



National Career Development Conference Programme
Ottawa Convention Centre, January 20 – 22, 2014

Cannexus14



Cannexus.ca

Cannexus is presented by CERIC and supported by The Counselling Foundation of Canada with a broad network of supporting organizations.



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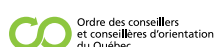
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National Career Development Conference Programme
Ottawa Convention Centre | January 20 – 22, 2014

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Greetings from The Governor General of Canada

His Excellency the Right Honourable David Johnston



THE GOVERNOR GENERAL • LE GOUVERNEUR GÉNÉRAL

I am very pleased to extend warm greetings to everyone attending the Cannexus14 National Career Development Conference, and to mark the 10th anniversary of the Canadian Education and Research Institute for Counselling (CERIC).

Learning and knowledge-sharing are powerful engines of change. They help us to strengthen our communities, our societies, and the world. In this era of rapid evolution and globalization, it is essential to have a specialized labour force that will be able to rise to the new challenges of our times.

Cannexus is expanding its scope every year and is thus helping to shape the country's future, while improving the quality of life of more and more Canadians. The program enables participants to hone their knowledge on employment options, and provides them with new networking opportunities toward stimulating and rewarding careers.

The efforts of everyone involved in this inspiring initiative are helping to build a smarter and more caring nation. I wish all of you a most productive conference.

David Johnston

January 2014

CERIC (Canadian Education and Research Institute for Counselling) is a charitable organization that advances education and research in career counselling and career development.

Le CERIC est un organisme caritatif voué à la progression de l'éducation et de la recherche en matière d'orientation professionnelle et de développement de carrière.

INITIATIVES

Project Partnerships Partenariats de projets

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. For more information about our current funding priorities and project partnership details, please visit ceric.ca.

Le CERIC finance à la fois des projets de recherche et des projets pédagogiques et de développement professionnel qui promeuvent l'ensemble des connaissances dans le domaine de l'orientation professionnelle et du développement de carrière au Canada. Pour de plus amples renseignements sur nos priorités de financement et nos partenariats de projets, visitez le site ceric.ca.

Cannexus.ca

Canada's bilingual National Career Development Conference promoting the exchange of information and innovative approaches for career development and counselling.
Ottawa, January 26 - 28, 2015.

Cannexus est un congrès national bilingue favorisant l'échange d'informations et d'initiatives novatrices dans le domaine de l'orientation et du développement de carrière.
Ottawa, du 26 au 28 janvier 2015.

contactpoint.ca orientaction.ca

ContactPoint is a Canadian online community program providing career resources, learning and networking for practitioners.

OrientAction est un programme communautaire canadien en ligne destiné aux praticiens(iennes), qui fournit des ressources sur le développement professionnel, l'acquisition de connaissances et le réseautage.

The Canadian Journal of Career Development Revue canadienne de développement de carrière

The CJCD is a peer-reviewed publication of career-related academic research and best practices. cjcdonline.ca.

La RCDC est une publication qui porte sur la recherche universitaire et les meilleures pratiques évaluées par des spécialistes du secteur. rcdcenligne.ca.

Graduate Students Étudiants(es) aux cycles supérieurs

Graduate Student Engagement Program and Graduate Student Award. For information, visit ceric.ca.

Programme de mobilisation des étudiants(es) aux cycles supérieurs et Prix des études supérieures. Pour obtenir plus d'informations, veuillez visiter ceric.ca.

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Celebrating a decade of enabling and supporting thought leadership, knowledge and skill building, community collaboration and raising the profile of career development in Canada.

Nous célébrons une décennie à soutenir le développement des connaissances et des compétences, le leadership intellectuel et la collaboration communautaire, en plus de mieux faire connaître le développement de carrière au Canada.

RESOURCES & PROJECTS RESSOURCES & PROJETS



Career Development Practice in Canada: Perspectives, Principles, and Professionalism

La pratique en développement de carrière au Canada : perspectives, principes et professionnalisme

In partnership with / en partenariat avec University of Lethbridge & University of Manitoba



Focus on Food - Pathways to Youth Employment

Pleins feux sur l'alimentation - Passeport vers l'emploi des jeunes

In partnership with / en partenariat avec FoodShare Toronto



Career Development in the Canadian Workplace: National Business Survey Le développement de carrière en milieu de travail : sondage des entreprises canadiennes

With / avec Environics Research Group

Welcome to Cannexus14!

Mark Venning, Chair, CERIC Board of Directors



We at CERIC are pleased you're here in this special year as we celebrate our 10th Anniversary as an organization.

CERIC Committees:

PRACTICAL & ACADEMIC RESEARCH

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Surrey, BC

Robert Baudouin
University of Moncton
Moncton, NB

Victoria Froats
City of Toronto
Toronto, ON

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Quebec City, QC

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Dalhousie University
Halifax, NS

Cynthia Martiny
Université du Québec à Montréal
Montreal, QC

Joan Schiebelbein
University of Alberta
Edmonton, AB

Dan Wise
YMCA of Greater Toronto
Toronto, ON

You are attending the 8th *Cannexus National Career Development Conference* because you are dedicated and enthusiastic about the work you do as a professional in this field. You come to learn, contribute and connect with others, either for the first time or as a return "frequent flyer" participant. In either case, 2014 is special.

We at CERIC are pleased you're here in this special year as we celebrate our 10th Anniversary as an organization. Our success at this milestone is not strictly measured by the depth of the Cannexus content you will experience first hand, nor by the abundant value of the many other programs we offer. The true measurement of success for CERIC is your continuous support for all of this.

And all of this would not be possible without the generous support and funding from *The Counselling Foundation of Canada*. Monday's 5 pm Wine & Cheese hosted and sponsored by the Foundation, is an opportunity for you to meet friends and reach out to someone new. The reception also marks the launch of the *Career Development Practice in Canada* textbook, a project CERIC has collaborated on for several years. Come and meet the co-editors and some of the contributing authors.

We all make the choice to attend this premium professional development conference here in Ottawa each winter, and one recurring impression I take away is a genuine appreciation of the diversity of professional expertise we bring to the delivery of career services across Canada; and how important it is that we stretch ourselves to add value to the lives of the clients we serve.

So Cannexus, in that sense, is a "stretch exercise" for the mind. This year's vibrant conference program boasts 130-plus sessions covering a range of topics that I'm sure will directly apply to your own daily work. Check out every pocket of time on the schedule – from Sunday's pre-conference workshops to Tuesday's popular Cannexus Connections Networking lunch.

At Wednesday's breakfast, I'm pleased to be introducing a high-level discussion with the Canada's Career Imperative Panel around crafting a clearer national strategy to develop, connect and retain the best of our talent to meet the ever-changing needs of disruptive regional and global markets.

How much better can it get? We celebrate our 10th Anniversary with strong keynote speakers – *Rich Feller, Valerie Pringle, Jacques Demers and Stephen Lewis*. And plenty more. As you read through the programme – a warm welcome to you!



Project Partnership Funding Available



CERIC is currently accepting partnership proposals to develop innovative resources for counselling and career development.

We invite individuals and organizations (e.g. education, community-based, non-profit, private, etc.) alike to submit project proposals for career counselling-related research or learning and professional development.

The following **Practical & Academic Research** priority areas have been identified:

- Labour market information
- Early intervention to assist children's career decision-making
- Evaluation: Impact of policy and programs on career services
- Intersection of diversity and work

The following **Professional Development & Ongoing Learning** priority areas have been identified:

- New emerging career development theories and career management models
- Impact of social media on how career practitioners are doing their work
- Entrepreneurial education and career development
- Impact of disability and/or mental health issues on career development

For more information or to download a Letter of Intent application, visit **ceric.ca**.

ceric.ca

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The Counselling Foundation of Canada

Bruce G. Lawson, President



Each of you has the power to imagine a brighter future and to help make it a reality — not just for yourselves, but for our great nation.

CERIC Committees:

CONTENT & LEARNING

Jennifer Browne (Co-Chair)
Memorial University of Newfoundland
St. John's, NL

Don McCaskill (Co-Chair)
Frontier School Division
Winnipeg, MB

Lorraine Boland
YES – Your Employment Services
Thunder Bay, ON

Cathy Keates
Queen's University
Kingston, ON

Rosie Parnass
University of Toronto
Toronto, ON

Iris Unger
YES Montreal
Montreal, QC

Roxana Zuleta
Jane/Finch Community
and Family Centre
Toronto, ON

The Counselling Foundation of Canada is proud to sponsor this annual gathering, and we are excited about its continued growth – both in sheer number of attendees and breadth of offering. This has meant that Cannexus has had to move into its new, larger home at the Ottawa Convention Centre, where we will be for at least the next three years!

Of course, 10 years ago, such a trajectory was seemingly unimaginable because CERIC was only an emerging organization, and hosting a national conference was only an idea. Although ContactPoint and OrientAction, as well as *The Canadian Journal of Career Development*, were already established, they were stand-alone initiatives without a true home.

What a journey it has been! Along the way, there have been over 100 volunteer leaders who have worked shoulder-to-shoulder with staff to help shape CERIC and its programs. We are deeply indebted to everyone who has played a part in the development of CERIC for their talents, their dedication and most of all, their ability to imagine a better future for Canada and translate that imagination into reality.

What has been created through CERIC in the last 10 years has been nothing short of astonishing. Beyond the programs named above, a Graduate Student Engagement Program has been launched; face-to-face professional development opportunities, including Mini-Forums across the country, the Canada's Career Imperative and the recent Summer Skills Academy, have taken place; there have also been important research projects undertaken, including initiatives to uncover the needs and attitudes of both Canadians and career development professionals.

As much as we look back, it is equally important to look forward. To help celebrate CERIC's 10th Anniversary, the Foundation was pleased to sponsor CERIC's National Challenge to Promote Career Development. When we started planning this initiative, we never imagined we would receive 80 submissions! But there again we see the recurring theme of imagining things and making them into realities. We hope that we may be able to play a role in helping some of the imaginative submissions become realities.

Some of the other things that have been imagined that are becoming realities? We are excited to see the launch of the first Canadian textbook on career development, which has been several years in the making. And, during Cannexus14, we will be showcasing the results of a new Environics survey on business' views of career development issues. This initiative is the latest in an ongoing research program designed by CERIC to surface information to help Canada's career professionals.

While we continue to see unpredictability in the economy, there is a sense of greater hope on the horizon. The work you do is so vitally important in fostering hope ... hope for brighter futures for youth, for newcomers, for Aboriginal peoples, for people living at the margins of society, for seniors, for people in career transitions ... indeed, for all Canadians. Each of you has the power to imagine a brighter future and to help make it a reality – not just for yourselves, but for our great nation. And, if we work together, we can make the seemingly impossible possible.

On behalf of the Directors and Members of the Foundation, I wish you a great Cannexus!



The Canadian Journal of Career Development

Revue canadienne de développement de carrière



The Canadian Journal of Career Development is a peer-reviewed publication of multi-sectoral career-related academic research and best practices from Canada and around the world.

La *Revue canadienne de développement de carrière* est une publication évaluée par les pairs portant sur la recherche universitaire multisectorielle et les pratiques d'excellence relatives aux carrières au Canada et partout dans le monde.

- Published twice annually
- Welcomes articles from all sectors
- Broad focus on career development
- View current and past issues online
- Free to subscribe and access
- Publiée deux fois par année
- Accepte des articles de tous les secteurs
- Traite du développement de carrière au sens large
- Consultez la revue et les archives en ligne
- Accès et abonnement gratuit

Be sure to check out *A Multi-Sectoral Approach to Career Development: A Decade of Canadian Research*, celebrating 10 years of thought-provoking and ground-breaking research from CJCD. **The book is free to download online.**

Jetez un œil au livre *Une approche multisectorielle du développement de carrière : Une décennie de recherche au Canada*, qui célèbre dix ans de recherche novatrice et inspirante de la RCDC. **Le livre peut être téléchargé gratuitement en ligne.**



The Canadian Journal of Career Development is a partnership between CERIC and Memorial University of Newfoundland with the support of The Counselling Foundation of Canada.

La *Revue canadienne de développement de carrière* est un partenariat entre le CERIC et l'Université Memorial de Terre-Neuve qui bénéficie du soutien de The Counselling Foundation of Canada.



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CERIC

Who We Are



The Canadian Education and Research Institute for Counselling is a charitable organization that advances education and research in career counselling and career development. We support the creation of career counselling-related research and professional development for a cross-sectoral community through funding project partnerships and our strategic programs. Our strategic programs are Cannexus, ContactPoint/OrientAction and *The Canadian Journal of Career Development*.

CERIC Committees:

MARKETING, COMMUNICATIONS & WEB SERVICES

John Horn (Chair)

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Tamara Anderson

Best Foot Forward Consulting
Calgary, AB

Jane Aupaluktuq

Nunavut Tunngavik Inc.
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Penny Freno

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London, ON

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Anu Pala

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Burnaby, BC

Krista Payne

Private Practice
St. John's, NL

André Raymond

Laval University
Quebec City, QC

Marc Verhoeve

Private Practice
Kitchener, ON

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.

STRATEGIC OBJECTIVES

- 1. Research & Learning.** Invest in an ambitious research and learning agenda that, through encouraging thought leadership, advances the career development field and builds its knowledge and skill base.
- 2. Community Hub & Collaboration.** Champion and enable inclusive, multi-sectoral communication and collaboration with career development stakeholders.
- 3. Advocacy & Profile.** Facilitate conversations between career practitioners and their constituents and communities to raise the profile and value of the career development field.

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 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 also has a number of Advisory Committees which support the mission-focused work of the Board and staff. The Practical & Academic Research Committee recommends the most effective way CERIC can support the development of career-related research in Canada and its application.

The Content & Learning Committee provides input on current content for the CERIC group of periodical publications and activates content into learning.

The Marketing, Communications & Web Services Committee helps to identify strategies to enhance awareness of CERIC programs and projects, and champions CERIC to colleagues and networks.



Explore the **NEW** ContactPoint!



A multi-sector online community for professionals in the career development field

- > Post a job, Find a job: **A dedicated Job Board** for you with positions in career development across Canada
- > Keep current: **Subscribe for FREE** to *Careering* magazine and the *CareerWise* weekly e-newsletter in our Media section
- > Find the resources you need: Whether you work with youth, newcomers or clients with mental health challenges, we have more than **1,500 listings in our Directory**
- > Connect with your Community: Through discussion forums, blogs & wikis, **build your professional network**
- > Keep learning: **One-stop shopping for all Events** with upcoming conferences, courses, webinars and more to enhance your own career development

Register with contactpoint.ca and begin exploring today!

ContactPoint is a program of CERIC funded through a grant by The Counselling Foundation of Canada.



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National Co-ordinator, Outreach & Innovation

Conference Programme:

Special thanks to **Michael Nourse** and **Communications.ca** for the design and layout of the Cannexus conference programme.

IMAGINE...

- creating meaningful relationships with your colleagues...
- building your expertise and advancing in your career...
- being considered a leader in your field...

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of Canada**



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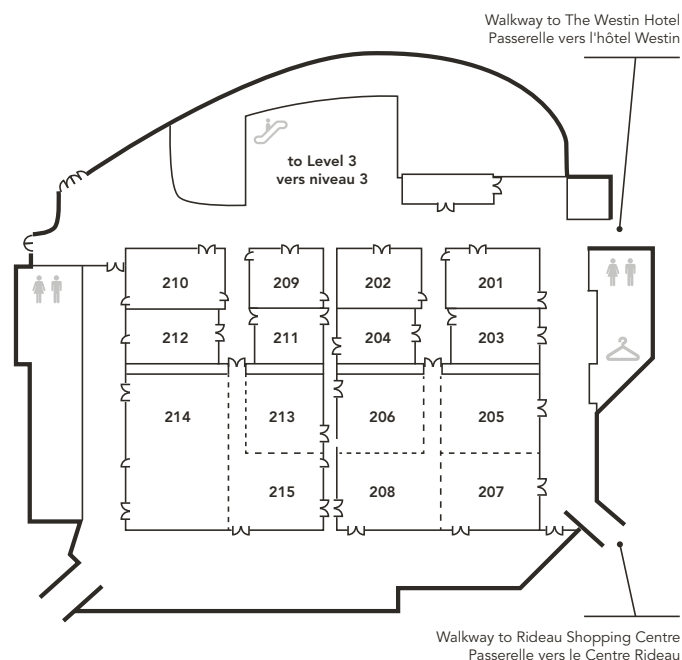
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— Serving the career sector since 1999 —

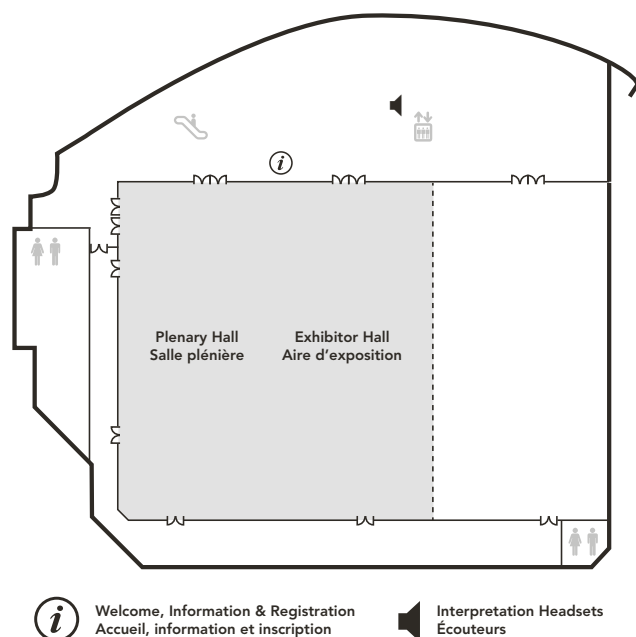
Conference Floor Plan

Ottawa Convention Centre (OCC)

LEVEL 2 BREAKOUT ROOMS



LEVEL 3 WELCOME, INFORMATION AND REGISTRATION, PLENARY HALL & EXHIBITOR HALL



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First-Timer's Session

Sunday, 4:00 PM - 5:00 PM

*First time at Cannexus? Then this session is for you!
We also encourage veteran delegates interested
in "mentoring" new attendees to attend.*

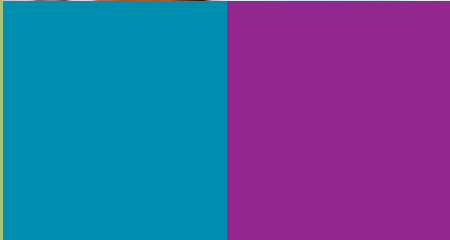
*Please be sure to pick up your delegate badge at the
Welcome, Information & Registration desk on Level 3 OCC
prior to joining the First-Timer's Session in Room 209.*



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Graduate Student Engagement Program

CERIC encourages the engagement of Canada's full-time graduate students whose academic focus is in career development or related fields. Faculty members are asked to help identify appropriate graduate students.

Through this program, graduate students will be introduced to CERIC and invited to:

- Compete for the **CERIC Graduate Student Program Award**, which provides funding to attend and present at the Cannexus conference;
- Join one of **CERIC's committees** (one graduate student per year);
- Write articles for **ContactPoint / OrientAction** or *The Canadian Journal of Career Development*;
- Participate in a contest held in alternate years for CERIC to **publish a relevant thesis**;
- Connect with other graduate students through the **GSEP Network**, a dedicated LinkedIn group.

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

Programme de mobilisation des étudiants(es) aux cycles supérieurs

Ce programme du CERIC encourage la mobilisation des étudiants(es) canadiens(iennes) aux cycles supérieurs dont la recherche porte sur le développement de carrière et/ou un domaine connexe. Nous demandons l'assistance du corps enseignant pour nous aider à repérer des étudiants admissibles.

Grâce à ce programme, les étudiants aux cycles supérieurs feront la connaissance du CERIC et seront invités à :

- entrer dans la compétition pour remporter le **Prix des études supérieures**, qui fournit un financement pour participer et présenter au congrès Cannexus;
- joindre un des **comités du CERIC** (un(e) étudiant(e) des cycles supérieurs par année);
- rédiger des articles pour **ContactPoint / OrientAction** ou pour la *Revue canadienne de développement de carrière*;
- participer à un concours, qui a lieu tous les deux ans, qui consiste à rédiger **une thèse pertinente qui sera publiée** par le CERIC;
- interagir avec d'autres étudiants(es) des cycles supérieurs grâce au **réseau GSEP**, groupe spécialisé de LinkedIn.

Pour de plus amples renseignements, envoyez un courriel à admin@ceric.ca ou visitez le site ceric.ca.



Overview

Conference Schedule

Network, learn and share in an engaging environment!

SUNDAY, JANUARY 19

THE OTTAWA WESTIN HOTEL (WH) | OTTAWA CONVENTION CENTRE (OCC)

8:30 AM – 5:00 PM	Welcome, Information & Registration	Level 3 OCC: Atrium
9:00 AM – 12:00 PM	AM Pre-Conference Workshops	2 nd floor WH: MB & BC
10:00 AM – 10:30 AM	AM Networking Break	2 nd floor WH
1:00 PM – 4:00 PM	PM Pre-Conference Workshops	2 nd floor WH: MB & BC
2:00 PM – 2:30 PM	PM Networking Break	2 nd floor WH
4:00 PM – 5:00 PM	First-Timer's Session	Level 2 OCC: 209

MONDAY, JANUARY 20

OTTAWA CONVENTION CENTRE (OCC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:00 AM	Continental Networking Breakfast	Level 3: Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	Assembly and Opening Comments	Level 3: Plenary
8:30 AM – 9:30 AM	OPENING KEYNOTE ADDRESS Rich Feller <i>"Staying Positive and Creating Hope for Clients"</i> <i>Sponsored by: Career Cruising</i>	Level 3: Plenary
9:30 AM – 10:15 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Exhibitor Hall
10:15 AM – 11:00 AM	Concurrent Sessions – Block 1	Level 2: Meeting Rooms
11:15 AM – 12:00 PM	Concurrent Sessions – Block 2	Level 2: Meeting Rooms
12:00 PM – 1:00 PM	Networking Luncheon	Level 3: Plenary & Exhibitor Hall
1:00 PM – 1:30 PM	Poster Presentations and Dessert	Level 3: Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 3	Level 2: Meeting Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 4	Level 2: Meeting Rooms
5:00 PM – 7:00 PM	Wine & Cheese <i>Sponsored by: The Counselling Foundation of Canada</i>	Level 3: Exhibitor Hall

TUESDAY, JANUARY 21

OTTAWA CONVENTION CENTRE (OCC)

7:30 AM – 4:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:30 AM – 8:00 AM	Continental Networking Breakfast	Level 3: Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 9:30 AM	KEYNOTE ADDRESS Valerie Pringle <i>"Growth Is the Only Evidence of Life: A Career Path"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
10:00 AM – 10:45 AM	Concurrent Sessions – Block 5	Level 2: Meeting Rooms
11:00 AM – 11:45 AM	Concurrent Sessions – Block 6	Level 2: Meeting Rooms
12:00 PM – 1:00 PM	Cannexus Connections Luncheon	Level 2: Meeting Rooms
1:00 PM – 1:30 PM	Exhibitor Draws	Level 3: Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 7	Level 2: Meeting Rooms
3:00 PM – 3:30 PM	Final Exhibitor Visits / Networking Break	Level 3: Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 8	Level 2: Meeting Rooms

WEDNESDAY, JANUARY 22

OTTAWA CONVENTION CENTRE (OCC)

7:30 AM – 10:30 AM	Welcome, Information & Registration	Level 3: Atrium
7:45 AM – 9:00 AM	Canada's Career Imperative: Plenary Panel and Breakfast <i>Sponsored by: Millier Dickinson Blais</i>	Level 3: Plenary
9:15 AM – 10:00 AM	KEYNOTE ADDRESS Jacques Demers <i>"Take a Letter"</i>	Level 3: Plenary
10:00 AM – 10:30 AM	Networking Break	Level 3: Plenary
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Stephen Lewis <i>"Human Development, Career Development and Training: Foundations for a Better World"</i>	Level 3: Plenary
11:30 AM – 12:00 PM	Closing Comments	Level 3: Plenary
1:00 PM – 4:00 PM	Post-Conference Workshops	Level 2: 201 & 202

Pre-Conference Workshops

Sunday, January 19

Some of your colleagues started their Cannexus conference with one or two of these intensive workshops. They contributed to an in-depth discussion and took part in hands-on training. Why not try to find out who they are and what they learned!



AM

Norman Amundson
9:00 AM – 12:00 PM

Hope-Based Career Interventions

Hope-based career intervention is a person-centred, solution-focused, hope-focused approach that engages people and equips them to walk their life/career paths with dignity whatever their challenges.

Dr Norman Amundson is a Professor at the University of British Columbia. He has published widely in the career development field and in his work highlights the importance of active engagement, culture, storytelling and metaphors that are strength-based.



AM

Louisa Jewell
9:00 AM – 12:00 PM

Positive Psychology for Career Counsellors and Coaches

Positive psychology is the scientific study of psychological well-being and happiness. It is a natural fit for career counsellors and coaches because it offers many practical ways to improve the lives of your clients.

Louisa Jewell, MAPP, is the President and founder of the Canadian Positive Psychology Association and a graduate of the Master of Applied Positive Psychology Program at the University of Pennsylvania where she studied with renowned psychologist, Dr Martin Seligman.



PM

Tannis Goddard
1:00 PM – 4:00 PM

Taking Your Career Counselling Services Online

Online counselling has emerged as an increasingly viable alternative to face-to-face counselling. The rapid development of technology offers both opportunity and challenges for career development professionals.

Tannis Goddard is the founder and President of Training Innovations. She has led the development of an online career learning platform that has been used to deliver a range of facilitated online career counselling services in Canada.



PM

Eric Bergman
1:00 PM – 4:00 PM

Present with Ease: Insights to Improve Your Communication Effectiveness

Develop and deliver effective presentations, whether one-on-one or to groups: Kick the PowerPoint crutch; Develop concise, compelling content; and Answer questions clearly, concisely and effectively.

Eric Bergman has been a professional communicator for more than 30 years. For the past 20 years, he has provided presentation skills, public speaking and media training to clients from North America, South America, Europe, Australasia and Asia.

WHO AM I?



K-5

Have students include clubs they belong to, favourite activities and subjects they're good at in their **ccSpark!** profiles.

6-12

Ask students to take the Learning Styles Inventory and the My Skills assessments in **ccSpringboard** to see how their results connect to careers.

Their personal plans help them track and regularly update things like extracurricular activities, volunteer/work experiences, etc.

WHAT ARE MY OPPORTUNITIES?



K-5

Allocate some class-time to play **ccSpark!** so students can interact with the characters of the game representing various professions. At the end of the games, have them complete the reflection activities.

6-12

Using **ccSpringboard**, have students complete the Career Matchmaker assessment and then explore careers, schools, programs, apprenticeships and employment opportunities based on their results.

Then use **ccTheRealGame** to allow students to experience the realities of their opportunities through role play and classroom speakers.

Career Cruising

YOUR PATHWAY TO SUCCESS FOR K-12 CAREER DEVELOPMENT

At Career Cruising we are committed to a holistic, research-based career development approach. It emphasizes self-assessment, exploration and planning first, then fully integrates with the course selection process and finally links to real-world opportunities outside the classroom.

If you're looking for the most comprehensive way to help your K-12ers' create their own personal pathways to success, you've just found it.

WHO DO I WANT TO BECOME?



K-5

Ensure that students understand the importance of early goal-setting by completing specific questions in their **ccSpark!** profiles such as *What would you like to learn more about?*

6-12

Ask students to update their short and long-term goals and create reflections in their My Journal based on their experiences using **ccSpringboard**.

For a fun twist to goal-setting, have students set goals for themselves by designing their ideal career role based on their experiences from **ccTheRealGame**.

WHAT IS MY PLAN FOR ACHIEVING MY GOALS?



6-12

Make it an in-class activity to have students prepare a post-secondary plan to identify career, educational and financial plans for the future. Doing it in class allows them ask you questions along the way that can ensure that their plans are well thought out. Then have them share their plans with parents using the Parent Portal for more valuable input.

Students should then create a 4-year course plan using **ccPathfinder** that reflects graduation requirements and allows them to incorporate their career and post-secondary explorations into the process.

WHY NOT REAP THE BENEFITS OF DOING IT ALL IN ONE PLACE?

Ask us how ccEngage makes K-12 career development a one-stop-shop that's fun for students and easy to manage for you!

1.800.965.8541 | www.careercruising.com

Day 01

MONDAY

JANUARY 20

OTTAWA CONVENTION CENTRE (OCC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:00 AM	Continental Networking Breakfast	Level 3: Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	Assembly and Opening Comments	Level 3: Plenary
8:30 AM – 9:30 AM	OPENING KEYNOTE ADDRESS Rich Feller <i>"Staying Positive and Creating Hope for Clients"</i> <i>Sponsored by: Career Cruising</i>	Level 3: Plenary
9:30 AM – 10:15 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Exhibitor Hall
10:15 AM – 11:00 AM	Concurrent Sessions – Block 1	Level 2: Meeting Rooms
11:15 AM – 12:00 PM	Concurrent Sessions – Block 2	Level 2: Meeting Rooms
12:00 PM – 1:00 PM	Networking Luncheon	Level 3: Plenary & Exhibitor Hall
1:00 PM – 1:30 PM	Poster Presentations and Dessert	Level 3: Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 3	Level 2: Meeting Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 4	Level 2: Meeting Rooms
5:00 PM – 7:00 PM	Wine & Cheese <i>Sponsored by: The Counselling Foundation of Canada</i>	Level 3: Exhibitor Hall

Keynote Speaker

Monday, January 20

Level 3
Plenary

ENG

8:30 AM –
9:30 AM



Rich Feller, PhD

*Staying Positive and
Creating Hope for Clients*

Sponsored by:

Career Cruising

The context and structure of the new workplace creates barriers for some clients looking to get “a foot in the door.” Employers are talking about the “disconnect” between the applicants for positions and the skills expected of applicants, demanding that employees come with skill sets traditionally “learned on the job” or acquired through professional development after hiring. Regardless of whether or not these expectations are unrealistic, they are real. How do we help clients in this environment? Offering key insights and strategies about gaining the success skills needed in this new labour market where “being mediocre or without passion is not a good place to be,” Rich Feller’s video-enhanced and interactive presentation will create hope for all.

Rich Feller is an internationally recognized keynote speaker, trainer and consultant. He has over 30 years of experience in teaching at the elementary, junior high, high school and university levels; he is currently a Professor and University Distinguished Teaching Scholar at Colorado State University where he teaches graduate courses in career development, counselling, and performance and change.

He has presented projects in Canada, China, Japan, Sudan, Thailand, Australia and in 49 states in the US. Rich is the author (with the help of many) of over 100 publications including *The Counselor’s Guide to Career Assessment Instruments*, *Knowledge Nomads* and *the Nervously Employed: Workplace Change and Courageous Career Choices*, and *Career Transitions in Turbulent Times*. He

is co-author of the Harrington O’Shea Career Decision Making System, and CDMInternet.com, stemcareers.com, a video series called Tour of Your Tomorrow and Making the Most of Your Abilities. He has received numerous awards and recognition for his work both in the US and internationally and was President of the National Career Development Association in 2012-13.

His area of research includes: career transitions, strengths-based programs, STEM-centred career development, workforce development and coaching. A senior consultant to the AARP’s (formerly the American Association of Retired Persons) Life-Reimagined program and Chief Scientist to youscience.com he is working on a second book related to “knowledge nomads.”

Day 01

MONDAY



Anderson, Tami



Arthur, Nancy



Baldwin, Neil



Baudouin, Robert



Bédard, Annie



Bezanson, Lynne



Bishin, Sharon



Bossick, Brian



Braganza, Brian



Cahill, Mildred



Chen, Charles



Chéry, Sandra



Currelly, Madelaine



Davies, Jennifer



Di Maulo, Sonia



Gauvin, Julie



Gazzola, Nick



Goddard, Tannis



Godden, Lorraine



Haldane, Heather



Harris, Jeff



Hiebert, Bryan



Hopkins, Sareena



Hulnick, Gail



Jarvis, Phil



Klinga, Suzanne



Lockwood, Greg



MacKinnon, Judith



Marken, Paul



Martin, Melissa



Martineau, Andrée



Messiha, Sherif



Milanetti, Maria



Moore, Diane



Nakaska, Ann



Neault, Roberta



Neth, Stephanie



Pagani, Wayne



Payne, Betsy



Powell, Heather



Proudfoot, David



Raymond, André



Redekopp, Dave



Reichrath-Smith



Rubinger, Lori



Selkirk, Kelly



Staby, Rob



Steward, Suzanne



Synard, Jacqui



Valdez, Norman



Vecchio, Carol



Ward, Valerie



Warkentin, Carolyn



Wong, Sonny



Wright, Carrie



Zaugra, John

Concurrent Sessions

Monday, January 20

**BLOCK****1****10:15 AM –
11:00 AM****MONDAY**

Mental Health and Employment

We will focus on the vocabulary practitioners use to describe mental illness, assumptions that could be made about mental illness and how these assumptions could limit clients. We will not focus on diagnosing, but rather on referrals to mental health services that will result in service integration for clients, which could lead to an increase in employment retention.

Heather Powell – Centre for Skills Development and Training**201 | ENGLISH**

Actualizing Our Dreams: Fear & Funk Factors

Your client describes a dream with such enthusiasm that you get caught up in it. You're ready to jump on their bandwagon and cheerlead them to success. But no sooner do you declare your championship than the light slowly fizzles from their eyes. Fear has stepped in. We will take a reflective look at the phenomena of fear.

Yvonne Rodney – Private Practice**204 | ENGLISH**

Bouncing Forward: The Experience of High-Tech Job Loss

What's it really like to lose your job? We present findings from a thesis on job loss in Ottawa. Specifically, we will present the stories of inspiring people, including how they coped, and the best and worst aspects of this life event. Building on your experience, we will collectively brainstorm practical strategies to help clients.

Jacqui Synard, Nick Gazzola – University of Ottawa**202 | ENGLISH**

10 Online Tools for the Budget-Conscious Professional

As computer storage becomes cheaper and Internet speeds increase, more online solutions have emerged. Learn about 10 online tools and cloud-based technologies to take advantage of this latest trend with low-cost or free online services that will boost productivity by: tracking tasks, hosting virtual meetings, organizing your notes, making quick videos, creating online forms and much more. No need to be a tech whiz to join!

Norman Valdez – CERIC**205 | ENGLISH**

Ethics of Career "Planning" in a Changing Work World

Mandatory public education was developed to fuel the fires of industry in the last century, industries which are mostly gone now. Universities were elite and the privileged few who attended non-professional programs had no expectations around getting help entering the workforce. In a world of work changing ever faster, what are our ethical obligations to people wishing to "plan" a career?

Jennifer Davies – Ontario Institute for Studies in Education (OISE)**203 | ENGLISH**

Happy Anniversary!

We are celebrating CERIC's 10th anniversary at Cannexus14. Watch for special events and announcements throughout the conference, commemorating a decade of advancing education and research in career development in Canada!

**10
years
ans****2004-2014**

Concurrent Sessions

Monday, January 20

Integrating Cultural & Work-Life Identities: Aboriginal Youth Narratives

What do Aboriginal young people need to be successful in the workplace? Many career training and support programs focus on education and work skills. In our research, we have found that identity, culture and resistance to oppression are dominant themes throughout the work narratives of Aboriginal youth. We also share employer perspectives that underscore as well the need for policy changes.

Suzanne Stewart, Nicole Elliot – Ontario Institute for Studies in Education (OISE), **Anne Marshall** – University of Victoria

206 | ENGLISH

Innovative Career Development Services for Immigrant Professionals

Manitoba Start's innovative career services guide immigrant professionals to plan and prepare for qualifications recognition and find relevant employment. The service approach builds on client capacities and skills, and encompasses specific supports that lead to success, as well as extensive stakeholder co-ordination. The presentation will discuss useful resources for clients and career practitioners, training to build capacities and stakeholder networks.

Meagan Miller, La Donna Ogungbemi-Jackson, Darrell Kehler – Manitoba Immigration and Multiculturalism

209 | ENGLISH

What to Do!

I will focus on career development strategies for the undecided. Too often students and job changers choose doing nothing as a career strategy and waste valuable time before making their career decisions. I will provide practical suggestions to help the undecided move their careers forward even when they are not sure of the direction they are headed.

Ann Nakaska – Constructive Career and Life Designs

207 | ENGLISH

10 Ways to Get Noticed

One of the greatest challenges faced by a university career centre is to get noticed or acknowledged by students. SPLA, the career centre at Laval University, will present 10 different strategies put in place to reach students. We will speak specifically to the strategies used to obtain the collaboration of institutions, professors, social media and the promotion and optimization of other traditional techniques.

André Raymond – University of Laval Placement Service (SPLA)

210 | FRENCH ◀ INTERP

Academic Community Engaged Learning and Career Identity Development

We will highlight the inter-relationship between course-based experiential learning as career exploration activities. Through case studies and qualitative information you will be able to increase your capacity to integrate career services into the classroom. We will identify innovative collaboration with stakeholders in student services, faculty and community agencies in order to facilitate student success.

Dr Reena Tandon – University of Toronto
Sonny Wong – Ryerson University

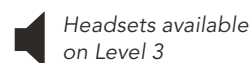
208 | ENGLISH

Competencies to Practice: Is the Current Model Stale?

Businesses today can spend thousands of dollars to develop a competency model that reflects their needs and values, but does it really work? We'd like to offer a new and fresh way of assessing talent, not based on competencies but on the core values and talent of the employees. Join us as we explore contemporary alternatives to assess and develop talent.

Neha Kotak, Martine Sanscartier – MarchFifteen

211 | ENGLISH



Headsets available
on Level 3

How Tweet It Is: Career Counsellors and Twitter

Come learn about five secrets to use on Twitter: create a powerful profile; how to gain followers in days; whet your appetite with Twitter applications; use hashtags to start a global conversation; and search strategically to land job leads and penetrate the hidden job market. Bonus: how to tap into influential contacts and how to demonstrate your USP (unique selling points) to employers.

Melissa Martin – Private Practice

212 | ENGLISH

Engaging in Young Children's Career Development!

Educators focus on youth/adults' career development and neglect young children. Career development begins early, children construct meaning through play as they interact with others. We will share initial data (narratives and testimonials) from an ongoing career research project with young children, parents and teachers. Implications for understanding career development practice and research are invited.

Dr Mildred Cahill, Dr Edith Furey –
Memorial University of Newfoundland

214 | ENGLISH ◀ INTERP

Centre for Employment Excellence (CfEE): Promoting Research into Practice

Learn about a new centre of excellence funded by the federal and provincial governments to provide information on best practices, conduct innovative research, and offer training aimed at improving the capacity of the employment services sector to support British Columbia jobseekers. We will highlight the exciting research projects already underway and their potential implications for career development practice.

Susanna Gurr, Shawn de Raaf, Greg Lockwood –
BC Centre for Employment and Excellence (CfEE)

213 | ENGLISH

Rural Women and Job Search

Learn about a three-year project (wisebyplan.com) that gathered input from 200 women from various demographics throughout the country. Women discussed the local economic picture, employment opportunities and job search processes as well as financial literacy. The gender-based analysis identified different approaches when looking for work, indicating the need for women to learn more effective strategies. Rural women requested mentoring, accessible and unbiased information and training. Learn how deliverables used innovative technology and ideas to address these needs.

Madelaine Currelly, Tarin Lewis –
The Community Training & Development Centre (CTDC)

215 | ENGLISH

Oops!

We apologize for any errors or omissions in the programme. All reasonable efforts were made to ensure accuracy.



Have a Question About Cannexus?

Look for anyone wearing a button with the "i" and they'll be happy to help you!



Concurrent Sessions

Monday, January 20

Build an Online Resume Writing Course for Clients

Do you spend numerous hours coaching clients to create an effective, marketable resume? Save some time by helping your clients: complete it in manageable small bites; understand tailoring and targeting; choose the best format; create their own career summary; build accomplishment statements; identify key words from job postings and access samples and resources online.

Lori Rubinger, Sharon Bishin – Agence Ometz

201 | ENGLISH

Notes from the Edge of Career #9

Open the door even wider on the interior experience of your clients in career transition or pick up a few ideas for ways to re-invent yourself. This writer/speaker offers insights and tips on generating personal change and responding to challenges, gained through a working life spent pursuing serial and sometimes simultaneous careers.

Gail Hulnick – WindWord Communications Inc.

204 | ENGLISH

REPÈRES: A Quebec Website Offering Career Education

The website reperes.qc.ca is a francophone reference tool which offers career education information. We will present a general overview of the content available on the site and will demonstrate how it works for francophone career professionals not just within Quebec but in other provinces as well.

Julie Gauvin, Annie Bédard – Société GRICS

202 | FRENCH

Student Perceptions of Post-Secondary Education and Career Options

This collaborative research by Queen's University and Pathways to Education investigates students' knowledge and perceptions of their post-secondary education and career opportunities. Results demonstrate the effectiveness of a program of tutoring, mentoring and support as a means of breaking the cycle of generational poverty for students facing tremendous barriers to succeeding both in and beyond high school.

Lorraine Godden – Queen's University
Wendy Vuyk – Pathways to Education

205 | ENGLISH

Transgender Clients in the Workplace: Implications for Counselling

My goal is to educate about the key concepts surrounding transgenderism, allowing career professionals to develop/enhance their gender-aware practices. Basic information is provided with respect to the nature of transgender individuals' work-related concerns. Recommendations for career counsellors working with transgender clients and sexual minorities are highlighted in an attempt to integrate theory into practice.

Konstantinos Chondros – University of Calgary

203 | ENGLISH

Aboriginal Community Cousins

Community Cousins - Aboriginal Mentorship Program respects students and provides recognition for whom they are and the unique qualities they possess. Intrinsic worth is supported through process-focused training and skill development using personal narrative as a path to self-empowerment through outreach to others. The mentors share their experiences both traditionally and with social media to current and prospective Aboriginal students.

Sylvia Scow, Agnes Bonnetrouge, Janet Sinclair –
Vancouver Island University (VIU)

206 | ENGLISH



Relevant Learning Here and Now

The Relevance Project, an all-girl class at Parry Sound High School (ON), empowers in-risk girls to be successful in their academic and personal achievements. Sponsored by The Counselling Foundation of Canada, this alternative learning environment addresses mental health issues impacting emotional, social and academic goals. This presentation will feature concrete examples of our programming and curriculum.

Jennifer Norton – Near North District School Board

207 | ENGLISH

Interventions for Clients with Barriers

Participants will learn to deal with clients having special needs; acquire knowledge and skills relating to the school adjustment (on an individual basis); and develop their skills of intervention and counselling for students with learning difficulties, learning disorders, having an attention deficit hyperactivity disorder, a pervasive development disorder or mental health issues.

Sara Savoie – L'Esprit vif

210 | FRENCH ◀ INTERP

Caring for the Caring Career Professional

Our clients come to us for hope as much as for information. If you are finding it difficult to find the reserves to respond with realistic optimism, it could be burnout or compassion fatigue. Focusing on wellness, I will give practical strategies to limit and contain negative input at work and improve personal awareness of positives in your day.

Betsy Payne – Job Resource Centre

208 | ENGLISH

Let's Abolish the Performance Appraisal

Job performance is not about filling out a form. Forms can be too restrictive and the scores become overemphasized. Talent can't be identified and developed by ticking a box. Don't let the paperwork put you in a box! We'll show you how to have an effective performance and development conversation with your employees which focuses on what's really important.

Maria Milanetti – MarchFifteen

211 | ENGLISH

How Are Employers Facilitating the Adaptation of Immigrants?

My research includes an ethnographic study on how employer-sponsored programs can build more inclusive workplaces and facilitate the adaptation of immigrants into the Canadian workplace culture. This research consists of interviews and non-participant observation and my focus is to investigate how the various aspects of the programs relate to cross-cultural adaptation from the perspective of the immigrant employee.

Stephanie Neth – Royal Roads University

209 | ENGLISH

Free Wifi!

*This year, Cannexus delegates can take advantage of free Wifi throughout the OCC! Just stop by the Cannexus Welcome, Information & Registration desk for your personal access code. A limited number of codes are available so **access is on a first-come, first-served basis.***



Concurrent Sessions

Monday, January 20

LinkedIn Profile Advising: Responding to Increased Social Recruiting

According to a Jobvite Social Recruiting Survey, LinkedIn is the #1 social network used by recruiters to source new talent. To help jobseekers increase their visibility online, the Ryerson University Career Development and Employment Centre launched LinkedIn Profile Advising. We will highlight the benefits and challenges associated with this service, and review social media best practices.

Tang Choy – Ryerson University,
Career Development and Employment Centre

212 | ENGLISH

Online Career Development Services

The use of technology within career development services requires thoughtful and creative thinking. I will provide a framework for designing and delivering technology-enabled services in an engaging and effective manner. You will learn: the importance of defining the purpose for integrating technology; how to approach service-model design from a pedagogical perspective; and key strategies for successfully practicing online.

Tannis Goddard – Training Innovations

214 | ENGLISH ◀ INTERP

Organizational Empowerment

Strategy is critical and partnerships are imperative. Surround yourself with the best team possible and ensure success. Empower your team by aligning your organization's structure with its strategic objectives. As a leader, you will be clearer about your focus and build leadership and accountability throughout your organization, resulting in more effective and efficient decision-making and better client services.

Carolyn Warkentin – South Essex Community Council (SECC)

213 | ENGLISH

Understand Your Core Fears and Motivations

It is our light and not our darkness that frightens us - Marianne Williamson. Sometimes it is all about you! I will demonstrate, using the Enneagram personality framework, how to understand your core fears and motivations. I will be diving deeper into the Enneagram as a self-awareness framework. You can apply what you learn to yourself or use it to inform clients.

Sherif Messiha – RealDecoy

215 | ENGLISH

Cannexus Online Community & App

Be part of the Cannexus14 online community via your computer or as an app on your mobile phone or tablet. You can:

- *View the profiles and interests of other attendees*
- *Build a personalized schedule of sessions to attend*
- *Initiate or join the conversations about the conference*

Forgot to create your account? Go to
cannexus14.pathable.com
and request to have your invitation re-sent.

Sponsored by:



Headsets available
on Level 3

Weaving Soft Skills Development into Everyday Employment Services

Clients approach employment services for help with job search, career decision-making and/or skills training, often unaware that soft skills may be a key gap in their employment readiness. This interactive session will demonstrate and explore ways of addressing both what clients want and need by weaving the strengthening of soft skills into career exploration, skills training and job search interventions.

Valerie Ward – Valerie G. Ward Consulting Ltd.

201 | ENGLISH

Inside-Out Employee Engagement: A 3-D Engagement Model

Rarely are employees asked, “What is your role in increasing your engagement?” much to the detriment of both organizations and employees. We address a recruitment-to-retirement model of engagement from the inside-out, one that addressed three dimensions of engagement: leaders, systems and employees. The employee’s role will be emphasized, with practical tools being provided to exemplify how the model works.

Dave Redekopp, Kristen Cumming –
Life-Role Development Group Ltd.

204 | ENGLISH

The Age of the Global Careerist

Do you understand the unique career needs of diverse internationally mobile workers including immigrants, expatriates, repatriates, accompanying partners, and “third-culture kids”? Recent research with six global careerists revealed their definitions of success, the personal and professional challenges they faced, and the supports they found most helpful. Hear their stories and learn how to more effectively serve this growing population.

Colleen Reichrath-Smith – CJS Careers
Judy Rickatson – Private Practice
Dr Roberta Neault – Life Strategies Inc.

202 | ENGLISH

Calculating the Value of Human Capital Investments

Organizations are increasingly more selective of the types of human performance initiatives that get approved. Using the return on investment (ROI) methodology helps prioritize project initiatives by calculating the forecasted value and increasing project approval. Human resource leaders who show the contribution of training/human resource initiatives: earn the respect of senior management, justify/defend budgets, improve programs support, and provide a process for ongoing improvement and business alignment.

Sonia Di Maulo, Marc Lalande – Harvest Performance

205 | ENGLISH

Certification in Ontario: Progress Made, Lessons Learned

Certification for Career Development Practitioners (CDP) in Ontario is well on its way to being implemented in 2014/15. We will review the process used to develop the Ontario CDP certification model, milestones achieved and steps involved in obtaining the certification. CDPs from Ontario who want to obtain certification and those from other provinces will find this session useful.

Diane Moore – George Brown College
Maureen Burbank – London Employment Help Centre

203 | ENGLISH



Poster Presentations & Dessert

*Join us in the Exhibitor Hall on
Monday at 1:00 PM for dessert and
the chance to talk to researchers who
will be presenting their latest work.*

Concurrent Sessions

Monday, January 20

Essential Skills Practice Excellence for Indigenous Peoples

Excellence and innovation in First Nations, Métis and Inuit essential skills programming exists, but unfortunately tends to be relatively unknown. In 2012, we undertook a year-long study to inventory essential skills initiatives targeted at First Nations, Métis and Inuit peoples. The findings of what supports programming excellence will be presented, including case study highlights from the inventory.

DonnaLee Bell, Suzanne Klinga –
Canadian Career Development Foundation

206 | ENGLISH

Cognitive Strategies for Personal and Career Success

Learn about a collection of strategies that have proven useful for working with students of all ages. Topics covered will include: visualization and the power of attitude; the use of metaphors – textual, visual and physical; and aspects of emotional intelligence including awareness of self-talk, internal dialogues and belief systems. I will include both theoretical background and practical application.

Judith MacKinnon, Donna Fundy Brennan – Sheridan College

209 | ENGLISH

From Good to Great! Attract and Retain Clients

Career development is a client-centric industry. In order to build and sustain our career services, we must convert our clients from customers to fans. From Good to Great! examines various approaches that we can take to position clients at the forefront. By shifting our focus to better serving clients, we raise client satisfaction leading to greater referral and repeat business.

Wayne Pagani, Kevin Schafer – Career Professionals of Canada

207 | ENGLISH

Five Whistle-Stops to Your Career Destination

The career counselling process can be compared to a train trip. We advance at times at a rapid rate, at times more slowly to arrive at a station before continuing on towards our destination. I will present succinctly the content of a brand-new career counselling guide which is aimed primarily at clients dealing with indecision, but equally at professionals in career counselling/development.

Isabelle Falardeau – Collège de Maisonneuve

210 | FRENCH & INTERP

Personality and Career Fit

Behaviours and functions in a work environment are directly influenced by personality. By exploring two organizational and two entrepreneurial aspects of potential careers, counsellors are able to help their clients find meaningful and satisfying careers. This workshop presents a visual platform illustrating how an understanding of Personality Type using Personality Dimensions® and the 16 Types can achieve this.

Murray Comber – Life Concepts

208 | ENGLISH

When Dreams Remain Unfulfilled: How to Deal with Non-Event Transitions

Transition is at the heart of career development; sometimes an event is enough to trigger a series of changes which can alter the professional trajectory. But what about transitions caused by a much-expected event that doesn't happen? During this session, you will discover how to identify the non-events that influence careers, as well as adaptation strategies to help your clients to deal with this kind of transition.

Sandra Chéry – Montreal District School Board Centre for Educational and Pedagogic Resources (CSDM)

211 | FRENCH

Navigate a Cross-Cultural Career Passage

Examine a portrait of how individuals' life-career pursuit intersects with a unique cross-cultural transition in a professional training context in Canada. Following a qualitative research design, this investigation used a narrative case-study approach to describe and understand the experiences of professional trainees from non-western cultures as well as the meanings of those experiences. Implications for theory, practice and future research are discussed.

Charles Chen – University of Toronto

212 | ENGLISH

Creating a Lifelong Career Development Model

We will present the findings of a large-scale quantitative study that assessed children's and adolescent's (Grades 5-12) perceived career paths and ecological influences on their career decision-making. Comparisons will be made between a control group of children and adolescents and those who participated in an early intervention career exploration program.

Kathryn Levine, Dawn Sutherland – University of Manitoba

214 | ENGLISH ◀ INTERP

Proving Our Value: Getting Much Closer!

We now have results from two research projects recently completed across five provinces. One tested an online tool tracking knowledge, skill, personal attributes, working alliance and their impacts on labour market outcomes including quality/fit of work. The second tested career development resources and their impacts on client outcomes. We are building an irrefutable case for our value and tested tools/resources.

Lynne Bezanson, Sareena Hopkins –
Canadian Career Development Foundation

213 | ENGLISH

Beyond Green Jobs: Sustainability-Enhancing Career Options

As the world marches toward un-sustainability, many of our clients are considering how they might make a difference through their work. As practitioners, we should think beyond environmental careers to help them explore the abundant opportunities to fulfill this value. I will present a newly developed model enabling clients to evaluate impacts of any given career on sustainability as a whole.

Neil Baldwin – Sheridan College

215 | ENGLISH



*Tweet about
what you
learn and who
you meet using the
#Cannexus14 hashtag.*



Say Cheese!

*While at Cannexus, take advantage of our professional photographer to get an **updated headshot for your social media profiles for only \$10!** Photos will be taken during the Tuesday morning Networking Break. Sign up at the Welcome, Information & Registration desk.*



Concurrent Sessions

Monday, January 20

How Disruptive Innovation Is Changing Higher Education Now!

A global education revolution is taking place now! Once felt to be immune to change, colleges and universities across the world have entered an era of disruptive innovation. Once viewed with great suspicion, innovations in online learning have transformed the landscape. Come learn how innovations like MOOCs, LOOCs and SOOCs will help or hinder your career and those you serve.

Rob Straby – Conestoga College

201 | ENGLISH

Biggest Career Development Breakthrough of the New Millennium

Glimpse the future of career and workforce development. The latest cloud-based, multi-faceted career development platform from Career Cruising synchronizes the efforts of students, educators/trainers, parents, adult career seekers, employers, indeed whole communities. In English and French, ccPathfinder and ccInspire add unprecedented functionality to ccSpringboard, which is now in over 75% of Canada's secondary and post-secondary schools, employment centres and libraries.

Jeff Harris, Phil Jarvis – Career Cruising

204 | ENGLISH

Resolving Institutional Barriers Surrounding College Career Planning Initiatives

Due to increased pressure, university-wide collaboration must occur to support career development. We explore strategies to aid in the successful adoption and promotion of university-wide career development initiatives. Issues addressed range from differing philosophies, competing agendas, budgeting, action planning and paradigm shifts. Individuals are provided with concrete examples and strategies to successfully navigate institutional concerns about career program implementation.

Dr John Zaugra, Dr Brian Bossick, Meghan Huyghe –
Grand Valley State University (GVSU)

202 | ENGLISH

How the Tortoise Beat the Hare

We will demonstrate the collaboration of three initiatives in fostering self-employment opportunities amongst low-income earners. The focus will be on the melding of program supports to transition the individual from financial dependence to independent income. You will appreciate the role of micro-financing in supporting the entrepreneur with little or no access to traditional lending opportunities.

Heather Haldane – Goodwill Industries Ontario Great Lakes
Carrie Wright – City of London
David Proudfoot – London Small Business Centre

205 | ENGLISH

Tips, Tools and Techniques in Career Development

Utilizing the foundational material from his keynote, Rich will lead an interactive and hands-on session. Participants will complete role plays, sample quick-use tools and practice techniques they can use with clients immediately.

Rich Feller – Colorado State University

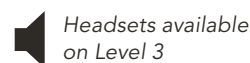
203 | ENGLISH

Holistic Career Development: An Aboriginal Approach

A holistic approach is important in career development so that students may see or begin to see the importance of all the "stuff" they learn in school. To ensure that the whole student is considered when planning, students' careers must also plan for skill development and wellness in all four parts of self: mental, physical, emotional and spiritual.

Kelly Selkirk, Nancy Harasemiw –
Fisher River Cree Nation Board of Education

206 | ENGLISH

Headsets available
on Level 3

Mentoring: The Deeper Connection to Networking

So you've been to the event and you have made all the connections, what happens now? Join us to hear how our unique story that started a year ago changed our lives. Learn how a "deep relationship" can change the face of how you network. What happens after that 30-second "elevator speech"? Come! Develop your own personal strategy to give, receive and experience this new way to network, with caring and loving results.

Tami Anderson – Best Foot Forward Consulting Inc.
Andrée Martineau – evolupro

207 | ENGLISH

Program Evaluation as a Collaborative Enterprise

When program evaluation is done by external consultants, anxiety, suspicion and other dysfunctional attitudes often result. Field tests indicate that using a collaborative approach results in more positive attitudes towards evaluation. This helps practitioners see evaluation as a worthwhile process that demonstrates the value of career services and improves the quality of the services they provide.

Bryan Hiebert – University of Victoria

208 | ENGLISH

Employers: The Other Half of the Equation

Viable Calgary has a track record of promoting diverse workplaces and changing employer attitudes towards people with disabilities. Learn about its innovative approaches and strategies. Highlights include forging industry partnerships, an attitude-changing marketing campaign and employer best practices. Delegates are encouraged to share their experiences, leading to a discussion about further changes that should be made to foster fully inclusive workplaces.

Paul Marken, Alexi Davis – Prospect Human Services

209 | ENGLISH

Countering the Youth Talent Drain

We will discuss the challenges to career management in a francophone rural milieu. How to counter the youth talent drain? How to promote the return of those who left? How to develop rural communities? Specifically we will present the results of three studies carried out by me and other collaborators on these themes. We will shed light on the subject of exemplary and winning techniques.

Robert Baudouin – University of Moncton

210 | FRENCH ◀ INTERP

Career Counselling Programs for High Schools

In Quebec high schools, three new scholastic counselling programs are offered to students. The students who choose these programs decide to further their knowledge of career counselling and to explore the world of professional development and the world of entrepreneurship. In brief, they learn to become the principal agents of their own scholastic and professional development.

Lucie Cormier – Quebec Ministry of Education

211 | FRENCH



Congratulations to the three winners in CERIC's National Challenge to Promote Career Development in Canada! They each receive \$5,000 and a free registration to Cannexus14. Sponsored by The Counselling Foundation of Canada, the online competition drew 80 creative entries. View them all at ceric.ca/nationalchallenge.

Concurrent Sessions

Monday, January 20

Engaging Youth in the Career Development Process

Designed for individuals who work with youth and young adults and who are interested in innovative community partnerships, we will present on a career development process that includes building community partnerships, engaging in genuine service projects and building youth/adult partnerships. Learn about HeartWood's Framework and their systems change collaboration with Nova Scotia Community Services.

Brian Braganza – HeartWood Centre for Community Youth Development
Gail Moore – Nova Scotia Department of Community Services

212 | ENGLISH

Talent, Human Capital and Employment: Shifting Our Approaches

There is a growing trend to view people as sources of human capital to fill labour market needs. Our clients need to be more prepared than ever to compete for available jobs. We will examine some of the challenges in the intensely competitive "age of talent" and how career practitioners can help individuals to increase their human capital potential.

Dr Nancy Arthur – University of Calgary

214 | ENGLISH ◀ INTERP

A Map for Navigating Uncertainty in Life/Work

The 21st century world of work is a confusing and overwhelming place. How do we live our lives and navigate the chaos? Learn a unique, practical "map" of how to traverse this confusion. By examining the natural internal process of self-discovery and using available energy, a person finds meaning and insight in transition, translated into effective life/career decisions and actions.

Carol Vecchio – Centrepont Institute

213 | ENGLISH

Working Intentionally with Hope in Counselling

Alongside clients' stories of difficulty lies a powerful source of hope that sometimes goes unacknowledged and often is underutilized. Research indicates that hope plays an important, though often unacknowledged, role in outcomes. This session offers a useful framework for understanding hope in counselling, an overview of research and accessible practices to intentionally facilitate hope in a variety of contexts.

Dr Denise Larsen – Hope Studies Central

215 | ENGLISH

Daily Giveaway!

At the CERIC booth...while supplies last.

Monday – Do you work with persons with disabilities? If so, pick up a free copy of our **A Difference of Ability: Recruiting, Hiring and Employing People with Disabilities DVD**

Tuesday – Do you work with youth? Then get your free copy of **The Decade After High School: A Professional's Guide** or **A Parent's Guide**

Wednesday – Do you manage a career or employment centre? Please visit us to receive a copy of **From My Perspective: A Guide to Career/Employment Centre Management** or **A Guide to University and College Career Centre Management**





Career Development Practice in Canada Textbook Launch

Monday, 5:00 PM - 7:00 PM

*CERIC is pleased to be launching the country's first comprehensive career development textbook at Cannexus. Purchase your copy of **Career Development Practice in Canada: Perspectives, Principles, and Professionalism** throughout the conference at the CERIC booth and then join us during the Wine & Cheese to have your book signed by the editors.*



Careering Magazine: "Looking Back, Reaching Forward"

*The theme of the Winter edition of CERIC's **Careering** magazine is "Looking Back, Reaching Forward." In recognition of CERIC's 10th anniversary, the magazine presents a series of Top 10s, including Career Development Trends, How to Engage in Children's Career Development & Technology Changes Affecting Jobseekers. Plus, much more! Look in your delegate bag for the magazine – and pick up an extra copy at the CERIC booth!*

Careering
Skills ▶ Jobs ▶ Dreams



Have You Visited the Exhibitors Yet?

*This is a prime opportunity for you to visit the many booths exhibiting products and services that can help you in your work! Be sure to bring lots of business cards for the prize draws! Exhibitor prize draws take place **Tuesday at 1:00 PM in the Exhibitor Hall.***



Day 02

JANUARY 21

OTTAWA CONVENTION CENTRE (OCC)

7:30 AM – 4:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:30 AM – 8:00 AM	Continental Networking Breakfast	Level 3: Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 9:30 AM	KEYNOTE ADDRESS Valerie Pringle <i>"Growth Is the Only Evidence of Life: A Career Path"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
10:00 AM – 10:45 AM	Concurrent Sessions – Block 5	Level 2: Meeting Rooms
11:00 AM – 11:45 AM	Concurrent Sessions – Block 6	Level 2: Meeting Rooms
12:00 PM – 1:00 PM	Cannexus Connections Luncheon	Level 2: Meeting Rooms
1:00 PM – 1:30 PM	Exhibitor Draws	Level 3: Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 7	Level 2: Meeting Rooms
3:00 PM – 3:30 PM	Final Exhibitor Visits / Networking Break	Level 3: Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 8	Level 2: Meeting Rooms

TUESDAY

Keynote Speaker

Tuesday, January 21

Level 3
Plenary

ENG

8:30 AM –
9:30 AM



Valerie Pringle

*Growth Is the Only Evidence of Life:
A Career Path*

Valerie Pringle will describe how she began her career in journalism on radio and television while balancing a busy home life with three children. She will describe the arc that led her from broadcasting to the non-for-profit world where she now volunteers as a Board Member and fundraiser and who her heroes and inspirations have been. She will talk about making transitions and figuring out when to leave and what is worth spending your time on. She now works very hard as an advocate fighting for improved treatment and access to care for the mentally ill and against stigma which prevents two-thirds of people with mental illness and 90% of people with addictions from seeking help.

Valerie Pringle is one of Canada's best known and most respected broadcasters, public figures and volunteers.

She started her career at age 19 as a student reporter with CFRB Radio in Toronto after graduating from Radio and Television Arts at Ryerson in 1974.

In 1985, she helped launch the highly successful CBC-TV news and current affairs program, *MIDDAY*. After eight years of hosting that and other CBC shows, Valerie moved to CTV in 1993 and co-hosted *Canada AM* until 2001.

Valerie then helped produce, write and host a series of documentaries and series including *Valerie Pringle Has Left the Building* for CTV, *Test of Faith* for Vision-TV and *The Canadian Antiques Roadshow* for CBC-TV.

She is now involved full-time in not-for-profit work. She is Co-Chair of the Trans Canada Trail Foundation. She is a member of the Board of the Centre for Addiction and Mental Health Foundation, The Ontario Brain Institute, the Stephen Lewis Foundation and The Canadian Broadcast Heritage Foundation. Valerie was awarded an honorary doctorate from Ryerson University and was appointed as a Member of the Order of Canada in 2006 for her contributions to communications and her volunteer work.

Day 02

TUESDAY



Amundson, Norman



Archer, Jennifer



Bennett, Heather



Bentzen, Debra



Bolton, Laura



Bonnema, Betty



Butterfield, Lee



de Raaf, Shawn



Delicate, Sarah



Ducharme, Catherine



Dutch, George



Edgar, Anne-Marie



Edwards, Laurie



Fisher, Randy



Franklin, Mark



Girard, Karen



Gravelle, Mario



Gurr, Susanna



Guy, Matthew



Harris, Kathy



Healey, Betty



Hopkins, Penny



Ibrahim, Riz



Jewell, Louisa



Keis, Ken



Kitchin, Paul



Klinga, Suzanne



Landine, Jeffrey



Lawrence, Doug



Lei, Danni



Leonforde, Keturah



Levine, Kathryn



Monture, Sara



Neault, Roberta



Nurse, Michael



Patel, Anil



Pelletier, Brian



Peruniak, Geoff



Pickerell, Deirdre



Poehnell, Gray



Presant, Don



Roy, Cathy



Shea, Rob



Singh, Shanker



Slavik, Shane



Smith Fowler, Heather



Smith, Paul



Straith, Brooke



Tagoon, Hilu



Thunderchild, Cori



Urbanski, Denise



Waller, Byron



Wischoff-Yerama



Woodend, Jon



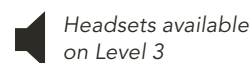
Woolnough, Freeman



Zeng, Heather

Concurrent Sessions

Tuesday, January 21



BLOCK
5

10:00 AM –
10:45 AM

Be Better Prepared for Retirement

When planning for retirement, we all want to know that we will have enough money to live on as we age. To reach that goal, Canadians need to plan to be well-prepared for their retirement. We offer information and online tools that can help you and your clients.

Financial Consumer Agency of Canada

201 | ENGLISH

LinkedIn for Career Counsellors

LinkedIn is the fastest-growing professional network with more than 200 million user accounts. It is the go-to place for people wishing to network, look for work and explore career opportunities. It is a critical element of a career counsellor's toolkit. We will share tips and resources in getting the most from LinkedIn and other social media.

Randy Fisher – Information and Communications Technology Council

204 | ENGLISH

Action Plans for Employment Service Providers

Learn why cookie-cutter advice is still given, why it is outdated and how to individualize advice to each client. Explore the proper way to teach networking and how clients will use it to achieve measurable success. We will also examine: employment trends in 2014 and beyond; how clients can create themselves as brands; and new graduates versus experienced workers – who has the advantage?

Shane Slavik – Positioning Yourself

202 | ENGLISH

University Students and Career Decisions

Career decision in university students will be addressed with a focus on family influence, cultural values, and career decidedness. The concepts and approaches for a proposed research study examining these factors in domestic and international undergraduate students will be outlined. The potential implications for findings for career practitioners in university settings will be considered.

Lisa Gust – University of Calgary

205 | ENGLISH

Are Life Story Methods Effective Career Change Tools?

The life history, storied, narrative or life design approach to vocational counselling is distinguished from others by having clients tell their stories, through structured oral interviews and/or through written exercises, as a process of co-construction (to reveal), deconstruction (to unpack) and construction (to re-author). But it is effective in helping clients find jobs, change careers or live a better story?

George Dutch – Athabasca University

203 | ENGLISH

Etta St. John Wileman Award

This award for lifetime achievement in career development is designed to recognize and celebrate individuals who have devoted their lives to furthering the profession of career development. It will be presented on the Tuesday morning at Cannexus.



TUESDAY

Concurrent Sessions

Tuesday, January 21

An Achievable Career Plan for Aboriginal Clients

The goal of the Aboriginal Community Career Employment Services Society's Essential Skills for Aboriginal Futures Employment & Training Competency (ESAF ETC) model is to assist Aboriginal clients in developing an achievable career plan leading to long-term self-sufficiency through career exploration and targeted essential skills development. We will share the ESAF ETC model, our experiences and discuss best practices. Participants will receive a copy of the model to use within their practice.

Cori Thunderchild, Cathy Roy – ACCESS' Essential Skills for Aboriginal Futures Employment & Training Competency (ESAF ETC)

206 | ENGLISH

Considering Cultural and Family Influences

Many career constructs and theories are not sufficient to address the diversity that exists within Canada's population. As professionals and practitioners, it is important to be aware of the cultural context's unique influences on career development. We will focus on cultural and family influences in career decision-making for bicultural or immigrant individuals, from adolescence through adulthood.

Danni Lei – University of Calgary

209 | ENGLISH

Straight Talk on Leadership

Business leadership, organizational transformation, innovation, organizational strategy, leadership development and talent management will all be touched on. As well, we will look at: overcoming the challenges Canadian business leaders are facing in Canada and globally; how to overcome the leadership deficit and develop new leadership competencies needed to build the hypercompetitive Canada of tomorrow; and, how to leverage Canada's brand and diversity — our most important resources.

Douglas Williamson – The Beacon Group

207 | ENGLISH

Applying for Funding: What You Need to Succeed

Want to develop a better grant application to secure funding from government, community or private grant makers? We will examine some of the critical elements of a funding proposal: convincing your audience that what you propose is needed; demonstrating your initiative's effectiveness and efficiency; as well as identifying the reporting mechanisms you will rely on to isolate crucial outputs and outcomes. Notable deal-makers and deal-breakers will also be explored. A fictional project case study will be used to illustrate the process.

Mario R. Gravelle – The Counselling Foundation of Canada

210 | ENGLISH ◀ INTERP

Career/Life Counselling for Clients Over 50

We'll explore how career practitioners can assist clients in their 50s, 60s, even 70s and beyond, to find work in a marketplace that demands current technology skills or physical stamina. We also ask to what extent is it appropriate to raise "life-course" issues such as family support, pension eligibility, living arrangements and healthcare in order to provide holistic career/life counselling.

Heather Bennett – Heather Bennett Career Resources

208 | ENGLISH

Massage Therapy: A Career Changer's Portal

Massage therapy utilization is increasing in every province and job opportunities are growing. Learn how your clients can retrain for a career in healthcare. Learn what the profession is about and who among your roster of clients might be a good fit. Learn what the training involves, how long it is and what type of educational background is required.

Michael Nurse – Sutherland-Chan School & Teaching Clinic

211 | ENGLISH

Headsets available
on Level 3

Are We (Secretly) Biased Against the Skilled Trades?

The literature speaks to a bias against educating youth in the skilled trades (Bell and Bezanson, 2006). We believe that this bias is, at least in part, due to the lack of representation of non-university post-secondary education in the guidance youth receive in Canada. Accessing research studies, policy documents and the media, we will explore where this bias comes from.

Dr Jeffrey Landine, Dr Amanda Benjamin –
University of New Brunswick

212 | ENGLISH

New Techniques in Positive Psychology

Positive psychology is the scientific study of psychological well-being and human flourishing. Learn the latest techniques in positive psychology and you will be given a comprehensive workbook with resources and step-by-step instructions for future reference. As you learn how to help your clients flourish, you will increase your own well-being and happiness too.

Louisa Jewell – Canadian Positive Psychology Association

214 | ENGLISH ◀ INTERP

Strengths-Based Living

Strengths-based living challenges the traditional models of personal and professional development, shifting the focus from identified weaknesses to leveraging strengths. You will be introduced to Lumina Learning, a unique psycho-social instrument which allows learners to see themselves through the lens of 24 qualities/strengths. As a coaching/counselling tool, this model offers clients a new approach to self and professional development.

Betty Healey – roadSIGNS

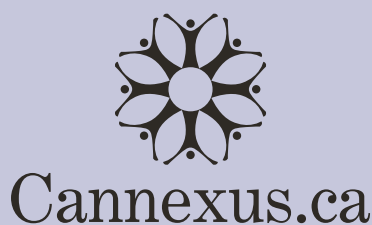
213 | ENGLISH

Connecting Immigrants to Employment

Learn about successful employment interventions and engagement strategies implemented by World Skills and partners, which enable newcomers to increase their marketability to employers and gain commensurate employment. You will be provided with action-based research and case studies which demonstrate that the transition penalty of five to 10 years for newcomers can be reduced when specific measures are implemented.

Dragana Mrdjenovic – World Skills in Ottawa

215 | ENGLISH



Elizabeth McTavish Bursary

Do you know that six community-based counsellors from six provinces and a territory are able to attend Cannexus this year thanks to the Elizabeth McTavish Bursary? Learn more at cannexus.ca/mctavish_bursary



Concurrent Sessions

Tuesday, January 21

I'm with the Brand

No longer is it the domain of teenagers and basement-dwelling webmasters only. Social media is a great tool for jobseekers. Learn to effectively use platforms such as Twitter and LinkedIn to build your social community and form a solid online presence. Join this lively discussion about the advantages of interacting with employers outside the confines of a resume and cover letter.

Matthew Guy – CareerworksNova

201 | ENGLISH

Exploring the Learning Experiences of Business Abilities Clientele

Learn about a study exploring the learning experiences, quality of life, and employability challenges of a sample of Business Abilities clients. The purpose of the study is to measure program effectiveness and describe participating clientele. Results reveal that people with disabilities benefit from a “non-traditional” learning environment to meet their employment needs. A discussion of the practical application of results and best practices will follow.

Brooke Straith, Douglas Tardif, Anne-Marie Edgar – Canadian Society for Social Development

204 | ENGLISH

Skill Disconnects in Career Development Practitioners

Are you spending your days struggling to perform roles you feel ill-equipped for? Frustrated that you're not invited to contribute your best competencies? You're not alone. Join this session to explore the skills disconnect, and skills gaps, that surfaced in a 2013 study exploring the skills BC career development practitioners (CDPs) need to effectively serve clients.

Shawn de Raaf, Susanna Gurr – Centre for Employment and Excellence (CfEE)
Dr Roberta Neault, Deirdre Pickerell – Life Strategies Ltd.

202 | ENGLISH

Mind the Gap!

Employers are constantly looking for employees with work experience, yet the reluctance to provide young people with initial job involvement often means that employers themselves are contributing to the shortage of experienced employees. We will overview one section (Phase 2) of a unique Career Trek program that is helping young people and employers bridge that gap. Two youth from the program will be part of this presentation.

Shanker Singh – Career Trek Inc.
Ricky Lawrence – New Flyer Industries

205 | ENGLISH

Cultural Intelligence Matters

Bridging cultural differences and building common ground in our fast-paced business environment of constant change, innovation and globalization is a necessity. Companies have realized the importance of developing skills for staff to work across culture whether it be internal or external to the organization, face-to-face or remotely with a virtual team.

Debra Bentzen – Progress Career Planning Institute

203 | ENGLISH

Leveraging Partnerships for Aboriginal Success

We will discuss the success we found working together to identify and form partnerships. These working partnerships become mutually beneficial. Each of us has something to bring to the table that in the end allows us to fulfil our agencies' mandates. Partnerships include working with other Aboriginal skills and employment training strategy stakeholders for maximum results.

Sara Monture – Aboriginal Apprenticeship Board of Ontario (AABO)
Brian Pelletier – Operating Engineers Training Institute of Ontario (OETIO)

206 | ENGLISH

Headsets available
on Level 3

Training for Current and Future Careers

Career colleges are in a unique position to adapt quickly to the changing labour market demands and address the growing skills gaps. I will highlight the career college sector and how it plays a role in providing efficient, hands-on training for emerging careers in healthcare, IT, green energy and trades to over 67,000 Ontarians every year.

Paul Kitchin – Career Colleges Ontario

207 | ENGLISH

Mid-Career Change: “Ho-Hum” or “Ta-Da”?

Mid-career changers bring unique challenges to the career counselling process. Motivations, barriers and capacity to make a change can vary. Research indicates that the component of spirituality may be one of the most underutilized resources available to career practitioners. We'll discuss tools and processes that practitioners may want to employ to help facilitate successful career transition.

Laura Bolton, Keturah Leonforde – Wilfrid Laurier University

208 | ENGLISH

The Integration of Immigrant Workers

What happens after immigrant workers beat the odds and find meaningful employment? We will explore the challenges immigrants face in not only navigating the Canadian job market but more importantly successfully integrating into the workplace. In an interactive component, we will have a discussion to consider the employer/organizational conditions that will facilitate integration.

Jon Woodend – University of Calgary

209 | ENGLISH

Granted You Have a Great Idea... Now What?

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)? Explore CERIC's current funding priorities for Project Partnerships, our application and review processes, and supports available to applicants. With sample materials on hand, explore FAQs and learnings that can simplify submitting a Project Partnership application to CERIC.

Riz Ibrahim – CERIC

210 | ENGLISH ◀ INTERP

Job Finding Club (JFC): A Valuable Resource

Why job-finding clubs? With an 84% success rate, they are proven to work. A job search can be frightening and depressing. In a JFC, participants are provided with support and guidance from a trained group leader and from other group members. This is an intensive three-week approach, which uses behavioural therapy techniques to uncover "hidden jobs."

Denise Urbanski – Dragon9 Training
Gail Vandebek – Team Works

211 | ENGLISH

Cannexus Connections

Tuesday, 12:00 PM

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 lunch. See page 41 for details!



Concurrent Sessions

Tuesday, January 21

Minds at Work

Learn about a ONESTEP project intended to develop a range of tools (triage/assessment tool, counselling techniques, workshop curriculum) and pilot training of front-line staff to improve their ability to work with clients experiencing emotional challenges impeding their progress in accessing skills and gaining and keeping employment. Highlights include the research and the tool being piloted.

Lorraine Katanik – ONESTEP

212 | ENGLISH

Awareness of Your Leadership Style

Recent efforts have been devoted to create awareness and develop leadership in youth and emerging adults. Leadership and leadership identity development are key for adequate preparation for the workplace. Different leadership approaches and various factors involved in leadership identity development in emerging adults will be discussed during this presentation.

Céline Blanchard, Dominique Perreault, Héloïse Sirois-Leclerc –
University of Ottawa

214 | FRENCH ◀ INTERP

Employability ePortfolios for Immigrants: Arrival to Employment

We will describe the implementation of ePortfolios for language and employment programs of an immigrant-serving organization as a catalyst to improve clients' language, soft skills and employment readiness as they build themselves a meaningful job-finding tool. We will also provide information on tapping into ePortfolio expertise in Canada, choosing ePortfolio platforms, and challenges and successes encountered along the way.

Clifford Bell – Immigrant Services Society of British Columbia
Don Present – Learning Agents

213 | ENGLISH

World Skills: Connecting Newcomers to Employment

With the objective of reducing the 10-year transition penalty for newcomers, we will focus on employment interventions established for internationally trained immigrants. We will highlight effective practices and partnerships through various programs, specifically Workplace Language Training and the Ottawa Job Match Network as well as employment support services.

Magdalene Cooman-Maxwell – World Skills Ottawa

215 | ENGLISH

Career Development in the Canadian Workplace: National Business Survey

Learn more from **Environics Research Group** about the fascinating results of this CERIC-commissioned survey during the Cannexus Connections luncheon on **Tuesday in Room 214**.



Graduate Student Award

*This award, presented to eligible graduate students annually, provides a **free registration to Cannexus** and **up to \$1,000 to cover expenses** to attend. For eligibility requirements and further information, visit **ceric.ca**.*



Cannexus Connections Networking Luncheon

12:00 PM – 1:00 PM

Bring your business cards,
grab your lunch and take
part in the facilitated
networking opportunity
that interests you the most!



Concurrent Sessions

Tuesday, January 21

Finding Value in Challenges and Irritants

Our shortcomings may help us to understand more about our talents. What annoys us most in others can present us with insightful information about ourselves. Provided we are willing to take a closer look at ourselves and others, there can be value in this type of examination. In the Netherlands, this quality quadrant model is used a lot in workshops. You will have the opportunity of applying this perspective (to) yourself. This session is followed in the same room in Block 8 with a way to apply the quality quadrant model.

Betty Bonnema – Rotterdam University

201 | ENGLISH

Using Passion to Inspire Action: Youth, Passion and Careers

Learn how you can incorporate young people's personal passions into the career planning process to help them make better academic and career decisions. We ask them to commit at such an early age. They need to have control over their choices and actions. Become a better guide to understanding how youth can live a life with purpose, on purpose.

Karen Girard – Career Planning for Students

204 | ENGLISH

Addressing Workforce Imbalances in the Financial Services Sector

Findings from the first-ever sector-wide research into the supply and demand of talent in the financial services sector of the Toronto region will be presented. Toronto's financial services sector is larger and more diverse than most people think. The research looks at supply and demand of talent in seven broad sub-sectors and 39 business lines within those sub-sectors.

Dr Catherine Chandler-Crichlow –
Centre of Excellence in Financial Services Education

202 | ENGLISH

The Outcome-Based Math of Human Connections

All employment programs have moved to outcome-based accountability models. Compliance with the "math" of our funded contracts often drives behaviours that have us forget the math of human connections. While exploring the importance of compliance, we will also reconnect you to the math that likely drives your mission, vision and values, essential for avoiding the compliance trap.

Sarah Delicate – BBMD Consulting Inc.

205 | ENGLISH

Save Me from Myself! Escaping the One-Way Stream

Occasionally, we encounter a client whose mindset is fixed on that "one perfect job" – and the mismatch is so great that the client could probably use a strong dose of reality. We will discuss strategies, activities and language that can be used in order to challenge these clients to consider other possibilities, in a non-daunting manner.

Freeman Woolnough – Queen's University

203 | ENGLISH

A Cultural Approach to Career Development in Nunavut

The Career Development Practitioner Certificate program is a Nunavut Arctic College training program for practitioners working in Nunavut. This initiative serves as a best practice in integrating content and methodology reflective of Inuit culture and the realities of Northern communities. We will share our experiences in developing and delivering this training program, highlighting what we have learned about the Inuit approach towards career development.

Suzanne Klinga – Canadian Career Development Foundation
Hilu Tagoona – Government of Nunavut
Jennifer Archer – Nunavut Arctic College

206 | ENGLISH

Overwhelmed, Underutilized or Engaged with Your Career?

Are you engaged with your career or more likely to feel overwhelmed or underutilized? Even if you aren't sure, join this session to reflect on your own career goals, take stock of where you are now, and consider ways to maximize your career engagement. Also learn about recent doctoral research that examined the career engagement of Canada's career development practitioners.

Deirdre Pickerell – Life Strategies Ltd.

207 | ENGLISH

Myths Surrounding Career Development in Post-Secondary Education

There is significant discourse regarding the role of universities, colleges and the student post-secondary journey in Canada. It is time to dispel some of the myths surrounding career development in post-secondary education! Join our project team to discuss our three years of research into career-integrated learning and our combined 60 years of practice as community employment leaders, guidance counsellors, university professors and administrators to discuss a new way forward.

Rhonda Joy, Karen Youden-Walsh, Rob Shea –
Memorial University of Newfoundland

208 | ENGLISH

What's in Your Toolkit?

Technological change requires career practitioners to be knowledgeable of tools that both they and jobseekers can use to enhance competencies, employability and work prospects. You will learn new systems, tools, platforms and websites that clients can add to their toolkits.

Catherine Chambers – Academy of Remote Employment

209 | ENGLISH

Careers in Oil and Gas: What You Didn't Know

A severe labour shortage is looming in Canada's oil and gas industry. Career practitioners will leave this presentation with an understanding of Canada's oil and gas industry, available industry career options, and knowledge of valuable resources to help their clients effectively job search in the industry. Highlights from the Petroleum HR Council's Labour Market Outlook to 2022 for Canada's oil and gas industry will also be presented, with a focus on in-demand careers.

Rowena Sampang – Petroleum Human Resources Council
a division of ENFORM Canada

210 | ENGLISH

Clinical Supervision for Career Practitioners: A Needed Service

Most career practitioners have an administrative supervisor but few have access to a clinical supervisor. Career clients come with complex personal and professional issues that require high level skills. We will contrast the two types of supervision and discuss essential skills for clinical supervision. We will outline the American National Career Development Association's (NCDA) new Career Practitioner Supervision Training and who might benefit from this training.

Judith Hoppin – NCDA
Ellen Weaver-Paquette – Rhode Island College

211 | ENGLISH



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Super Saver pricing of \$350!
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Information & Registration desk!*

Concurrent Sessions

Tuesday, January 21

Equipping Clients to Self-Manage Their Careers

People have to know how to self-direct their career journeys. Employers used to have time to outline employee growth paths, but today's workplace is a shifting sea of markets/skills/knowledge needs. Employers can't keep up, making it critical that employees direct their own growth. We will highlight a self-management model for equipping clients to decide at every decision point.

Kathy Harris, Penny Hopkins – Jobmatics

212 | ENGLISH

Diversity Improv

Are you facing increasing diversity in your work? Are you wondering at times how to be effective in such changing circumstances? You know that you need to do things differently but you're not sure how. We will explore how you can cultivate the adaptive expertise needed to create, replace, revise or even improvise language, tools and processes as needed.

Gray Poehnell – Ergon Communications

214 | ENGLISH + INTERP

When You Only Have 10 Minutes to Assess

Learn an expedient approach to add to your toolbox of skills: life/career self-test giving a snapshot of current life and work situations; how the career process really works for use with the self-test; and activities helpful at different phases. Leave with worksheets and exercises that you'll use with your clients/students when you get back to work.

Byron Waller – Governors State University

213 | ENGLISH

Assess for Success: Increasing Career Development Results

Understand why a holistic assessment system is critical to any selection, placement or career development process – no exceptions! Discover that not all assessments are created equal and what to look for in assessments to best serve career development needs to get the results. You will experience the power of the assessment process first-hand to immediately enhance your results.

Ken Keis – CRG Consulting Resource Group International Inc.

215 | ENGLISH

Stop by the CERIC Booth!

Come talk to us about our new projects and program developments.

You can also pick up our latest publications that will keep you informed and inspired:

- CERIC special 10th anniversary issue of **Careering** magazine
- **Career Development Practice in Canada** textbook
- The current edition of **The Canadian Journal of Career Development**

Plus, check out the merchandise we have for sale!



Stand and Deliver

You will get more value to you if you have attended the session in the same room in Block 7. Once you know how to work with the core quality quadrant on paper, you can start using drama and dialogue to deepen the learning about the balance that is possible from the middle of the talents, pitfalls, challenges and irritants. In this session you may not be sitting down much!

Dirk Bos – Rotterdam University

201 | ENGLISH

Skills-Bridging Multi-Generational Gaps in Today's Workforce

Today's workforce is having to compete in an environment reflecting four generations of workers. Not only must we be effective contending with fundamental differences existing between each generation, we must also be able to advise clients on how to successfully navigate through this environment. In this session you will learn how 21st century skills can help you and your clients.

Wilf Flagler, Terry Thompson – Toronto District School Board

202 | ENGLISH

Preparing for Life After High School

Engaging and nudging high school students to make informed decisions for their future, in good time, is hard to do. We present new high school-based interventions that have been tested with thousands of students in several provinces within carefully designed experiments to find out what works. We describe the approaches and their impacts on participants' post-secondary outcomes

Reuben Ford, Heather Smith Fowler –
Social Research and Demonstration Corporation (SRDC)

203 | ENGLISH

The Ideal Candidate: What Employers Want

The Canadian Association of Career Educators and Employers (CACEE) will facilitate a discussion featuring employers who will share their perspectives on what they value in candidates for employment. This session will also share important information drawn from CACEE's annual Campus Recruitment survey.

Paul Smith – CACEE

204 | ENGLISH

Balancing Certainty and the Unknown

Young people between 15 and 29 years-old who are not in employment, education or training (NEETs) are a challenge both for society and for themselves. What can career practitioners do to assist the transition between learning and work again and again? The facilitators will share practical ideas on helping NEETs understand the balance between certainty and the unknown.

Clarence De Schiffart, Laurie Edwards –
Nova Scotia Community College (NSCC)

205 | ENGLISH



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evaluation form by January 31,
2014 for a chance to win a free
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Concurrent Sessions

Tuesday, January 21

Effective Mentoring: The Business Value

I will provide an overview of mentoring and effective mentoring. You will engage in a number of activities which include: understanding communication styles and personalities, understanding each other and two case studies complete with two role-playing situations. Effective mentoring in the context of the business value will also be discussed.

Doug Lawrence – TalentC®

206 | ENGLISH

Reach More Clients: Web-Enabling an Evidence-Based Narrative Practice

Scalable, streamlined and evidence-based is the trifecta of delivering empowering and successful 21st century career management services. Building on these principles, we developed online tools that enhance our narrative method of practice and client experience by leveraging career professionals' time and expanding reach. We will explore the opportunities in designing a blended-delivery model that preserves the human touch.

Mark Franklin – CareerCycles

209 | ENGLISH

A Sense of Belief

What senses reflect our inner self? I take a nature-based approach to look at the challenge of monitoring our inner personal beliefs by way of extending the concept of sense from the physical to the psychological. You will be invited to engage your intuitive senses in private, experiential exercises aimed at increasing inner awareness of personal beliefs.

Geoff Peruniak – Athabasca University

207 | ENGLISH

Life on the Tilt-A-Whirl: Workers' Needs and Change

Studies of workers' experience suggest a theory of managing change is needed. Our study explored and conceptualized processes, factors and dynamics of moving from not doing well with change to doing well over time. We review the results of this research, highlighting workers' approaches to managing ongoing change. Implications for counselling and career theories as well as interventions will be discussed.

Lee Butterfield, Bill Borgen – University of British Columbia

210 | ENGLISH & INTERP

Career Development in First Nations Communities

The Saskatoon Industry-Education Council, Saskatoon Tribal Council and their communities are involved in a partnership which engages young people in career exploration opportunities from K-12. These programs include on-reserve training through their "Boot Camp" programs as well as attendance at a variety of programs and events. Mistawasis First Nation has implemented education, training and employment programs and services for community members through their Iron Buffalo Centre.

Janet Uchacz-Hart – Saskatoon Industry-Education Council
Michelle Blackmon – Saskatoon Tribal Council Inc.
Shantelle Watson – Mistawasis First Nation

208 | ENGLISH

So to Speak: Content Curation

Last year the Canadian Education and Research Institute for Counselling (CERIC) embarked on an adventure in content curation and has never regretted it. With *CareerWise* in English and *OrientAction* en bref in French, content curation has become one of the pillars of CERIC's communications strategy. Come learn how to develop a strategy for content curation, and what value it can add to your organization's overall communication approach.

Catherine Ducharme – CERIC

211 | FRENCH

**Assessment to Outcome:
Working with People with Disabilities**

Individuals managing with physical, mental health or learning disabilities experience barriers to employment. Learn how to create a supportive environment in employment services from the first meeting at referral to when they no longer require your support. We will discuss resources to explore career potential, identify barriers and accommodations needed, and how to create sustainable and meaningful employment action plans.

Sally Michener-Potts, Thea Trussler – Bridging Employment Supports
Stephanie Jenkins-Moss – Private Practice

212 | ENGLISH

Making It Work!

I will explore the different aspects of how you relate to your work, the sources of meaning at work and the various strategies that these elements impose, in order to answer the following questions: What are the recognizable and significant strategies shaping the way you relate to your work? What do we really lose when we lose our job? What is the origin of suffering and what is the meaning of what we go through when experiencing a break?

Dominique Clavier – Conservatoire National des Arts et Métiers

214 | FRENCH ◀ INTERP

**Passion Search: A Counselling Group
Approach to Self-Discovery**

Career construction and the narrative career story interview are being used effectively in career counselling. A similar and as effective approach to uncovering people's passions and purpose that has been in practice for over 20 years will be presented. The majority of work is done one-on-one. Learn how this has been successfully accomplished in small group settings.

Dr Heather Zeng – Harold Abel School of Social and Behavioral Sciences, Capella University

213 | ENGLISH

**Where in the World?
Non-Canadian Experience Counts, Too**

As career development practitioners, you know that many highly educated immigrants come to Canada ready to work in their previous sectors – only to be told that only Canadian experience counts. Through stories, photos and case examples from my travel/work in 60 plus countries, examine the realities of globally mobile workers and strategize how to expedite rich international experiences into local workplaces.

Dr Roberta Neault – Life Strategies Ltd.

215 | ENGLISH

Continuing Education Credits

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The following associations are offering Continuing Education Credits to their members who attend Cannexus14:

- > **The Canadian Counselling and Psychotherapy Association (CCPA)**
- > **The Vocational Rehabilitation Association – VRA Canada**

Forms are available at the Welcome, Registration & Information desk on Level 3.

Day 03

JANUARY 22

OTTAWA CONVENTION CENTRE (OCC)

7:30 AM – 10:30 AM	Welcome, Information & Registration	Level 3: Atrium
7:45 AM – 9:00 AM	Canada's Career Imperative: Plenary Panel and Breakfast <i>Sponsored by: Millier Dickinson Blais</i>	Level 3: Plenary
9:15 AM – 10:00 AM	KEYNOTE ADDRESS Jacques Demers <i>"Take a Letter"</i>	Level 3: Plenary
10:00 AM – 10:30 AM	Networking Break	Level 3: Plenary
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Stephen Lewis <i>"Human Development, Career Development and Training: Foundations for a Better World"</i>	Level 3: Plenary
11:30 AM – 12:00 PM	Closing Comments	Level 3: Plenary
1:00 PM – 4:00 PM	Post-Conference Workshops	Level 2: 201 & 202

WEDNESDAY

Plenary Panel

Wednesday, January 22

Headsets available
on Level 3

Level 3
Plenary

ENG

7:45 AM –
9:00 AM

Canada's Career Imperative: How Do We Fix the Talent 'Disconnect' Dilemma

Come for an early sit-down breakfast and listen to a dynamic panel discussion.

Introduction: **Mark Venning**, Chair, CERIC Board of Directors

CERIC launched Canada's Career Imperative to bring business, education and government together for a national conversation about how to fix our country's talent "disconnect" dilemma – where individual skills and interests don't always line up with emerging career options or what regional job markets immediately offer.

Over the past year, CERIC has hosted a series of roundtables across Canada to find some common ground for the economic imperative of crafting a clearer strategy to develop, connect and retain the best of our talent to meet the ever-changing needs of disruptive markets.

This panel now brings the Canada's Career Imperative conversation to the national Cannexus stage to explore with these high-profile panelists:

- > **What can make the work search & talent match process work better across Canada?**
- > **How we make the case for business and government to invest in career development at all levels?**
- > **What are promising examples of national collaborations and innovations developing Canadians and connecting them with productive and rewarding career opportunities?**

Sponsored by:



PANELIST:

Ian Shugart is Deputy Minister of Employment and Social Development Canada. He was appointed to the position of Deputy Minister of Human Resources and Skills Development and Chairperson of the Canada Employment Insurance Commission, effective July 26, 2010. Prior to this, he served as Deputy Minister of the Environment.



PANELIST:

Steve West has been Chief Executive Officer of Nordion Inc. (formerly MDS Inc.) since December 2009. Nordion Inc. is a global health science company that provides market-leading products used for the prevention, diagnosis and treatment of disease.



PANELIST:

Lauren Friese is the founder of TalentEgg.ca, Canada's leading online career resource for students and recent graduates. TalentEgg has been recognized by Canadian Youth Business Foundation as "Best Business", and Lauren was recognized by WXN as one of Canada's Most Powerful Women: Top 100.



PANELIST:

Brock Dickinson is a Principal with Millier Dickinson Blais, Canada's largest specialist economic development consultancy, where he works with companies and communities across Canada and around the world to accomplish their economic growth and development goals.



PANELIST:

Dan Kelly serves as President and Chief Executive Officer of the Canadian Federation of Independent Business (CFIB). In this capacity, Dan is the lead spokesperson and advocate for the views of the Federation's 109,000 small and medium-sized member businesses.



PANELIST:

Dr. Roseann O'Reilly Runte is President and Vice-Chancellor of Carleton University. She is an author, scholar, experienced administrator and volunteer. She has received numerous awards for poetry, national and international leadership, board service and her work with the environment and in promoting cultural understanding.

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Keynote Speaker

Wednesday, January 22

Level 3
Plenary

ENG

9:15 AM –
10:00 AM



Jacques Demers

Take a Letter

In an authorized biography, entitled *En toutes lettres* (All Spelled Out), written by sports writer Mario Leclerc, Jacques Demers reveals that he covered up his illiteracy with elaborate ploys, fearful that the truth could cost him his job with professional hockey. Demers said he hoped that speaking out would help others develop the confidence to learn to read and write, as he has tried to do. Millions of Canadian adults have varying levels of illiteracy, and Demers's story of survival and determination is emblematic of the struggles they face every day.

Throughout his storied career, **Jacques Demers** built a name as one of the most successful coaches in the National Hockey League. Demers was the coach for the Quebec Nordiques, Detroit Red Wings, St. Louis Blues and Montreal Canadiens for more than 20 years. During his career, his teams advanced to the conference finals on numerous occasions. He coached the Canadiens to a Stanley Cup win in 1993. The only person to do so in consecutive years, he received the Jack Adams Award for NHL Coach of the Year in 1987 and 1988.

After hundreds of on-ice victories across Canada and the United States, Demers went on to a thriving career as a television sports commentator. Yet during all those years behind the bench and in front of the camera, he managed to hide a remarkable fact — he could neither read nor write. Sharing his incredible story, Demers inspires others to have the courage to confront, and conquer, their greatest fears and sheds light on the thousands of people who, like him, unjustly suffer through illiteracy.

In 2007, Demers was named the 100th most influential personality in hockey by *The Hockey News*, and he was appointed to the Senate by Prime Minister Stephen Harper in 2009.

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Keynote Speaker

Wednesday, January 22

Level 3
Plenary

ENG

10:30 AM –
11:30 AM



Stephen Lewis, C.C.

*Human Development, Career Development
and Training: Foundations for a Better World*

Stephen Lewis will draw on his careers in politics, diplomacy and multilateralism to demonstrate the principle and practice of self-development. He will attempt to demonstrate that the culture of the workplace is every bit as important to self-development as the capacity of individuals. Lewis takes a somewhat heretical view, believing that professional development, particularly the qualities of innovation and leadership, are influenced most profoundly by the working environment, and not by numbers of courses taken or training received. The former is fundamental; the latter is peripheral.

Stephen Lewis is a Distinguished Visiting Professor at Ryerson University in Toronto. He is the Board Chair of the Stephen Lewis Foundation, which is dedicated to turning the tide of HIV/AIDS in Africa, and he is co-founder and co-director of AIDS-Free World, an international advocacy organization.

Lewis is a member of the Board of Directors of the Clinton Health Access Initiative and Emeritus Board Member of the International AIDS Vaccine Initiative. He served as a Commissioner on the Global Commission on HIV and the Law. The Commission's report, *Risks, Rights & Health*, was launched by the Secretary-General of the United Nations in July 2012.

Stephen Lewis' work with the United Nations spanned more than two decades. He was the UN Secretary-General's Special Envoy for HIV/AIDS in Africa from June 2001 until the end of 2006. From 1995 to 1999, Lewis was Deputy Executive Director of UNICEF at the organization's global

headquarters in New York. From 1984 through 1988, he was Canada's Ambassador to the United Nations.

From 1970-1978, Lewis was leader of the Ontario New Democratic Party, during which time he became leader of the Official Opposition.

Lewis is the author of the best-selling book, *Race Against Time*. He holds 35 honorary degrees from Canadian universities as well as honorary degrees from Dartmouth College and Johns Hopkins University in the United States.

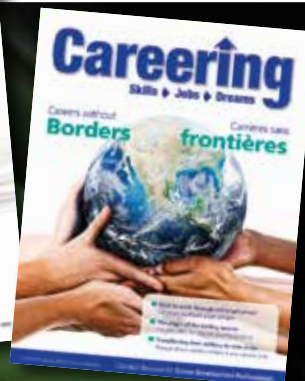
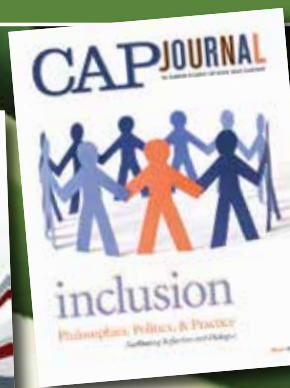
In 2003, Stephen Lewis was appointed a Companion of the Order of Canada, Canada's highest honour for lifetime achievement. In 2007, King Letsie III, monarch of the Kingdom of Lesotho (a small mountainous country in Southern Africa) invested Lewis as Knight Commander of the Most Dignified Order of Moshoeshe. The order is named for the founder of Lesotho; the knighthood is the country's highest honour. And in 2012, Lewis was an inaugural recipient of Canada's Queen Elizabeth II Diamond Jubilee Medal.

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– Jan Basso, Director, Co-operative Education & Career Development, Wilfrid Laurier University



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Post-Conference Workshops

Wednesday, January 22

You can now extend your Cannexus conference learning experience by choosing between two capacity-enhancing optional post-conference workshops. There is still time to decide to join us!



Randy Lindsay
Paul Brinkhurst
1:00 PM – 4:00 PM

OPTION #1 | Cost : \$225 (\$199 for additional registrations from the same organization)

Resolving Behavioural Obstacles: An Introduction to Employability Skills Assessment Tool (ESAT®)

This new browser-based tool is innovative and transformational, allowing you to assess, monitor and track the development of the key employability skills that employers want most from anyone they consider hiring: attitude, motivation, accountability, presentation, teamwork, time management, stress management, adaptability and confidence. ESAT® can be used in programs as short as three weeks where the aim is to create awareness of employability expectations, to longer programs of six months or more where real behavioural change can be achieved. It can be applied in any training or educational setting where the development of these nine key employability skills is relevant to the long-term success of the learner.

You will receive basic ESAT® orientation training to start using the tool immediately, and access to the ESAT® system for one year, all supporting documents and membership in the ESAT® wiki where resources can be shared with other practitioners from across the country (a \$700 value).

Along with a comprehensive Users' Guide as a help feature for staff, ESAT® offers the ability:

1. For clients to complete the self-assessment on a computer with direct entry to the ESAT® database;
2. To have staff securely enter their client assessments directly to the ESAT® database;
3. For all assigned staff to view client observations notes on a shared client management system;
4. For the lead staff member to easily manage all data entry and output requirements; and
5. To easily add/remove clients and staff on the database.

Randy Lindsay is the Executive Director of Futureworx, a community-based organization that, for over 30 years, has been dedicated to helping people overcome obstacles to employment. Randy has worked extensively in the field, both at the front line and in his current role. He sees the importance of addressing behavioural obstacles to employment as a key part of developing a strong, sustainable economy.

Paul Brinkhurst is the Innovations Developer at Futureworx, where he focuses on the development of ESAT® and associated curriculum supports. His experience in the Canadian Forces, as a middle school teacher and as an adult educator, inform his work on developing a clear framework and assessment methodology for key employability skills.



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Post-Conference Workshops

Wednesday, January 22



PM

Stephanie McAllister
1:00 PM – 4:00 PM

OPTION #2 | Cost : \$125 (\$105 for additional registrations from the same organization)

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1. The Sharing Imperative, and why does it matter: An overview of Cloud computing technology with examples of Sharesies in action. We will create Stakeholder Maps and review our Web Audit methodology.
2. An introduction to open-architecture and the basics of content management systems. Learn how to: log into a Content Management System (CMS), use WYSIWYG panels, organize content (photo blocks, embed HTML code) and publish a website.
3. Creating budget and project management documents using Google Spreadsheets or SmartSheet. Learn how to: recreate a budget and project management document; use simple, yet powerful, features such as validation rules and SumIf Formulas; import invoices and receipts stored in third-party tools such as Box.com; and publish results on a website.
4. In EventBrite basics you will learn how to: create an event, add images to your template, set-up email notifications, and embed event widgets or buttons onto your website.
5. Survey Technology will help you: develop a simple survey methodology, explore different survey input options, and report survey results in real-time.

Since joining Team Timeraiser, **Stephanie McAllister** has conducted over 200 website audits in preparation for several dozen workshops for social change. Stephanie also has experience as a teaching assistant at the University of Toronto and Queen's University.



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- Jill Ferguson, Manager,
University of Guelph

“Very practical and inspiring. Helped me rethink how I want to approach my job and best assist my clients.”

- Dave Foster, Employment
Counsellor, Skills for Change

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Launching January 2014!

Canadian Career Development Researcher Database

CERIC has developed the Canadian Career Development Researcher Database to answer the question:

“Who is doing what research in Canada?”

Canada is home to many leading researchers across the country, whether at universities or within community-based settings, doing important work across many areas of interest within the career development field. The database brings this rich information together in one easy-to-use searchable online resource.

How does it work?

You can search by 25 areas of interest, by province and by individual institution. You can also search for keywords to narrow your results. Or simply browse through the list of 75 researchers.

How is the database of use?

Researchers can use the database to identify potential academic and non-academic partners for future research projects. The database is also of value to those seeking to learn about the latest research in any area of career development.

How can I add my information?

Researchers are encouraged to take “ownership” of their own profiles and update them as required. If you are doing career development research in Canada and would like to be added to the database, please get in touch with us.

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Exhibitors

Diagram of the exhibition hall layout. The hall is rectangular with a central area labeled "Exhibitor Hall" and "Aire d'exposition". The top wall has 16 numbered booths (17-32) and the bottom wall has 16 numbered booths (1-16). Booths 1-8 are on the left, 9-12 in the middle, and 13-16 on the right. An information icon (i) is located on the left side of the bottom wall.

Exhibitor Hall
Aire d'exposition

Plenary Hall
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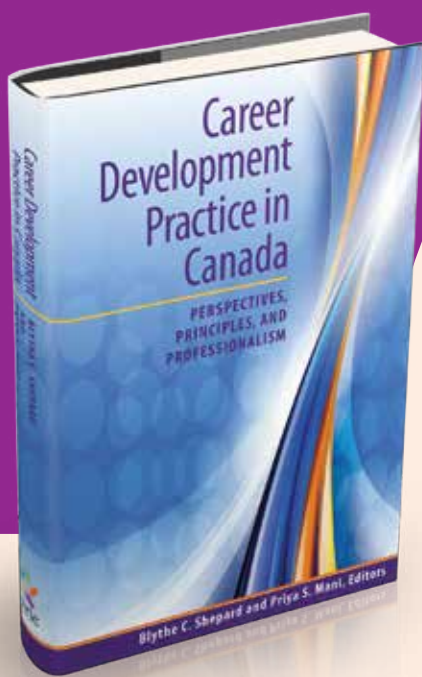
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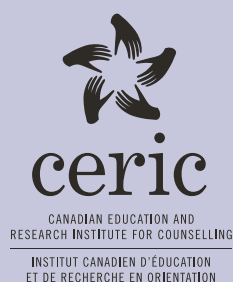
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CERIC is a charitable organization that advances education and research in career counselling and career development.

Le CERIC est un organisme caritatif voué à la progression de l'éducation et de la recherche en matière d'orientation professionnelle et de développement de carrière.

Mission

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.

Favoriser la création et la diffusion de programmes d'éducation et de recherche liés à l'élaboration, à l'analyse et à l'évaluation des théories et des pratiques actuelles en orientation et en développement de carrière au Canada.

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Vision

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

Cannexus est le congrès national bilingue en développement de carrière au Canada qui favorise l'échange d'information et les approches novatrices dans le domaine de l'orientation et du développement de carrière.

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