



National Career Development Conference Programme

The Westin Ottawa, January 24 – 26, 2011

Cannexus11



Cannexus.ca

Presented by:



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CANADIAN EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING
INSTITUT CANADIEN D'ÉDUCATION ET DE RECHERCHE EN ORIENTATION

Cannexus is presented by CERIC and supported by The Counselling Foundation of Canada with a broad network of Supporting Organizations



Cannexus11 is presented by:

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CANADIAN EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING

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Cannexus11

National Career Development Conference Programme
The Westin Ottawa, January 24 – 26, 2011

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Welcome to Cannexus11!

Your national career development conference



Cannexus 2011 promises to stimulate,
motivate and replenish!

It is my pleasure to welcome you to Cannexus 2011. This is our 5th bilingual National Career Development Conference, and I hope will be the best Cannexus yet. I and my colleagues on the CERIC Board are very proud of our program this year and trust that you will find it both informative and energizing.

Underpinning our broad based and exciting conference program of over a 100+ sessions are three invigorating keynotes—Jim Bright, Roxanne Jean and the Right Honourable Paul Martin. Their keynote addresses will cover important topics such as: *"Shifting from no change to know change: how I learned to love chaos"*; *"It's In The Box!"*— useful tools that will help you develop your own goals and live your dream; and *"The Martin Aboriginal Initiative."*

I would be remiss if I didn't acknowledge the 15 Sponsoring Organizations who have assisted in promoting Cannexus 2011. You will see them at their presentations at the conference, or hosting a Cannexus Connections Networking Lunch on Tuesday.

I am proud to say that the hallmark of a Cannexus conference is that it has something for everyone. Cannexus 2011 affords the ability to network with colleagues from across the country and internationally, to participate in sessions dealing with career counselling, employment, Aboriginal issues,

entrepreneurialism, coaching, mentoring and self care. You will have the opportunity to visit the exhibitor's booths, learn about services and products, and enhance your networks. Cannexus 2011 promises to stimulate, motivate and replenish!

Monday night's Reception, hosted and sponsored by The Counselling Foundation of Canada, will provide an opportunity to catch up with friends and to meet new colleagues over tasty food and drinks. Colleagues from Australia, France, US and just about every corner of Canada await!

I would like to extend my wholehearted thanks to the CERIC staff, volunteers and CERIC's Cannexus Program Committee Members for putting this very professional conference together. All of this would not be possible without the generous support and funding of The Counselling Foundation of Canada. I would also like to thank my colleagues on the CERIC Board for their wise counsel and all members of CERIC Committees.

I hope to have the opportunity of meeting many of you throughout the three days. I wish all of you an uplifting and enjoyable conference.

Nancy Schaefer
President, CERIC



The Counselling Foundation of Canada is very gratified that Cannexus has so rapidly become the conference of choice for the career counselling and career development community

Welcome to Cannexus11!

The Counselling Foundation of Canada is proud to sponsor the fifth annual Cannexus conference. The conference's continued growth and success has borne out our belief that career practitioners need opportunities to come together, share ideas and network with their peers from coast to coast to coast.

We are very gratified that Cannexus has so rapidly become the conference of choice for the career counselling and career development community, as evidenced by the ever-increasing number of registrants and exhibitors who are making the annual pilgrimage to Ottawa in January.

The program for this year's Cannexus is jam-packed with innovative and informative programming. For those of you who have attended past Cannexus conferences, you will already know how energizing and enlightening these next few days will be. For those of you who are first-timers, you are in for a great experience that will expose you to the breadth of the Canadian career development profession.

The recession continues to strain individuals, families and communities, who have seen their ways of life profoundly changed. Despite some glimmers of recovery on the horizon, the times remain uncertain for the immediate future.

The Counselling Foundation of Canada remains committed to our work in supporting, strengthening and fostering the practice and availability of career counselling to Canadians. We continue to look to CERIC – the Canadian Education and Research Institute for Counselling, as one of the cornerstones of our investments.

We thank you for your commitment to your clients and communities and for your dedication and professionalism. The work you do is vitally important to restoring hope and helping the Canadian economy grow again.

I wish you a great Cannexus!

Sincerely,

Donald G. Lawson, Chairman
The Counselling Foundation of Canada

The work you do is vitally important to restoring hope and helping the Canadian economy grow again.

WEB SERVICES

John Horn (Chair)
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Vancouver, BC

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Québec City, QC

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Kendra Reddy
Blueprint Strategies
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Canadian Training Resources
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Richard Buteau
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Québec City, QC

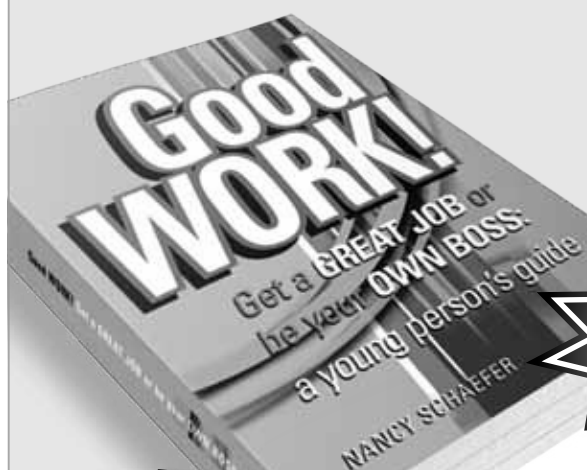
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Midland, ON

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Association of Francophone
Student Entrepreneurship Clubs
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Ordre des conseillers et conseillères
d'orientation du Québec
Montreal, QC

Michelle Murray
Stella Burry Community Services
St. John's, NL



**CANNEXUS
SPECIAL!**

\$15⁰⁰*

Good WORK! Get a Great Job or be your Own Boss: A Young Person's Guide is a partnership between CERIC and Youth Employment Services Toronto (YES), a non-profit organization that has helped over 60,000 youth to successfully enter the workforce or start a business.

Author Nancy Schaefer, President of YES, worked with many former graduates of YES services to assemble the wealth of valuable information and advice found in this book. The guide gives readers a first hand appreciation of what youth face in finding work as well as being a valuable resource for those in the career, counselling and employment fields.

Nancy has been a tireless advocate for youth employment and entrepreneurship for more than 16 years and appears frequently in the media to remind the public of the important role young people play in our workplaces, our communities, and the economy.

**Now Available
in French!**

"Not only has Nancy Schaefer created an impressive compendium of essential work search/entrepreneurial information and processes, but but she has done so using refreshingly plain and direct language that young people, or anyone for that matter, can connect with easily. For youth struggling to find their place in an ever-changing and increasingly complex labour market *Good WORK!* simply makes sense."

— Paula Pothier

**SPECIAL CANNEXUS11
BUNDLE OFFER!**

● Purchase both the *Good WORK!* book and *Facilitator's Guide* for only **\$30⁰⁰***



**CANNEXUS
SPECIAL!**

\$20⁰⁰*

Facilitator's Guide now available!

Designed to support facilitators in advising young people, this guide presents strategies and exercises for having them...

- > match their interests and skills to the best possible job choice
- > develop a personal data sheet
- > become skilled at completing job applications
- > complete a winning résumé
- > write an appealing cover letter tailored to each employment position
- > handle interview questions
- > maintain positive working relations on the job

For young entrepreneurs more interested in starting their own business, facilitators can assist them to:

- > assess their self-employment readiness
- > determine their location on the business development continuum
- > create a thorough business plan
- > learn about business financials by developing budgets
- > conduct market research and develop a marketing plan
- > incorporate advice from flourishing entrepreneurs to create and maintain a successful business
- > know how to access more help

The guide contains useful templates, ready-to-use quizzes and checklists, and suggestions for creating practical exercises to benefit both the job seeker and the budding entrepreneur. **Available online via the Contact Point MarketPlace.**

Published by:

* Special Cannexus price, valid until February 25, 2011. Please use promo code **CX11** when ordering.
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contactpoint.ca



The Canadian Education and Research Institute for Counselling is a charitable organization dedicated to promoting career counselling related research and professional development opportunities across Canada. We support the creation of career counselling related learning and development materials for a cross-sectoral professional service community. We celebrate professionals and aspiring professionals in the field and, as pacesetters in the sector, seek to enable innovative thinking to benefit us all.

MISSION

To encourage and provide education and research programs related to the development, analysis and assessment of the current counselling and career development theories and practices in Canada.

VISION

To increase the economic and social wealth and productivity of Canadians through improved quality, effectiveness and accessibility of counselling programs, especially in the areas of career counselling and career education.

OBJECTIVES

- > To advance education and knowledge in the field of career counselling by developing and delivering conferences, seminars, academic courses and training to the general public.
- > To educate and increase the public's understanding of career counselling by collecting and disseminating educational material on that topic.
- > To support career counselling research by providing a research fellowship program.

WHAT WE DO

We work towards our mission through our own means as well as through nurturing and participatory partnerships engaging with one or more potential partners in the spirit of collaboration, innovation and co-operation. CERIC undertakes both Research Project Partnerships and Learning and Professional Development Project Partnerships.

BOARD OF DIRECTORS

CERIC is directed by a pan-Canadian volunteer Board of Directors reflecting a broad sectoral representation in the field of career counselling. CERIC has six advisory sub-committees to: determine the most effective way that CERIC can support the growth and development of practical and academic career related research in Canada and its application; determine and recommend to the Board the most effective way by which CERIC can support the creation of career counselling related learning and development material in Canada; and, provide input on areas such as Marketing, Web Services, Conference and Editorial Content.

City of Ottawa Greetings

Find Your Way

On behalf of Ottawa Tourism and the tourism industry in Canada's capital region, I would like to warmly welcome the delegates of the Cannexus 2011 National Career Development Conference to the beautiful city of Ottawa.

We hope that your time here is productive and fulfilling. When your business is done, we encourage you to explore some of the many attractions of the area. Whether it's taking part in some outdoors activities, learning more about Canada's history and culture by visiting a museum, catching a show, shopping till you drop, indulging in the local culinary offerings or participating in one of our many vibrant festivals, you'll never be at a loss of things to do.

As Canada's capital, Ottawa is home to Parliament Hill, the Supreme Court, Rideau Hall, the Royal Canadian Mint, Library and Archives Canada and many more national institutions. Our collection of museums—from the Canadian Museum of Civilization, the most-visited museum in Canada, to the National Gallery of Canada and museums of war, aviation, agriculture, nature, science and technology, currency, and contemporary photography—is second to none.

Numerous companies offer ways to explore our city—depending on the season, it can be by bike, by boat, by foot, by bus, by trolley, by amphibus, by horse-drawn carriage or even by rickshaw. Our compact, walkable downtown core makes exploring a breeze.

Our festivals range from February's Winterlude—a celebration of all things winter—to May's Canadian Tulip Festival to Fall Rhapsody to Christmas Lights Across Canada. Music abounds in the summer, with Jazz, Blues, Chamber Music, and Folk leading the way and numerous events celebrating our rural countryside, specific ethnic groups or specific neighbourhoods. To find out what's on while you're here—or to plan your next visit—be sure to check out www.ottawatourism.ca.

Enjoy your visit to Ottawa—I hope we have the pleasure of welcoming you back soon!

Sincerely,



Noel Buckley
President & CEO
Ottawa Tourism

Ottawa
ONTARIO CANADA

WWW.OTTAWATOURISM.CA

MUSEUMS/GALLERIES:

- > Canadian Museum of Civilization
- > National Gallery of Canada
- > Canadian Museum of Nature
- > Canada Science and Technology Museum
- > Canadian War Museum
- > Canadian Aviation Museum
- > Diefenbunker Cold War Museum
- > Currency Museum/
Royal Canadian Mint

ATTRACTIONS:

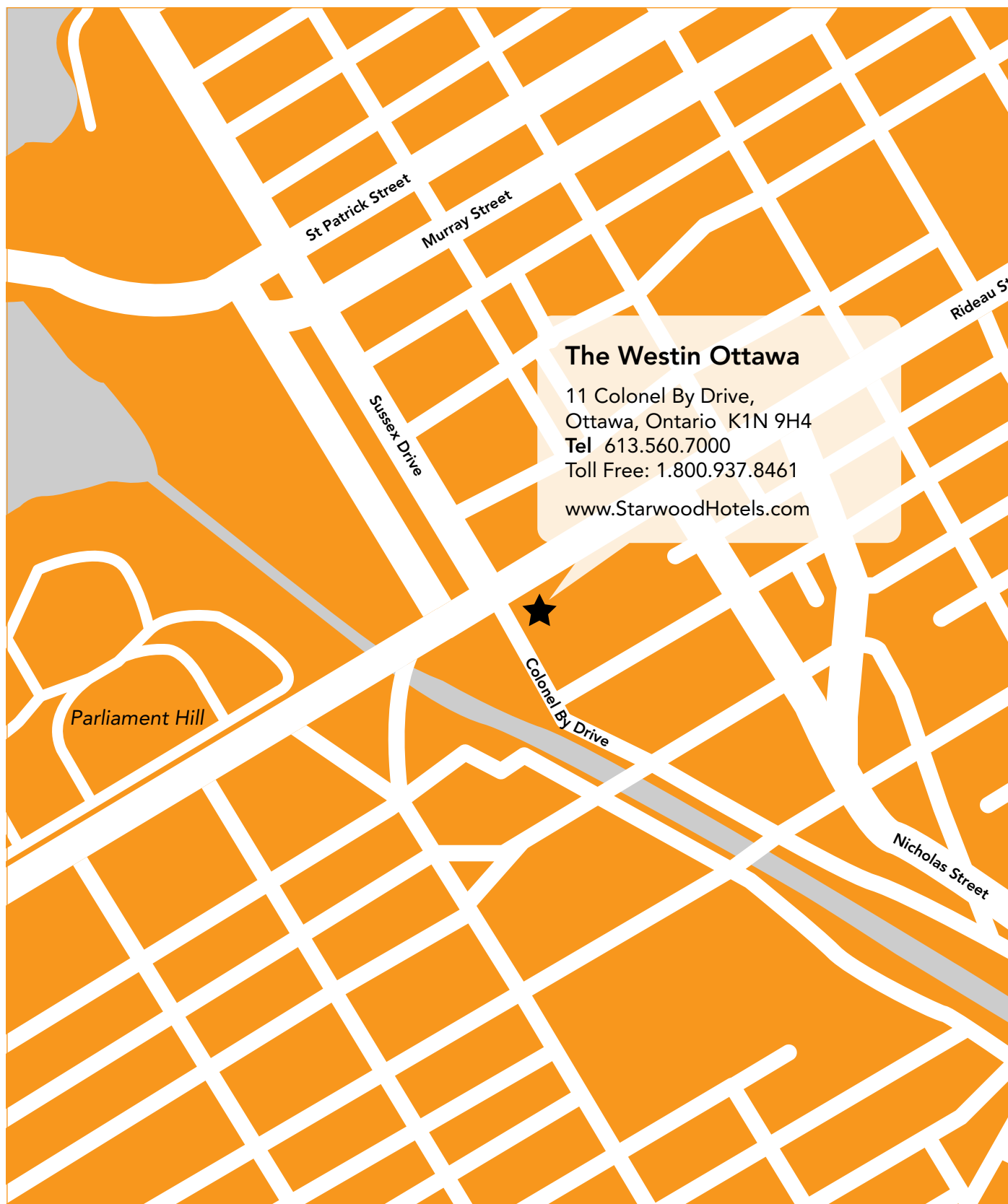
- > Rideau Canal
- > Parliament Hill
- > Chateau Laurier
- > Byward Market
- > Rideau Centre
- > Gatineau Park

WEBSITE:

www.ottawatourism.ca

Ottawa

Downtown Map



Overview

Conference Itinerary

Network, learn and share in an engaging environment!

SUNDAY, JANUARY 23

1:00 PM – 4:00 PM	Registration and Information	Nunavut
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MONDAY, JANUARY 24

7:00 AM – 7:00 PM	Registration and Information	Nunavut
7:00 AM – 8:15 AM	Exhibitor Showcase / Networking Hot Breakfast	Exhibitor Hall
8:00 AM – 5:15 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
7:00 AM – 7:00 PM	Exhibitor Showcase	Exhibitor Hall
8:30 AM – 9:00 AM	Opening Comments	Confederation
9:00 AM – 10:00 AM	OPENING KEYNOTE ADDRESS Dr. Jim Bright <i>"Shifting From No Change to Know Change: How I learned to Love Chaos"</i>	Confederation
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 12:00 PM	Concurrent Sessions	Break-out Rooms
12:00 PM – 1:30 PM	Plated Networking Lunch	Confederation
1:30 PM – 3:00 PM	Concurrent Sessions	Break-out Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions	Break-out Rooms
5:00 PM – 7:00 PM	Reception Sponsored by: The Counselling Foundation of Canada	Exhibitor Hall

TUESDAY, JANUARY 25

7:30 AM – 5:00 PM	Registration and Information	Nunavut
7:30 AM – 8:15 AM	Exhibitor Showcase / Networking Continental Breakfast	Exhibitor Hall
8:00 AM – 5:30 PM	Exhibitor Showcase	Exhibitor Hall
8:00 AM – 5:15 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
8:30 AM – 9:00 AM	Assembly and Housekeeping Updates	Confederation
9:00 AM – 10:00 AM	KEYNOTE ADDRESS Roxanne Jean <i>"It's in the Box!"</i>	Confederation
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 12:00 PM	Concurrent Sessions	Break-out Rooms
12:00 PM – 1:15 PM	Cannexus Connections: Buffet Lunch	Break-out Rooms
1:30 PM – 3:00 PM	Concurrent Sessions	Break-out Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions	Break-out Rooms

WEDNESDAY, JANUARY 26

7:30 AM – 8:30 AM	Registration and Information	Nunavut
7:30 AM – 8:30 AM	Exhibitor Showcase / Networking Hot Breakfast	Exhibitor Hall
8:00 AM – 12:00 PM	Exhibitor Showcase	Exhibitor Hall
8:00 AM – 12:00 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
8:30 AM – 10:00 AM	Concurrent Sessions	Break-out Rooms
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 11:30 AM	KEYNOTE ADDRESS The Right Honourable Paul Martin <i>"The Martin Aboriginal Initiative"</i>	Confederation
11:30 AM – 12:00 PM	Closing Comments	Confederation

Conference

At a Glance

	ALBERTA	BC	CONFED 1	GOVERNOR GENERAL 1	GOVERNOR GENERAL 2	GOVERNOR GENERAL 3	LES SAISONS	MANITOBA	
MONDAY, JAN 24	9:00 AM 10:00 AM	Opening Keynote Address – Dr. Jim Bright “Shifting from no change to know change: how I learned to love chaos”							
	10:30 AM 12:00 PM	The Webfolio: A Way to Success	Emotional Intelligence And Employability Skills	Chaos And Complexity Theory And Career Pathways	Finding Common Ground	Supervisory Training For Career Practitioners	Work Values Among Twelfth Graders	Incorporate Morita Principles In Career Counselling	360 Cannexus Relationships
	12:00 PM 1:30 PM	Plated Networking Lunch							
	1:30 PM 3:00 PM	The Words Which Facilitate Communication	Understanding The Immigrant Career	Above Board	Career Conversations In Online Spaces	The Use Of LMI In Career Decision Making	An Evaluation Guide for Career Counselling	The Urban Aboriginal Peoples Study	Deader Than The Dodo
	3:30 PM 5:00 PM	Who Said The Sky’s The Limit?	Outreach @ At The Speed Of Light	Beyond Personal Mastery	Sector Councils: Preparing Employment Seekers...	A Recipe For Happiness...	Analyses Of Practices In A University Career Centre	Intervention Practices In A Scholastic Pluro-Ethnic Milieu	Using Linkedin...
	5:00 PM 7:00 PM	Reception sponsored by: The Counselling Foundation of Canada							
TUESDAY, JAN 25	9:00 AM 10:00 AM	Keynote Address – Roxanne Jean “It’s In The Box!”							
	10:30 AM 12:00 PM	The ENVOL Program	Staying Alive	Career Creativity...	Emotional Fitness	Using the Science of Happiness	Are the Voices in My Head...	The Fourth Level Of Life After Career	The HUB Club
	12:00 PM 1:30 PM	Buffet Lunch: Cannexus Connections							
	1:30 PM 3:00 PM	Factors Affecting A Satisfactory Career	Best Practices For Commu- nity Capacity Building	Integrating Assessments with Career Conversations	What Are They Going To Do With Their Career Lives?	Remarkable Career Stories Spark Personal Insights	Workplace Essential Skills Training	Career Counselling Strategies	Integrating Social Media Into An Effective Career...
	3:30 PM 5:00 PM	Impact Of Developing Entrepreneur- ship	Terms Of Engagement	Research Informed Interventions	From Exploitation To Education	What Might Have Been	Can High Touch Delivery Truly Exist	Granted You Have a Great Idea	How To Use Social Media
WEDNESDAY, JAN 26	8:30 AM 10:00 AM	Counselling Employment Style	Helping Clients Use Career Information Effectively	Career Flow: Hope- Centered Career Development	Maximizing Social Media	The Coach Approach	OPTRA And The First Nations	Globalization’s Effect	Employee Engagement
	10:30 AM 11:30 AM	Keynote Address – Paul Martin “The Martin Aboriginal Initiative”							

NEW BRUNSWICK	NEWFOUND- LAND	NOVA SCOTIA	ONTARIO	PROVINCES 1	PROVINCES 2	QUÉBEC	SASKATCH- EWAN		
Opening Keynote Address – Dr. Jim Bright <i>“Shifting from no change to know change: how I learned to love chaos”</i>								9:00 AM 10:00 AM	MONDAY, JAN 24
My Work P.L.A.C.E.	From Fear To Future: Create Positive Work Visions	Increasing Career Centre Value On Campus	Current Trends In Wrongful Dismissal...	What’s Journaling Got To Do With It?	Culture And Career Development Supervision	Extended Transitions Program	OrientAction	10:30 AM 12:00 PM	
Plated Networking Lunch								12:00 PM 1:30 PM	
The Perfect Talent Storm	Matching Client Needs With Interventions	Careers 2.0	Workplace Rights And Responsibilities	The Scale Of Life	Significant Partners in Career Development	Gameworks	Matching Interests, Values And Abilities To Careers	1:30 PM 3:00 PM	
Career Opportunities And Choices For Social Workers	The HR Hub For Canada’s Bio-Economy Workforce	Returning to Spirit	Sociocultural Competencies	Creating Happy Careers	Working With Quality Of Life...	The Bridges Project: Education, Women And Violence	Career Constructivism And Student Success	3:30 PM 5:00 PM	
Reception sponsored by: The Counselling Foundation of Canada								5:00 PM 7:00 PM	TUESDAY, JAN 25
Keynote Address – Roxanne Jean <i>“It’s In The Box!”</i>								8:30 AM 10:00 AM	
Meeting The Vocational Needs...	Cruising Through Career Planning	Massage Theapy: This Job Market Is Hot!	Internship in LGBTQ	Using Medicine Wheel As An Intervention Tool	Effective Counselling and Facilitation Techniques	Opportunities For Youth In The New Green Economy	Meet the Momprenuers	10:30 AM 12:00 PM	
Buffet Lunch: <i>Cannexus Connections</i>								12:00 PM 1:30 PM	
Multiple Barriers Or Hidden Gifts?	Helpless To Hopeful	Antidote To The Silo Model	Serving Marginalized Youth...	Thinking Strategically About The Job Search	Career Management In A Knowledge Economy	Youth Volunteer Corps		1:30 PM 3:00 PM	
Employment Outcomes Among Youth	The Canadian Advancement of Literacy	Demonstrating The Economic Value Of Career Services	Gone Fishing!	Building Great Leaders	Hope-Filled Engagement	Cross Canada Dialogues		3:30 PM 5:00 PM	WEDNESDAY, JAN 26
Essentially Employable	Unheard Voices	The GROF Interest And Personality Inventory	E-Learning Course Development Using Moodle	Well Said: Presentation Skills	The Implicit Career Search	Labour Market Information: What Works?	Transitioning Deaf And Hard Of Hearing Youth...	8:30 AM 10:00 AM	
Keynote Address – Paul Martin <i>“The Martin Aboriginal Initiative”</i>								10:30 AM 11:30 AM	

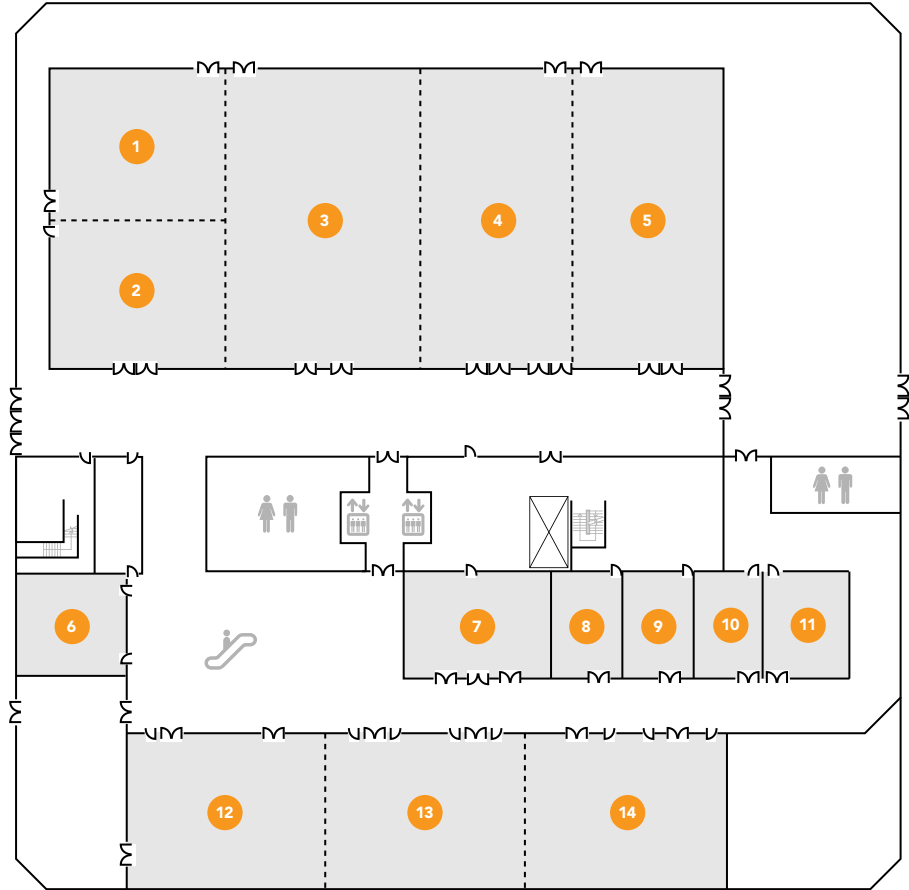
Conference Floor Plan

Find Your Way

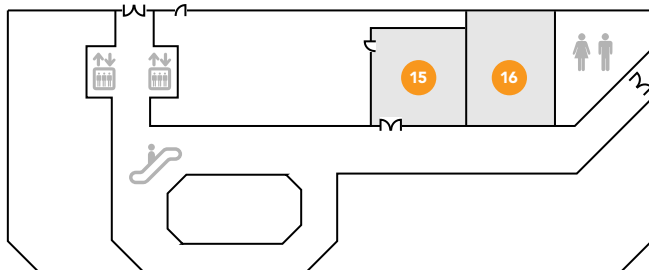
CONFERENCE LEVEL FOURTH FLOOR

1. Provinces 1
2. Provinces 2
3. Confederation 1
4. Confederation 2
5. Confederation 3
6. Nunavut†
7. Quebec
8. Nova Scotia
9. Newfoundland
10. New Brunswick
11. Alberta
12. Governor General 1
13. Governor General 2
14. Governor General 3
15. Manitoba
16. British Columbia
17. Les Saisons
18. Ontario
19. Saskatchewan

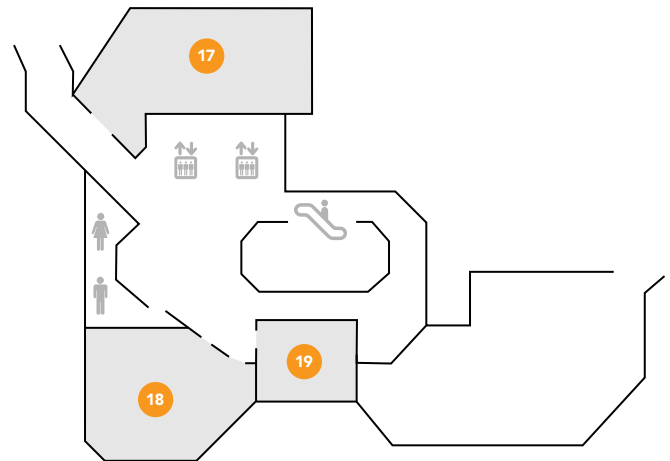
† conference registration and information desk



SECOND FLOOR



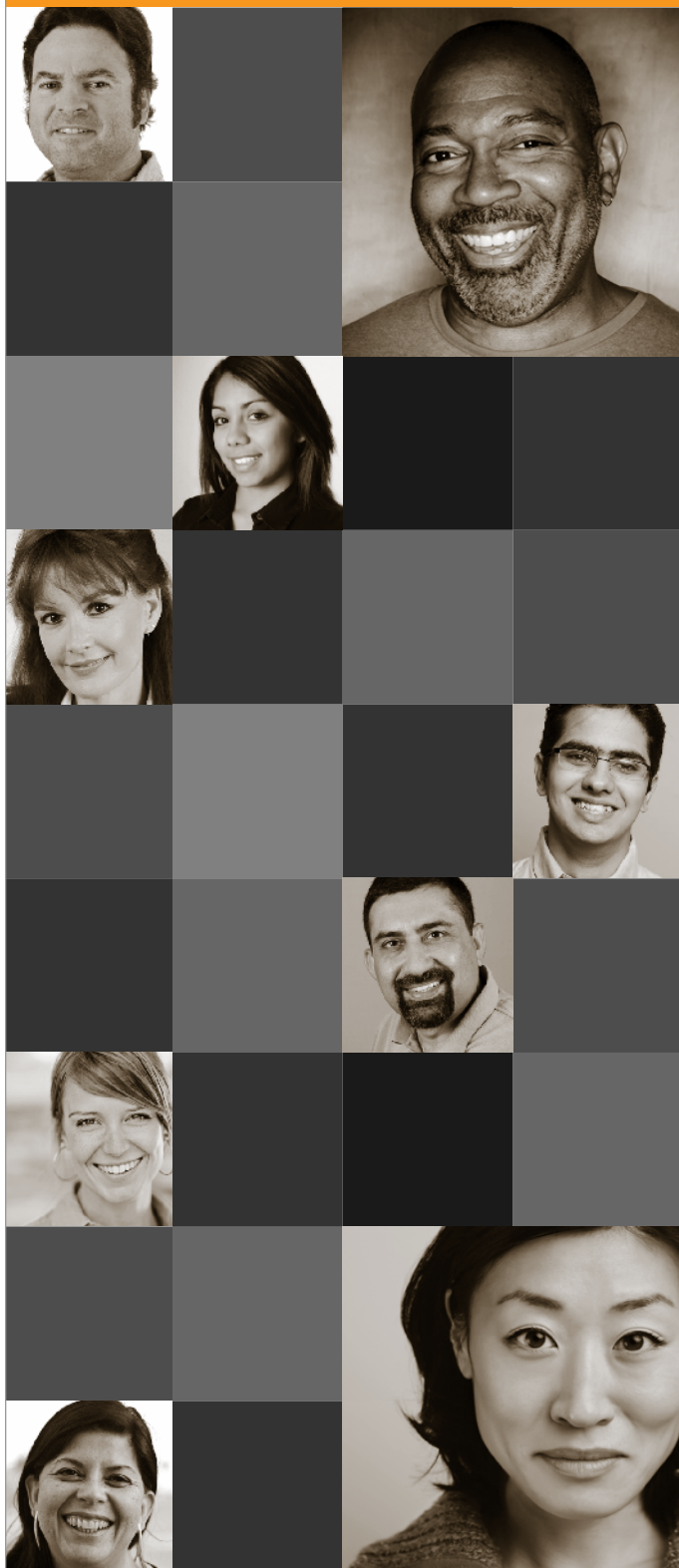
THIRD FLOOR





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CANADIAN EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING



Graduate Student Engagement Program

CERIC encourages the engagement of Canada's graduate students whose academic focus is in career development and/or related fields through this program. Faculty members are asked to play a role in identifying appropriate graduate students.

Through this program, graduate students will be introduced to CERIC and its programs and invited to compete for the CERIC Graduate Student Engagement Program Award.

One graduate student per year registered with CERIC under this program will be invited to join one of CERIC's Committees—Professional Development and On-going Learning or Academic and Practical Research. Students will also be invited to write articles for the ContactPoint and/or OrientAction Bulletins as well as the Canadian Journal of Career Development.

The Program includes a contest held in alternate years for CERIC to publish a relevant thesis chosen by the CERIC Academic and Practical Research committee.

For more information contact admin@ceric.ca or visit www.ceric.ca.

www.ceric.ca

18 Spadina Road, Suite 200, Toronto, ON M5R 2S7 | 416.929.2510



Keynote Speakers

Not to be Missed

OPENING KEYNOTE ADDRESS
MONDAY JANUARY 24
9:00 AM – 10:00 AM > CONFEDERATION



Jim Bright

Shifting From No Change To Know Change: How I Learned To Love Chaos

Career landscapes are changing, work and the meaning of work is shifting. Change affects each of us differently and some are more vulnerable to the affects than others. Individual differences in susceptibility to change can arise from an infinite variety of factors, or combinations of those factors. The reality is that change happens to all of us and it is happening to you right now. Our tendency to overlook shift, or our attempts to control and predict shift can also influence our susceptibility to change. Historically, uncertainty and insecurity were a reality for most workers but in the recent past we became attached to the goals of predictability and stability in work and career. For the future we need to understand and capitalize on the reality that change and stability are both integral parts of work and careers. We are seeing shifts in world economic power, from developed economies to developing economies and from high wage economies to lower wage economies. Information is now being made available so quickly and both to and from all reaches of the world. Pressure from global workforces severely reduces our ability to make long range predictions about career paths, and drives work-related changes at unprecedented rates.

Professor Jim Bright, B.A., Ph.D., FAPS is a recognized expert in Career Development, Performance and Creative Strategies for individuals and organizations. He has a B.A. (Hons) and a Ph.D. in psychology and is Australia's first specifically named Professor of Career Education and Development. He has published over 300 books, chapters, journal and newspaper articles, tests and reports. His research has been published in 8 languages and has presented by invitation in Switzerland, Singapore, USA, Canada, United Kingdom, New Zealand, Portugal, Romania, and Greece as well as in every State and Territory in Australia.

KEYNOTE ADDRESS
TUESDAY JANUARY 25
9:00 AM – 10:00 AM > CONFEDERATION



Roxanne Jean

It's in the Box!

Roxanne Jean will deliver a dynamic keynote address filled with useful tools that will help you develop your own goals and live your dream. Using her own awakening as an example, she will guide you to your own awakening. As you travel with her your own personal experiences will lead to self-discovery and to the development of your own wisdom... Her story will touch you deeply and hopefully you will learn to deeply appreciate your own life. Fun and laughter for one and all!

Roxanne Jean is full of energy! She is a talented Montreal-based professional voice-over artist, experienced presenter and master of ceremony for more than 15 years who is versatile, skillful and efficient. Roxanne is a warm, dynamic, very candid and fun woman. Her personality, her sense of wonder and her sense of humour make her stand out. As she so aptly puts it, "I don't have time to watch TV; I am my own TV! My life is being played live!" Her voice has been heard in hundreds of commercials and films. She has worked on numerous advertising projects including Air Canada and Home Depot voice systems. You have probably heard her clear voice in airports, in elevators and on many automobile voices systems. While having to constantly juggle events in her own life, Roxanne awakened to the fact that the power of thoughts, words and actions, once fully aligned fashions our reality. This new theory and its message of hope is what she brings to anyone willing to listen.

CLOSING KEYNOTE ADDRESS
WEDNESDAY JANUARY 26
10:30 AM – 11:30 AM > CONFEDERATION



Paul Martin

The Martin Aboriginal Initiative

The Right Honourable Paul Martin and his family have established non for profit

corporation to identify issues impacting Canadian Aboriginals. To date, its focus has been on the education of Aboriginal students through the work of the Martin Aboriginal Education Initiative [MAEI], and developing business expertise and mentoring in Aboriginal communities through the Capital for Aboriginal Prosperity and Entrepreneurship [CAPE] fund. MAEI's guiding vision is to empower Aboriginal students with the knowledge and confidence they need to complete secondary school and go on to post-secondary studies. CAPE Fund's mission is to further a culture of economic independence, ownership, entrepreneurship, and enterprise management among Aboriginal peoples, on or off reserve through the creation and growth of successful businesses.

The Right Honourable Paul Martin was the twenty-first Prime Minister of Canada from 2003 to 2006. He was the Minister of Finance during the period 1993 to 2002. In September 1999, Mr. Martin was named the inaugural chair of the Finance Ministers' G-20. He achieved a historic consensus with the provinces, territories and Canada's aboriginal leadership on an agreement entitled the Kelowna Accord, the objective of which was to ensure the provision of equal opportunity for Canada's aboriginal population. Before entering politics, he had a distinguished career in the private sector as a business executive. Mr. Martin studied philosophy and history at St. Michael's College at the University of Toronto and is a graduate of the University of Toronto Law School. He was called to the Ontario Bar in 1966.

Currently, Mr. Martin is the co-chair, with Nobel Peace Prize laureate Wangari Maathai, of a two hundred million dollar British-Norwegian poverty alleviation and sustainable development fund for the ten nation Congo Basin Rainforest. Domestically, he is responsible for two new initiatives: firstly, the Martin Aboriginal Education Initiative which aims at reducing the Aboriginal youth dropout rate and at increasing the number of Aboriginal students attending post-secondary institutions; secondly, he founded with his son David, the Capital for Aboriginal Prosperity and Entrepreneurship Fund, which helps establish and grow successful Aboriginal businesses both on and off reserve.

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Day 01

MONDAY, JANUARY 24

7:00 AM – 7:00 PM	Registration and Information	Nunavut
7:00 AM – 8:15 AM	Exhibitor Showcase / Networking Hot Breakfast	Exhibitor Hall
8:00 AM – 5:15 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
7:00 AM – 7:00 PM	Exhibitor Showcase	Exhibitor Hall
8:30 AM – 9:00 AM	Opening Comments	Confederation
9:00 AM – 10:00 AM	OPENING KEYNOTE ADDRESS Dr. Jim Bright <i>"Shifting From No Change to Know Change: How I learned to Love Chaos"</i>	Confederation
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 12:00 PM	Concurrent Sessions	Break-out Rooms
12:00 PM – 1:30 PM	Plated Networking Lunch	Confederation
1:30 PM – 3:00 PM	Concurrent Sessions	Break-out Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions	Break-out Rooms
5:00 PM – 7:00 PM	Reception Sponsored by: The Counselling Foundation of Canada	Exhibitor Hall

Concurrent Sessions

Monday, January 24

10:30 AM –
12:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
360 Cannexus Relationships: Build Your Cultural Career Circle		Manitoba	E
ABSTRACT	Obama. Mother Theresa. Gandhi. Carnegie. Come ready to laugh, learn, move, connect, share, and use innovative relationship-building techniques (used by the Greats) to make life-long career contacts who champion your career upward. Learn how the latest technology, cultural communication tools, and proven people skills blend together to help you build rewarding, meaningful, multi-cultural, professional relationships.		
BIO	Wilf Flagler currently manages a Youth Employment Centre in Durham region and has been in Career Development for the past 17 years, making the transition after spending 10 years in corporate sector Marketing and Strategic Planning. His expertise includes collaborating on the creation of an online career centre and Beta-testing/marketing of an online competency-based recruitment dictionary.		

SESSION TITLE		ROOM	KEY
Chaos And Complexity Theory And The Career Pathways Of Young Adults		Confederation 1	E ◀
ABSTRACT	Based on findings from a qualitative study of 100 young adults aged 23-30 from across Canada, this session focuses on how chaos and complexity theory can help us understand the often circuitous and unpredictable career pathways followed by many high school graduates. Six career design principles are discussed that can assist counsellors to engage young people in a process of career planning that is proactive while acknowledging that career pathways may change in response to many different internal and external factors.		
BIO	Cathy Campbell has over twenty years experience working in school, community college, and university settings. She is presently a Ph.D. candidate (social work) at Massey University in New Zealand. Cathy has presented nationally and published on the topics of narrative career counselling, parents' role in career planning, and how counsellors can help young people plan with uncertainty.		

SESSION TITLE		ROOM	KEY
Culture And Career Development Supervision		Provinces 2	E
ABSTRACT	Supervision of career counselling is an opportunity for supervisors and supervisees to enhance their competencies for working with clients from diverse cultures. Our model of Culture-Infused Counselling takes into account dynamic cultural influences within the supervision dyad and between counsellors and clients. Suggestions will be given to strengthen the dialogue about culture in supervision and in the delivery of career development interventions.		
BIO	Dr. Nancy Arthur is a Professor and Canada Research Chair in professional education at the University of Calgary. Her teaching and research interests include multicultural counselling, career development, and social justice. Nancy is a well respected and widely published author and co-author.		

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 *Headsets are available beside the Nunavut room*

**10:30 AM –
12:00 PM**

MONDAY

SESSION TITLE		ROOM	KEY
Current Trends In Wrongful Dismissal, Employment Contracts, And Competition		Ontario	E
ABSTRACT	A look at current trends in wrongful dismissal including severance packages, just cause, benefits, and bonuses. We will comment on common clauses in employment contracts and best wording from the employer and the employee perspective. We will look at non-solicitation and anti-competition initiatives used by employers and their effectiveness. Willson Lewis LLP is a law firm that offers experienced counsel practicing in all aspects of commercial and civil litigation including employment law, construction, shareholders disputes, family law, estate litigation and other forms of civil litigation and dispute resolution.		
BIO	Catherine E. Willson is a founding partner of Willson Lewis LLP. She was an executive member of the Canadian Bar Association (Ontario) - Civil Litigation Section. She is a member of the Advocates Society, the Association of Trial Lawyers of America, and the Toronto Construction Association. Catherine is both the Chairman of the Risk Management Committee and an Honourary Governor of the Royal Agricultural Winter Fair. Catherine is the legal expert for the Canadian Federation of Independent Business (Member Services) and is a regular speaker at legal and business conferences.		

SESSION TITLE		ROOM	KEY
Emotional Intelligence And Employability Skills		British Columbia	E
ABSTRACT	Some folks are 'lucky' enough to have had significant care givers who taught them emotional intelligence skills (EQ) while they were very young and others seem to struggle with life. What are these skills and how do they form the basis for employability? In this interactive session you will learn about the three leading models in the world and how you can leverage the power of these models to better understand and assist your clients with employability.		
BIO	David Cory , B.Ed., M.A. (Adult Education) began his career as an employment specialist creating and managing a province-wide 'welfare to workforce' program. He shares his 20 years of experience and specialized knowledge about emotional intelligence working both as a career practitioner and as a leadership trainer and coach. David is currently working with the Canada School of Public Service and has been at conferences in the Middle East, Europe, South East Asia, and China.		

SESSION TITLE		ROOM	KEY
Extended Transitions Program		Quebec	E
ABSTRACT	The Extended Transitions Program assists individuals who have had difficulty transitioning from high school to post-secondary education or employment. Seeking to build resiliency and to address the specialized needs of a wide array of different client populations, we provide an individualized strengths-based approach and help identify sources of support that fit with that individual's needs, abilities and future plans. Hear about the database-driven web application that allows us to track each of our students as they leave our school division and identify vulnerable individuals before they "fall through the cracks".		
BIO	Heather Gobbett , has been an educator for almost 15 years, in various school divisions in Western Canada. Currently finishing up her M.Ed. in Applied School and Child Psychology, she has a heart for vulnerable students who have difficulty, both within the school division and after they leave.		

Concurrent Sessions

Monday, January 24

10:30 AM –
12:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
Finding Common Ground: Aboriginal Recruitment And Retention Without Walls		Governor General 1	E
ABSTRACT	The recruitment and retention of Aboriginal people is an area that many organizations continually strategize about, however with little or no uniformity, resulting in a disconnection between units and mixed achievement. First Nations House (Student Life) and the Employment Equity Office (Human Resources) at the University of Toronto have identified common themes in attracting the Aboriginal community, whether as students or staff, and have explored and implemented joint strategies to find common ground and to remove the barriers of Aboriginal recruitment.		
BIO	Jonathan Hamilton-Diabo , B.Ed. (York U), B. Admin. (Concordia U), is from Kahnawake, a Mohawk community located outside of Montreal and has been Director at First Nations House (U of T) since 2003. He has also worked at Aboriginal organizations in Toronto and Montreal and in the financial sector. Andrea Carter , B.A. (UofT), M.Ed. Counselling Psychology (UWO), is the Employment Equity officer and the Accessibility for Ontarians with Disabilities Act officer at the U of T. Working within the division of the Vice President Human Resources and Equity, Andrea's responsibilities include ensuring the University is both proactive and compliant in meeting its accessibility and equity goals.		

SESSION TITLE		ROOM	KEY
From Fear To Future: Create Positive Work Visions		Newfoundland	E
ABSTRACT	People who meet with us often feel afraid and worried about their future work opportunities. Their negative emotions take up their energy and they are unable to think positively about the future. Clients' language consists of "don't wants". Techniques are demonstrated to provide career development practitioners and counsellors with practical tools to guide their clients from the negative to the positive. Guide your clients to feel more hopeful, energized, enthusiastic, encouraged and empowered.		
BIO	Sarah-Jane VandenBerg , B.A., has over 20 years working with individuals in difficult and transitioning circumstances through facilitating workshops. Her strengths of seeing possibilities, of communicating and her sense of humour make her workshops a positively transforming experience. Thriving through changes in employers, industries and herself, she looks forward to working with you.		

SESSION TITLE		ROOM	KEY
Incorporate Morita Principles In Career Counselling		Les Saisons	E ◀
ABSTRACT	As one of the few most influential Eastern therapeutic approaches in the West, Japanese Morita approach has the potential to help individuals tackle the challenges in vocational life, and survive and flourish in difficult and uncertain economical times. This presentation explores how some of the Morita-oriented theoretical principles can be incorporated into the career management and development process. In applying the unique and stimulating Morita tenets and techniques to work/life dynamics, implications for career-coping and career counselling intervention are discussed.		
BIO	Charles P. Chen , Ph.D., is Professor of Counselling Psychology and a Canada Research Chair at the University of Toronto. His book: "Career Endeavour" received the 2008 Best Counselling Book Award in Canada. He is a prominent social scientist featured in the Canadian Who's Who and Who's Who in the World.		

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◀ Headsets are available beside the Nunavut room

10:30 AM –
12:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
Increasing Career Centre Value On Campus		Nova Scotia	E
ABSTRACT	Providing comprehensive career development services to meet the needs of all students on a university campus is a goal of most university career centres. However, once programming and services are established, marketing the Centre to students becomes an ever-present task. The Laurier Career Centre has been able to increase its profile and value within the university community by establishing relationships and developing partnerships throughout the campus. These efforts will be highlighted and session participants will be invited to share their own success stories.		
BIO	Jan Basso is currently Director of Co-operative Education & Career Development at Wilfrid Laurier University where she has been instrumental in the design and delivery of career development services since 1976. She has been actively involved in associations and networks related to the profession throughout her career. A recognized leader in the field of career development at the post-secondary level, she has demonstrated a lifelong commitment to sharing her expertise.		

SESSION TITLE		ROOM	KEY
My Work P.L.A.C.E.		New Brunswick	E
ABSTRACT	Each of us have inherent needs which we often seem to ignore when developing a career path or in job search. Although everyone works to earn money, this is not always the primary motivator for enjoyable, long-term work performance. The P.L.A.C.E. approach identifies which of the five motivation areas fit for an individual and how to use this information about oneself in choosing a career or job; finding an employer that fits; being a retainable employee; and knowing when our needs are not being met and it's time to move on.		
BIO	Tami Ali has more than 25 years in Human Resources, specializing in recruitment, administration and training for local and foreign clients. These multi-cultural experiences give Tami a comprehensive understanding of workplace dynamics and unique communication skills which enable her to clearly demonstrate and implement sound, practical strategies.		

SESSION TITLE		ROOM	KEY
OrientAction		Saskatchewan	F
ABSTRACT	If you are a francophone career development professional you will want to hear about a Canadian website intended specifically for you and your colleagues. Discover all the benefits of the site: theoretical and practical resources, materials and tools, dates and locations of training opportunities (conferences, workshops), and job offers specifically for professionals in career development.		
BIO	Pierre Deslauriers , M.A. (Education: University of Montreal), is currently in charge of projects at Société GRICS doing research and development for REPÈRES and OrientAction. He helped set up REPÈRES on the internet and the REPÈRES Webfolio. He also teaches a B.A. course in career development at the UQAM. Julie Gauvin , M.A. (Counselling: Laval University), is a career counsellor and member of the OCCOQ. She has worked for many years for Société GRICS as head of the supply team for the REPÈRES databank. She is very involved in the OrientAction project.		

Concurrent Sessions

Monday, January 24

MONDAY

10:30 AM –
12:00 PM

SESSION TITLE		ROOM	KEY
Supervisory Training For Career Practitioners		Governor General 2	E
ABSTRACT	Based upon the interest of the Japan Career Development Association (JCDA), an affiliate of the National Career Development Association (NCDA), and upon current research, NCDA contracted with Sandy Manoogian, a career professional in private practice, to develop an NCDA sponsored supervision training curriculum. Debuted in the fall of 2010, the curriculum was designed specifically to address the unique needs of those who supervise either professional career counsellors or paraprofessionals. This session will outline the curriculum and discuss its unique theoretical and practical basis.		
BIO	Cheri Butler , M.A. (Career Development - John F. Kennedy University) B.A. (Education - The Ohio State University - Cum Laude) current President of the NCDA, is a licensed professional counsellor and a nationally certified career counsellor and has been working in the career field for over 20 years. Currently Associate Director of Career Services at University of Texas at Arlington, she has had the opportunity to travel internationally and has conducted training in Lima, Peru, Beijing, China and the United Arab Emirates. She has been involved in the supervision of career practitioners for over 10 years.		

SESSION TITLE		ROOM	KEY
The Webfolio: A Way to Success		Alberta	F
ABSTRACT	The Service de placement de l'Université Laval (SPLA) has launched an online tool for self-reflection and strategies called Webfolio. This comprehensive tool, comprising four modules, has several objectives: helping students get to know themselves better, identifying appropriate career opportunities, developing a strategy and performing better in the selection process.		
BIO	Richard Buteau , B.B.A. (Université Laval) has been the leader at SPLA since March 2007. With more than 25 years of management and human resource experience, he is well equipped to meet the service's challenges. Mr. Buteau and his team of almost forty employment specialists have two main tasks: to guide students entering the job market and to guide employers in their recruitment process. André Raymond CHRP, Associate Director of Professional Services for the SPLA, has a B.A. in Industrial Relations from Laval University. Mr. Raymond is a human resources manager with special expertise in recruitment, selection and career management. He has worked for almost fifteen years in recruitment agencies and career management as director and vice president.		

SESSION TITLE		ROOM	KEY
What's Journaling Got To Do With It?		Provinces 1	E
ABSTRACT	With clients all over the world, from Malaysia, to South Africa, Canada, and the U.S., Kim and her team of coaches have transformed the process of coaching. Author, speaker, entrepreneur, coach, and mother, Kim shares her own early challenges of growing a coaching business and how she implemented a simple idea into an industry leading company that now coaches hundreds of people each year.		
BIO	Kim Ades , M.B.A., is president and founder of Frame of Mind Coaching and JournalEngine™ Software. She is internationally renowned for her innovation and passion in the coaching industry.		

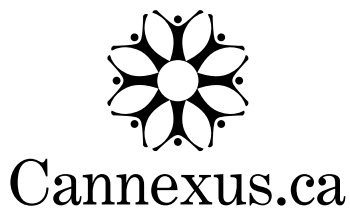
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◀ *Headsets are available beside the Nunavut room*

**10:30 AM –
12:00 PM**

MONDAY

SESSION TITLE	ROOM	KEY
Work Values Among Twelfth Grade Ontario Francophone Students	Governor General 3	F ◀
ABSTRACT	A quantitative and qualitative study was conducted among 760 Francophone high school students in Ontario who responded to a work values scale. One factor on the scale focuses on the use of French as a work value. This presentation describes the results of the research and gives an insight into the core values embraced by young people vis-à-vis their future careers.	
BIO	Dr. André Samson , is a professor of educational and career counselling in the Faculty of Education at the University of Ottawa. He is also director of the community counselling service in that faculty. Professor Samson's research explores the construction of vocational identities among high school students living in minority Francophone communities. Dr. Samson is currently conducting a longitudinal study on the educational transitions experienced by students in Francophone schools in Ontario.	



Cannexus Connections

Tuesday, 12:00 noon

Network with our Supporting Organizations! Don't miss this unique opportunity to share ideas and network with your colleagues with similar focus in the career counselling field while enjoying a delicious buffet lunch. See page 46 for details!



*Headsets are available
beside Nunavut room
in the Exhibitor Hall*

Concurrent Sessions

Monday, January 24

1:30 PM –
3:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
Above Board		Confederation 1	E ◀
ABSTRACT	How can a not-for-profit board of directors be structured for optimum effectiveness? If you work with a board or hope to do so in the future you will want to join this session. You will hear about the recruitment and assessment of individual directors, including their skills, education, competencies and behaviours. "Best practices", stewardship principles; board engagement; stakeholder and sustainability governance; nominating and governance reform; diversity policies; leadership structure and external board evaluation will also be discussed. A copy of 20 Questions Directors of Not-For-Profit Organizations Should Ask About Board Recruitment, Development and Assessment is available for free download at: http://www.rogb.ca/npo/npo-directors-series/20-questions-series/item35592.pdf		
BIO	Richard Leblanc , C.M.C., B.Sc., L.L.B., J.D., M.B.A., L.L.M., Ph.D., of the Ontario Bar & U.K. Solicitors Roll, Associate Professor, Law, Governance & Ethics, is an award-winning teacher and researcher, consultant, lawyer and specialist on boards of directors. His research expertise is in corporate governance, specifically in the effectiveness of boards of directors. He has published several articles in academic and practitioner-based journals and is a co-author or contributing author to a number of books and other publications.		

SESSION TITLE		ROOM	KEY
An Evaluation Guide for Career Counselling		Governor General 3	F ◀
ABSTRACT	Evaluation forms an integral part of the practice of career counselling in Quebec. The Evaluation Guide for Career Counselling (Quebec model) a framework for development evaluation; ensures the establishment of common referential frame for all career counsellors which takes into account the different approaches and practices; identifies and defines the dimensions to be evaluated and provides a model to allow a better understanding of the evaluation in a clinical intervention context and to also analyzes their impact.		
BIO	Laurent Matte has 25 years' experience in counselling and works as a specialist for the agency Emploi-Québec. He is also President of OCCOQ [Ordre des conseillers et conseillères d'orientation du Québec], a regulatory body for ensuring the protection of the public and the professional competence of its 2,300 members. Marie Cardinal-Picard , c.c., Ph.D., career counsellor and lecturer, just completed her education doctorate dissertation at the University of Sherbrooke in partnership with Équipe de recherche sur les transitions et l'apprentissage (ÉRTA). She supervises the Task Team work on the social relevance of the career counsellors, and on the Evaluation Guide for Career Counselling.		

SESSION TITLE		ROOM	KEY
Career Conversations In Online Spaces		Governor General 1	E
ABSTRACT	Collaborative online learning spaces provide a new environment for engaging with clients and offering innovative career interventions. Individuals seek career support across their life-span and are requesting services that fit into their busy and complex realities. By locating career interventions in a dynamic and interactive online space, new opportunities for exploring one's career self emerge that enable the client and practitioner to record the practicing process through a narrative dialogue. This workshop will draw together themes from current career and educational literature and offer a theoretical framework and pedagogy for designing and facilitating online career services.		
BIO	Tannis Goddard founded Training Innovations in 1993, a career consulting organization that delivers community career counselling and employability training services to over 5000 individuals each year in B.C. She is currently completing her Doctorate, where she is developing an online career learning pedagogy and researching the effectiveness of facilitated online career services at the University of Sheffield (UK).		

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1:30 PM –
3:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
Careers 2.0? Rethinking The UK's Careers Service in Challenging Times		Nova Scotia	E
ABSTRACT	Like many other countries the UK is currently facing considerable public sector cuts and wider uncertainty in the labour market. However, against this unpromising background the careers sector has received an unexpected boost from the incoming coalition government. "Careers" is on the political agenda and moves are afoot to create a new all-age careers service in England. However the question remains, what can be done with very little money, and can new technologies help?		
BIO	Tristram Hooley is the Head of the International Centre for Guidance Studies where he is responsible for overseeing the development of the research and education programmes run by the Centre. He has been involved in research, teaching and education in and around higher education for most of his career and has particular interests in careers, doctoral education, social capital and the role of technology in research, teaching and guidance. A full list of publication is available at http://www.derby.ac.uk/icegs/staff-and-associates/icegs-staff/dr-tristram-hooley-head-of-icegs . He also writes the Adventures in Career Development blog at http://adventuresincareerdevelopment.posterous.com/ .		

SESSION TITLE		ROOM	KEY
Deader Than The Dodo		Manitoba	E
ABSTRACT	Is behavioural interviewing a good way to find the right candidates for your business or non-profit organization? Based on my fifteen years experience, on the other side of the table, teaching candidates how to ace this type of interview, we will: review the premise behind the model; investigate the type of employee skills that will be requisites of the future; analyse whether this model demonstrates those traits and skills; and discuss some other interview methods and practices.		
BIO	Judith Thomas has been an employment specialist for many years, working with various groups including marginalized youth, newcomers, persons with disabilities and the long-term unemployed. Her specialties are public speaking, workshop facilitation, conference presentations and employer training sessions. She has had articles published in the ContactPoint Bulletin.		

SESSION TITLE		ROOM	KEY
Gameworks: To Engage Youth At Risk In Career Exploration		Quebec	E
ABSTRACT	Gameworks is a tool and process which engages youth to develop a sense of purpose, social contacts, employability skills, set goals and follow up actions, conduct research, visualize a better future, utilize appropriate social and workplace skills, think critically and make decisions and experience direct consequences. The process allows participants to learn without actually knowing they're learning. Games are posted online for rating. Various themes are selected, researched and incorporated into the game.		
BIO	Madelaine Currelly is the C.E.O. of a not for profit centre for education and innovation affiliated with the Kawartha Public School Board. Her degrees and experiences in education and employment have allowed her to utilize innovative processes in helping youth and adults to prepare for and find employment.		

Concurrent Sessions

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3:00 PM

MONDAY

SESSION TITLE		ROOM	KEY
Matching Client Needs With Interventions		Newfoundland	E
ABSTRACT	The challenge of offering effective employment services while using resources efficiently has never been greater. Employment Readiness Scale™ (ERS) data from over 100,000 clients across Canada reveal patterns of client needs and show where we are intervening most successfully. Come and discuss ways of optimizing client outcomes through targeted interventions.		
BIO	Valerie G. Ward specializes in developing programs, learning resources, partnerships, and strategies to advance career development. She is co-author and owner of the Employment Readiness Scale™ (www.employmentreadiness.org) and heads Valerie G. Ward Consulting Ltd. in Vancouver, BC.		

SESSION TITLE		ROOM	KEY
Matching Interests, Values And Abilities To Careers		Saskatchewan	E
ABSTRACT	Whether entering the job market for the first time or changing career directions, accurately capturing and matching a client's abilities, skills, values, and interests is of utmost importance to a counsellor. In this session, we will examine assessment tools that not only explore these qualities, but—more importantly—match them with existing career options to ensure a quick and smooth transition to a successful and rewarding career.		
BIO	Paul Szego completed his Ph.D. in Psychology and has worked with psychologists across Southern Ontario. He has presented his research internationally and has also been published in numerous peer-reviewed journals.		

SESSION TITLE		ROOM	KEY
Significant Partners in Career Development		Provinces 2	E
ABSTRACT	Few dispute the critical role parents/caregivers play in career development of young people. But, what are the parameters around their involvement? Is there too much involvement? "Know when to hold 'em; Know when to fold 'em; Know when to walk away." (The Gambler, 1978) In this session, the developmental influence of parents/caregivers will be explored. Attention will be given to proactive strategies and effective parenting during early childhood, preadolescence, adolescence, and young adulthood. Cultural influences on differential parenting/caregiving practices will be examined.		
BIO	Dr. Mildred Cahill , B.A., B.Ed., M.Ed., (Memorial) Ph.D. (Alberta) is a professor in the Faculty of Education at Memorial University of Newfoundland. Her research areas of interest include: career education/counselling; national and international counselling perspectives; innovative technologies and career development; cultural issues, including Aboriginal/First Nations; gender issues; career development for special needs; and programming & evaluation.		

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MONDAY

SESSION TITLE		ROOM	KEY
The Perfect Talent Storm: Implications For Practitioners		New Brunswick	E
ABSTRACT	A 2-3 decade “perfect talent storm” is looming. Hundreds of thousands of 21 st century jobs are already going unfilled because too few job seekers have 21 st century skills. With a shrinking work force due to demographics, we must redouble our efforts to ensure youth and adults acquire the tools now needed to successfully navigate the workforce of the 21 st century. This presentation will explore ways we career practitioners can help our clients and communities prosper in a period of abundant employment opportunities for those with the knowledge, skills, emotional intelligence and character to meet high employer expectations.		
BIO	Phil Jarvis has authored or helped create career resources that have benefited millions of youth and adults. He is passionate about equipping all citizens with the career navigation and life management skills they need to find meaning, purpose and prosper in the 21 st century.		

SESSION TITLE		ROOM	KEY
The Scale Of Life: Finding Balance At Home And At Work		Provinces 1	E
ABSTRACT	Is it a constant struggle to achieve everything on your lists, at home and at work? Are you spending more time with your co-workers than you are with your family? This daily balancing act is no easy feat. It's overwhelming for most and surprisingly common nowadays. “Scale Down” e-mail, pace of work and interruptions, “Scale Up” your life scheduling and streamlining your home and office systems, “Slide the Pivot Point” with personal renewal strategies. Walk away with valuable insight into how your life can find rewarding balance and less stress.		
BIO	From one-on-one Power Coaching® with Mind-Kinetics® to large-scale keynotes and seminars for businesses and organizations, Lynn Fraser's goal is to provide a template for individuals within businesses and families to wholeheartedly lead enjoyable, healthy and focused lives.		

SESSION TITLE		ROOM	KEY
The Urban Aboriginal Peoples Study		Les Saisons	E ◀
ABSTRACT	The Urban Aboriginal Peoples Study (UAPS) is a large, national study conducted by Environics Institute of First Nations, Métis and Inuit living in eleven urban centres across Canada. Described are the national results of the in-person interviews conducted by Aboriginal interviewers with a representative sample of more than 2,600 First Nations, Métis and Inuit peoples living in Vancouver, Edmonton, Calgary, Regina, Saskatoon, Winnipeg, Thunder Bay, Toronto, Ottawa, Montreal and Halifax. A survey of 2,500 non-Aboriginal urban Canadians was also conducted to provide points of comparison and capture current non-Aboriginal perceptions of Aboriginal peoples in Canada today.		
BIO	Ginger Gosnell-Myers , of Nisga'a and Kwakwak'awakw heritage, is passionate about advancing Aboriginal rights and knowledge, while breaking down barriers between Aboriginal and non-Aboriginal people. Currently with Environics, Ginger is an Action Canada 2004 Fellow, former Co-Chair to the National Youth Council of the Assembly of First Nations, and is an Associate of the Centre for Dialogue with Simon Fraser University.		

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SESSION TITLE		ROOM	KEY
The Use Of LMI In Career Decision Making		Governor General 2	E
ABSTRACT	We will explore the impact of labour market information on the career decision making process. Participants will be provided with an overview of labour market tools, including labour market data and career paths. Awareness of this information enables career practitioners assist their clients in making informed career choices related to a variety of sectors. Examples and resources will be shared on how shifts in the labour market create career opportunities.		
BIO	Frances Humphreys from Wilfrid Laurier University Career Development works with all graduate students in the school of business and economics. She is currently the Chair of the Research Committee of the Canadian Supply Chain Sector Council (CSCSC) and sits on the Post-Secondary Education and Careers Working Groups of the Alliance of Sector Councils (TASC).		

SESSION TITLE		ROOM	KEY
The Words Which Facilitate Communication		Alberta	F
ABSTRACT	Our interactions take place at different levels of communication and the counsellor's principal tool remains language and words. This workshop is about choosing words and using them to bring about change. As a vehicle for thought and emotion, some words are considered a brake and others an engine. To create hope and encourage the client to take action, subjects that lead to action, verb tenses and even certain conjunctions will be analyzed to show how they may facilitate the process of achieving our ultimate objective of well-being.		
BIO	After an enriching experience as a consultant, Edwidge Desjardins continues her career in higher education. Currently Career Development Director at UQAM, she is recognised for her abilities in finding original solutions based upon the latest scientific research.		

SESSION TITLE		ROOM	KEY
Understanding The Immigrant Career		British Columbia	E
ABSTRACT	The purpose of my presentation is to understand the individual and contextual factors that affect the integration and career outcomes of immigrant professionals. I will present the results of a longitudinal quantitative and a qualitative study that examine the interplay between the social context and the individual in explaining immigrants' career trajectories- an ever-growing and not well-understood group of workers that populate many of today's workplaces. The findings can inform the practice of the various parties assisting the integration of these workers into the workforce.		
BIO	Basak Yanar is a Ph.D. Candidate (Organizational Behaviour, Rotman School of Management – U of T) whose research interests include new immigrants' career related experiences in Canada, and the role of workplace interactions on their long-term career success.		

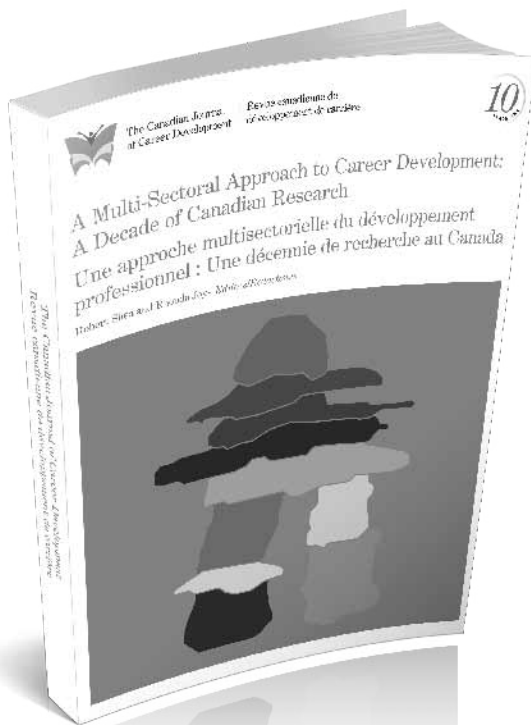
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SESSION TITLE	ROOM	KEY
Workplace Rights And Responsibilities	Ontario	E
ABSTRACT	A review of employment laws with respect to workplace conduct: employee rights and employer responses. Topics covered will include bullying, sexual harassment, inappropriate computer usage (offensive downloads and e-mails). Participants will learn about employee rights in difficult workplace situations, and how to manage them, as well as employer responses, such as investigation, discipline and dismissal, and employee relief and remedies.	
BIO	Christopher Robertson is an associate with Willson Lewis LLP a law firm that offers experienced counsel practising in all aspects of commercial and civil litigation including employment law, construction, shareholders disputes, family law, estate litigation and other forms of civil litigation and dispute resolution. Christopher's practice focuses on employment-related litigation and commercial disputes.	

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MONDAY



10th Anniversary!

A special commemorative book, *"A Multi-Sectoral Approach to Career Development: A Decade of Canadian Research,"* celebrating 10 years of the **Canadian Journal of Career Development (CJCD)** is now available! The book is a compilation of some of the most thought provoking and insightful articles to appear in the CJCD in the past ten years.

Concurrent Sessions

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SESSION TITLE		ROOM	KEY
Analyses Of Practices In A University Career Centre		Governor General 3	F ◀
ABSTRACT	We will present the results of a research/intervention project conducted among counsellors working in a university placement service. The research process is based on the critical incident method. Results enabled us to identify three levels of interaction (employers / university / students) and six stress points (e.g. professional role ambiguity) in the counsellors' work. Various learning outcomes also resulted from the research and are grouped into four categories of knowledge: representational, operational, interpersonal and organizational.		
BIO	<p>Geneviève Fournier is currently a full professor at Laval University. Her interests focus on job indecision, the dynamics of integration into work and the analysis of practices, especially as they relate to employment. She is director of research focused on the dynamics of joining, rejoining and integration into the labour market.</p> <p>Liette Goyer, Ph.D. is a full-time researcher and expert in career counselling for the "CRIÉVAT", has been a professor at Laval University since 2003 and teaches in the counselling program at all levels. Her research interests are related to counselling practices, and methods and processes of counselling for youth and adults.</p> <p>Mr. Bruno Bourassa was an assistant professor at the University of Sherbrooke for two years before moving to Laval University in 1995. He is presently a full professor in the Département des fondements et pratiques en éducation [department of the fundamentals and practices of education]. As a regular researcher with CRIÉVAT, Mr. Bourassa is co-director of research subsidized by the FQRSC and the CRSH.</p>		

SESSION TITLE		ROOM	KEY
A Recipe For Happiness For You: The Helping Professional		Governor General 2	E
ABSTRACT	Feeling better matters for you and for your clients! When we feel good we are clear-minded, encouraging and as helping professionals we say and do "the right thing at the right time." This interactive presentation shows you how to feel empowered as you deal with tricky client issues and how to increase the passion you have for your work. This session has been previously described as enlightening, inspiring, practical, refreshing, fun, and motivational and a whole new way of seeing things!		
BIO	Leigh Anne Saxe is an inspirational speaker, happiness coach, career coach, radio host and author. She has her Masters in Counselling Psychology from the Adler School and is a Canadian Certified Counsellor with the CCPA. (www.livinginthemoment.ca)		




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MONDAY

SESSION TITLE		ROOM	KEY
Beyond Personal Mastery: A Practical Model Of Creativity		Confederation 1	E 
ABSTRACT	Learn about the “Action steps and the Thinking steps” of this creativity framework for career development, based on the ideas that: shift happens – the world is complex and ever-changing...and so are people. The most important events in our lives happen as a result of unforeseen unplanned events. Our actions enable us to create and benefit from these unexpected opportunities. There are limits or parameters for each individual’s potential – but within those limits are infinite possibilities. Career professionals can help clients identify their potential and explore the many different ways to express it.		
BIO	Professor Jim Bright , B.A., Ph.D., FAPS is a recognized expert in Career Development, Performance and Creative Strategies for individuals and organizations. Jim has over 20 years of experience in psychology and career development. He has a B.A. (Hons.) and a Ph.D. in psychology and is Australia’s first specifically named Professor of Career Education and Development. He has published over 300 books, chapters, journal and newspaper articles, tests and reports.		

SESSION TITLE		ROOM	KEY
Career Constructivism And Student Success		Saskatchewan	E
ABSTRACT	This workshop is conceptualized to demonstrate how career constructivism assists career counsellors and guidance specialists during the counselling process to increase the chances of attaining realistic career goals and building an actual career plan for learners. Program content consists of counselling theory, research, and methodology. Handouts will be available.		
BIO	John Zaugra , Ed. D., is an experienced career counselling specialist. He is a past-president of the Michigan College Personnel Association, author of the College Student Career Portfolio and developer of the Career Perspectives Inventory. He has made numerous national and international presentations. Brian Bossick , Ph.D., serves as the career outreach specialist, teaches career education classes, and is a co-author [Zaugra & Dilsworth] of a manual entitled, “Liberal Education: Your Intentional Career Path.” Brian also coordinates outreach programs on personal student issues and concerns.		

SESSION TITLE		ROOM	KEY
Career Opportunities And Choices For Social Workers		New Brunswick	E
ABSTRACT	A dissemination of research on how social work students learn about career opportunities, as well as the information they receive regarding career opportunities for non-traditional areas, including employment in the area of student affairs at a post-secondary institution. Data collection included a focus group, individual interviews and a Canadian wide web-based survey to social work students. The data analysis suggests the need for better communication and dissemination of possible careers in the field of social work. Participants are invited to be part of the discussion and bring forward their opinions and experiences on career exploration in social work.		
BIO	Dr. Marlene Pomrenke (Social Work), currently Assistant Professor, Counselling & Career Centre, Department of Student Affairs, University of Manitoba, has completed research in a number of areas, examining issues connected to the fit between student affairs and social work, as well in other areas of mental health.		

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SESSION TITLE		ROOM	KEY
Creating Happy Careers: Signature Strengths And Listening Power!		Provinces 1	E
ABSTRACT	Emotional Fitness Coaching Tool Listening Power helps clients work out how they can take advantage of Seligman's Signature Character Strengths in making an initial career choice, in modifying a current job, or in planning some other part of their lives that is important to them. That is, in the full definition of "Career". You'll be able to make an initial identification of your Signature Strengths, using a Self-Rating Scale Handout. The VIA Character Strengths Survey is available free at www.authentichappiness.org .		
BIO	Bruce Rosove is an Emotional Fitness Coach and Certified Coach Instructor. He worked for HRSDC developing counselling tools and providing training across Canada. He now works in career and personal development with a particular interest in adapting Positive Psychology to Career Development issues.		

SESSION TITLE		ROOM	KEY
Intervention Practices In A Scholastic Pluro-Ethnic Milieu		Les Saisons	F ◀
ABSTRACT	The increase in immigration in Quebec with the resultant student population requires career practitioners in scholastic settings to adapt their intervention techniques. This workshop concerns some of the issues and challenges for careerologists with regard to this demographic change, intercultural competences to be acquired, and the applications in perspective of career counselling. Case studies will be introduced and discussed.		
BIO	Cynthia Martiny , professor in the department of education and pedagogy of UQAM, specializes in career counselling in multi-ethnic context. At present she is doing research centred on scholastic success in underprivileged and multi-ethnic circles. Mélissa Bissonnette , Ph.D. (Education) University of Québec at Montréal. The focus of her study is in the area of scholastic success in immigrant populations.		

SESSION TITLE		ROOM	KEY
Outreach @ The Speed Of Light: Clients Come To You!		British Columbia	F
ABSTRACT	How do I get clients to find me?! You've Facebooked your Friends, LinkedIn to your Colleagues, and Tweeted Justin Bieber. "What next?" Outreach via a BLOG! Learn to: Get the best ROI (Return On Investment) from your Blog; Build successful community partners...who will send you clients; Use the best free Blogging software!; How often, how much, & what to write; and Remove your posting, in case you made a mistake.		
BIO	Mike DeSousa teaches Career Social Media to non-profits, employment counsellors, and clients. Published in the Vicinityjobs.ca and Orientaction.ca , Mike has presented at Cannexus and Opportunities Conferences, the Community Connections Job Fair, and trains counsellors and individuals through inter/national webinars. Connect with Mike at desousamike@gmail.com .		

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MONDAY

SESSION TITLE		ROOM	KEY
Returning To Spirit: Residential School Healing & Reconciliation Program		Nova Scotia	E
ABSTRACT	Returning to Spirit is an innovative, creative and cutting edge approach to healing and reconciliation between Aboriginal and religious communities, within the context of the residential school legacy in Canada. The program goes beyond healing, providing the conditions for transformation in personal, family, community and organizational life. The intention of the program is to give ownership of their future back to individuals, organizations and communities. Through the process, individuals move from being spectators to being players in life, to becoming responsible and powerful leaders. Returning to Spirit workshops have been offered to Aboriginal and religious communities across Canada.		
BIO	Anne Taylor , Co-Executive Director of Returning to Spirit (RTS), a social worker with 25 years of clinical experience and has worked with First Nations individuals, families and communities is passionate about the profound and inspiring results of the RTS workshop process. She is committed to the development of an organization which reflects the principles and philosophy of RTS. John Peter Flett is a certified Returning to Spirit (RTS) trainer. He is passionate about reconciliation around the residential school legacy, which is the work of RTS! He is from St Theresa Point First Nations in Manitoba, where is a strong community leader.		

SESSION TITLE		ROOM	KEY
Sector Councils: Preparing Employment Seekers Today For Jobs Tomorrow		Governor General 1	E
ABSTRACT	Sector Councils are industry-led partnership organizations bringing together business, labour and educational stakeholders to address skills development issues and implement solutions in key sectors of the economy. Each presenter will discuss for 10 minutes the Labour Market Indicators in their respective sectors, career paths, education and training frameworks, the wealth of careers in each sector that will result in employment as baby-boomers retire and the economy rebounds.		
BIO	Andrew Cardozo , Executive Director of The Alliance of Sector Councils (TASC), from 1997-2003 he was a Commissioner at the CRTC. He teaches a course on Media Policy at Carleton University, and is a columnist for Broadcast Dialogue magazine and for the Ottawa-based Hill Times. He is also a board members of the Catholic Immigration Centre in Ottawa and chairs the board of the New Canada Institute, a new think-tank addressing issues of diversity and change in Canada. He is a public adjudicator for the Canadian Broadcast Standards Council. Kevin Maynard , Executive Director, Canadian Supply Chain Sector Council, leads an enthusiastic team of staff members, project managers and consultants. He is currently the Vice Chairman of the Alliance of Sector Councils (TASC) and sits on the Board of the Canadian Career Development Foundation and the Board of Advisors for AIESEC Ryerson. As Director, Attraction, Retention, and Transition, Melanie Sturk is responsible for the initiatives that encourage new workers, particularly those from underrepresented groups, to engage in mining careers and with initiatives that support the industry with enhancing workplace diversity.		

Concurrent Sessions

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5:00 PM

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SESSION TITLE		ROOM	KEY
Sociocultural Competencies For Career Success		Ontario	E
ABSTRACT	An evidence based communication skills training model, SCT focuses on values, interests and beliefs underlying what is perceived as respectful and effective interaction between individuals in a variety of key situations in different cultures. Learners rehearse Cultural Maps for key communication skills in a safe and respectful group environment by observing facilitating cultural experts and using the new skills in simulations. Theoretical foundations, major components, current applications and evidence based outcomes of the Socio-Cultural Competency Training model will be discussed.		
BIO	Maija Wiik , M.A. (counselling psychology), is a counsellor at Vancouver Community College. She helps adult students in personal and career related matters. She is a socio-cultural competency training (SCT) facilitator and an authorized SCT train-the-trainer. Michael Yue , M.Ed., is a project coordinator at the Vancouver Community College. He has a combined background in education and career development, and is a socio-cultural competency training (SCT) facilitator. He has much experience in supporting the integration of immigrants.		

SESSION TITLE		ROOM	KEY
The Bridges Project: Education, Women And Violence		Quebec	E
ABSTRACT	Participants will be invited to reflect on the effects of violence for women students, how it influences educational engagement and achievement, and the challenges it presents for learners, educators, and counsellors. A community-based alternative education model will be presented and discussion invited about lessons learned in its development, implementation and evaluation. Resources to support similar work in other communities, including resources for educators, are currently being developed.		
BIO	Susan Rodger's research interests include trauma, child welfare, and the influence of trauma on educational success for women and children. She is engaged in community-based research and teaches in the graduate program in Counselling Psychology at the Faculty of Education, UWO.		

SESSION TITLE		ROOM	KEY
The HR Hub For Canada's Bio-Economy Workforce		Newfoundland	E
ABSTRACT	BioTalent Canada has developed many resources, most at no charge, to help those wanting to enter the bio-economy workforce. The BioSkills Recognition Program – a new ground breaking program for anyone entering the bio-economy workforce such as new graduates, international educated professionals (IEPs) and other job seekers to have their skills recognized and to be connected with employers in an efficient and reliable fashion. The BioTalent Canada presentation will focus on how stakeholders - students, educators, job seekers, and employees - can make the most use of these resources to connect to each other and develop the job-ready workforce Canada needs.		
BIO	Colette Rivet is the Executive Director of BioTalent Canada, a national non-profit focused on human resources and skills development issues for Canada's bio-economy. She is responsible for the overall management, operations and strategic development, including financial and managerial duties, external relationships and administrative duties. Colette has several years of senior management experience.		

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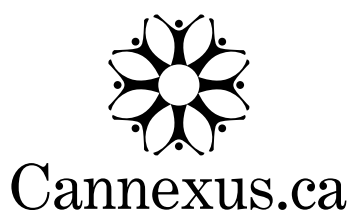
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3:30 PM –
5:00 PM

MONDAY

SESSION TITLE	ROOM	KEY
Using LinkedIn To Network, Brand, And Create Opportunity	Manitoba	E
ABSTRACT	What is LinkedIn good for? Build your profile; build your brand; offer expertise; seek answers; grow networks; and company information. What about Guerrilla job search techniques with LinkedIn? There will be a workbook included in the presentation for clients to use.	
BIO	Chris Kulbaba is a Web 2.0 Career Transition Specialist, adept at navigating and using online resources to seek answers, instigate discussions, and develop an active, lasting personal brand. The speed and ease of free social networking tools has made networking easier, and Chris's easy manner, patient style, and interactive process makes learning these tools very fun and easy.	

SESSION TITLE	ROOM	KEY
Who Said The Sky's The Limit?	Alberta	E
ABSTRACT	Helping Millennials plan and manage their work/life future is proving to be exciting and challenging work for Boomer/Zoomer career counsellors. Working in a college setting with prospective students who are younger and ready to push aside "the sky is the limit" thinking is shaping new ways to deliver career services. We will present practical tools to help reframe the High 5 messages for Millennials. Open to everyone who is prepared to think strengths, throw out the plan, and willing to make excellent mistakes!	
BIO	Clarence De Schiffart , the Coordinator for Partnerships and Innovation with the Nova Scotia Community College, is a nationally recognized trainer in career development theory and practice. Clarence's noted facilitation skills in Blueprint for Life/Work Designs, Parents As Career Coach, and numerous other programs have proven him to be a "conference favourite". Laurie Edwards , the Director of Learning and Workplace Services for the Nova Scotia Community College, is constantly dreaming of innovative ways to enlighten people on how to be more intentional about their future and how to manage the changing world of work. Laurie has been presenting at national career and counselling conferences for over 20 years.	



Cannexus Connections

Tuesday, 12:00 noon

Hear all about the findings of the new
CERIC sponsored Environics survey
*"Public Perceptions About Career
Development and the Workplace"*
in Governor General 3!

Concurrent Sessions

Monday, January 24

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5:00 PM

SESSION TITLE		ROOM	KEY
Working With Quality Of Life In Career Development		Provinces 2	E
ABSTRACT	We will examine career development from the holistic perspective of quality of life. A model of quality of life will be presented which rests on the assumption that quality of life begins with us. The focus will be on the practical implications of tuning into our wider career senses. The critical role of beliefs will be emphasized. Some of the main liabilities and opportunities inherent in this approach will be examined.		
BIO	Geoff Peruniak is a professor in the Centre for Psychology, Athabasca University and coordinator of the University Certificate in Career Development. He has combined interests in experiential learning and career development.		

We acknowledge the financial support of the Government of Canada through the Department of Canadian Heritage.

Nous reconnaissons le soutien financier du gouvernement du Canada par l'intermédiaire du ministère du Patrimoine canadien.



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Canada's bilingual National Career Development Conference promoting the exchange of information and innovative approaches for career development and counselling.

La Conférence nationale bilingue du développement de carrière au Canada qui l'échange d'informations et les approches innovatrices en matière de développement de carrière et de counselling.



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Cathy Campbell, Michael Ungar

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Marilyn Van Norman

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From My Perspective... A Guide to University and College Career Centre Management

Marilyn Van Norman

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Day 02

TUESDAY

TUESDAY, JANUARY 25

7:30 AM – 5:00 PM	Registration and Information	Nunavut
7:30 AM – 8:15 AM	Exhibitor Showcase / Networking Continental Breakfast	Exhibitor Hall
8:00 AM – 5:30 PM	Exhibitor Showcase	Exhibitor Hall
8:00 AM – 5:15 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
8:30 AM – 9:00 AM	Assembly and Housekeeping Updates	Confederation
9:00 AM – 10:00 AM	KEYNOTE ADDRESS Roxanne Jean <i>"It's in the Box!"</i>	Confederation
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 12:00 PM	Concurrent Sessions	Break-out Rooms
12:00 PM – 1:15 PM	Cannexus Connections: Buffet Lunch	Break-out Rooms
1:30 PM – 3:00 PM	Concurrent Sessions	Break-out Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions	Break-out Rooms

Concurrent Sessions

Tuesday, January 25

10:30 AM –
12:00 PM

SESSION TITLE		ROOM	KEY
Are The Voices In My Head Stopping My Success?		Governor General 3	E ◀
ABSTRACT	The recession has made the labour market unstable. For FTPs (Foreign Trained Professionals), Mature Workers and New Graduates attempting to find work, they may be experiencing more anxiety due to present conditions. Job searching strategies can assist these individuals with tapping into the hidden job market. However, they may possess cognitive scripts which pose as barriers to finding work. This interactive workshop will allow Career Practitioners to assist individuals in turning their negative voices into positive career success.		
BIO	Sonny K.H. Wong , M.Ed., is a Career Counsellor with over 8 years of experience as a facilitator, writer, and researcher within the public and academic sectors. Wong is a writer for Learning Curve where career and employment issues are addressed.		

SESSION TITLE		ROOM	KEY
Career Creativity: Practical Exercises		Confederation 1	E ◀
ABSTRACT	A demonstration of a powerful new tool - Creative Thinking Strategies that helps individuals and groups generate possibilities and then transform them into plans. We will also present and demonstrate a series of measures that help identify self-limiting and change resistant thinking in clients and groups, and a range of exercises to increase personal and/or group creativity. We also will introduce powerful counselling techniques based on metaphor making and will show how these techniques help clients become more personally creative. We will draw on a range of Active Engagement, Chaos Theory of Careers and Work Flow strategies to highlight how individuals and groups can be more creative. Finally a model of the creative process will be introduced that explains the critical action and mind steps required for personal or group creativity.		
BIO	Professor Jim Bright , B.A., Ph.D., FAPS is a recognized expert in Career Development, Performance and Creative Strategies for individuals and organizations. Jim has over 20 years of experience in psychology and career development. He has a B.A. (Hons) and a Ph.D. in psychology and is Australia's first specifically named Professor of Career Education and Development. He has published over 300 books, chapters, journal and newspaper articles, tests and reports. His research has been published in 8 languages, included in leading text books, and has presented by invitation in Switzerland, Singapore, U.S.A., Canada, United Kingdom, New Zealand, Portugal, Romania, and Greece as well as in every State and Territory in Australia. Dr. Norman Amundson is a Professor in Counselling Psychology in the Faculty of Education at the University of British Columbia, Canada and also a founding partner of Ergon Communications. He has given many workshops and seminars and also has been a keynote speaker at many national and international conferences (Sweden, Denmark, Iceland, Israel, France, UK, New Zealand, Australia, Poland, U.S.A. and China). In his writings Norm Amundson emphasizes the importance of creativity, imagination and action as career counselling strategies.		



*Headsets are available
beside Nunavut room
in the Exhibitor Hall*

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◀ Headsets are available beside the Nunavut room

10:30 AM –
12:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Cruising Through Career Planning		Newfoundland	E
ABSTRACT	Join us to learn how Career Cruising's complete guidance system can help clients of any age navigate the career planning process, and how new tools can help clients connect with real working career coaches and local company representatives, or find current job postings in the fields that interest them. We will review how you can use our comprehensive portfolio tool and administration functions to support your clients. All participants not currently licensed will receive free trial access.		
BIO	Lynn Sadlowski is a former career studies teacher, school counsellor and department head in the secondary panel in Ontario. She has also worked as an employment counsellor in community-based programs. She has over 15 years experience in helping people with career exploration, goal setting and job search.		

SESSION TITLE		ROOM	KEY
Effective Counselling and Facilitation Techniques		Provinces 2	E
ABSTRACT	Challenged to deliver on topics that are dry or intensely personal and working with "guarded" or "hard to employ" clients? We need to be creative in our approach so that the topic becomes relevant, and clients are able to transfer the skills immediately. We will cover basic adult learning styles and present various interactive techniques using formats such as game shows, puzzles and hands on learning strategies. These techniques are easily replicated and customized for any facilitator to use as they please.		
BIO	Sabrina Mathusz has over 20 years experience as group therapist and facilitator with client groups specializing in hard to employ. She is currently working as vocational rehabilitation counsellor and college professor in social service work and addictions counselling. During her 30 years in the employment counselling field, Nancy Lewis has acquired extensive facilitation experience with a variety of groups both professionally and through her volunteer activities. She will share some of the knowledge and experience she has gained during this time.		

SESSION TITLE		ROOM	KEY
Emotional Fitness: The Door To Successful Careers		Governor General 1	E
ABSTRACT	Emotional Fitness offers a tool-kit for career professionals to use in their counselling, coaching and leadership roles. These tools are simple to use and highly effective. We will focus on 'Learning from Experience' and on the 'Lifescale' and will demonstrate some of the tools. These remarkably empowering processes have been used with great success in the U.K. and across Canada.		
BIO	Warren Redman founded the Emotional Fitness Institute in 1996 in Calgary. He is a presenter, facilitator, trainer and writer with fifteen books published to date. He now lives in Shediac, New Brunswick training Emotional Fitness Coaches and Instructors across Canada.		

Concurrent Sessions

Tuesday, January 25

TUESDAY

10:30 AM –
12:00 PM

SESSION TITLE		ROOM	KEY
Internship in LGBTQ Counselling Project: Year One		Ontario	E
ABSTRACT	In each of three years an LGBTQ MSW will have a paid 12 month internship with David Kelley LGBTQ and HIV/ AIDS counselling programs of Family Service Toronto. FST's experience in its own creation of an equity and inclusion, anti-homophobic change process, that involved policy and governance, programs and systems, and training for staff and volunteers at all levels, will be available to assist our three partner organizations outside Toronto to ready themselves for increased LGBTQ service capacity. The successful first year of this project will be discussed.		
BIO	Laurie Chesley , MSW, RSW has over thirty years of experience providing counselling and consultation on a variety of issues. For the past 12 years she has had the opportunity to work closely with the LGBTQ population and been involved in the agency change processes to integrate these services.		

SESSION TITLE		ROOM	KEY
Massage Therapy: This Job Market Is Hot!		Nova Scotia	E
ABSTRACT	Pretty much every province and territory in Canada is looking for talented individuals in healthcare. Massage therapy is a growing, flexible, and portable health care profession which your clients might like to explore. Practitioners are prepared for self-employment as well as employment in a variety of settings. While some massage therapists open their own practices, others find work in a variety of environments: in medical and chiropractic offices, hospitals, multidisciplinary clinics, rehabilitation centres, spas and fitness settings, hotels and cruise lines, the world of elite athletics, and many more.		
BIO	Michael Nurse is currently the Director of Admissions of the Sutherland-Chan School & Teaching Clinic. In addition he is the Executive Director of the Association of Private Colleges. He has witnessed first-hand the growth in Massage Therapy.		

SESSION TITLE		ROOM	KEY
Meet The Mompreneurs		Saskatchewan	E
ABSTRACT	Increasingly, women are choosing entrepreneurship in the quest for work-life balance, with women-run businesses increasing at over twice the rate of those run by men. Yet little is known about the experiences of 'mompreneurs' – women who are self-employed while raising children. This session will present the initial results of a qualitative study designed to shed light on the experiences and work-life balance of self-employed women with children.		
BIO	Rebecca Hudson Breen is a Ph.D. candidate in the department of Educational Psychology and Leadership Studies at the University of Victoria.		

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◀ Headsets are available beside the Nunavut room

10:30 AM –
12:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Meeting The Vocational Needs Of The Current And Future Generations		New Brunswick	E
ABSTRACT	VRA Canada has been providing vocational rehabilitation services since assisting the returning soldiers of WWII. For the past 40 years this professional association and its members have been an advocate for the provision and advancement of pre-vocation and vocational services throughout Canada. By investigating, understanding and exploring ways to build a strong and viable profession we will ensure that we continue to transition individuals with impaired work capacity to a suitable and satisfying outcome in the most effective, efficient and professional manner.		
BIO	Naireen Lowe is the President and CEO of MC Integrated and has been vital in the establishment of the Professional College for the Vocational Rehabilitation and Vocational Service Professionals in Canada. Naireen has over 30 years experience in the marketing communication profession and has acted for many organizations and companies.		

SESSION TITLE		ROOM	KEY
Opportunities For Youth In The New Green Economy		Quebec	E
ABSTRACT	Solar PV industry, identified as a new expanding sector with great human resource shortages, is the focus of our first project for First Work's Green Skills Network. By recruiting and training solar PV installers, and connecting students directly to employment in the field, we will be able to equip Ontario's green economy with the labour force it requires. The Green Skills Network will add value by constantly monitoring the labour market, training environment, government policy and program, PV installation plans, and new opportunities in Ontario's green economy and disseminating findings with paying stakeholders.		
BIO	Antonia Tchohleva , B.A. (Honours in Environmental Studies and Business Ethics), is a YMCA Youth Eco Intern with First Work. She has previous experience working in the social service sector as a Human Service Counsellor, Life-skills Coach, and Training Facilitator for several non-profit organizations.		

SESSION TITLE		ROOM	KEY
Staying Alive: A Top Ten List For Job Developers		British Columbia	E
ABSTRACT	Job Developers can find themselves in a lonely and isolated place, connected by referrals but without buddy systems. Whether you are losing momentum, or just starting out and want some great ideas on how to energize your approach, we will walk you through some tried and true methods that are simple and effective. Tips on media attention, running job fairs, getting and keeping employer attention, building relationships, and establishing networks with others will be discussed. A Top Ten list of survival tips will leave participants ready to hit the ground running!		
BIO	Joanne Stuart , Corporate Trainer, has gained a reputation for bringing thought provoking and innovative ideas to many of the National and Provincial career conferences. She appreciates as practitioners how we long for new and inspiring information at conferences and she delivers.		

Concurrent Sessions

Tuesday, January 25

10:30 AM –
12:00 PM

SESSION TITLE		ROOM	KEY
The ENVOL Program: Take Flight		Alberta	F
ABSTRACT	Why are clients so resistant to networking? For better results with your clients, attend this presentation on ENVOL a French acronym representing five steps leading to a motivated, non-humiliating job search: Be in touch with yourself and find inspiration every day—Act, don't analyse—Target names and even no's—Be open to learning everyday—Free yourself from fears.		
BIO	Andrée Martineau , B.A.A., M.C.S., N.D., Consultant–Psychotherapist, specializes in career management and is a graduate of the “Hautes Études Commerciales”, with a specialization in human resources management. She is interested in professional development in the workplace and career development, including drafting CVs and accompanying letters and preparing for written examinations or interviews.		

SESSION TITLE		ROOM	KEY
The Fourth Level Of Life After Career		Les Saisons	F ◀
ABSTRACT	Educational and career counselling are increasingly considered life-long activities, and to be precise, I would add, “from cradle to grave.” What, therefore, should be the role of counselling once an individual has completed their active and productive life (contributing to GDP)? In fact, counselling has completely redefined what we still call “retirement” by showing, first, that there is more than one kind of retirement and second, that this extensive period of life can be transformed into a third quarter of one's career life, which may involve building one or more artificial satellites orbiting the planets of work and retirement.		
BIO	Dr. Jacques Limoges (Counselling Education) is the author of several books on employability, career group counselling and job placement including a set of strategies for career management to prevent both burn-out and obsolescence. Jacques Limoges has been associated with the University of Sherbrooke for over 35 years. His fields of research, training and intervention are group approaches, socio-professional workforce integration and career management.		

SESSION TITLE		ROOM	KEY
The Hub Club, Social Networking In Action		Manitoba	E
ABSTRACT	The HUB Club was developed within a social capital framework. Clients of Community Employment Resource Centre (CERC) developed competencies to leverage the embedded resources within their community to identify career related information (i.e., job leads, career resources, support) that would help them make the transition back to the labour market. The Hub Club requires users to provide job related information if they want access to the network resources forcing them to contribute to the group. The quality of the job leads; resources and information were higher than more traditional ways of sharing information.		
BIO	Tarin Lewis has been the program manager at the Community Employment Resource Centre for the past 6 years. During this time she has made innovation a driving force in assisting clients in their job search activities. She has developed unique take home career packages and has also introduced social networking as a primary method in job search. Resources have been made available on line and in print.		

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◀ Headsets are available beside the Nunavut room

10:30 AM –
12:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Using Medicine Wheel As An Intervention Tool		Provinces 1	E
ABSTRACT	The teachings of the Medicine Wheel will be shared. As we visit each direction we begin to see how the Creator has provided many bundles to guide us on our earth walk. Though sharing of what we know, we encourage and reinforce within our Aboriginal people the rediscovery of our vast and intricate ways of life. Everything we need to walk in balance has been given to us. Participants can create their own personal medicine wheel. Material lists and handouts will be provided to enable participants to hold workshops in their home communities.		
BIO	Cindy Fisher , a member of the Pic River First Nation, has been involved with education for the past 30 years and has worked with the Ontario Native Education Counselling Association to implement Medicine Wheel Counselling as the base theory for the Native Counsellor Training Program.		

SESSION TITLE		ROOM	KEY
Using The Science Of Happiness To Help Your Clients Flourish		Governor General 2	E
ABSTRACT	As our clients face greater challenges in their lives, it is important that we help them maintain an optimistic mindset to keep them strong and improve their confidence. Positive Psychology is grounded in the scientific evidence that optimism, a focus on strengths, resilience and meaning are crucial to success and improved well-being. We will share the latest research in positive psychology and five tools you can use with your clients to build their strengths and find greater meaning in life.		
BIO	Louisa Jewell is president of PositiveMatters.com and has over 15 years of experience working with organizations creating positive and productive workplaces. She is also a graduate of the Master of Applied Positive Psychology program at the University of Pennsylvania.		



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in the Exhibitor Hall*

Cannexus Connections Networking Lunch

12:00 PM

Grab your business cards, buffet lunch and take part in the networking opportunity that interests you the most!

TUESDAY

Public Perceptions About Career Development and the Workplace

Governor General 3

Host(s)/Facilitator(s):
Sonya Kunkel, Vice President,
Public Affairs, Environics
Research Group

Trends in Global Talent Development

Alberta

Host(s)/Facilitator(s):
Heather Turnbull, President,
Association of Career
Professionals International
(ACP International)

Mental Health and the Career Development Journey

Nova Scotia & Newfoundland

Host(s)/Facilitator(s):
Rob Shea, Dean pro tempore, Student
Affairs and Services, Memorial
University of Newfoundland

Leverage: Maximizing Your Networking Opportunities

Governor General 1

Host(s)/Facilitator(s):
Donna Messer, ConnectUs
Communications Canada

The Career Developer's Career Development Resource

New Brunswick

Host(s)/Facilitator(s):
Paula Wansbrough, Web Content
Administrator – ContactPoint

How do we Best Prepare Young Canadians Today to be Tomorrow's Leaders?

Provinces 2

Host(s)/Facilitator(s):
Amy Harder, President
ACE Canada

The Aboriginal Outlook on Career Development

Governor General 2

Host(s)/Facilitator(s):
Trina Bućko, National Director of
Organizational Inclusion
Strategies, Aboriginal Human
Resource Council of Canada

Socio-economic Issues Affecting Career Counselling

Quebec

Host(s)/Facilitator(s):
Laurent Matte, President, Ordre
des conseillers et conseillères
d'orientation du
Québec (OCCOQ)

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◀ Headsets are available beside the Nunavut room

1:30 PM –
3:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Antidote To The Silo Model Under Employment Ontario Transformation		Nova Scotia	E
ABSTRACT	For more than fifteen years, London and Middlesex have operated a model which encourages communication and collaboration among community-based agencies in order to ensure that clients' needs are met. This is achieved through the use of a common method of client needs assessment, information-sharing between agencies, and referral of clients to the most appropriate agency in the area based on the assessment of that client's needs. We believe that this model is one that can be adapted in any city or municipality where more than one MTCU-funded service provider operates.		
BIO	Wendy Richards is a graduate of the CDP program at Conestoga and works in the non-profit sector providing needs assessment and employment counselling services to clients including newcomers to Canada. She is an experienced CAP facilitator and curriculum developer. Sergio Chuy is currently the Team Leader of the Skills Development division at Pathways Skill Development and Placement Centre. He has worked for over 15 years in the social services sector assisting youth, newcomers and clients with multiple barriers. Sergio has served as a trainer of the Common Assessment Process (CAP) since 2003 in the London Area and is also a senior CAP trainer responsible for the development of new trainers.		

SESSION TITLE		ROOM	KEY
Best Practices For Community Capacity Building		British Columbia	E
ABSTRACT	The Service Delivery Standards of the Employment Sector Council London-Middlesex (ESCLM) are independently designed and adhered to by this unique network of more than 40 agencies in the London-Middlesex area for the purpose of: strengthening employment, training and career development service to participants by ensuring that complete and high quality services are provided by its member agencies; and demonstrating to clients, funders, employers, and other service providers that these services provide the accepted quality of service for this network. We will discuss innovations and best practices for both developing and meeting Standards.		
BIO	As the Project Manager of the Employment Sector Council of London-Middlesex, Carol Stewart coordinates the labour market and employment policy and planning interests of more than 40 non-profit and public employment and training service delivery agencies, and community, business, and government organizations in the London-Middlesex County Region. Kelly Culver , the Prime Consultant for ESCLM's Service Delivery Standards Project, is a Certified Management Consultant and President of The Culver Group, a management consulting company focusing on public sector transformation, organizational capacity/sustainability, and program/service quality evaluations with not-for-profit and public sector organizations.		

Concurrent Sessions

Tuesday, January 25

1:30 PM –
3:00 PM

SESSION TITLE		ROOM	KEY
Career Counselling Strategies For Youth And Adult Clients		Les Saisons 1	F ◀
ABSTRACT	We will start by presenting the various components and potential applications of the Inventaire visuel d'intérêts professionnels (IVIP), which is a tool for the exploration of self and the world of work intended for people with low educational attainments. Secondly, we will discuss the various stages of developing another assessment tool for occupational interests, this time intended for youth and adult clients termed "regular", which is entitled Inventaire T-VIP (Inventaire typologique visuel des intérêts professionnels). This inventory under development, which is based on Holland's RIASEC typology of vocational personalities and environments, may equally be used in Canada and abroad as an instrument for assessing occupational interests and as a tool for career exploration.		
BIO	Marcelle Gingras is a career counsellor and full professor in the career counselling department of the University of Sherbrooke. She is a member of the Collectif de recherche en counselling et développement de carrière (CRCDC) at the University of Sherbrooke and of CRIEVAT at Laval University. Bruno Thériault is project coordinator of the Centre de transfert pour la réussite éducative du Québec (CTREQ) and coordinator of the Inventaire visuel d'intérêts professionnels (IVIP) and the Inventaire typologique visuel des intérêts professionnels (T-VIP).		

SESSION TITLE		ROOM	KEY
Career Management In A Knowledge Economy		Provinces 2	E
ABSTRACT	The knowledge economy demands a proactive approach to successful career management. In order for individuals to be consistently happy and effective in their work, they need to be able to strategically manage their careers. Regardless of the work challenges one faces, this session will help you teach others to take the steps needed to build their careers (e.g. how to change jobs, get promotions, ask for a raise, etc). You will learn: what really matters about career building today; where we need to focus our energies to be effective; and how to create effective career building strategies.		
BIO	Rob Straby has followed his passion for the innovation and development of state-of-the-art professional development coaching, facilitation and training systems since 1986. In addition to his consulting work, Rob also is a faculty in the Career Development Practitioner Program at Conestoga College. This unique program trains career development professionals across Canada via the Internet with interactive Webinars.		

SESSION TITLE		ROOM	KEY
Factors Affecting A Satisfactory Career		Alberta	F
ABSTRACT	The economy forces leaders to re-structure their organizations and causes workers to question their career plans. We identified thirty-six factors which represent the strategy of the individual, their confidence in the future and the influence of the organization on career management. Being aware of these concepts and factors reinforces pro-activity. To assist in overcoming these, we have created a game which we shall introduce. You will take away the game and CDrom.		
BIO	Dominique Clavier has taught at CNAM in Paris, at The University of Rouen and at the University of Sherbrooke. He has directed the research of a major European cabinet for more than 10 years. Currently, he directs the International Human Research Network as well as administering a program of study "Career Management " at a post-graduate business school in Spain.		

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◀ Headsets are available beside the Nunavut room

1:30 PM –
3:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Helpless To Hopeful: A Bridge To Mental Health Employment		Newfoundland	E
ABSTRACT	Mental Health service has been weakened by the exclusion of many foreign professionals. The new college for mental health workers has led to opportunity to create a program that will facilitate employment of needed professionals. Based on a mentoring program of the Mennonite New Life Centre and using the continuing education expertise of TAPE Educational Services, the bridge prepares professionals for employment, supported by mentors trained in the unique needs of those who will be helping many with similar immigration histories as themselves.		
BIO	Eva Saphir , MA, DTATI; art/psychotherapist co-founded Hospice Wellington; first counsellor at Casey House Hospice; developed art therapy program for Latinos Living with HIV; refugee and immigrant trauma work; mentoring mental health clinicians at the Mennonite New Life Centre: and in private practice. Beatriz Traub-Werner , MSW, RSW, is the President and Director of Education of TAPE Educational Services, a continuing education and professional development organization, based in Toronto. Formerly, she was Director of Admissions and Adjunct Professor, Faculty of Social Work, University of Toronto.		

SESSION TITLE		ROOM	KEY
Integrating Assessments with Career Conversations		Confederation 1	E ◀
ABSTRACT	Many career practitioners select, administer, or interpret career assessments. However, restricted by budget and contract requirements, with limited training or exposure to the wide range of tools available, some use assessment tools ineffectively. This workshop will help you move beyond "test and tell," integrate assessment results into meaningful career conversations, and refresh your assessment toolkit based on comprehensive research about assessments used in career services across Canada.		
BIO	Dr. Roberta Neault , award-winning president of Life Strategies Ltd., developed and instructs psychometric assessment courses and supported the FLMM Career Development Services Working Group's research on the use of career assessments across Canada.		

SESSION TITLE		ROOM	KEY
Integrating Social Media Into An Effective Career Transition Strategy		Manitoba	E
ABSTRACT	What is all the hype about Social Media? What does all the noise about these online tools like LinkedIn and twitter have to do with Career Transition and Job Search? What are the signs of Social Media Addiction? How can job seekers, career practitioners, and professionals get the best return on their investment by utilizing these resources? A majority of people are at one end of the spectrum or the other, either totally ignorant about these applications or entirely dependent upon them.		
BIO	Maureen McCann is a strategic thinker and writer who, turns challenges into opportunities as she coaches and mentors clients, one-on-one and in groups. She is an expert in forging open and honest communication between clients and colleagues and engendering strong partnerships. With over 13 years experience in career development, Wayne Pagani is known for connecting people with people, resources and opportunities. He is an award-winning, master certified resume, interview, and career strategist. Wayne assists executives, managers and six-figure professionals through the full scope of career transition.		

Concurrent Sessions

Tuesday, January 25

1:30 PM –
3:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Multiple Barriers Or Hidden Gifts?		New Brunswick	E
ABSTRACT	Stella Burry Community Services (SBCS) provides housing, employment and clinical programs for, individuals with histories of mental illness, addictions, abuse, trauma, or involvement with the justice system. From pre-employment to social enterprise, our continuum of programs, training and services are built on a recovery philosophy and a firm belief that everyone can work no matter what the barriers may be! This session provides an overview of our employment programs and social enterprise to show how the power of relationships and seeing people's hidden gifts as opposed to their deficits can lead to real work and meaningful participation in their community!		
BIO	Michelle Murray , a member of the Newfoundland Association of Social Workers, has 19 years of community experience as a social worker and manager working with marginalized populations in mental health, addictions, homelessness and employment. Michelle is currently the Director of Employment & Education Division for SBCS in St. John's, Newfoundland. Rob McLennan is also a community based social worker and Manager of Social Enterprise with Stella Burry. He has a long time interest in the relationship between work and health; assisting people with their career development and overcoming barriers to employment.		

SESSION TITLE		ROOM	KEY
Remarkable Career Stories Spark Personal Insights		Governor General 2	E
ABSTRACT	Hear real career stories, full of twists and turns, which illustrate an effective and published model for becoming empowered in career and life choices. As a Career Buzz radio host, the presenter gets behind statements like, "it was just luck," and "I fell into it," to connect the dots. Radio guests reveal the clues they followed and inspired actions they took to arrive at career happiness. Tune in to learn and experience personal insights you can use to spark career satisfaction.		
BIO	Mark Franklin , M.Ed. (Counselling Psychology), practice leader of CareerCycles, has enriched the career wellbeing of 2000+ clients. Mark has developed the CareerCycles method of practice, presents nationally (Cannexus, CCPA, CACUSS), and hosts the Career Buzz radio show.		

SESSION TITLE		ROOM	KEY
Serving Marginalized Youth Through Social Enterprise		Ontario	E
ABSTRACT	Social enterprise is a growing service model in Canada and other jurisdictions. Learn how it can be used as an innovative approach in providing hands-on training for marginalized youth. Examine the experiences of Youth Opportunities Unlimited (YOU) in developing this model. By discussing and examining what's in place at YOU and various other leading enterprises, participants will gain an understanding of the risks and benefits of adopting a social enterprise model and specific actions they can take in developing an organizational culture that supports such innovations.		
BIO	Steve Cordes has more than 25 years in non-profit leadership. He has led innovations in social enterprise, affordable housing, employment and support services for youth which have garnered international recognition and awards. He is an enthusiastic, informative and impactful speaker.		

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◀ Headsets are available beside the Nunavut room

1:30 PM –
3:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Thinking Strategically About The Job Search: Getting A Job Quickly		Provinces 1	E
ABSTRACT	The Job Search Management System is based on the principle of assisting job seekers to move from step-to-step within a normal job hiring cycle. Based on five components; one, knowing the job search numbers, two, focusing on what the individual is doing throughout the search, three, understanding the hiring cycle, four, generating a plan A/B, and five, monitoring the job search process. The job search management system allows clients and their career coaches to track activity and identifies any corrective actions in order to reduce the time it takes to find a job.		
BIO	Dr. John-Paul Hatala is a Visiting Professor at Louisiana State University and is the founder of the Social Capital Development firm Flowork International. A regular blogger on www.contactpoint.ca , he has been featured in such media outlets as the Globe and Mail, CBC Radio and Global TV. His latest book is entitled "The Strategic Networker: A Learner's Guide to Effective Networking".		

SESSION TITLE		ROOM	KEY
What Are They Going To Do With Their Career Lives?		Governor General 1	E
ABSTRACT	Low educational attainment rates and skilled labour shortages yet Canada's education/youth career development system remains fundamentally unchanged; lack of understanding regarding the relevance of gaining a formal education; lack of exposure to meaningful career services; lack of family involvement, disjointed services and many other factors continue to conspire to limit the potential of our young people and as a result, our nation. Career Trek is a national award-winning, not-for-profit organization based in Winnipeg, Manitoba. Learn about Career Trek's more specialized career development work with populations such as young mothers, rural populations and Aboriginal People.		
BIO	Darrell Cole , a proud member of Rider Nation, is the Founder and current Executive Director of Career Trek. Self-identifying as a "survivor" of the career development system, he has dedicated his professional life to providing young people and their families with the career experiences and knowledge.		

SESSION TITLE		ROOM	KEY
Workplace Essential Skills Training For The Employed And Employable		Governor General 3	E ◀
ABSTRACT	The New Brunswick Workplace Essential Skills Program is aimed at enhancing adult literacy, promoting continuous learning, and collaborating with workers and employers to meet workforce training needs. The program is based on HRSDC's essential skills and occupational profile methodology. NBWES Resources, an online bilingual database, provides reference materials and learning items that can be applied in essential skills training, and stores materials from completed initiatives. This session will provide an overview of the program, examples of initiatives, and a demo of NBWES Resources.		
BIO	Kim Hollihan , Ed.D., is the WES Senior Development Consultant with Post-Secondary Education, Training and Labour, NB. She is actively involved in the career development field provincially and nationally and is the current President of the Career Development Chapter of CCPA. Patrick Christie , B.Ed., B.A. is the learning consultant in the NB WES Centre of Excellence providing support to the trainers in Workplace Essential Skills throughout the province. Based in Saint John he also works with immigrants in the community through his volunteer work at the YMCA.		

Concurrent Sessions

Tuesday, January 25

1:30 PM –
3:00 PM

SESSION TITLE		ROOM	KEY
Youth Volunteer Corps: Opportunities, Assets, Commitment		Quebec	E
ABSTRACT	We provide opportunities, build developmental assets in youth and create leaders. The Youth Volunteer Corps (YVC) program promotes civic responsibility and mentoring through volunteering among youth ages 14 to 24. The program draws young people from diverse ethnic and socioeconomic backgrounds and actively involves them in community problem solving through structured volunteer service. Our mission is to: "Create and increase volunteer opportunities for youth; address community needs and develop a lifetime commitment to service."		
BIO	Sue Watts , B.A. (Carleton University – Psychology) is the Coordinator of Special Projects for the Employment & Education Centre. She is a certified Life Skills Coach. She has 16 years experience in the employment services field. Sue is the recipient of a provincial and national award for her work. Lesley Patry B.A., (Carleton University – Psychology) is a graduate of the Christopher Leadership Effective Speaking Course. Lesley works with youth developing resumes and employability skills. She coordinates the Youth Volunteer Corps, developing agency partnerships and promoting youth volunteerism.		



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Concurrent Sessions

Tuesday, January 25

3:30 PM –
5:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Building Great Leaders		Provinces 1	E
ABSTRACT	Due to many changes in the career counselling field client workload has dramatically increased, placing greater demands on career practitioners and their leaders. Many leaders face restructuring decisions, downsizing, and high levels of employee stress. We will share techniques for motivating and engaging staff especially during times of great change. This workshop draws from the latest research in positive psychology, authentic leadership and appreciative inquiry to help leaders build on strengths and improve employee resilience.		
BIO	Crystal Dolliver is an experienced trainer and leader of Corporate Training for Northern Lights Canada. She draws on her experience delivering leadership and retention programs and assists leaders in the career development field to build resilience in themselves and their staff.		

SESSION TITLE		ROOM	KEY
Can High Touch Delivery Truly Exist in a High Tech World?		Governor General 3	E ◀
ABSTRACT	Career Development practitioners in both the private and public sectors are faced with the challenge of delivering high touch services faster and more cost effectively. Can these two realities really exist without jeopardizing quality and client satisfaction? Understand how Knightsbridge Human Capital Solutions has created a tool that meets these challenging demands and has changed their client services delivery model.		
BIO	Patricia Polischuk has been a career consultant for over 14 years. In that time she has worked in both the corporate and post secondary education sectors. Starting her career as a consultant with then KPMG Career Consulting, Patricia left for several years to build McMaster University's Alumni Career Coaching program where she delivered services in person and remotely to Alumni around the world. Since returning to Knightsbridge she has been actively involved in building Careego.com, Knightsbridge's online career management portal.		

SESSION TITLE		ROOM	KEY
Cross Canada Dialogues: Youth Voice On The Recession		Quebec	E
ABSTRACT	Bringing together and engaging 2000 plus youth in on-line discussions of their career development and their experience of youth counselling supports the "Cross Canada Dialogues" project. It will also bring together 50 plus youth-serving organizations, youth employment counselling organizations and professionals from all regions across Canada in a dialogue to share their knowledge of how youth are affected by the current economic downturn, how they are coping, and the options available to youth counselling organizations to best address these challenges.		
BIO	Matt Wood is the Executive Director of First Work, which advocates for and supports a sustainable youth employment network in Ontario. He is also the founder of two social enterprises EVIDENCE Research and Evaluation and Hire Prospects, youth survey outreach service. Matt has an M.E.S. in Environmental Studies from the University of Waterloo where he studied models of youth engagement. Matt is co-chair of York Universities' ACT for Youth evaluation committee.		

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◀ Headsets are available beside the Nunavut room

**3:30 PM –
5:00 PM**

TUESDAY

SESSION TITLE		ROOM	KEY
Demonstrating The Economic Value Of Career Services		Nova Scotia	E
ABSTRACT	Many client changes are unreported because placement is viewed as the only worthwhile indicator of success. Employment equivalence provides a numerical value for services like job search skills, job maintenance skills, etc., which are important but frequently unreported client outcomes. Practitioners need to link the services they provide to client change and ultimately to the economic benefit of career services.		
BIO	Dr. Bryan Hiebert is a member of the Canadian Research Working Group on Evidence-Based Practice in Career Development and part of the international Prove It Works initiative. He was president of the Canadian Career Development Foundation from 1985 to 1999. In 2005, he was granted Honorary Life Membership in the Alberta Teachers' Association Guidance Council in recognition of his contribution to guidance and counselling in Alberta. In 2007, he was awarded the Stu Conger Gold Medal for Leadership in Career Development.		

SESSION TITLE		ROOM	KEY
Employment Outcomes Among Youth With Psychiatric Disabilities		New Brunswick	E
ABSTRACT	A study exploring the background and service factors which differentiate youth with psychiatric disabilities in the vocational rehabilitation system who achieved successful employment from those who do not to demonstrate the need for career development approaches to vocational rehabilitation of youth with psychiatric disabilities. Differences in employment outcomes along the lines of clinical diagnoses, race, and type of public support received, and education level at application may be important for programs which train career practitioners to emphasize the importance of holistic career development approaches.		
BIO	Grace Ukasoanya is an Assistant Professor (2008-2010) and was a Postdoctoral Clinician (2005-2008) and a Doctoral Student and research assistant (2001-2006) at Michigan State University. She was also a Fulbright Scholar (Youth Development and Rehabilitation 2000-2001) at Michigan State University.		

SESSION TITLE		ROOM	KEY
From Exploitation To Education		Governor General 1	E
ABSTRACT	Moving into its fourth year of operation with 28 graduates to date, the Child and Youth Care Certificate Program at Ndinawe offers college accredited training and certification in the field of Child and Youth Care to individuals who were themselves sexually exploited as youths. The majority of graduates have moved on to secure employment in the field or further post secondary education. The key to the success of this program has been the wide range of therapeutic support available. The program employs a full time counsellor who has created a dynamic, flexible and effective program to overcome barriers.		
BIO	Christine Hudrick , counsellor for the Child and Youth Care Certificate Program, is a trained social worker and counsellor and has specialization in treating addictions. Christine came to this program from the justice system and working with youth. Susan Berthiaume , the Program Coordinator of the Child and Youth Care Certificate Program, has worked in the non-profit community of Winnipeg for over 20 years. Her specialty has been in coordinating, developing and facilitating education programming for many organizations.		

Concurrent Sessions

Tuesday, January 25

3:30 PM –
5:00 PM

SESSION TITLE		ROOM	KEY
Gone Fishing!		Ontario	E
ABSTRACT	Create a more engaged and alive workplace; Increase productivity and reduce employee turnover; Encourage imagination and creativity and infuse a fun-filled spirit Inspire others to own their choice of attitudes; Build trust and improve communications and relationships in the workplace implement FISH!! If we are going to spend most of our working days away from the people we love, it better be worth it! Spend some time in this session and reconnect with your job, your colleagues, your boss and your organization.		
BIO	Betty Woodman , a dynamic presenter with a passion for employee engagement, has a diversified background and over 20 years of experience dealing with people and their relationship with their work. She is committed to working with organizations and individuals to enable stronger commitment and contentment in the workplace.		

SESSION TITLE		ROOM	KEY
Granted You Have A Great Idea...Now What?		Les Saisons	E ◀
ABSTRACT	You've identified a need that must be met. You've got a project idea that addresses the need and you're ready to move forward but not sure where to go...could it be to the Canadian Education and Research Institute for Counselling (CERIC)? This informative session will explore CERIC's current funding priorities for Project Partnerships, our application and review processes, and supports available to applicants. With sample materials as well as successful applicants on hand, explore FAQs and learnings that can simplify submitting a Project Partnership Application to CERIC.		
BIO	Riz Ibrahim is the General Manager of the Canadian Education and Research Institute for Counselling. Riz works with CERIC's cross sectoral Board and Committees to develop strategic and functional partnerships that enhance the body of knowledge for Canadian career practitioners. Additionally, Riz oversees all areas within CERIC's mandate including Cannexus, ContactPoint and the Canadian Journal of Career Development. Cathy Keates , MA coordinates the CERIC-supported project "Career Centre Evaluation: A Practitioner's Guide." A former career centre leader, she provides training and support to university student services about their planning and evaluation strategies. Cathy also published her first book, <i>Not for Sale! Why We Need a New Job Search Mindset</i> , in 2009 and regularly speaks and writes about authentic approaches to job search. Dr. Roberta Neault , award-winning president of Life Strategies Ltd. and JEC editor, is co-developer of <i>Look Before You Leap</i> – a suite of CERIC-funded professional development resources for career practitioners, on the topic of self-employment.		



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◀ Headsets are available beside the Nunavut room

3:30 PM –
5:00 PM

TUESDAY

SESSION TITLE		ROOM	KEY
Hope-Filled Engagement		Provinces 2	E
ABSTRACT	How do we create an environment of hope for people, even for those who feel hopeless? How do we equip people to walk their life/career paths with dignity and value no matter their challenges? This workshop will introduce the new sequel to Active Engagement. Hope-Filled Engagement is a person-centered, solution-focused, hope-focused approach, utilizing tools and processes that combine a holistic worldview (including creativity, spirituality, connectedness, values, and life balance) with sound career concepts.		
BIO	Gray Poehnell encourages hope, spirituality, creativity, and career integrity as he trains career practitioners nationally and internationally. With Dr. Norm Amundson, he has developed numerous career programs and workbooks, including Guiding Circles and the new Hope-Filled Engagement.		

SESSION TITLE		ROOM	KEY
How To Use Social Media Websites In A Job Search		Manitoba	E
ABSTRACT	Web 2.0 or social media, is the new way to engage in personal branding. Employers are increasingly using social media web sites to pre-screen candidates and to check references. This session will highlight social media web sites which can assist clients to become more effective on-line job seekers: establish a personal brand; identify their USP; establish an online presence, reputation and area of expertise; penetrate the hidden job market by gathering valuable contacts; choose a company or industry where they will fit; select which social media web sites are valuable for a proactive job search.		
BIO	Melissa Martin , B.A. (Queen's University), B.Ed. (University of New Brunswick) is a bilingual employment and professional development counsellor. Her résumé includes over eleven years' experience in employment services. She has a Teaching English as a Foreign Language certificate (TEFL: University of Ottawa). Melissa is the proprietor of a home-based business, M.C. Martin career coaching & teaching: careercoachingbyphone.com.		

SESSION TITLE		ROOM	KEY
Research Informed Interventions: Counselling Workers		Confederation 1	E ◀
ABSTRACT	The presenters have been involved in several recent studies exploring the factors that have helped and hindered workers from a range of employment groups from doing well with changes that have affected their work. The presentation will focus on ways that these factors can be utilized by career-related professionals as a frame of reference to develop strategies and interventions that will assist workers who may be challenged by ongoing and accelerating rates of change.		
BIO	Bill Borgen is a professor and department head at UBC. He has conducted research and developed interventions in the area of life transitions and career development for several years. His work has been translated and adapted for use in Bhutan, Denmark, Finland, Hungary, and Sweden. Lee Butterfield is Program Director and Core Faculty in the Master of Arts in Counselling Psychology Program at the Adler School of Professional Psychology. Prior to becoming a Registered Psychologist she worked for 25 years in human resource management in a number of industries.		

Concurrent Sessions

Tuesday, January 25

3:30 PM –
5:00 PM

SESSION TITLE		ROOM	KEY
Terms Of Engagement		British Columbia	E
ABSTRACT	Job Development has many interpretations, not all of them accurate. From start to finish, clients and employers need clear understanding of how job development can work for them and result in long term sustainability and retention. This workshop offers practical tips and proven methods to engage, enlighten and encourage action and participation for positive results.		
BIO	Melissa Fletcher turns Job Development on its head and gives it a shake resulting in fresh, upbeat, effective approaches. Her education in HR, training background and staffing industry know how offers that valuable multi-dimensional perspective needed when bridging client and employer needs.		

SESSION TITLE		ROOM	KEY
The Canadian Advancement of Literacy and Essential Skills Project		Newfoundland	E
ABSTRACT	This CONNECT Project, is a national initiative that aims to assist unemployed and underemployed individuals understand where their skills align in a Literacy and Essential Skills perspective. Through this knowledge, they gain the confidence to make effective decisions, set achievable goals and create and realize their action plans. CONNECT hopes to engage with career practitioners, the project's primary audience, to determine what the SCALES project can do to assist them in their daily practice, and to open pathways for their clients to enter/re-enter the workforce.		
BIO	Debi Saul has been working at CONNECT Strategic Alliances for three years. She has worked very closely with Career Practitioners all over Ontario who assisted farmers in creating action plans for education and training programs, and skills upgrading. Debi is pleased to have the opportunity to work with Career Practitioners and their clients again on the SCALES project. Michelle Forrest is the full-time Essential Skills Subject Matter Expert working on the SCALES project with CONNECT Strategic Alliances. Michelle is currently on leave from Durham College where she works full-time as an Employment Counsellor and Job Developer. She is a certified Essential Skills Profile Analyst.		

SESSION TITLE		ROOM	KEY
The Positive Impact Of Developing Entrepreneurship		Alberta	F
ABSTRACT	In the past 12 years, the Québec Entrepreneurship Contest has received submissions for more than 50,000 projects involving one million participants of all ages. The Contest has had quite an impact on the community, leading to fewer school dropouts, the development of entrepreneurial skills, fewer behavioural disorders, etc. Come and see for yourself how the development of entrepreneurship has a positive impact on Contest participants, both youth and adults, and how the Contest promotes careers in the field of entrepreneurship.		
BIO	Natacha Jean holds an M.A. in Regional Studies from the University of Quebec at Chicoutimi. She is currently President and CEO of the Concours québécois en entrepreneuriat, a national organization whose mandate is to develop entrepreneurial culture by deploying entrepreneurial projects in schools and supporting emerging companies throughout Quebec.		

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◀ Headsets are available beside the Nunavut room

3:30 PM –
5:00 PM

TUESDAY

SESSION TITLE	ROOM	KEY
What Might Have Been: Coming To Terms With Career Regret	Governor General 2	E
ABSTRACT	What if you spent your life at a job you disliked? What if you never figured out what you wanted to do? What if you did know, but circumstances prevented you from achieving your career goals? Regret connects individuals to their past, anchors them in the present, and focuses them on possibilities for the future. This presentation details the researcher's use of a phenomenological method to discern common themes in the lives of retirees who have experienced career regret. Possible implications for career counselling will be explored.	
BIO	Juanita Hennessey is an International Student Advisor at Memorial University of Newfoundland, and a part-time graduate student in the Master's of Education (Counselling Psychology) program.	



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Day 03

WEDNESDAY

WEDNESDAY, JANUARY 26

7:30 AM – 8:30 AM	Registration and Information	Nunavut
7:30 AM – 8:30 AM	Exhibitor Showcase / Networking Hot Breakfast	Exhibitor Hall
8:00 AM – 12:00 PM	Exhibitor Showcase	Exhibitor Hall
8:00 AM – 12:00 PM	Pick up / Return Interpretation Headsets	Beside Nunavut
8:30 AM – 10:00 AM	Concurrent Sessions	Break-out Rooms
10:00 AM – 10:30 AM	Exhibitor Showcase / Networking Break	Exhibitor Hall
10:30 AM – 11:30 AM	KEYNOTE ADDRESS The Right Honourable Paul Martin <i>"The Martin Aboriginal Initiative"</i>	Confederation
11:30 AM – 12:00 PM	Closing Comments	Confederation

Concurrent Sessions

Wednesday, January 26

8:30 AM –
10:00 AM

WEDNESDAY

SESSION TITLE		ROOM	KEY
Career Flow: Hope-Centered Career Development		Confederation 1	E ◀
ABSTRACT	People need to navigate times of whitewater, still water, and smooth sailing in their careers. The Career Flow model, grounded in hope, includes self-reflection, self-clarity, visioning, goal setting/planning, and implementing/adapting. The presenter, along with Dr. Spencer Niles and Dr. Roberta Neault, co-authored a career workbook using this model; join us for a lively and engaging look at Career Flow and leave with practical activities that you can immediately apply.		
BIO	Dr. Norman Amundson , professor at UBC, is an award-winning author and accomplished international speaker. He focuses his work on practical, theoretically-grounded applications involving imagination, active engagement, and visual imagery.		

SESSION TITLE		ROOM	KEY
Counselling Employment Style		Alberta	F
ABSTRACT	Orientation Mode D'emploi "Counselling Employment Style" a book which came out in 2010 is aimed at those who need to know more about making a career choice correctly. More specifically, it is aimed at youth in the final stage of their secondary education until they make a final choice of career, sometime in their twenties. In the course of this presentation, we do an overview of the contents of this book to see how it may be useful both for professionals and for their clients.		
BIO	Dr. Jacques Langlois has been a career counsellor for 10 years. He has a master's degree in counselling and in education, as well as a doctorate in the fundamentals of education. His approach is based on both sociology and analytical psychology.		

SESSION TITLE		ROOM	KEY
E-Learning Course Development Using Moodle		Ontario	E
ABSTRACT	Harness the power of Moodle, an Open Source Course Management System for creating dynamic e-learning content! Learn about developing and delivering highly interactive, interesting, and accessible e-courses. Discuss the potential for reaching out to target client groups, including persons with disabilities, those living in remote regions, youth, and internationally-trained individuals. Experiment with Moodle activities and resources and see for yourself how e-learning using Moodle can add value to your current service offerings. Receive a 288-page .pdf guide for attending!		
BIO	Jennifer Mackey is a resourceful, empowering, and personable career counsellor, training & development specialist, and human resources generalist. Her experience includes e-learning course development, facilitation, and assessment and testing.		

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◀ Headsets are available beside the Nunavut room

8:30 AM –
10:00 AM

WEDNESDAY

SESSION TITLE		ROOM	KEY
Employee Engagement		Manitoba	E
ABSTRACT	Engaged employees are emotionally and intellectually committed to the success of the organization. They are prepared to go the extra distance for clients, for the team and for the employer. Engaged employees are more productive; have lower stress levels, greater work satisfaction and stay longer with the organization. Workshop attendees will have an opportunity to explore the various concepts of employee engagement and the methods of measurement of engagement. Discover the key drivers to engage employees, identify successful communication strategies and share best practices.		
BIO	Loveridge Haparimwi , B.A. (Management and Human Resources) is Coordinator of the Community Employment Resource Centre in Ottawa. He has over 20 years of experience in management of not-for-profit organizations and extensive experience in employment services, organizational development and change management.		

SESSION TITLE		ROOM	KEY
Essentially Employable: Skills For Success!		New Brunswick	E
ABSTRACT	People seeking new and different work need help in identifying their skill levels so they can research job profiles, develop action plans for training, re-training, entry or re-entry into the workforce and ultimately build their self-confidence and self-esteem. Essential skills are the underlying skills needed by workers to perform their jobs safely, competently, and efficiently. National Research shows that 42% of Canadians lack the skills levels to fully contribute to their work. This interactive workshop will assist Career Development Practitioners in understanding the critical importance of Essential Skills; how they fit into the Career Planning Process.		
BIO	Darlene O'Neill , M.Ed. (Adult Education) from MSVU, and a B.A. (Psychology) from SMU and completed the Concordia University College of Alberta's Certificate in Career Development has over 15 years of experience in Human Resource Management, Adult Learning and Career Development.		

SESSION TITLE		ROOM	KEY
Globalization's Effect On Mental Health & Career		Les Saisons	E ◀
ABSTRACT	We will discuss research on the connections between globalization, mental health and career development. Economic instability has been linked to increased levels of psychiatric symptoms. Low self-esteem prior to job loss can limit job-seeking behaviours. Career counselling may be the preferred form of counselling for clients, who come for complex concerns including mental health. The changing nature of career counselling motivates us to be more creative in effectively helping clients.		
BIO	Barbara Smith is a current UBC Counselling graduate student where she received a M.Ed. in Adult Learning & Global Change. She counselled and taught job search skills in a community agency, and has advised international students on career planning. Lauri Mills is a current graduate student at UBC conducting research on creativity in career counselling. She has an M.S. in Counselling from San Francisco State University and has worked as a career counsellor in universities and private practice.		

Concurrent Sessions

Wednesday, January 26

8:30 AM –
10:00 AM

WEDNESDAY

SESSION TITLE		ROOM	KEY
Helping Clients Use Career Information Effectively		British Columbia	E
ABSTRACT	The world of career information is expanding exponentially in direct relation to an expanding world of opportunities. The pace of growth is so rapid that it challenges career service experts to keep up-to-date, so imagine how clients must feel when they are trying to make sense of it all! You will learn the fundamental steps that clients need to take in order to manage career information effectively and efficiently so they can comfortably set a plan for their next career step. As well, the information management skills you need to learn will be highlighted.		
BIO	Kathy Harris is both a career information specialist and career counsellor. With over 35 years in the field, she works in both the education and business sectors in her social enterprise company that is said to be profoundly changing the world of education and work. Penny Hopkins is a retired guidance head who discovered a career information access program that she felt the whole world needed to hear about. She became co-owner of Jobmatics in order to develop the company's capacity to make a difference in people's lives.		

SESSION TITLE		ROOM	KEY
How To Use The GROF Interest And Personality Inventory		Nova Scotia	E
ABSTRACT	This workshop will include some theoretical information about the Holland's and Jung's typologies used in the GROF interest and personality inventory, but most of the time will be spent on an exercise and case studies. The exercise will allow the participants to assess themselves based on the theories used in the test and use the results to evaluate their own work experience. Links will then be made to show them how this can be done and be useful with their clients. The case studies will be inspired from different sectors of practice (guidance with students, employment services, career counselling).		
BIO	Nathalie Perreault is a career counsellor, member of the OCCOQ, and has over 12 years of experience in the development of specialized tools for professionals of our field. She now combines the roles of trainer and consultant at Psymétrie, teacher at Laval University and is a member of CERIC's Research Committee.		

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ENG	FRE	ENG INTERPRETED	FRE INTERPRETED
E	F	E ◀	F ◀

◀ Headsets are available beside the Nunavut room

8:30 AM –
10:00 AM

WEDNESDAY

SESSION TITLE		ROOM	KEY
Labour Market Information: What Works?		Quebec	E
ABSTRACT	How much support, if any do clients need to make sense of LMI and use it to advance their career goals? A very exciting research partnership between the provinces of Saskatchewan and New Brunswick, the Canadian Career Development Foundation and the Canadian Research Working Group on Evidence Based Practice in Career Development (CRWG) is unpacking these questions in a study with almost 200 clients, some of whom are followed by in depth telephone interviews for four months after their intervention. Results of this study will be presented.		
BIO	Lynne Bezanson is a career development leader, author, researcher and adult educator. She is a founding member of the Canadian Research Working Group (CRWG) and the International Centre for Career Development and Public Policy. She is the recipient of the Public Service Award of Excellence and the Stu Conger Gold Medal for Leadership in Career Development. Dr. Kris Magnusson , Dean of Education at Simon Fraser University has worked in a variety of educational settings. Magnusson's primary research interests include counselling psychology, career development and organizational planning and renewal. He has authored seven books on a range of related topics and authored or co-authored 17 refereed articles involving the application of research to career counselling practice.		


SESSION TITLE		ROOM	KEY
Maximizing Social Media For Career Acceleration		Governor General 1	E
ABSTRACT	Career management and job hunting have become a direct marketing exercise. "Who you know" matters less than "who knows you." The orderly processes of the last generation are evaporating as quickly as newspapers. Old industries disappear while new ones explode on the scene. Success is a matter of how quickly you can acquire and harness attention. You need to know what you want and where to get it. Looking for work means finding people we want to work with and helping them find you. Let them know you are available, better than competent, creative and persistent by demonstrating your value.		
BIO	David Perry is the author/coauthor of three books including "Guerrilla Marketing for Job-Hunters 2.0." He is concurrently the HR Policy Adviser for the CATAAlliance, former board member of the Software Human Resources Council and past Vice-Chair of the Canadian Technology Human Resources Board.		

Concurrent Sessions

Wednesday, January 26

8:30 AM –
10:00 AM

WEDNESDAY

SESSION TITLE		ROOM	KEY
OPTRA And The First Nations		Governor General 3	F 
ABSTRACT	OPTRA Premières Nations (OPN) is a tool for integration into society and the workforce, enabling those who are unemployed and lacking in education to acquire knowledge and develop skills that promote employability prospects. It has two main thrusts: on the one hand, to provide dynamic support for those outside the labour market; and on the other hand, to enable individuals to achieve a level of independence in the workforce and the social economy. The program helps fight the poverty, social and economic exclusion and job insecurity that are endemic among the First Nations of Quebec and Canada.		
BIO	Luis San Martin , career counsellor, active member of OCCOQ, in the Office of Social Development at FNQLHSSC. He has a background in career counselling and psychology and holds a B.A. and a M.A. in counselling and a diploma in psychology. Patrice K. Lacasse M.Sc. is manager of the Office of Social Development at FNQLHSSC. He holds a B.A. in history and an M.A. in organizational management. For several years, he worked for the band council of Uashat mak Mani-Utenam and is currently with a regional organization in the field of social development.		

SESSION TITLE		ROOM	KEY
The Coach Approach: Strategies for Success in Career Development		Governor General 2	E
ABSTRACT	Join this session for a discussion on: What is The Coach Approach and how does it work; Job Search - the one skill you need for client success during career explorations; Long Term Success - holistic level rather than single agenda employment; Two Case Studies - client success using The Coach Approach; Tools and strategies to help find own personal style: written and guided exercises, coaching demonstration.		
BIO	Anu Pala is a trained career practitioner and co-active coach working with the Neil Squire Society. Anu also is a freelance writer and participates on various community initiatives.		

SESSION TITLE		ROOM	KEY
The Implicit Career Search		Provinces 2	E
ABSTRACT	The Implicit Career Search, currently being delivered in Canada, Sweden, France and the USA, is a career decision making and planning program that uses a Hero's Journey model to assist participants in basing their career plan on the contribution they wish to make to their community. Get the opportunity to experience the model along with the sources of awareness used in the actual ICS workshop: guided imagery; movement and metaphor; scientific assessments; non-verbal exercises. It is now being used as the backbone in the United Kingdom to help revitalize their approach to reemployment.		
BIO	Steve Miller began developing The Implicit Career Search approach to career decision making in 1994. In 1999 a federally funded study of the program found it to be three times more effective in returning people to work than the traditional job services being offered at that time. In 2009 a self-directed workbook, 'Profoundly Simple Career Planning' was released.		

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 Headsets are available beside the Nunavut room

**8:30 AM –
10:00 AM**

WEDNESDAY

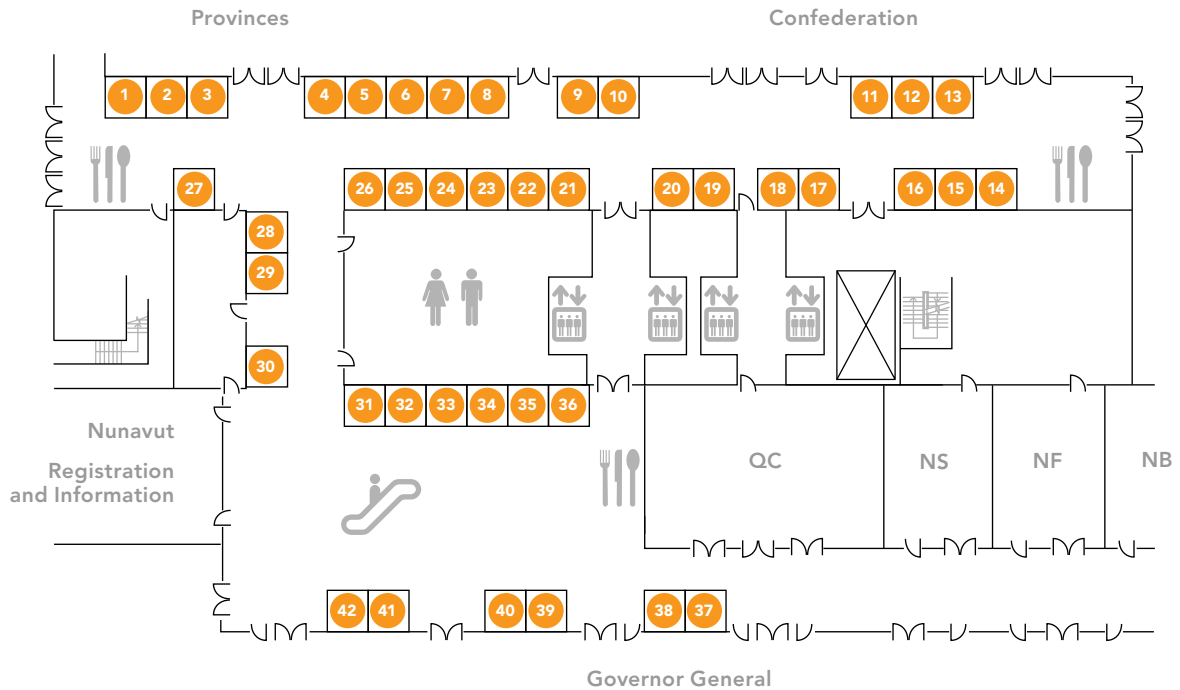
SESSION TITLE		ROOM	KEY
Transitioning Deaf And Hard Of Hearing Youth To Employment		Saskatchewan	E
ABSTRACT	With findings identified, possible solutions, new outreach materials and best practices this project will directly aid students with a hearing loss and their parents to better prepare for the transition from high school to post secondary studies or the working world. It will help these youths receive career guidance and to establish transition plans through outreach activities, sharing of best practices, information sessions with employers and representatives from post-secondary institutions, and tailored Employment Assessment tools. Three CHS offices in Ontario are piloting the transition and assessment tools with local School Boards. Materials will be available for local use.		
BIO	Gordon Ryall , Provincial Program Manager of Employment and Training with The Canadian Hearing Society, is responsible for Employment Services and Education Support Services for registered part-time college and university students with hearing loss. He graduated from Gallaudet University and has also graduated with numerous diplomas in different technical areas.		

SESSION TITLE		ROOM	KEY
Unheard Voices: The Working Lives Of Rural Women		Newfoundland	E
ABSTRACT	I will present the results of a study in one community drawing on the possible-selves maps, life-space maps, life-lines, and future projections of participants. Results will be viewed through the lens of Relational-Cultural Theory (Jordan, Walker, & Hartling, 2004; Robb, 2006). The concept of career resilience within a rural community and the influence of macro systems on rural communities will also be examined. Several meta-themes that emerged from their narratives have practical relevance for practitioners who work with women living in rural areas.		
BIO	Dr. Blythe Shepard is a long-time rural resident. Her research focuses on rural career development across the lifespan. Blythe's work is informed and mobilized through her interconnected identities as a rural woman, a solo-parent, a caregiver to her mother, a community-based researcher and a counsellor. She has co-developed a workshop for rural youth entitled, Future Bound.		

SESSION TITLE		ROOM	KEY
Well Said: Presentation Skills For Career Professionals		Provinces 1	E
ABSTRACT	Whether it's a job interview, a career coaching session, or a management meeting, the situation requires a confident, polished delivery, ideally with a minimum of dysfunctional stress. This interactive workshop, will offer tips and best practices, used by some of the most successful speakers in the world, which you can apply to your own speaking opportunities and to the advice you provide your clients, co-workers or staff.		
BIO	Gail Hulnick is head of WindWord Communications Inc., a consulting firm that provides training and coaching in public speaking, presentation, and media skills to professionals, executives and managers in Canada and the U.S. Her background includes 20 years as a broadcast journalist.		

Exhibition Floor Plan

2011 Exhibitor Booths



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ORGANIZATION AND DESCRIPTION OF SERVICES



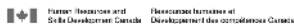
- 3 Global Experience Ontario (www.ontarioimmigration.ca).** An Access and Resource Centre which can help internationally trained individuals find out how to qualify for professional practice in Ontario. This centre offers a range of services.



- 4 Northern Lights Canada (www.northernlightscanada.ca).** Real Work. Real People. Real Results. A Canadian company with a team of over 220 employment and rehabilitation specialists, case managers, corporate trainers, and support staff whose primary goal is to help you achieve yours. We maintain a 99.6% client satisfaction rating and empower 160,000 individuals and organizations annually with award-winning, comprehensive services.



- 5 Psychometrics Canada Ltd. (www.psychometrics.com).** Canada's leading assessments help you improve team performance, resolve conflict, develop leaders, guide careers and select better employees. We have been providing assessment tools and consulting services for the development of people in business, government and education for over 30 years. Psychometrics is the only authorized Canadian distributor of the Myers-Briggs Type Indicator®, Strong Interest Inventory®, Thomas-Kilmann Conflict Mode Instrument, FIRO-B®, CPI 260™, CPI™ 434 and Work Personality Index.















- 6 Human Resources Development and Skills Development Canada – HRSDC (www.workingincanada.gc.ca)** provides up-to-date and relevant labour market information to students, job seekers and employers through Service Canada Centres and on the Internet at: workingincanada.gc.ca.



- 7 Ontario Civil Construction Careers Institute (www.occci.ca)** provides youth with insight into the Civil Construction industry and the many career opportunities that it provides, through increased public and government funding, knowledge and resources.

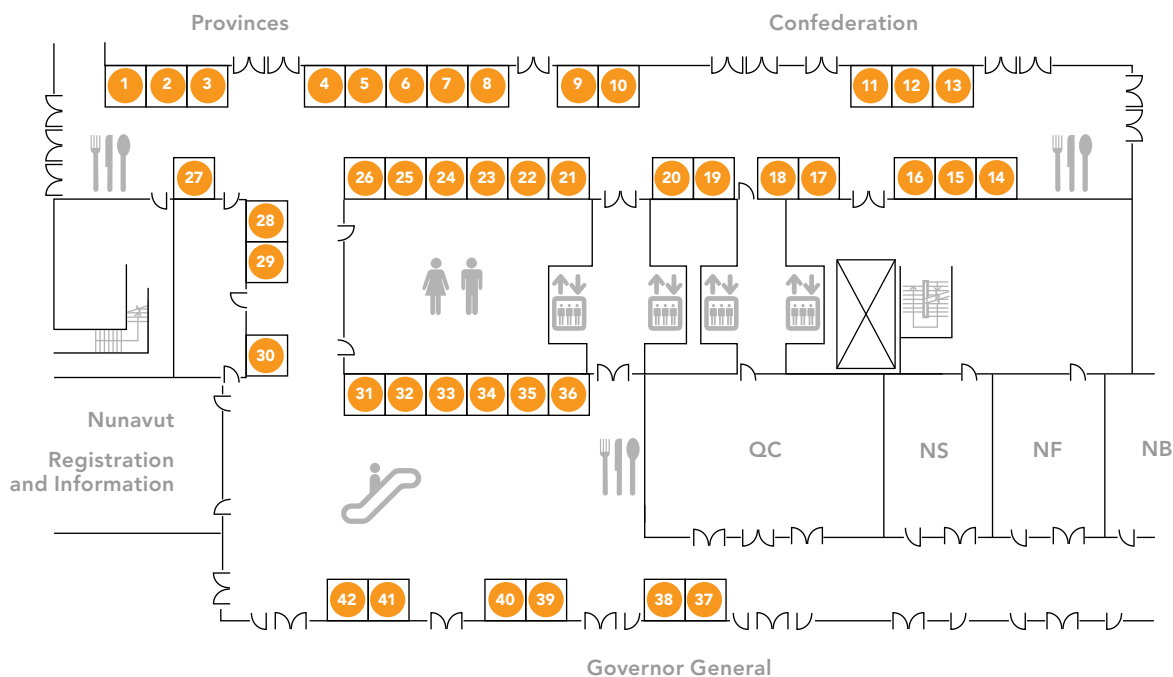


- 8 Royal Roads University (www.royalroads.ca)** delivers applied and professional programs to advance professionals in the workplace. We combine online learning with short, on-campus residencies so you can further your education and continue to work. Faculty have academic credentials and relevant, real-world experience so students can immediately apply new knowledge and skills to the workplace. Royal Roads University offers graduate and undergraduate degrees, certificates, diplomas, executive education and custom programs. Our flexible admission acknowledges academic, professional, and life experience.

	9	Canadian Career Development Foundation (CCDF) (www.ccdf.ca) , a recognized leader in the field of career development, offers services such as applied research, training and resource development.
	10	Sutherland-Chan School & Teaching Clinic – Massage Therapy (www.sutherland-chan.com) . Founded in 1978 and with over 2,500 graduates the Sutherland-Chan School is seen by many as one of the best schools in North America for Massage Therapy Education.
	11	OCASI – Settlement.Org (www.settlement.org) is an award winning website that provides useful and current information to helps new immigrants settle in Ontario, Canada. You will find current and trustworthy information on many topics including Employment, Education, Health, Housing, and much more. Multilingual information is available at www.inmylanguage.org .
	14	Interprovincial Standards Red Seal Program (www.red-seal.ca) was established in 1952. For more than 50 years, the Red Seal endorsement has reflected certification to a common interprovincial standard that is developed, validated and is widely recognized and respected by Canadian industry as a standard of excellence.
	16	Pearson (www.pearsoncanada.ca) offers gold-standard career planning assessment instruments to help you understand your client's unique profiles, align specific interests and skills with career options, and help set the course for a successful and satisfying life.
	17	Career Cruising (www.careercruising.com) is a user-friendly online career guidance system, including career assessment tools, over 550 occupational profiles, comprehensive postsecondary information, new Employment section with job search tool, student/client portfolios with resume builder and powerful administrative tools.
	18	Emotional Fitness (http://efitinstutute.com) . The Door to Successful Careers. A highly acclaimed life coaching process for career professionals. We have developed the most empowering and easily learned set of tools available today. Created and tested over a period of 30 years by Warren Redman, Emotional Fitness training is now offered to individuals, teams and organizations.
	19, 20	Career/Lifeskills Resources (www.career-lifeskills.com) . Quality resources for career/work counselors and HR Professionals. We specialize in bringing together a comprehensive offering of specially selected resources used in personal, professional, and organizational development. Our mission is to promote life skills and career development by providing the highest quality resources, services and training to meet the needs of career counsellors, human resource professionals, psychologists, educators, and their clients.
	21	XAP Corporation / Bridges Transitions Inc. (www.bridges.ca) products have empowered over 40 million people to successfully make the transitions between secondary, postsecondary and their ultimate career and life path. These innovative, proven solutions empower them with critical knowledge, personal insight, and targeted actions plans leading to success in life.
	22	Neil Squire Society (www.neilsquire.ca) . Empowering Canadians with Disabilities using Technology, Knowledge and Passion & Canadian Society for Social Development CSSD (www.cssd-web.org) provides internet-based entrepreneurial and web design training to enhance employability for persons experiencing challenges to employment.
	23	Training-innovations.com (www.training-innovations.com) eVolve is the technology you need to develop and run career services online. Stop by the Training Innovations booth for a demo.
	24	Psymétrik (www.psymetrik.com) has worked for over 20 years in the field of psychometrics. Its success resides in its well-known GROU test (career orientation guide). In 2008, Psymétrik published the test's 3rd edition, offering its first English version. Widely used, the GROU has become a fundamental tool for many specialists working in the career counselling field.
	26	The College Sector Committee for Adult Upgrading (www.collegeupgradingon.ca) is committed to providing leadership in promoting the continuous improvement of the delivery of academic upgrading programs to meet the needs of adult learners in the Ontario Community College system. The CSC coordinates communications, conducts research, provides practitioner training, and develops learning materials intended to promote excellence at all colleges. The CSC is also responsible for the development and distance delivery of the Academic and Career Entrance (ACE) program.
	28	ECO Canada (www.eco.ca) is a national, not-for-profit organization that works collaboratively with educators and industry to promote the environmental sector as a potential career choice for students. As a key facilitator for environmental career information, ECO Canada has developed innovative career awareness tools, campaigns, and programs to assist students with the transition into environmental post-secondary studies, and ultimately, the workforce.







Exhibition Floor Plan

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ORGANIZATION AND DESCRIPTION OF SERVICES

 <p>BioTalent Canada Building skills for Canada's economy Un monde de ressources pour la bioscience canadienne</p>	<p>29 BioTalent Canada (www.biotalent.ca) is a non-profit national organization of innovators leading our bio-economy. Bio-Talent Canada anticipates needs and creates new opportunities, delivering human resources tools, information and skills development to ensure the industry has access to job-ready people.</p>
 <p>CONNECT Strategic Alliances</p>	<p>30 CONNECT Strategic Alliances (www.collegeconnect.on.ca) is a partnership of Ontario's 24 publicly funded colleges. A not-for-profit organization, CONNECT establishes strategic partnerships between Ontario's colleges and business, industry and government, working to enhance the profile of the colleges as deliverers of training and, in the process, managing multi-site/multi-college contracts.</p>
<p>Conference Resource Table</p>	<p>31, 32 Conference Resource Table. Be sure to visit the Conference Resource Table to pick up information from organizations with specific services, information and products dedicated to those practicing in the career development and career counselling fields. Applications for Continuing Education Credits (CEU's) and CERIC Project Partnership Packages are also available at the Conference Resource Table.</p>
 <p>ceric UNIVERSITY OF EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING</p>	<p>33 CERIC (www.ceric.ca). The Canadian Education and Research Institute for Counselling (CERIC) is a charitable organization dedicated to promoting career counselling related research and professional development opportunities across Canada. We are directed by a pan-Canadian volunteer Board of Directors reflecting a broad sectoral representation in the field of career counselling. CERIC funds both research as well as learning and professional development projects that advance the body of knowledge in career counselling and career development in Canada. We have a number of programs that support our goals and are of benefit to career professionals from all sectors and work/life settings: contactpoint.ca/orientaction.ca, Cannexus, The Canadian Journal of Career Development (CJCD) and a Graduate Student Engagement Program.</p>
 <p>GRICS</p>	<p>34 SOCIÉTÉ GRICS (www.grics.qc.ca) has developed innovative products in career development: REPÈRES, an educational and occupational database and OrientAction, an information and mutual assistance website for Canadian francophone professionals.</p>
 <p>onestep</p>	<p>35 Ontario Network of Training Skills Projects (ONESTEP) (www.onestep.on.ca) is a province-wide umbrella organization for the community-based training and employment (CBTE) sector.</p>
 <p>UTP Since 1901</p>	<p>36 UTP Guidance Centre (www.utpress.utoronto.ca) distributes hundreds of resources published by various publishers, providing essential materials for guidance counsellors, teachers, co-op educators, career practitioners, human resource professionals, and more.</p>

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