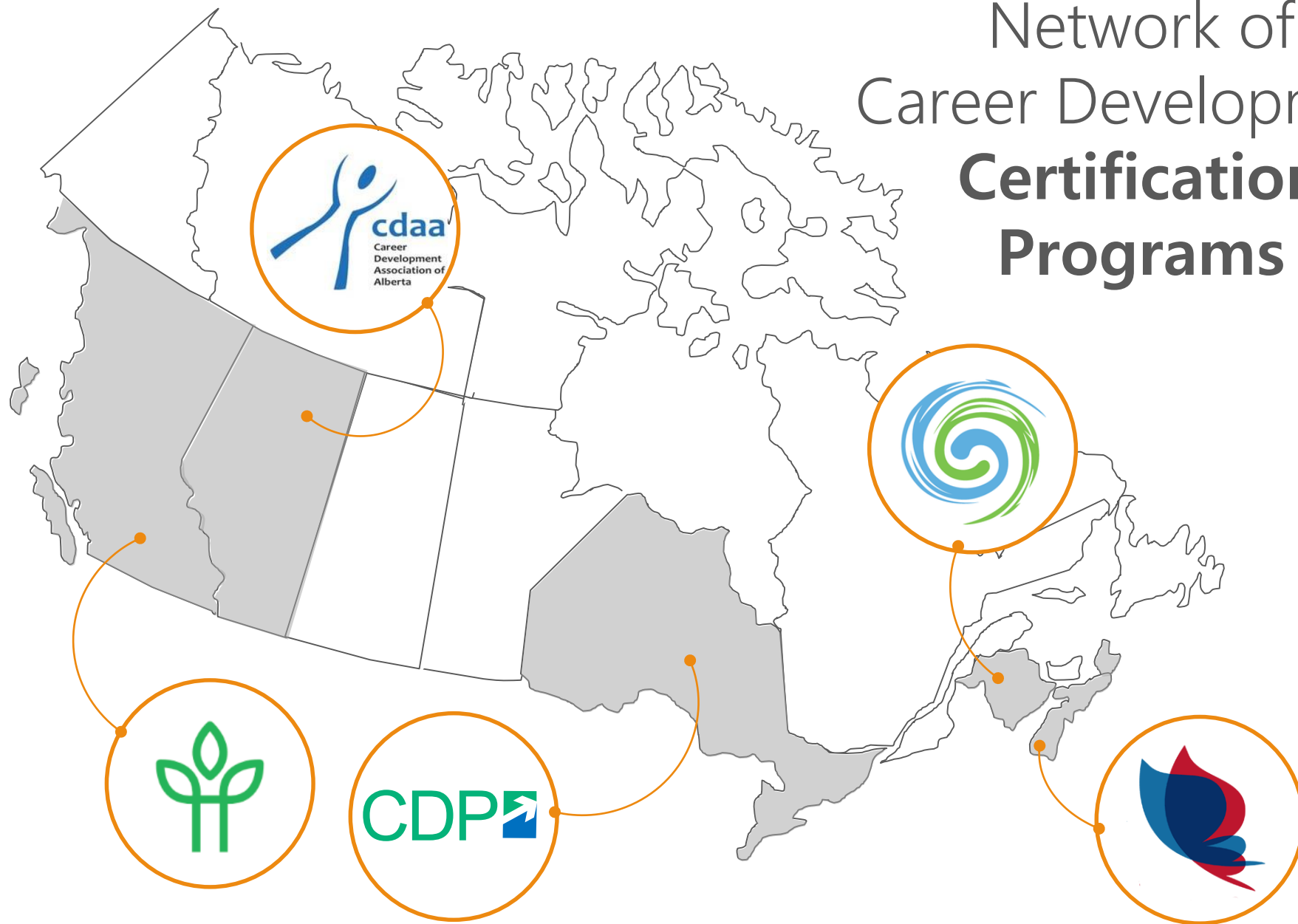
Ethics is knowing the difference between what you have a right to do and what is right to do.



SETTING THE **CONTEXT**

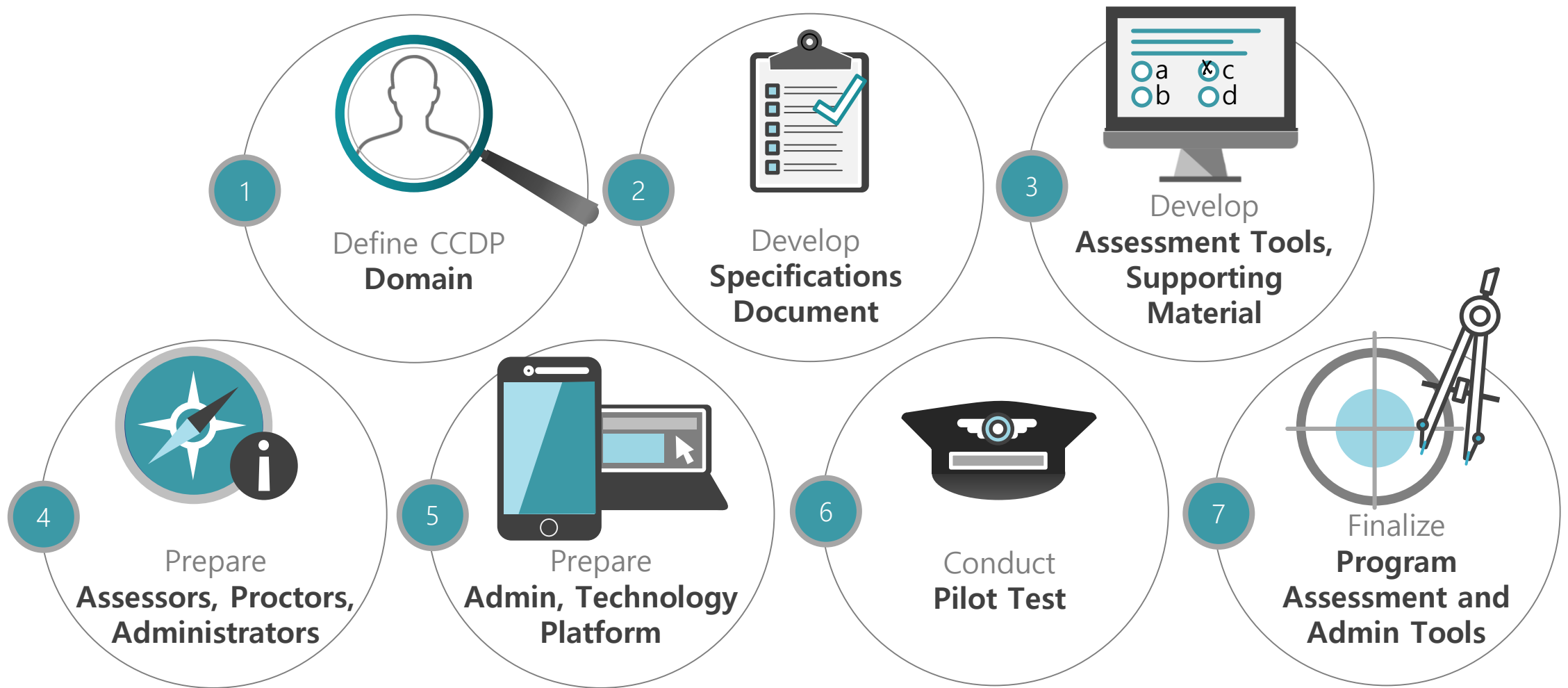
# Next Steps: **Where We're Heading**

# Network of Career Development **Certification Programs**



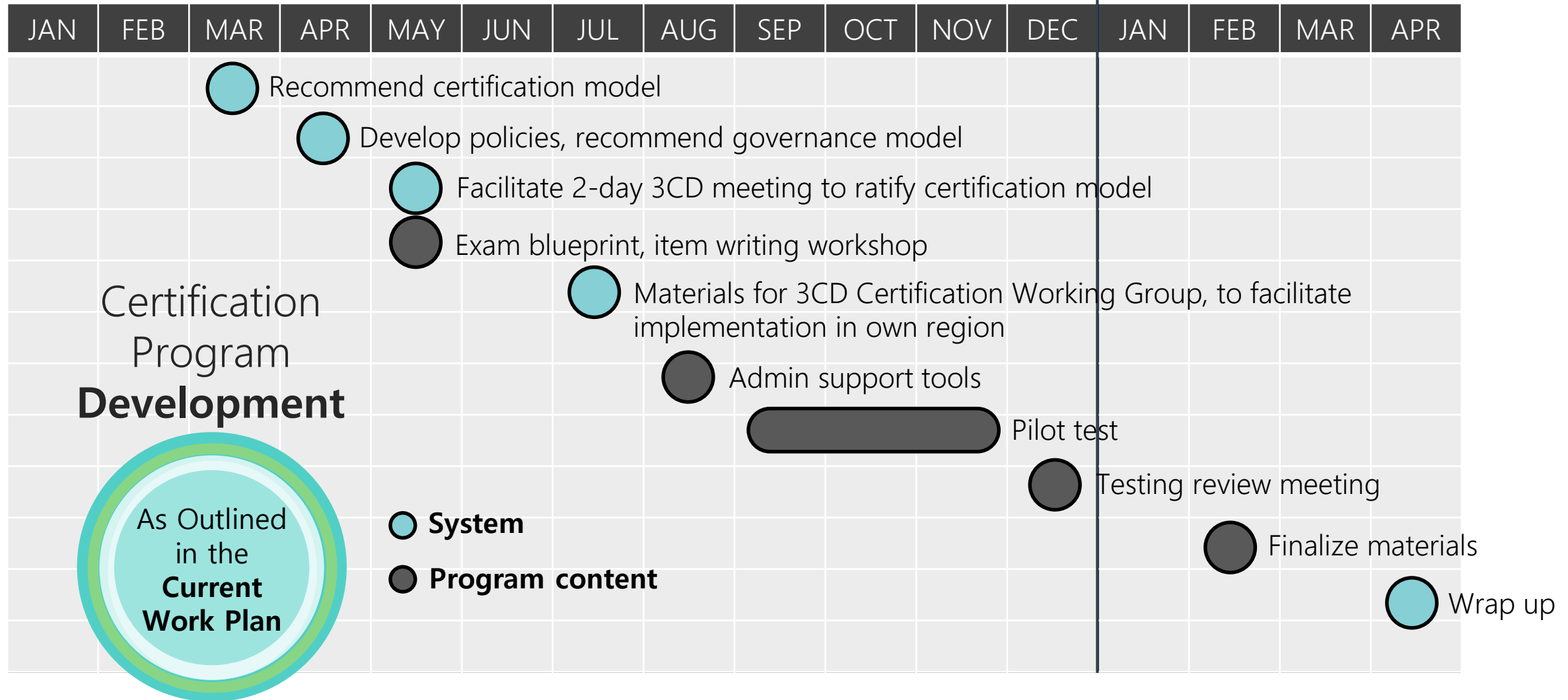


# Certification Program **Development Phases**



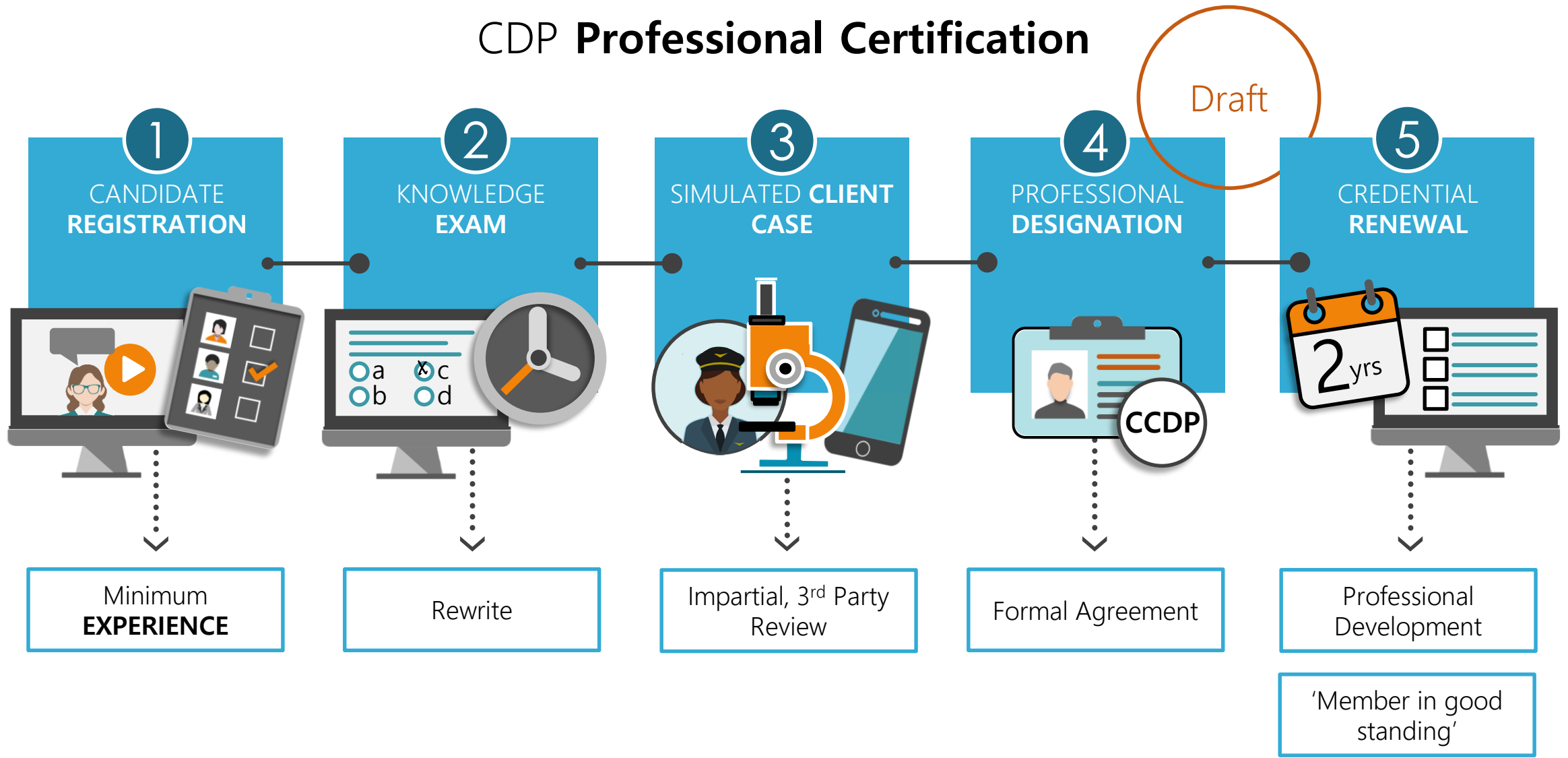
2020

2021



PROPOSED MODEL

# CDP Professional Certification





**Attended a  
meeting?**

**Participated in  
an engagement  
session?**

**Completed a  
survey?**

Make your time investment count!  
Complete the in-kind survey each month.  
**[bit.ly/cdpcanada](https://bit.ly/cdpcanada)**



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CDP  
Advanced

CDP Characteristic

Professional Practice

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Thank you for contributing  
to the framework.