



National Career Development Conference Programme
Shaw Centre, Ottawa, January 26 – 28, 2015

Cannexus15



Cannexus.ca

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



Presented by:

ceric

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

10
years
ans
2004-2014

Our Sponsors and Supporting Organizations

A Big Thanks!

FOUNDING SPONSOR



INTERNET SPONSOR



MEDIA SPONSORS



ONLINE COMMUNITY SPONSOR



PROGRAMME BOOK SPONSOR



PASSPORT SPONSOR



DELEGATE BADGE SPONSOR



NETWORKING BREAK SPONSOR

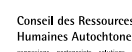
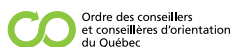


ROOM SPONSOR



SUPPORTING ORGANIZATIONS

FIRST 1 WORK



Cannexus15 is presented by:



18 Spadina Rd, Ste 200, Toronto, ON M5R 2S7
T 416.929.2510 F 416.923.2536 ceric.ca



Cannexus15

National Career Development Conference Programme
Shaw Centre, Ottawa | January 26 – 28, 2015

CERIC Board of Directors:

Jan Basso (Chair)

Wilfrid Laurier University
Waterloo, ON

Jennifer Browne (Vice-Chair)

Memorial University of Newfoundland
St. John's, NL

Mark Venning (Past Chair)

Change Rangers
Oakville, ON

Barb Mason (Secretary/Treasurer)

The Counselling Foundation of Canada
Bracebridge, ON

Lorraine Boland

YES – Your Employment Services
Thunder Bay, ON

Richard Buteau

Laval University
Quebec City, QC

Nancy Dube

YMCA of Sudbury
Sudbury, ON

John Horn

Vancity Savings Credit Union
Vancouver, BC

Carole MacFarlane

Education Consultant
Vancouver, BC

Michelle Pidgeon

Simon Fraser University
Surrey, BC

Robert Shea

Memorial University of Newfoundland
St. John's, NL

Bruce Lawson

(Executive Officer – Ex-officio)

The Counselling Foundation of Canada
Toronto, ON

Donald Lawson

(Honourary Director – Ex-officio)

The Counselling Foundation of Canada
Toronto, ON

04 Governor General Greeting

06 Welcome to Cannexus15

08 CERIC: Who We Are

10 Overview: Conference Schedule

13 Conference Floor Plan

14 Pre-Conference Workshops

16 Monday Schedule

32 Tuesday Schedule

33 Cannexus Connections

42 Spark! Luncheon

50 Wednesday Schedule

58 Post-Conference Workshop

59 Exhibitors

62 Presenters' Index

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 25 - 27, 2016.

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 25 au 27 janvier 2016.

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.

ceric.ca

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

Charitable Registration # / Numéro d'enregistrement d'organisme de bienfaisance 86093 7911 RR0001

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 ET PROJETS



Career Services Guide
Supporting people affected by mental health issues

Guide pour les centres de carrières
Soutenir les gens aux prises avec des troubles de santé mentale

Coming in early 2015!

Disponible bientôt en 2015!

In partnership with / en partenariat avec Nova Scotia Career Development Association



Glossary of Career Development
Glossaire du développement de carrière

In partnership with / en partenariat avec Canadian Council for Career Development (CCCD)



CERIC Free Anniversary Webinar Recordings

Webinaires gratuits pour le 10^e anniversaire du CERIC

- Hope-Centred Career Interventions
- Guiding Young People in the Decade After High School
- Emerging Green Jobs in Canada

With / avec Norm Amundson, Cathy Campbell & Matt Wood

YOU HELP PEOPLE. NOW MAGNET'S HERE TO HELP YOU.

Whether you're responsible for helping students find meaningful work or for helping organizations find great talent, Magnet can help make your job easier. Using innovative, breakthrough technology developed at Ryerson's Digital Media Zone, the Magnet network quickly and accurately connects the right people to the right opportunities.

To learn more about how this game-changing new network can enhance the services you provide, visit magnet.today



Funded by the
Government
of Ontario



Ontario



ontario
chamber of
commerce

RYERSON
UNIVERSITY

WE'VE FUELLED 1,181 PEOPLE DOWN THE ROAD LESS TRAVELLED

Based at Canada's leading comprehensive innovation university, the DMZ gives budding entrepreneurs the tools they need to turn their dreams into dream jobs.

RYERSON.CA/DMZ | [@RYERSONDMZ](https://twitter.com/RYERSONDMZ)



Digital Media Zone

RYERSON
UNIVERSITY

Greetings from The Governor General of Canada

His Excellency the Right Honourable David Johnston



THE GOVERNOR GENERAL • LE GOUVERNEUR GÉNÉRAL

I am delighted to extend warm greetings to everyone attending the Cannexus15 National Career Development Conference, presented by the Canadian Education and Research Institute for Counselling (CERIC).

In our increasingly complex and globalized society, we can measure a nation's well-being by how well it develops, innovates and shares knowledge. I firmly believe that as we learn from one another, we are helping to build a smarter, more caring nation.

With its world-class speakers, quality workshops and abundant networking opportunities, Cannexus has become a national hub for career development and the largest conference of its kind in Canada. With each new edition, the lives of hundreds of people from across the country and around the world are enriched.

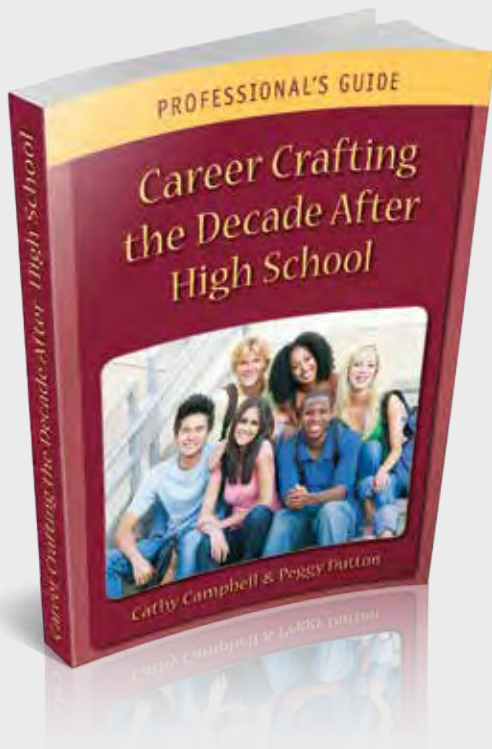
I commend the volunteers, organizers and all those who, over the years, have ensured the success of this remarkable initiative. I wish you a highly productive experience.

David Johnston

January 2015

Career Crafting the Decade After High School: A Professional's Guide

AUTHORS: CATHY CAMPBELL AND PEGGY DUTTON



This is the newly enhanced and updated edition of the popular *The Decade After High School* guide!

Dispelling the “Career Myth” that young people should follow a linear, predictable route in their school-to-work transition, the book introduces 8 career crafting techniques that professionals can use in helping high school graduates be proactive in the face of uncertainty.



This is an invaluable resource for youth, parents, educators, career professionals and others. It is a powerful and realistic depiction of the realities of life after high school for many young people told using their own words. Practitioners and parents will gain empathy and guidance in providing support and young people will be reassured the path is more often zig zag than linear. An informative and easy read culminating in a practical and powerful concluding chapter.

– JENNIFER BROWNE, Director, Career Development & Experiential Learning, Memorial University

GET YOUR COPY!

Print: **\$19.99** via **Amazon.ca** or **Chapters.Indigo.ca**.

Purchase **bulk copies (10 or more)** through **CERIC** at **30% off**.

Also available as an **ebook** (**Kindle** or **Kobo**) or free **epdf**.

Learn more at:
ceric.ca/dahs

Book launch at the Cannexus National Career Development Conference, January 26, 2015



Meet co-author Cathy Campbell and pick up your copy at the special **conference-only price of \$15!**

ceric.ca

18 Spadina Road, Suite 200, Toronto, ON M5R 2S7 | 416.929.2510
Charitable Registration # / Numéro d'enregistrement d'organisme
de bienfaisance 86093 7911 RR001

Published by:



ceric

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



Welcome to Cannexus15!

Jan Basso, Chair, CERIC Board of Directors



We are extremely proud of the program this year; it is rife with interaction, innovation and inspiration.

CERIC Committees:

PRACTICAL & ACADEMIC RESEARCH

Michelle Pidgeon (Chair)
Simon Fraser University
Surrey, BC

Robert Baudouin
University of Moncton
Moncton, NB

Lorraine Godden
Queen's University
Kingston, ON

Candy Ho
Simon Fraser University
Burnaby, BC

Jeanette Hung
Dalhousie University
Halifax, NS

Jacquie Latham
Ontario School Counsellors' Association
Wasaga Beach, ON

Cynthia Martiny
Université du Québec à Montréal
Montreal, QC

Patricia Polischuk
Knightsbridge
Waterloo, ON

Joan Schiebelbein
University of Alberta
Edmonton, AB

Dan Wise
YMCA of Greater Toronto
Toronto, ON

It is my pleasure to welcome you to Cannexus15. It is a special occasion as our 9th bilingual National Career Development Conference marks the end of a year-long commemoration of our 10th Anniversary at CERIC. The work of CERIC, and the conference program before you, celebrate the diversity and complexity of your work as career professionals. We are extremely proud of the program this year; it is rife with interaction, innovation and inspiration.

Our program boasts 150 sessions from Experiential Learning to Mental Health Interventions. Some of these are in new “triad sessions,” alongside two similar topics; others are standalone sessions. All are steeped in relevance and impact.

We have Poster sessions on Monday with your student colleagues sharing their great research. New to Cannexus, and thanks to Skills Canada, we have a Skilled Trade and Technology Activity Zone where you can “try a trade” in a virtual environment.

Monday night's Wine & Cheese, sponsored by The Counselling Foundation of Canada, will provide an opportunity to catch up with friends and meet new colleagues. I am proud to mention that this reception will also see the launch of *Career Crafting the Decade After High School*, an update to CERIC's popular *The Decade After High School: A Professional's Guide*.

On Tuesday morning, you will find the unique Cannexus Connections networking discussions at breakfast. Many of these topics are hosted by some of our record 36 supporting organizations. I want to acknowledge the contributions these organizations have made in advancing conversations on this national stage.

At lunch you will be treated to Spark! – our take on TEDx to “spark” you to think differently. On Wednesday morning, you will be able to attend one of four Mega sessions. Anchoring our conference are exceptional keynotes by Jaime Watt, Dr Nancy Arthur and the Right Honourable Adrienne Clarkson.

Whether you are new to the conference or a repeat attendee, I am sure you will agree that Cannexus offers something for everyone. You can explore the exhibitor booths to learn about products and services. Once again, you can also initiate connections through our Cannexus Online Community.

My sincere thanks to CERIC staff and volunteers for their tireless efforts in putting together this exceptional conference. None of this would have been possible without the generous support of The Counselling Foundation of Canada. I would also like to extend a special thanks to CERIC Board members and members of CERIC's committees for their wise counsel.

I hope to meet many of you over the course of Cannexus and talk about how we can continue to support the great work you do.

Wishing you an abundant and enjoyable conference.

The Counselling Foundation of Canada

Bruce G. Lawson, President

We all have the power to imagine a brighter future, and equally we all bear the responsibility to help make that future a reality.



Welcome to Cannexus15! I hope you will find this to be a thought-provoking and enriching conference that will leave you energized and ready to change the world upon your return!

Over the last year, as we have celebrated CERIC's 10th Anniversary, I have reflected on the many remarkable achievements and strides the Foundation and CERIC have made over the last decade. I am reminded of a quote from the late, great June Callwood:

"When you dream, do not be realistic and fit your dream to what exists and is possible. Fit your dream to what should exist, and should be possible."

When the Foundation set out to help create CERIC more than a decade ago, there were few examples to follow, and a void in the career development space that needed to be filled. At the time, contactpoint.ca, orientation.ca and *The Canadian Journal of Career Development* all existed, but what was missing was a cohesive thread binding them together.

The volunteer leaders from across Canada representing various sectors in the career field and staff who came together to found CERIC were able to take these programs and use them as a launching pad to dream of things that should exist and should be possible. Then, they rolled up their sleeves to realize those aspirations. What CERIC is today is a testament to those leaders, their vision and their aspirations. Hosting an annual national conference was part of that dream, but it would take a few years before it was realized; I don't think anyone then would have imagined the scale and breadth of what Cannexus has become.

The groundwork that has been put into place in the past decade provides a great opportunity to dream big in the next 10 years and to reach what at this point seems impossible. In two years' time, we will be celebrating Canada's 150th Anniversary. No doubt we will ask you all to dream big dreams and help us launch new initiatives that will reflect the opportunity and promise of our founding peoples – the French, the British and the Indigenous peoples – who came together in a spirit of mutual respect and reciprocity, and used those principles as the basis upon which a country was built.

Now is the time to not only dream about making Canada a better and fairer place for all who live here, but to ensure that we deliver on the promise of this land. That promise requires for each of us to strive to reach our full potential and, particularly for those here at Cannexus, to support those who need help to reach theirs. We all have the power to imagine a brighter future, and equally we all bear the responsibility to help make that future a reality. If we work together, I am confident that in a decade from now we will look back and realize that we made the impossible possible.

On behalf of the Directors and Members of the Foundation, thank you for sharing our dream. I wish you a great Cannexus!

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

Madelaine Currelly
Community Training & Development
Centre
Cobourg, ON

Ilia Essopos
Université du Québec à Montréal
Montreal, QC

Barb Gustafson
Saskatchewan Institute of Applied
Arts and Technology SIAST-Woodland
Campus, Prince Albert, SK

Cathy Keates
Queen's University
Kingston, ON

Blessie Mathew
University of Alberta
Edmonton, AB

Rosie Parnass
University of Toronto
Toronto, ON

Iris Unger
YES Montreal
Montreal, QC

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

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)

Vancity Savings Credit Union
Vancouver, BC

Tamara Anderson

Best Foot Forward Consulting
Calgary, AB

Penny Freno

Simon Fraser University
Burnaby, BC

Chris Kulbaba

London Employment Help Centre
London, ON

Carole MacFarlane

Education Consultant
Vancouver, BC

Krista Payne

Private Practice
St. John's, NL

André Raymond

Laval University
Quebec City, QC

Matt Wood

First Work
Toronto, 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.

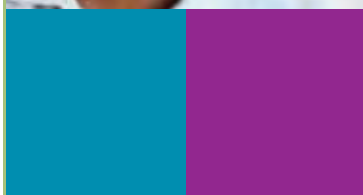
BOARD OF DIRECTORS

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.



ceric.ca

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

Charitable Registration # 1 Numéro
d'enregistrement d'organisme de bienfaisance
86093 7911 RR0001

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 for **ContactPoint / OrientAction** online communities for professionals in the career development field;
- Submit an article to the peer-reviewed **The Canadian Journal of Career Development**;
- Connect with other graduate students through the **GSEP Network**, a dedicated LinkedIn group.

2015 Application Deadline: **April 30**

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

CERIC Staff:

Ashley Beaupre
Marketing & Events Assistant

Diana Castaño
Executive Assistant & Office Administrator

Catherine Ducharme
Content & Communications Co-ordinator

Sharon Ferriss
Director, Marketing, Web & New Media

Riz Ibrahim
Executive Director

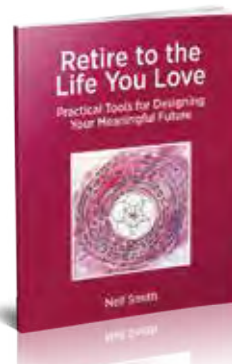
Carla Nolan
Sponsorship & Advertising Manager

Norman Valdez
Digital Media & Communications Manager

Marilyn Van Norman
National Co-ordinator, Outreach & Innovation

Special Thanks:

Special thanks to **Jaz Bruhn**, former CERIC Conference & Events Co-ordinator, for helping to shape and grow Cannexus into what it is today.



**Available during
Cannexus at the
Career/Lifeskills
Resources booth**

Author Nell Smith book
signing at the booth during
the Monday reception.

www.retiretothelifeyoulove.com



Communications
marketing & design



The brand builders

Marketing • Web Development • Creative

Communications.ca

— Serving the career sector since 1999 —



Overview

Conference Schedule

Network, learn and share in an engaging environment!

SUNDAY, JANUARY 25

OTTAWA WESTIN HOTEL (WH) | SHAW CENTRE (SC)

1:00 PM – 5:00 PM	Welcome, Information & Registration	Level 3 SC: Atrium
9:00 AM – 12:00 PM	AM Pre-Conference Workshops	4 th floor WH: QC & NS
10:00 AM – 10:30 AM	AM Networking Break	4 th floor WH
1:00 PM – 4:00 PM	PM Pre-Conference Workshops	4 th floor WH: QC & NS
2:00 PM – 2:30 PM	PM Networking Break	4 th floor WH
4:00 PM – 5:00 PM	First-Timer's Session	Level 2 SC: 209

MONDAY, JANUARY 26

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:00 AM	Continental Networking Breakfast and Skills Activity Zone	Level 3: Atrium, 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 Jaime Watt <i>"Influencing Opinion: Activating Your Edge, Targeting Your Audiences"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Exhibitor Hall
10:00 AM – 12:00 PM	Concurrent Sessions – Block 1	Level 2: Meeting Rooms
12:00 PM – 2:00 PM	Networking Luncheon, Poster Presentations and Skills Activity Zone	Level 3: Atrium, Plenary & Exhibitor Hall
2:00 PM – 3:30 PM	Concurrent Sessions – Block 2	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
4:00 PM – 5:00 PM	Concurrent Sessions – Block 3	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 27

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:30 AM	Continental Networking Breakfast	Level 2: Atrium
7:30 AM – 8:30 AM	Cannexus Connections Facilitated Networking Discussions	Level 2: Meeting Rooms
8:30 AM – 8:45 AM	Assembly and Announcements	Level 3: Plenary
8:45 AM – 9:30 AM	KEYNOTE ADDRESS Dr Nancy Arthur "Social Justice: One Action at a Time"	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
10:00 AM – 12:00 PM	Concurrent Sessions – Block 4	Level 2: Meeting Rooms
12:00 PM – 2:00 PM	Spark! Luncheon	Level 3: Plenary
2:00 PM – 3:30 PM	Concurrent Sessions – Block 5	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Final Exhibitor Visits & Draws / Networking Break	Level 3: Exhibitor Hall
4:00 PM – 5:00 PM	Concurrent Sessions – Block 6	Level 2: Meeting Rooms

WEDNESDAY, JANUARY 28

SHAW CENTRE (SC)

7:30 AM – 10:30 AM	Welcome, Information & Registration	Level 3: Atrium
7:30 AM – 8:30 AM	Continental Networking Breakfast	Level 3: Plenary
8:30 AM – 10:00 AM	Mega Sessions	Level 2: Meeting Rooms
10:00 AM – 10:30 AM	Networking Break	Level 3: Plenary
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Right Honourable Adrienne Clarkson "From Refugee to Governor General: A Journey"	Level 3: Plenary
11:30 AM – 11:45 AM	Closing Comments	Level 3: Plenary
1:00 PM – 4:00 PM	Post-Conference Workshop	Level 2: 204



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

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.



The Counselling
Foundation of Canada



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

10
years
2004-2014



cjcdonline.ca / rcdcenligne.ca



Skilled Trade and Technology Activity Zone

New to Cannexus! Roll up your sleeves and try a trade with activities like virtual welding and car painting all day Monday in the Level 3 Atrium.

Cannexus Connections

Tuesday, 7:30 AM

Now during breakfast! Don't miss this unique opportunity to share ideas and network with your colleagues with similar focus in the career counselling field. See page 33 for details!

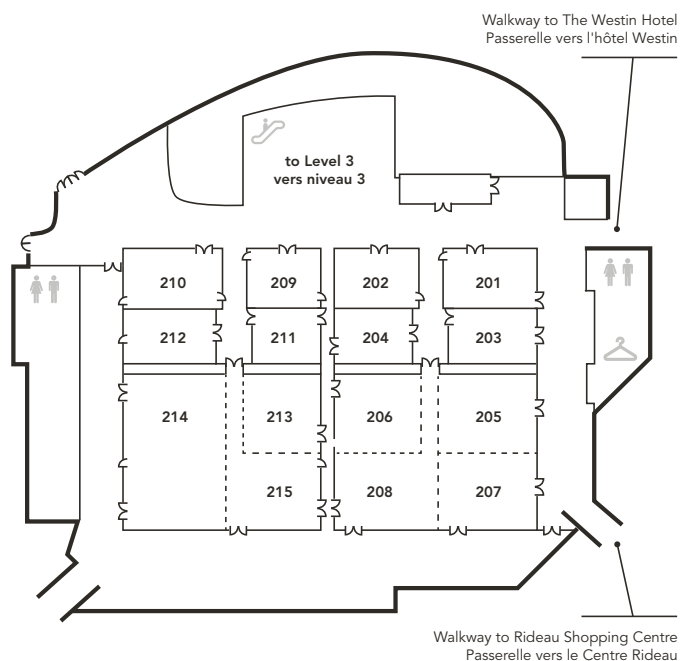
Spark!

A CERIC 10th anniversary initiative, Spark! brings you short TEDx-style presentations during the Tuesday luncheon, 12:00 PM to 2:00 PM. Speakers on diverse topics will provide the "spark" for you to think differently about your work.

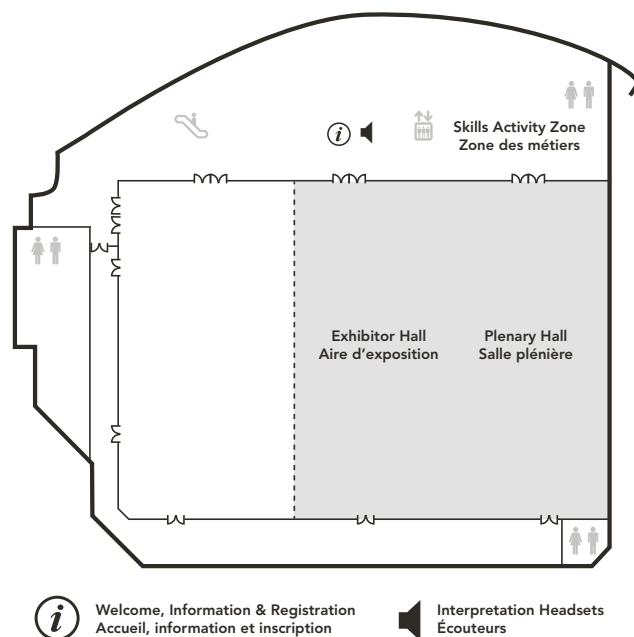
Conference Floor Plan

Shaw Centre

LEVEL 2: MEETING ROOMS



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



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 join us.

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

Book Launch: *Career Crafting the Decade After High School!*

*CERIC is pleased to be launching the enhanced and updated edition of its popular **The Decade After High School** guide at Cannexus. Purchase your copy throughout the conference from the CERIC booth and then **join us during the Wine & Cheese on Monday evening, 5:00 PM - 7:00 PM**, to have your book signed by co-author Cathy Campbell.*

Pre-Conference Workshops

Sunday, January 25

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!



Yvonne Rodney
9:00 AM – 12:00 PM

Going Public: Survival Strategies for Introverts with an Audience

In this workshop, you will learn to step out of your preferred zone of internal processing and energy re-charging into a world of the extroverted. There are ways to cope and even enjoy these times of “going public!”

Yvonne Rodney, currently a career and personal development consultant at Inner Change Consulting (innerchangeconsulting.com), is a proud introvert, author, public speaker, playwright, theatre director, women’s leader and many other life roles. She’s a former Director of the University of Toronto Career Centre.



Sarah Delicate
9:00 AM – 12:00 PM

Managing in an Outcome-Based Performance Measurement Framework

This workshop will move you from the theory to the concrete management processes and practices required to successfully implement and monitor an outcome-based performance management strategy.

Sarah Delicate is a founding partner of Bell Browne Molnar and Delicate Inc. (BBMD), a consulting firm based in Ottawa. As a consultant, coach, trainer and speaker, Sarah has worked with 1000s of people across 100s of organizations, helping them thrive in tough, outcome-based competitive environments.



Norman Amundson
1:00 PM – 4:00 PM

Analogical Reasoning: The Use of Metaphors and Stories in Career Development

In this workshop, metaphors and stories will be explored for their analogical reasoning potential. This analysis will include an assessment of how stories and metaphors help or derail positive change.

Norman Amundson is a Professor in Counselling Psychology at the University of British Columbia and an author at Ergon Communications. He has many publications, including the books *Active Engagement* and *Metaphor Making*, and has given many presentations at national and international conferences.



Tang Choy
1:00 PM – 4:00 PM

Developing a Digital Identity for Career Enhancement

This workshop will equip you with strategies to help your clients build an online presence that highlights their skills and interests, promotes social networking, and leaves a positive impression on employers.

Tang Choy, a Career Consultant at Ryerson University, has provided career services at four Canadian post-secondary institutions and promotes the best use of social media for job search and networking. At Ryerson, she launched LinkedIn Profile Advising as a new appointment service.



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 complete a Letter of Intent Application, please visit **ceric.ca**.

ceric.ca

18 Spadina Road, Suite 200 Toronto, ON M5R 2S7 | 416.929.2510
Charitable Registration # / Numéro d'enregistrement d'organisme de
bienfaisance 86093 7911 RR0001

Day 01

MONDAY

JANUARY 26

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:00 AM	Continental Networking Breakfast and Skills Activity Zone	Level 3: Atrium, 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 Jaime Watt <i>"Influencing Opinion: Activating Your Edge, Targeting Your Audiences"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Exhibitor Hall
10:00 AM – 12:00 PM	Concurrent Sessions – Block 1	Level 2: Meeting Rooms
12:00 PM – 2:00 PM	Networking Luncheon, Poster Presentations and Skills Activity Zone	Level 3: Atrium, Plenary & Exhibitor Hall
2:00 PM – 3:30 PM	Concurrent Sessions – Block 2	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
4:00 PM – 5:00 PM	Concurrent Sessions – Block 3	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 26

Level 3
Plenary

ENG

8:30 AM –
9:30 AM



Jaime Watt

*Influencing Opinion:
Activating Your Edge, Targeting Your Audiences*

It's widely accepted that as a sector, career development has not yet fully made the case for its value at either an individual or socio-economic level in Canada. Career development professionals and their contribution to our country remain little known, understood or recognized. This is equally true among consumers of career services, policymakers and funders. Why is this and how is it best addressed? How do you increase the availability and use of career services as well as enhance the profile of the profession? Drawing on the findings of a new poll of 1,500 Canadians and their views of career development services, Jaime Watt, Executive Chairman of Navigator Ltd., will share perspectives on how to influence opinion in order to activate target audiences and relevant stakeholders; ultimately, demonstrating and discussing its import to the future of the career development sector.

Jaime Watt is the Executive Chairman of Navigator Ltd. He specializes in complex public strategy issues, serving both domestic and international clients in the corporate, professional services, not-for-profit and government sectors.

He is a trusted advisor to business leaders as well as leaders of political parties at all three levels of government across Canada. Jaime has led ground-breaking election campaigns that have transformed politics because of their boldness and creativity.

Jaime serves on the boards of many organizations, including the Canada Institute of the Woodrow Wilson Center for Scholars in Washington, St. Michael's Hospital Foundation in Toronto, and the Stratford Festival. He chairs the Capital Campaign for Casey House, Canada's pioneer AIDS hospice, and is the immediate Past President of the Canadian Club of Toronto, Canada's oldest podium of record, and of the Albany Club, Canada's oldest political club.

Deeply involved with efforts to promote equality and human rights issues, he was the inaugural recipient of Egale's Lifetime Achievement Award and has been awarded the Queen's Golden and Diamond Jubilee medals for service to the community. He recently received Out on Bay Street's Leader to be Proud of Award. Jaime has been elected to the College of Fellows of the Royal Canadian Geographical Society, is a Toronto Heritage Companion, and was recently named one of Toronto's most influential citizens.

A highly regarded speaker, Jaime appears regularly as a public affairs commentator in the media. He is a regular contributor to the CBC, including his own segment on the popular *Power and Politics* programme with Evan Solomon, *Sunday Scrum* with Nancy Wilson, and on its flagship news programme *The National* with Peter Mansbridge.

Day 01

MONDAY



BÉLAND
Lise



BEREZOWSKY
Marilyn



BEZANSON
Lynne



BORGEN
William



BOSSICK
Brian



BOTELHO
Tony



BROWNE
Jennifer



CAHILL
Mildred



CAMERON
David



CHEN
Charles P.



CLARKE
Mario



CLARKE
Ann



DAVIS
Alexi



DE SCHIFFART
Clarence



DELGADO
Diana



DOYON
Diane



EDWARDS
Laurie



ETOK
Lydia



FEDY
Heather



FERGUSON
Courtney



FISCHER
Jim



FLAGLER
Wilf



FORD
Ruben



FRANCIS
Teresa



GAIGER
Anne



GALWAY
Tom



GAUVIN
Julie



GODDARD
Tannis



GRAVELLE
Mario R.



HAHN
Miguel



HAJNAL
Catherine



HELSLEY
Beth



HILTON
Kate



HOLLIHAN
Kim



HOPKINS
Sareena



HUSTON
Michael



HUYGHE
Meghan



IBRAHIM
Riz

Concurrent Sessions

Monday, January 26



JOHNSTON
Gillian



JOY
Rhonda



KEATES
Cathy



KERFORD
Kristi



KIDDER
Annie



KONRAD
Caroline



LAROSE
David



LEND SAY
Kelly J.



LOCATELLI
Chantal



MANNING
Linda



MCCOLL
Dawn



MITRA
Melanie



MOGHTADER
Bruce



MONTOYA
Ines



MORGAN
Felicity



MYERS
Karen



NANTAIS
Melissa



NEAULT
Roberta



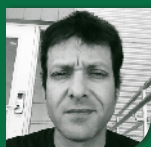
NOEL
Deborah



OFFET-GARTNER
Kathy



PETITE
Susan



PETTIGREW
Daniel



PICARD
Charles-Olivier



POWELL-SIDHU
Heather



PROVENZANO
Lisa



ROMANOV
Paula



ROY
Rebecca



SASMAN
Anne



SCHAFER
Kevin



SCOTT
Monica



SHEPARD
Blythe



SLATER
Wade



SMITH
Nell



STRUWING
Lotte



TAYLOR
Lisa



TOSELLO
Catherine



UNGER
Iris



VAKSMAN
Irene



VIVIERS
Simon



WANG
Lei



WARD
Valerie



WISCHOFF YERAMA
Paula



WONG
Sonny



WOOD
Matt



YANG
Caroline



ZAUGRA
John

Concurrent Sessions

Monday, January 26

Programming note

BLOCK 1 and **BLOCK 4** are comprised of either:

- *Three related sessions of 30-minutes each followed by a 30-minute discussion at the end ("triads"); or*
- *Two not necessarily related sessions of 60 minutes each with no break in between*

Delegates will typically opt to remain in one room for the duration of the Block.



Extending Career Integrated Learning

Career Integrated Learning is an innovative, grassroots project developed at Memorial University, focused on helping students articulate graduating student competencies attained during post-secondary education. We will share project results and specific tips for implementation in other institutions, including building faculty and staff relationships.

Rhonda Joy, Karen Youden Walsh –
Memorial University

What Are the Experiential Learning Competencies?

Career practitioners are constantly creating experiential programming to meet the changing needs of clients. What are the necessary competencies for those engaged in experiential learning? After an extensive literature review and numerous consultations, The Experiential Learning Competencies Checklist was developed – useful for current employees and employers hiring in this area.

Jennifer Browne – Memorial University

Experiential Learning Techniques

Experiential learning theory complements traditional approaches to career development, but is not always widely applied. Learn about the complementary aspects of experiential learning theory and the numerous techniques that Memorial University utilizes in its student career development programming. We will discuss the multiple applications of these tools.

Lisa Russell – Memorial University

201 | ENGLISH

A Brush with Innovation: Art as Employer Engagement

An award-winning program which engages employers through the discipline of collaborative art, working across multiple populations facing barriers to employment, will be presented. Discover Prospect's innovative approach and see the impact for individuals and some of Calgary's most forward-thinking organizations, from Imperial Oil to Big Rock Brewery.

Alexi Davis – Prospect Human Services

Employer Engagement: Old School and New Age

For job developers, and those who take part in meetings with employers in order to obtain job postings, job fairs and job placements, I will focus on some techniques to engage small-sized to medium-sized businesses. The topic of how to engage employers by their preferred method of communication will be discussed.

Catherine Tosello – Sault College

Effectively Engage Employers in Job Development

Effective job development enlists employers as partners in the process of helping clients find and keep work. For the partnership between job developers and employers to flourish, it must address the needs of clients and employers. I will look at our agency's recent research that highlights actions job developers can take to engage employers.

Matt Wood – First Work

202 | ENGLISH

Headsets available
on Level 3

Career Development Certification: Ontario

The Ontario Board of Career Development Practitioners has recently been awarded the responsibility for implementing the certification process in Ontario. Come and meet the Board members, learn about the process to become certified, get your questions answered and join in moving the profession forward in Ontario.

Gillian Johnston, Gayle Takahashi, Susan Petite – Ontario Board for CDPs

Career Development Certification: Nova Scotia

Perceiving the importance of recognizing competent practitioners and further legitimizing the field of practice of career development, the Nova Scotia Career Development Association has been leading the development and implementation of voluntary certification for career development practitioners in the province. We will outline lessons learned.

Paula Romanow, Rebekah Skeete – NS Career Development Assn

Redefining Career Development Certification in Canada

What certification options exist for career development practitioners? What education and training programs lead to certification? What are their criteria and evaluation methods? What is the value of certification for practitioners, employers and the public? Find out about efforts to develop a national certification framework.

Paula Wischoff Yerama – Career Development Association of Alberta

203 | ENGLISH

BladeRunners: Supporting Marginalized Youth

BladeRunners is one of Canada's most successful youth employment programs. Designed to provide at-risk youth facing multiple barriers to employment with basic life-skills awareness, training in health and safety, support from co-ordinators, both on and off the job site, and willing employer partners, thousands of kids from across British Columbia have successfully participated since it began in 1994.

Tom Galway, Paulette Seymour – ACCESS

Harnessing Hope Through Indigenous eMentoring

The Kocihta eMentoring program is empowering disadvantaged Indigenous youth to reach their career potential by helping them to stay in school and transition to the workplace. Through two pilot programs, both high school and post-secondary students were matched to mentors working within their career of choice. The Kocihta eMentoring program is advancing towards a national pilot.

Kelly J. Lendsay – Aboriginal HR Council

204 | ENGLISH

Career Services at the Heart of Strategic Enrolment Management

Learn how career services has been re-thought and re-positioned at Simon Fraser University in order to provide earlier, intentional and academically integrated career development and connections for students from prospect through to graduate. Two specific programs will be shared, one recruitment and one retention.

Dr Nancy Johnston, Tony Botelho – Simon Fraser University

Institutional Barriers Surrounding Career Planning

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.

John Zaugra, Brian Bossick, Meghan Huyghe – Grand Valley State University

Career Strategy: The Role of Instructional Faculty

Career intervention for post-secondary students can be a shared responsibility for all campus stakeholders. We will outline the key role of instructional faculty in the career decision-making of post-secondary students. Programmes developed in Mount Royal's Faculty of Science and Bissett School of Business are outlined along with the role of faculty members in these initiatives.

Don Haide, Jim Fischer – Mount Royal University

205 | ENGLISH

Concurrent Sessions

Monday, January 26

Helping Students Find Their Way

The transition into and out of university can be challenging; Major Maps help students start career planning earlier, get relevant experience, and make connections for a smoother transition. Queen's University Career Services created 50 degree-specific visual four-year maps with academic, co-curricular and career advice. Learn about the project and how to use the maps with your students.

Miguel Hahn – Queen's University

Career Education and Curriculum in Tandem

Hear about a framework for career services to design and deliver career development programs (CDP) within a student's degree at Ryerson University. Tailored by year of study and academic field, the CDP's purpose is to ensure all post-secondary students are exposed to career education from the start of their degree. This session is based on the presenter's experience in the United Kingdom and Toronto.

Caroline Konrad – Ryerson University

206 | ENGLISH

Collaborative Employer Services Model

Consortium of Agencies Serving Internationally Trained People (CASIP) is a group of 11 community-based agencies and colleges that deliver employment services to internationally-trained jobseekers and employers in the Greater Toronto Area. CASIP has piloted a winning model of service co-ordination, sharing job leads and clients across agencies. Learn about the model.

Irene Vaksman – JVS Toronto & CASIP

Career Advancement for Skilled Immigrants

Many highly educated immigrants are struggling to advance their career. I will analyze the gap between their understanding of being a good employee and the perception of Canadian managers. I will also offer solutions to address issues such as lack of soft skills by Canadian standards, cross-cultural communication and learning the unwritten workplace rules.

Caroline Yang – MultiCultural Business Solutions

Active Career Advancement Project (ACAP)

ACAP provides alternative career support for recent immigrants. Its aim is two-fold: firstly, gaining a better understanding of immigrant career experiences and developing a model for underutilized recent immigrants to attain alternative careers; secondly, assisting employers' practices of hiring, developing and retaining immigrants.

Diana Delgado, Bruce Moghtader – Active Career Advancement Project

207 | ENGLISH

Agency Partnerships for Aboriginal Success

A team of agencies were able to provide free workshops and development programs to all members of the Aboriginal community. Learn how this team of agencies came together and combined forces to create an international workshop development team. Hear about what each agency brought to the partnership and what they expected from the partnership.

Beatrice Johnson – Akwesasne Area Management Board

Collaboration for Aboriginal Success

The Kativik Regional Government, Makivik and the Kativik School Board collaborated to advance career development for Inuit in the construction sector. The partnership of these three organizations generated significant progress for the benefit of Inuit workers. We will highlight the improvement in Inuit employability.

Charles-Olivier Picard – Kativik Regional Govt.
David Larose, Lydia Etok – Makivik Corp.
Daniel Pettigrew – Kativik School Board

Employment Services Adapted to the Inuit

Given their cultural features and multiple barriers to integrating into the job market, it was apparent that Inuit who attend the Iqvitvik Centres required a new approach to employability intervention. A better knowledge and understanding of Inuit social, economic, educational and cultural realities help develop resources rooted in their interpretation of the world.

Gabrielle St-Cyr – RQuODE
Sophie Mathers – Sophie Mathers Consultation

208 | ENGLISH



Live Your Legacy Now

Because they need to or want to, the trend is for 62-74 year-olds to keep working. Discover how long years plus long usefulness and a lasting contribution to society, equals long health and a new opportunity to live with meaning and purpose now and in the future. Options for meaningful work, continual learning and leisure will be discussed.

Nell Smith – Nell Smith Career Services
Marilyn Berezowsky – Creative Learning Group

A Legacy Circle

A Legacy Circle© is a space for reflection and exchange for folks in the third stage of their career. The objective of the group is two-fold, to provide a dynamic yet strategic way to manage your life's work and to provide a portal so the professional legacy can be easily accessed.

Diane Doyon – Un cercle de legs

209 | ENGLISH

Comprehend Life-Career Chances

I will deliberate the chance construct in career development practice and counselling intervention. The notion of chance is conceptualized from both sociological and vocational psychology theories. To do so, human control is combined with the chance factor that often emerges in life-careers. Ideas of incorporating the chance construct in self-helping and professional-helping for career wellness are discussed.

Dr Charles Chen – University of Toronto

Uncovering the Multi-Dimensional Needs to Clients' Employment Barriers

Self-marketing and job search strategies are components seen as vital for employment programs. I will demonstrate that the capacity building of clients' level of socio-emotional resilience is key to increasing their confidence and decreasing the negativity associated with unemployment. Participants will walk away with tools to better address transitional/employment barriers and to move their clients to a positive cognitive state.

Sonny Wong – Ryerson University

210 | ENGLISH

Online Technology & Your Clients: Expanding Practice & Understanding Supervision

Use of online technologies brings guidance to clients in the time and space that meets their individual needs. Much of the success of an online solution depends on how their service is designed and the skills of the practitioners. Once online, supervisors play a key role in supporting the integration of technology, practice, and ongoing evaluation of the service to clients. I will provide a framework for effectively designing a practice and supervision model that can be tailored to the online communication tools you choose in your delivery model.

Tannis Goddard – Training Innovations

Building Soft Skills for the New World of Work

Today's employees need to have: strong interpersonal skills; good problem-solving and time management skills; the ability to participate effectively in teams and networks; and a strong sense of personal efficacy. These skills are vital to employers, yet they often appear to be viewed as marginal to employment service mandates. Getting clients help with soft skills can improve their job acquisition rate, as well as their job performance and retention once hired.

Valerie Ward – Valerie G. Ward Consulting Ltd.

211 | ENGLISH

Concurrent Sessions

Monday, January 26

Integrating Motivational Interviewing for Social Assistance Recipients

We will review innovative approaches in two provinces to integrate motivational interviewing into client communication and practice among social assistance workers and employment services case managers. Hear from practitioners on the experience of implementing the approach with social assistance recipients and from researchers on recently released rigorous evidence of its short-term and long-term impacts.

Reuben Ford, Karen Myers –
Social Research and Demonstration Corporation

Incorporating Motivational Interviewing into an Organization

In January 2012, Victoria County Career Services Inc. (VCCS) invested in motivational interviewing (MI) training for its staff to help increase employment outcomes. We will examine the highs and lows of a two-year process to nurture and develop counsellors' skills, integrate the training into their intake process and counselling sessions, and create an MI organizational culture.

Dawn McColl, Courtney Ferguson –
Victoria County Career Services Inc.

212 | ENGLISH

Nobody Wants You to Hire a Hero

Thousands of people transition from the Canadian Armed Forces hoping to start a civilian career. Prospect has designed two programs to help with the transition. Hear about the barriers veterans face, from Post-Traumatic Stress Disorder to cultural divides, and discover Prospect's innovative approach and strategies, which have been commended by the Senate Subcommittee on Veterans Affairs and feature an 86% success rate.

Melanie Mitra – Prospect Human Services

Self-Employment 101: Start Right, Be Successful

We will review the reason why people choose self-employment whether it is for career change, gradual entrance or thrust upon, and/or supplemental income. We will identify five critically important and valuable tips to "set-up shop" successfully and why these tips can make or break success.

Lotte Struwing – Lasting Solutions HR Consulting and Coaching
Liza Provenzano – Spark HR

213 | ENGLISH

OrientAction: Your Online Reference!

Discover OrientAction, the online community for Francophone career development professionals. The site offers a broad range of resources to better equip you in your practice. Are you looking for a job in the field or for learning opportunities? Do you want to confer with other professionals? OrientAction can help you do that and much more.

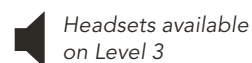
Julie Gauvin, Angèle Boutin – Société GRICS

Innovative Leadership

Research suggests that the only sure way to survive and thrive in the business world today, private or public, is through innovation. We will focus on: what innovation is; how to recognize entrepreneurial behaviour; what it takes to innovate; the DNA of disruptive behaviour quiz; and how to encourage intrapreneurship – the act of behaving like an entrepreneur while working within a large organization to innovate.

Lise Béland – Collège Boréal

214 | FRENCH + INTERP



Applying for Funding: Two Sides of the Story

This session will offer insight from grantseeker and grantmaker perspectives about navigating the funding request process. We will outline how to determine the right funder for your initiatives, dos/don'ts for approaching them about funding opportunities, and strategies agencies can use to submit the best grant requests. We will also outline some of the critical elements grantmakers look for when considering a grant proposal.

Mario R. Gravelle – The Counselling Foundation of Canada
John Sharpe – Partners for Youth

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 –
Canadian Education and Research Institute for Counselling

215 | ENGLISH ◀ INTERP

12:00 PM – 2:00 PM

LEVEL 3, ATRIUM

Skilled Trade and Technology Activity Zone

Skills/Compétences Canada is a national, not-for-profit organization that actively promotes careers in skilled trades and technologies to Canadian youth.

Try-A-Trade® and Technology activities are a way of learning more about tasks associated with trades and technology occupations through hands-on interactive experiences with a focus on the essential skills.

Presented by:



LEVEL 3, EXHIBITOR HALL

Student Posters

Learn about new research being undertaken by graduate students in career development. View the posters and ask questions of the students.

- A Snapshot of Career Counselling Education in Canada
(*Jessica Isenor, University of Ottawa*)
- Strategies for Improving the Career Development of Youth in Care
(*Chelsea Arsenault, University of New Brunswick*)
- Career Education and Student Engagement
(*Annelise Welde, University of Lethbridge*)
- Trades to Teaching:
Second Career or Second Phase?
(*Barbara Gustafson, University of Saskatchewan*)
- Co-operative Education:
Teaching and Learning by Doing
(*Candy Ho, Simon Fraser University*)
- A Self-Report Study of
University Students' Career Needs
(*April Dryda, University of Calgary*)
- Investigating Career Transitions
of Canadian Major Junior Hockey Players
(*Lauren McCoy, University of Calgary*)
- New Teachers and Ongoing Career Development:
A Document Analysis of Formalized Induction Programs
(*Lorraine Godden, Queen's University*)

Concurrent Sessions

Monday, January 26

Creative Hurt: Transforming Loss into Possibilities

Denying the hurt of losses in the context of work, family and health can impact our ability to move forward. Grieving is a normal healthy human process. By inviting our clients to acknowledge their losses and grieve, we can help transform the pain of those losses into creative hurt, catalysts for what comes next in their lives.

Dr Catherine Hajnal – Life Fundamentals Education & Coaching

201 | ENGLISH

Building the Evidence Base Together

The Canadian Research Working Group (CRWG) for Evidence-Based Practice in Career Development's evidence-based model has been tested in three provinces with front-line practitioners. The model provides feedback on many facets of client progress towards employability. You will receive a booklet of evidence-based tools and are invited to test these in your own practice, thereby contributing to the ever-increasing evidence base for employment service effectiveness.

Lynne Bezanson – Canadian Career Development Foundation (CCDF)
William Borgen – University of British Columbia
Liette Goyer – Université Laval

202 | ENGLISH

Intergenerational Workplaces: Thrive Not Just Survive

Today four different generations are all working together. How do we create workplaces that not only survive but thrive and capitalize on this intergenerational reality? Through role playing and exercises, we will explore how to make your workplace go beyond the typical stereotypes. You will also learn to be able to better prepare your clients for the reality of intergenerational workplaces.

Iris Unger, Mario Clarke – YES Montreal

203 | ENGLISH

Overcoming the Digital Skills Training Gap

Canada's economy is experiencing an information technology skills gap across every sector. According to a study by the Information Technology Association of Canada, 750,000 jobs are related to Information Communications Technology (ICT) with a further 160,000 ICT jobs opening by 2016. While the demand for ICT specialists grows rapidly, the digital competencies and training every jobseeker needs are changing as employers move into the digital age.

Stephanie McAllister – Framework

204 | ENGLISH

From Apathy to Ambition

Working with youth in today's job market is challenging. Working with marginalized youth who face numerable barriers can seem like climbing Mount Everest without a map. We look forward to sharing our experience and proven strategies along with best practices to assist counsellors working with this group.

Deborah Noel, Ann Clarke – Noel and Clarke Consulting

205 | ENGLISH

You Are More Powerful Than Your Stress Response

Stress robs you, your family and your clients of health, happiness and relationship harmony. Learn about Emotional Freedom Techniques (EFT) an innovative, practical and scientifically researched tool to quickly: reduce anxiety, increase concentration, enhance productivity and resolve conflict. Join the millions of individuals, professionals and corporations who have discovered this safe and effective strategy to resolve stress and trauma.

Nancy Forrester – National Emotional Freedom Techniques Training Institute

206 | ENGLISH

Career Counselling: More Than Meets the Eye

Career counsellors bring a unique contribution to career development, but their work is often misunderstood. We'll discuss the value and impact of career counselling, including and also going beyond the traditional one-to-one appointment model. Innovative practices, a matrix model of career supports, and assessment methods from the panelists and attendees will be discussed.

Felicity Morgan – University of Toronto, Mississauga
Kristi Kerford – Trent University
Cathy Keates – Queen's University

207 | ENGLISH

Our Hearts Desire: Engaging Career Seekers Online

Helping people find career strategies through engagement online can be a challenge! What are the challenges? First, build an experiential website. Second, create social media collateral. Third, train career advisors to offer chats through an online presence. Hear Nova Scotia Community College stories of our "heart and hard work" as we bring Career in Gear to virtual life.

Clarence De Schiffart, Laurie Edwards –
Nova Scotia Community College

208 | ENGLISH

Use the Ontario Skills Passport in Pathways/Career Planning

Find out about free, bilingual Ontario Skills Passport tools that learners and jobseekers can use in school, the community, employment preparation programs and the workplace to identify, build and document their essential skills and work habits and transfer them to further education, training, the workplace and everyday life. Knowing your transferable skills is invaluable in pathways and career planning.

Chantal Locatelli – Ontario Skills Passport

209 | ENGLISH

Engaging Post-Secondary Students in Effective Career Intervention

Although career indecision is a significant cause of stress for post-secondary students, they often miss out on effective career intervention. We provide an overview of a popular university career workshop and introduce a few tools developed for teaching our students about effective career decision-making. Included are demonstrations of guided self-assessment and life-role career planning using the Life-role matrix.

Michael Huston – Mount Royal University

210 | ENGLISH

Mutual Understanding for Aboriginal Employee Retention

Education gaps for Aboriginal youth are closing but employment gaps remain. Workplace integration works when Aboriginal employees are employment-ready and when employer/management practices are ready for Aboriginal employees. We present a model that ensures hiring the right candidate and retaining them for maximum performance. A case study of successful attraction and retention of Aboriginal employees will be presented.

Linda Manning – University of Ottawa
Dwight Powless – Algonquin College

211 | ENGLISH



Free Internet!

This year, Cannexus delegates can take advantage of free Internet (Wifi) throughout the Shaw Centre! Just stop by the Cannexus Welcome, Information & Registration desk for your personal access code.

Sponsored by:  Magnet

RYERSON
UNIVERSITY

Concurrent Sessions

Monday, January 26

MONDAY

Innovations for Immigrants, Program Showcase & Lessons Learned

The barriers faced by newcomer and immigrants re-establishing their careers in Canada are well-documented. Effective solutions address systemic issues, supporting newcomers with career planning and work search, helping them acquire Canadian work experience, and supporting employers, incumbents and community leaders to embrace diversity. We will showcase several innovative projects and invite discussion about what's working, what's not and what's next.

Dr Roberta Neault – Life Strategies Ltd.
Ines Montoya – ISS of BC
Lei Wang – Manitoba Labour and Immigration

212 | ENGLISH

Never Too Early: How Young Children See Themselves

We will share findings from our mixed methods study of young children's career development. Research employed diverse play media: art, toys and drama. We found young children, ages 3-8 years, have lots to say about their interests, hopes and dreams. These findings provide educators, parents, teachers and counsellors with valuable and exciting insights into young children's thinking and feelings.

Dr Mildred Cahill, Dr Edith Furey – Memorial University

214 | ENGLISH ◀ INTERP

Completing the Circle: Career Development for Aboriginal Women

Aboriginal women are disadvantaged in the workplace and labour force by traditional social and systemic barriers affecting women as well as by racial and geographical barriers affecting the broader Aboriginal population. The Moms Mentoring Moms program is a holistic and multi-pronged approach targeted at Aboriginal mothers affected by trauma, abuse or neglect to reclaim their lives and build economic security.

Blythe Shepard – University of Lethbridge & CCPA
Kim Hollihan – CCPA & CCDF
Teresa Francis – Prior Learning Centre, Halifax & CCPA

213 | ENGLISH

Identity Crisis for Career Counsellors in Quebec

Despite a context where the practice of the career counselling of youth appears to be seen as more and more important, career counsellors, themselves, struggle to find their place in schools in Quebec. The objective of this session is to open discussion on the results of doctoral research on the dynamics of this identity crisis.

Simon Viviers – Université Laval

215 | FRENCH ◀ INTERP

Cannexus Online Community & App

Be part of the Cannexus15 online community via your computer or as an app on your mobile phone or tablet. You can:

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

Forgot to create your account?
Visit cannexus15.pathable.com
and request to have your invitation re-sent.



Sponsored by:

MIXTMode

Powered by:

pathable
social networking for events



How to Embrace the Cloud at Work and in Everyday Life: A Beginner's Guide

Get an introduction to “the cloud” and become familiar with a number of low-cost or FREE cloud services that will save you time by: tracking tasks, hosting virtual meetings, organizing your notes, making quick videos, creating online forms and more. In an environment where agency directors and career practitioners are asked to do more with less, these tools can make your work with teams and clients more efficient and effective! No need to be a tech whiz to join!

Norman Valdez – Canadian Education and Research Institute for Counselling

201 | ENGLISH

Learning from our Past and Shaping our Future

The Career Development Leadership Trust was established in 2014 to extend the legacy of Stu Conger by stimulating new thinking, challenging the status quo and nurturing innovation and excellence in our field. Hear national/international perspectives on what we can learn from the last 50 years in our field and engage in dialogue to shape priorities for the next 50 years.

Sareena Hopkins – Canadian Career Development Foundation

202 | ENGLISH

Mock Job Interviews

Have you ever considered using mock interviews to coach your clients? Before you do, you may want to consider what to expect. Join this interactive session where in groups of three, participants take turns playing three roles: interviewer, interviewee and observer. After having tried all three roles, groups will share feedback with the rest of the participants leading to a lively discussion.

Wade Slater – Herzing College

203 | ENGLISH

Career & Guidance Counselling in Ontario's K-12 System

Students begin making decisions with long-term career consequences in secondary and even elementary school. Based on a survey of all publicly-funded secondary schools principals in Ontario, we will look at the multiple roles of guidance counsellors and some of the key challenges they face helping prepare students for prosperous and purposeful lives.

Annie Kidder, David Cameron – People for Education

204 | ENGLISH

Fiction & Career Change: The Power of Stories

A British study tested various types of reading materials to see what the effect was on those who read them. The findings are logical and intriguing. Novels about relationships teach empathy; novels about quests highlight how to harness courage; and novels with unfamiliar settings allow us to imagine ourselves in new roles.

Lisa Taylor – Challenge Factory
Kate Hilton – Private Practice

205 | ENGLISH

Say Cheese!



*While at Cannexus, take advantage of our professional photographer to get an **updated headshot for your social media profile 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 26

Rethinking Second Career: What About an Apprenticeship?

Unemployed individuals all over Canada are looking into various options for retraining and seeking advice from career advisors. Perhaps, due to lack of knowledge and fear of the unknown, many career advisors neglect to discuss the opportunity of apprenticeships. This session will provide you with the knowledge and tools to ensure your understanding of these apprenticeships and employment opportunities.

Heather Powell-Sidhu –
The Centre for Skills Development and Training

206 | ENGLISH

An Education & Career/Life Planning Program in Ontario Schools

Ontario has recently introduced a new comprehensive career development program for all elementary and secondary school students. The program framework is an inquiry process based on four questions linked to the four areas of learning. This program puts students at the centre of their own learning, viewing them as the architects of their own lives.

Anne Sasman, Melissa Nantais – Ontario Ministry of Education

209 | ENGLISH

Networking to Suit All Styles

Clients want to engage with industry and community partners to assist in reaching career goals, but traditional networking events can be intimidating. The University of Toronto, Mississauga Campus Career Centre has developed a variety of networking events to suit client preferences and needs. We'll discuss the different events, how they are tailored to suit different client groups, advance preparation and assessment measurements used.

Anne Gaiger, Monica Scott – University of Toronto, Mississauga

207 | ENGLISH

Career Development as Mental Health Intervention

Canadian post-secondary institutions have adopted mental health intervention as a primary mandate. This recent development along with ongoing fiscal constraints set the stage for a resource conflict between mental health provision and other campus services. We make a case for career development as an essential mental health intervention on post-secondary campuses. Current research and a conceptual model are provided.

Jack Dobbs, Kathy Offet-Gartner – Mount Royal University

210 | ENGLISH

The Inter-Generational Relationship in Today's Workforce

With many generations in one workplace how do we bridge the gap between these groups understanding their different core values and beliefs and often different approaches? By understanding your tech-savvy millennial and your once innovative risk-taker boomer, create a framework that addresses the different groups. Learn from the PAYE program employee motivation and engagement report what each value as well as best practices.

Wilf Flagler – TDSB Next-Steps Employment Centre

208 | ENGLISH

Responsive Leadership

What do trust, respect, integrity and empathy have to do with better client outcomes? In June 2013, Lutherwood adopted a responsive leadership approach, training more than 300 staff, from the Chief Executive Officer and agency leadership team to front-line employment advisors. Learn how this approach has enhanced supervision experiences for staff, positive outcomes for clients, organizational culture and employee satisfaction.

Rebecca Roy, Heather Fedy – Lutherwood

211 | ENGLISH

The Law of Client Attraction: Sales & Marketing

Do you know that your entrepreneurial practice can acquire more clients through the law of attraction? Career Professionals of Canada's Masterminds will present tangible strategies to turn prospects into clients. Learn how to use the law of attraction to identify, attract and keep the ideal client. Use these best practices to enjoy an abundant and rewarding practice.

Kevin Schafer – Career Professionals of Canada

212 | ENGLISH

Poverty to Possibility: Women in the Bridge Program

YWCA Halifax has used the Bridge Program to support low-income and un/underemployed women in a high-need neighbourhood move forward in their career paths. Through individualized supports, goal setting, research on hot jobs and mobility mentoring, our program has supported local women to complete post-secondary training and move toward family-sustaining wages.

Miia Suokonauto – Phoenix Youth Programs
Nicole Boutilier – YWCA Halifax

213 | ENGLISH

Career Crafting the Decade After High School

This session provides a synopsis of a new publication co-authored by Cathy. Based on a large qualitative study, the book maps out the strategies that young adults use to construct their careers and the factors that influence the strategies they utilize. It also introduces eight career crafting techniques that provide practical suggestions on helping young people be proactive in the face of uncertainty.

Cathy Campbell – Private Practice

214 | ENGLISH ◀ INTERP

Career Services in Quebec Schools

Career services have evolved considerably in Quebec secondary and post-secondary schools since the start of the millennium. What are the changes that have been adopted by the Ministry of Education to best respond to students' needs? Will we examine: the history and evolution of career services; the adoption of the "approche orientante"; the obligatory experiential learning in career counselling and new professional development projects.

Lucie Cormier – Quebec Ministry of Education, Recreation and Sports

215 | FRENCH ◀ INTERP

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.*



Have a Question About Cannexus?

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



Day 02

JANUARY 27

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Welcome, Information & Registration	Level 3: Atrium
7:00 AM – 8:30 AM	Continental Networking Breakfast	Level 2: Atrium
7:30 AM – 8:30 AM	Cannexus Connections Facilitated Networking Discussions	Level 2: Meeting Rooms
8:30 AM – 8:45 AM	Assembly and Announcements	Level 3: Plenary
8:45 AM – 9:30 AM	KEYNOTE ADDRESS Dr Nancy Arthur "Social Justice: One Action at a Time"	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Exhibitor Hall
10:00 AM – 12:00 PM	Concurrent Sessions – Block 4	Level 2: Meeting Rooms
12:00 PM – 2:00 PM	Spark! Luncheon	Level 3: Plenary
2:00 PM – 3:30 PM	Concurrent Sessions – Block 5	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Final Exhibitor Visits & Draws / Networking Break	Level 3: Exhibitor Hall
4:00 PM – 5:00 PM	Concurrent Sessions – Block 6	Level 2: Meeting Rooms

TUESDAY

Cannexus Connections

Networking Breakfast

Level 2
Meeting Rooms

ENG

7:30 AM –
8:30 AM

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



Day 02

TUESDAY



AMUNDSON
Norman



ANNIS
Susan



ANTAYA
Marie



ARTHUR
Nancy



BELHADJ
Tami



BERNES
Kerry



BILODEAU
Cynthia



BJORNSON
Angie



BOYD
Diana



BRINKHURST
Paul



CAMPBELL
Cathy



CHILDS
Ruth



CONNOLLY
Joan



CORMIER
Dwayne L.



CUTLER
Herky



DAREWYCH
Olena



DELICATE
Sarah



DELLANDREA
Brendan



DESJARDINS
Edwidge



DOMENE
Jose F.



DUHAIME
Sarah



DYRDA
April



ELLIOT
Nicole



FRANKLIN
Mark



GODDEN
Lorraine



GREENE-BLACK
Jayne



HAMBLEY
Laura



HAMILTON-DIABLO
Jonathan



HANSON
Mark D.



HARDISON
Krystal



HARRIS
Kathy



HATALA
John-Paul



HORN
John



JEWELL
Louisa



KAUFMANN
Natalie



KING
Tracey



KITCHIN
Paul



KLINGA
Suzanne

Concurrent Sessions

Tuesday, January 27



KULBABA
Chris



LAMOUREUX
Eve



LANDINE
Jeff



LIMOGES
Jacques



LIN
Xiaohai



LINDSEY
Randy



MAGNUSSON
Kris



MAJEWSKI
Monika



MANITOWABI
Roxane



MARSHALL
Anne



MARTIN
Melissa



MARTINY
Cynthia



MATHEW
Deepak



MCCOY
Lauren



MCKAY
Monika



MCTRUSTY
John



MIDDLETON
Amanda



MOULDAY
Nancy



NOZKA
Paulina



OKOCHA
Aneneosa



PAGANI
Wayne



PARADOWSKI
Cheryl



PARSONS
Trudy



PATERSON
Mark



PATERSON
Pamela



PERREAULT
Nathalie



PICKERELL
Deirdre



POEHNELL
Gray



POON-TING
Jerome



PRESANT
Don



REDEKOPP
Dave



RENALD
Celine



ROY
Valérie



SHEA
Rob



SLAVIK
Shane



SMITH
Paul



STARGARDTER
Ruth



STEWART
Suzanne L.



STRABY
Rob



SUOKONAUTIO
Miia



SWANK
Lorett



TANG
Han-Wen



TIMLIN
Carol



UNGER
Iris



VALDEZ
Norman



WALMSLEY
Dan



WALTON
Lindsay



WELDE
Annelise



WILLIS-O'CONNOR
Sariné

Keynote Speaker

Tuesday, January 27

Dr Nancy Arthur

Social Justice: One Action at a Time



Amidst shifting labour markets and a volatile economy, it is timely to consider the key values that influence the field of career development. There are controversies and inequities about who has access to meaningful education and employment opportunities and what career development resources are made available to support people. Career development practitioners need to be responsive to current labour market demands while also advocating for the social and economic inclusion of diverse and underserved populations. With a legacy spanning more than a century, social justice has resurfaced as a core value to guide the field of career development. We will examine the meaning of social justice and suggest ways to infuse social justice as an anchoring value for contemporary practices. Career development practitioners can make a positive difference through strengthening their commitment to social justice as a value that informs their active choices and intervention strategies.

Dr Nancy Arthur, BA honours (Sociology – University of Waterloo) and MA (Sociology – University of Alberta), MEd and PhD (Counselling Psychology – University of Calgary) is a Professor and Associate Dean Research, Educational Studies in Counselling Psychology, Werklund School of Education, University of Calgary. She began her education in a one-room school house in Southern Ontario and those early years sparked curiosity about diversity and social justice. Nancy worked at the Southern Alberta Institute of Technology (SAIT) for 14 years, where she enjoyed counselling and program co-ordination with diverse local and international students. Dr Arthur is a registered psychologist and continues to work with individuals and groups through consulting and private practice.

Since 1996, Dr Arthur's teaching and research interests have focused on preparing people for working in global contexts and for social justice. She has developed career development curriculum for classroom-based and distributed learning formats in graduate programs and delivered professional development workshops

to hundreds of community-based career practitioners. She has published more than 80 professional articles and her books include the award winning edited collection, *Culture-Infused Counselling, Case Incidents in Counselling for International Transitions*, and *Counseling International Students: Clients from around the World*. Dr Arthur was awarded a Canada Research Chair in professional education from 2004-2014. In 2013, she received an honorary lifetime membership from the Career Development Association of Alberta for recognition of outstanding contributions to the field of career development. Known internationally as a thought leader and advocate for social justice practices to support people's career development, Dr Arthur has presented keynote and workshop presentations in more than 25 different countries. Dr Arthur currently serves on the Board of Directors for the International Association for Educational and Vocational Guidance and the Board of Governors for the Canadian Career Development Foundation.



What's Trending in Careers? Supply Chain Management

A career that is challenging, progressive, diverse, fast-paced and financially rewarding whether it's sourcing materials, manufacturing goods or the warehousing/distribution of products, more than 750,000 Canadians work in supply chain roles. Current research indicates 66,000 openings are anticipated each year for the next five years. Learn about career opportunities in this growing field.

Cheryl Paradowski – SCMA

Labour Market Outlook for Canada's Oil Gas Industry

Where will Canada's oil and gas industry find the 125,000 to 150,000 workers it needs in the coming decade? The Petroleum HR Council develops the most comprehensive, reliable and up-to-date labour market and occupational information for Canada's petroleum industry. We will provide career practitioners with key insights on hot jobs.

Heather DeBoer – Enform

Become a Woman of Power

Women represent only 25% of the electricity and renewable energy workforce, less than 5% of them are actually in trades occupations. With the support of industry and provincial governments, Electricity Human Resources Canada launched its Bridging the Gap project to examine the barriers around recruitment and retention of women into the electricity industry.

Michelle Branigan –
Electricity Human Resources Canada

201 | ENGLISH

Integrated Employability Skill Development

Futureworx recently completed a pilot that examined how the Employability Skills Assessment Tool (ESAT) can help facilitators integrate employability (soft) skills into literacy and training programs. We will examine the lessons learned about employability skill assessment, tracking and development, and will provide guidance to other organizations.

Paul Brinkhurst, Randy Lindsey –
Futureworx

The Next Generation Development Tool

A highly interactive colourful framework for better self-understanding, Lumina Learning helps people identify how to improve working relationships and relationship to work. Learn about this psycho-social instrument allowing learners to see themselves through the lens of 24 qualities/strengths.

Wayne Pagani – Career Professionals of Canada

Managing Client Job Search Performance

Implementing a performance framework can improve continuity of service, which will help to maintain a level of quality that is in keeping with a funder's expectations. Learn about a job search performance framework, based on the latest job search research, which will highlight the importance of monitoring client behaviour to improve placement results.

Dr John-Paul Hatala –
George Brown College

202 | ENGLISH

University Students' Career Decision-Making Preparedness

Understanding the career decision-making needs of post-secondary students is of increasing importance. We will highlight key findings from a research study of 200 first-year university students. Results explore the career supports and resources students identified as most useful to their career-planning process in high school and university.

April Dyrda, Dr Laura Hambley – University of Calgary

Career Counselling with Students

It's a new and unique generation entering post-secondary institutions with more pressure than ever from parents and academic institutions to make the "perfect" career choice. Learn how a three credit hour career planning course can be used to help today's students discover who they are, identify their talents and abilities, and make a good career decision.

Lorett Swank, Krystal Hardison –
Southwestern Louisiana University

203 | ENGLISH

Concurrent Sessions

Tuesday, January 27

Transforming Employee Engagement

Vancity Savings Credit Union's five-day Orientation Immersion Program accelerates the transition of skilled and engaged employees who are committed to our vision of redefining wealth. I will tell the story of how Vancity's program orients (new) and immerses (existing) employees to Vancity's vision through a dynamic blend of classroom, community-based and experiential learning.

John Horn – Vancity Savings

Don't Manage, Engage with Dialogue

Feedback management enables innovation and change, consistent and superior employee and customer experiences. Organizations need to listen, hear and act upon the feedback. I will highlight how to do that: Process and event-driven feedback and the means to act upon the knowledge acquired. Anonymity though important, is also a barrier to enabling real action.

John McTrusty – QuestBack Canada Inc.

Canada's Secret Ingredient Begins with "People"

Canada's labour force is recognized as one of its greatest competitive advantages. The link between workforce development and economic development has never been more evident. I will tackle one of Canada's great challenges – the skills mismatch. Learn of strategies that have helped communities and provinces be proactive, assisting its local workforce and local businesses connect.

Trudy Parsons – Millier Dickinson Blais

204 | ENGLISH

Career Education: State of the Art & Better

What makes career education (K-12) great? Which countries lead the way in interesting and effective career education, and what are they doing? How do they know what they're doing works? What could great career education look like? This session addresses these questions with a base of secondary and primary research from around the globe.

Dave Redekopp – Life-Role Development Group Ltd.

New Approaches to Career Development in Grades 1-12

An in-depth evaluation of a program designed to train pre-service teachers in career development will be discussed along with a presentation on the final results and conclusions of all of the data gathered on this initiative. Implications and exemplary practices for enhancing the career development of students in grades 1-12 will be discussed.

Dr Kerry Bernes – University of Lethbridge

Career Education Interventions by Grade Level

Forty-six K-12 career education projects consisting of 75 types of career education interventions were integrated into mainstream academic courses by intern teachers in southern Alberta. These projects and 1,034 student evaluation surveys were analyzed to determine which interventions were most effective. Recommendations will be discussed.

Annelise Welde – University of Lethbridge

205 | ENGLISH

Self-Employment in the Cultural Sector

From live performing arts; to visual arts and crafts; to the cultural industries; to heritage, there are more than 700,000 jobs in the cultural sector. Self-employment and entrepreneurship are part of the sector's DNA. While artists and cultural workers are highly educated and have well-honed artistic skills, they often lack business skills. Learn how to help your clients find success.

Susan Annis – Cultural Human Resource Council

Supporting People in Creative Professions

Artists, arts entrepreneurs and other creative professionals face a great many career challenges, and require support that is responsive to their particular needs. Youth Employment Services Montreal has pioneered an Artists' Program that has flourished for more than 15 years. We will highlight services offered, successes, challenges, best practices and guidelines to help this type of clientele thrive.

Monika Majewski, Iris Unger – YES Montreal

Helping Clients Survive the Job Search Roller Coaster

The downward dips in today's job search roller coaster due to our ongoing sluggish economy; the reality of age bias, too young or too old; and the absolute need to be tech-savvy requires eclectic counsellor support. Discover how the combination of Schlossberg's Transition Theory, art therapy and mandalas can help jobseekers survive.

Natalie Kauffman – KauffmanNcareers, LLC

206 | ENGLISH

Career Transitions for Athletes

Despite literature suggesting that athletes who lack transitional coping skills are at greater risk of adverse outcomes, their career transitions continue to be under-researched. Counsellors must be aware of the psycho-social implications of athletic career transitions. I will focus on the common psycho-social implications of athletic career transitions and address athletes' transitional needs.

Lauren McCoy – University of Calgary

High-Functioning Autism & Employment Counselling

Current statistics indicate that one in 88 individuals are living with Autism Spectrum Disorder (ASD). Many do not meet criteria to be supported through the development sector, and are accessing general employment services. Learn to understand the diagnosis and get strategies to support clients with ASD find meaningful employment.

Sarah Duhaime – The Redpath Centre

A Criminal Past Does Not Prevent Employment Success

Best practices can assist ex-offenders who have many barriers find employment. Learn about some unique programs at Saskatchewan Corrections, including community in-reach programs, which are assisting offenders with transitioning from incarceration to viable sustainable employment.

Loretta Smith – Ministry of Justice,
Corrections and Policing Saskatchewan

207 | ENGLISH

Passion vs. Skills: Why Not Both?

Two opposing views exist about how best to make career decisions: follow your passion(s) or go where the work is. The first leads to personal satisfaction, increased productivity and engagement. The second is about finding work when you graduate. Why not both? These are not mutually exclusive. In fact, they are extremely complementary.

Kathy Harris – Jobmatics

Using a Competency Portfolio

Learn how literacy and employment counselling organizations are collaborating in the Kawartha region of Ontario to expand the use of the competency portfolio to increase client confidence, document relevant skills, challenge employer qualifications and improve employed outcomes.

Carol Timlin, Joan Connolly, Amanda Middleton – Victoria County Career Services

The Three-Legged Stool of Client Support

There are three critical needs that must be addressed in order for clients to experience success and thrive, and these needs act in balance with each other. Reduce or remove one and the entire support structure collapses. These needs are for relationships, boundaries and consequences. Learn how these three components matter.

Lindsay Walton – Open Door Development

208 | ENGLISH

Career Development of International Students

Students involved in international education face several challenges including career development concerns. We explore factors that impact international college students' career development. Effective career planning and job search/ placement strategies are presented.

Aneneosa Okocha, Han-Wen Tang –
University of Wisconsin-Whitewater

Building Student Career Intelligence

The labour market is evolving at an unprecedented pace. Can current job search strategies keep up with the pace of changes in the labour market? How should we prepare our students and ourselves for the changes? We'll examine the holistic perspective of career management, including career well-being and cultural Intelligence, and focus on an entrepreneurial and creative approach.

Xiaohai Lin – Conestoga College

Students in Culturally Diverse Workplaces

Addressing the needs of the university's culturally diverse student population, originating from 146 countries, The Ryerson Career Centre has developed a workshop to increase students' awareness of the multiple facets of Canada's work culture. Based on the research of Geert Hofstede, this workshop aims to provide a deeper understanding of how to excel and progress in the Canadian workplace.

Paulina Nozka – Ryerson University

209 | ENGLISH

Concurrent Sessions

Tuesday, January 27

From Deploy to Employ

Estimates anticipate as many as 10,000 Canadian armed forces personnel will transition out of the military in the coming years. The challenges and opportunities this will pose for many former military personnel to successfully transition to civilian careers and further educational opportunities will require a well-versed career professional. Learn what you need to know in order to provide the best support. In addition, get a glimpse inside the military, with Military 101, Military Culture and Military to Civilian role equivalents.

Dr Rob Shea – Marine Institute of MUN
Dwayne Cormier – Canada Company, MET Program

Keeping Going: How Mother Entrepreneurs Manage Multiple Life Roles

Although there is a strong body of existing research on women's life-career development, there is a lack of understanding of the experiences of mother entrepreneurs specifically. Results of this grounded theory research illustrate the career-life process of keeping going, which includes: feeling supported, making choices, adapting creatively, remembering the push, remembering the pull, envisioning the future, and living my values.

Rebecca Hudson Breen – University of Lethbridge

210 | ENGLISH

Career Trekking: Experiencing Steps in the Right Direction

We learn to guide others through reflecting on our experiences. Career Trekking is a process of experiencing steps in the right direction on a life's voyage. Examine the routes we take as we mediate our own thinking and the thinking of others in the career development adventure. Learn about empowering children and youth using a holistic model emphasizing self-awareness and goal-setting.

Ruth Stargardt – Career Trek

The Ideal Candidate: What Employers Want

The CACEE (Canadian Association of Career Educators and Employers) Campus Recruitment and Benchmark Survey – 2013 is a compilation of information regarding the new graduate recruitment practices of employers throughout Canada. The survey establishes a number of benchmarks for recruiting practices. We will share insights and anecdotes about what really drives recruiters looking for new talent, including what is the most valued pre-screening criteria for employers.

Paul Smith – CACEE
Nancy Moulday – TD Business Banking, CACEE

211 | ENGLISH

All-a-Twitter

Create a powerful profile, 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. Twitter is a powerful job search tool to reach "influencers" and what you learn with me, you can teach your clients.

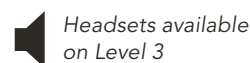
Melissa Martin – military2civilianemployment.com

ePortfolio for Career Paths Exploration

At Sir Wilfrid Laurier School Board in Quebec, a career exploration initiative is underway with the purpose of giving students a sense of control over their professional future, using a guided inquiry process. We will explore ePortfolio tools helping students and learners of all ages to collect track, and showcase achievement, using multiple pathways for lifelong learning.

Tami Belhadj – Sir Wilfrid Laurier School Board

212 | ENGLISH



Career Services for International Students in Canadian Universities

The growing population of international students in Canada has career-related needs while studying and making plans for post-graduation career options. We will discuss career development and services for international students in Canada. Challenging common assumptions about this population, we highlight their wide range of concerns, and specific suggestions for responding to their needs while living, learning and working in Canada.

Dr José F. Domene – University of New Brunswick
Nancy Arthur – Werklund School of Education, University of Calgary
Sariné Willis-O'Connor – University of New Brunswick

Infusing Courage in Skilled Immigrants: Targeting Career Anxiety

Of the many ways that skilled immigrants react to the overwhelming barriers in their career development, the one that has been less explored is anxiety. I will focus on how courage, as informed by the fields of existentialism and positive psychology, can be applied to help new immigrants overcome career anxiety and rediscover meaning through work in Canada.

Deepak Mathew – University of British Columbia

213 | ENGLISH

Supporting Educational Transitions for Aboriginals

Ontario Native Education Counselling Association (ONECA) will present information, tools and resources that will help parents, teachers and counsellors support Aboriginal students in making transitions through all levels of education. We will examine barriers and challenges and learn to use the materials and resources. Each participant will receive a toolkit.

Roxane Manitowabi – Ontario Native Education Counselling Association

Aboriginal Inclusion in the Learning & Work Environment

Aboriginal inclusion in higher education is vital to the recruitment and retention of Aboriginal learners, faculty and staff. Learn how Ryerson University has become a leader in Aboriginal inclusion. The many developments in Aboriginal education will be recounted as well as the human resource strategies applied.

Tracey King, Monica McKay – Ryerson University

Integrating Cultural & Work-Life Identities

What do young Aboriginal employment seekers need in order to be successful? We asked employers what skills they saw as most important and what strategies they found most effective to support employment. Responses focused on access, relationship building, leadership, respectful work behaviours, empowerment, acceptance and commitment.

Dr Ann Marshall – University of Victoria
Dr Suzanne Stewart – OISE/University of Toronto
Nicole Elliot – University of Toronto

214 | ENGLISH ◀ INTERP

Job Search & the Group Approach

Learn about a 45-hour job entry core program, available in both English and French, aimed at helping jobseekers. Suitable for group up to 90 and integrating theoretical and clinical data about job searching: unemployment stages, work spin-offs, career development, right/left brain decision making, creative thinking, etc., with intrapersonal, interpersonal and extra-personal learning objectives, the program uses an engaging small group approach that encourages interaction and mutual support.

Dr Cynthia Martiny – Université du Québec à Montréal

Group Procedures in Career Counselling and Development

From A to Z, most career counselling and development interventions involve an important interpersonal dimension. These procedures are never complete without the acknowledgement of this dimension by both the counsellor and the client. To address this, nothing is more effective than the large, medium or small group sessions. We will show that some group counselling procedures are more extra-personal, some others more intrapersonal while others are more interpersonal in nature.

Dr Jacques Limoges – Université de Sherbrooke

215 | ENGLISH ◀ INTERP, FRENCH ◀ INTERP

Spark! Luncheon

12:00 PM – 2:00 PM



The Sound of Silence

We've all been in conversations in which there were moments of silence. Some moments were comfortable, some caused discomfort. We often take it upon ourselves to quickly fill the silence with any kind of idle thought, random comment or passing idea. When silence is understood and when we get comfortable with silence, it can become a valuable source of information and insight.

The founder of Vitae Dynamics Inc., **Renée Gendron**, has studied and investigated economic changes in the workplace for the past 10 years. Renée holds a master's degree in social sciences from the University of Amsterdam and is a doctoral student in humanities at the Utrecht University. She holds certificates in negotiation, mediation and alternative dispute resolution. She is trilingual: French, English and Dutch.

Neither "Weird" nor Uncommon

Imagine getting physically stuck. "I get stuck touching things or redoing stuff in my head, mental rituals. I'm either worried that I did it wrong or that I was rude to someone." Alyse's message is that mental illness is neither "weird" nor uncommon – one out of every four Canadians suffers from some form of it. If we can learn to accept it as we would any other illness, we will make it easier for people dealing with mental illness to lead happy and productive lives.

Alyse Schacter has studied Health Sciences at the University of Ottawa and is now a nationally recognized voice for those who suffer from mental illness. At 12 years of age Alyse was struck by a form of obsessive compulsive disorder (OCD) so severe that she required several prolonged stays in psychiatric hospitals. She began to speak publicly about her illness so that friends and classmates might understand her puzzling symptoms.

Empathic Action

Empathy has many different definitions that encompass a broad range of emotional states, including caring for other people and having a desire to help them; experiencing emotions that match another person's emotions; discerning what another person is thinking or feeling, and making less distinct the differences between the self and the other. Empathy can be the most positively disruptive force on the planet – but only when it leads to Empathic Action.

A visiting Fellow at the Sauvé Foundation, **Anita Nowak** currently serves McGill University's Teaching & Learning Services team as Director of Operations for the Social Learning for Social Impact MOOC (Massive Open Online Course). She is also an advisor to the J.W. McConnell Family Foundation on RECODE, an initiative dedicated to fuelling social innovation and entrepreneurship in higher education across Canada.

A Competitive Advantage

Over the past 16 years, Mark Wafer has hired many people with disabilities and he has no doubt that it has given him a competitive advantage. They get equal pay. People with disabilities tend to stay with you for much longer, because it's taken them so long to get the job. Since you've created an inclusive workforce, the other employees want to stay, too. They want to be part of something special. That's a tangible benefit, because turnover is expensive.

Mark Wafer owns seven Tim Hortons franchises in the Greater Toronto Area. Deaf from birth, Mark is more than just an advocate for people with disabilities. He understands the business advantages that his more than 40 disabled employees bring to his bottom line.

Create More Decent Work and Shared Prosperity in Canada

A growing disparity in income and wealth, rising economic anxiety, and an increasing ambivalence about democratic institutions and practices are concerns for many in Canada. The idea of community wealth building is a promising solution. Community wealth building is about keeping money, goods and services circulating in a region; fostering business incubation; and creating more opportunities for decent work. It is an idea whose time has come.

Colette Murphy, Executive Director of the Atkinson Foundation, held leadership positions with the George Cedric Metcalf Charitable Foundation and United Way Toronto prior to joining Atkinson in 2012. She began her career working in refugee resettlement with COSTI Immigrant Services. Colette has been a member of the Ontario Government's Social Assistance Review Advisory Council and with Metrolinx's Big Move 2.0 Project Advisory Committee.

The Power of Persistence

Persistence is defined as the ability to endure in spite of opposition, obstacles and discouragement. If change is life's only constant, then persistence is life's only response. We must persist in enabling young people to obtain post-secondary education despite the barriers. We must persist in making our workplaces reflective of Canada's diverse demographic reality. We must persist in being courageous and building a country that ensures success, however it is defined, for all.

David Simmonds is Vice President, Government Affairs at McKesson Canada where he provides strategic communications, stakeholder engagement and public affairs leadership. A passionate advocate for lifelong learning and accessible education, David served as a policy officer at the Canada Millennium Scholarship Foundation. His public commentary can be found in the *Toronto Star*, *Globe and Mail*, and on *CBC News: The National*.

Headsets available
on Level 3

Using Games, Online Tools & Individual Techniques for Best FIT

Career professionals deserve to be influential in helping lifelong learners navigate increasingly frequent transitions. We need tools that promote clarification of career and life choices, employee engagement and designing a life of purpose. Sample and appreciate the face-to-face *Who You Are MATTERS!* game and online narrative storytelling tools, successfully used in education, organizations and practice, which illuminate life design principles and technology mediated reflection.

Mark Franklin, Jayne Greene-Black, Angie Bjornson – CareerCycles

201 | ENGLISH

Choosing Creativity

Exit the shadow to enter the magic of words and colours. Connect with intuition to act on reality. Inspired by physics, disassemble, merge, reorganize elements to co-create solutions to problems encountered by clients. Combining fun and creative insecurity to overcome resistance, cultivate flexibility and stimulate divergent thinking, we hope to shed a new light on the practice of career development.

Dr Edwidge Desjardins, Ilia Essopos, Gaëlle de Roussan, Angélique Desgroseilliers, Geneviève K. Bergeron – UQAM

202 | ENGLISH

Do I Have to Work with Him/Her?

Myths and realities about emerging adults and employability abound. Does this stage of development even exist? Will emerging adults grow up? Are they miserable, as some suggest? We will discuss the recent literature around employability, consider characteristics of this group and how to apply some strategies to ensure that this part of the population leads successful lives in the workforce.

Jeff Landine – University of New Brunswick

203 | ENGLISH

Collaborative Innovations: Outreach for Diverse Groups

Laurier Career Development Centre's diversity programming encompasses an inclusive and collaborative approach to serving distinct student groups across multiple campuses. Initiatives include drop-in sessions at campus partners (Accessible Learning, Mental Health, International, Aboriginal, and Diversity and Equity) and customized workshops. Career resources reflecting the interests of each distinct group will be shared.

Jillian Perkins-Marsh, Jessie Eulenberg – Wilfrid Laurier University

204 | ENGLISH

Resiliency Through Hope-Filled Engagement

In a world characterized by ongoing, chaotic and often disruptive change, resiliency is one of the essentials for thriving in the ups and downs of the life/career journey. We will explore how to cultivate resiliency as an innate capacity people already have, which will enable them to respond effectively rather than merely react to life situations.

Gray Poehnell – Ergon Communications

205 | ENGLISH

Help Students Move from Panic to Power

Many students are quite compromised by nervousness and stress when it comes to taking action in career development. Learn how the University of British Columbia developed a workshop to help students learn and practice self-management strategies supporting confident action in informational interviewing, networking, job search and interviewing.

Beth Helsley – Centre for Student Involvement and Careers, University of British Columbia

206 | ENGLISH

Concurrent Sessions

Tuesday, January 27

A Manager's Guide to Training That Gets Results

Are you ready to plan training that will make a noticeable improvement to the skills of your employees? Do you want that training to positively impact your organization? I will show you a five-step process to create training programs that work for you and your organization.

Marie Antaya – Eclectic Communications

207 | ENGLISH

Leveraging the Web for Career Exploration & Marketing

You're on Facebook and have a LinkedIn profile, perhaps you Tweet? You Blog or even upload YouTube videos? But how do you help your clients explore careers and market themselves? Do you depend on government databases? How do you get accurate real-time information? Come learn new approaches to leveraging the Web to enhance career exploration and marketing techniques.

Rob Straby – Conestoga College

208 | ENGLISH

Innovative Career Development Support for Graduate Students

Graduate student enrolment is increasing across Canada, as is the need for career supports and services. Memorial University has assessed and expanded tools, programming and events to help students be successful in their lives after graduate school. We will highlight the results of an exciting research project and other successful initiatives we have implemented.

Julie Bowering, Lynn Walsh – Memorial University

209 | ENGLISH

Job Search Zombies: Motivating the Unmotivated

Job Search Zombies is an awesome experience! We will explore the factors necessary for effective motivation and develop practical client solutions that can be applied as soon as you are back with your clients. A highly professional and structured experiential learning session with pragmatic takeaways. All presented with a fun and unique theme.

Dan Walmsely – KEYS Job Centre

210 | ENGLISH

Getting Beyond Self-Doubt & Building Self-Confidence

We all have self-doubt, but sometimes self-doubt blocks us from pursuing our most desired goals and dreams. In this session, you will learn some of the latest techniques in positive psychology to exterminate self-doubt, build your confidence and go after what you truly want in your career and life.

Louisa Jewell – Canadian Positive Psychology Association

211 | ENGLISH



*Tweet about
what you
learn and who
you meet using the
#Cannexus15 hashtag.*



Social Media Success in 9 Easy Steps

As a client or as a counsellor, social media is the new trend in communication. Learn the correct questions to ask before you begin, or use them to measure and increase your current effectiveness. Useful for clients, leaders, agencies, counsellors and individuals as a simple step-by-step approach to unravel the mysteries of using these tools for successful online relationships.

Chris Kulbaba – London Employment Help Centre

212 | ENGLISH

Taking the Leap from Workshops to eLearning

Are workshops delivered with a few participants? Do clients leave because they want information now? Your resource and information centre plays a vital role in attaining your organization's performance measures. However, workshop delivery consumes precious resources. Cost-effective online learning options that produce results make sense, and are easier than you think! Learn how you can meet the demand for "self-serve" resources.

Christine Brown-Read, Sarah Delicate – BBMD Consulting Inc.

213 | ENGLISH

Beyond Encouraged-to-Apply: Promoting Equitable Access to Professional Programs

As the gatekeepers to the professions, professional academic programs impact the entry and representation of designated groups, including Aboriginal peoples, persons with disabilities, visible minorities and women. Representatives from professional programs in law, medicine and initial teacher education at the University of Toronto, will discuss types of access initiatives, practical considerations in their implementation, and results on their effectiveness.

Jonathan Hamilton-Diabo, Ruth Childs, Jerome Poon-Ting,
Mark D. Hanson – University of Toronto

214 | ENGLISH ◀ INTERP

The National Webfolio: A Way to Success

The Webfolio, created by the Service de placement de l'Université Laval (SPLA), is now available nationwide! This online tool for self-reflection is helping students to know themselves better and build a career plan, as well as making strategic choices regarding their transition to the labour force.

André Raymond – Service de placement de l'Université Laval (SPLA)

215 | FRENCH ◀ INTERP

Complete Your Exhibitor Passport – and Win!

Visit all the exhibitors, answer their "skill-testing questions," and have them stamp your Exhibitor Passport. Then drop off your completed passport at the Welcome, Information & Registration desk before the draw. Gather **Tuesday at 3:30 PM** in the Exhibitor Hall and you could **win an iPad Mini (\$279 value!)**. Other exhibitors will be doing their own prize draws at the same time.



Sponsored by:



UNIVERSITÉ
LAVAL

Le Service de placement

Concurrent Sessions

Tuesday, January 27

The Career College Pathway to Success

Every year, approximately 70,000 Ontarians choose to pursue career specific training at one of the province's 600 career colleges. During this panel presentation, gain insight into the career college pathway through the perspectives of a career college instructor, a student and the employer community. This session will highlight the career college programs, teaching models and attributes that lead students to success.

Paul Kitchin – Career Colleges Ontario

201 | ENGLISH

Supporting Strategic Career Decision Making Through Career Engagement

Career engagement helps to conceptualize the realities of newcomers, others in career transitions, disengaged workers, and the career development professionals, supervisors and managers who support them to make more strategic career decisions. Learn how career engagement can help to encourage a holistic look at career and life balance, maximizing opportunities for engagement.

Deirdre Pickerell – Life Strategies Ltd.

202 | ENGLISH

You Should Publish That! But How?

Learn how to navigate the publication world. I will discuss the benefits for career development practitioners and their institutions when it comes to publishing. As well, information on the process of submitting to magazines and journals and what to expect after your submission will be provided. This will then be followed with a discussion and question period.

Diana Boyd – Memorial University

203 | ENGLISH

Engineer for a Year

The 2013/2014 Queen's University Faculty of Engineering and Applied Science (FEAS) educational outreach program, Engineer for a Year, raised awareness of engineering as a career choice for K-12 students. The study explored how the program affected students' perceptions of engineering-related subjects and associated careers, and how professional development for FEAS students and K-12 teachers was facilitated.

Lorraine Godden – Queen's University

204 | ENGLISH

Thoughts on Theories & Models: Emerging Approaches

Internationally recognized career development thought leaders will share their "thoughts on theories," recent research, innovative models, and practical approaches to working with diverse clients in an increasingly complex global workplace. Shift your thinking through new perspectives on cultural complexity, systemic influences on career development, and both career and employee engagement.

Dr Kris Magnusson – Simon Fraser University
Dr Norman Amundson – University of British Columbia

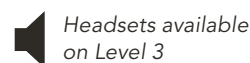
205 | ENGLISH

Communities in Action: An Innovative Project

The focus of growing concern, people facing multiples barriers to employment led to a project called Communities in Action, developed by a team of researchers from the Université de Sherbrooke, whose main goal was the development of an incentive approach to increase the incidence of employment. The project's distinctive features and eight experimental sites, as well as the innovative, effective and tailored approach are discussed.

Valérie Roy – Regroupement québécois des organismes pour le développement de l'employabilité (RQuODE)

206 | ENGLISH

Headsets available
on Level 3

From Stress to Success: Strategies for Jobseekers

ONESTEP's research project *Minds at Work (MAW)* introduced client workshops and a practitioner self-assessment tool aimed at assisting employment support clients who present in a highly stressed emotional state. The client workshops have been developed as four individual modules that can be easily incorporated into existing programming or used as stand-alone modules to be held in an agency's resource centre.

Lorraine Katanik – ONESTEP

207 | ENGLISH

Resume Writing & Branding for the Online World

While most candidates apply for jobs online, few are aware that their resumes may be automatically deleted by the human resources Applicant Tracking System (ATS). Learn the strategies you need to get through online job systems and branded favourably in front of hiring managers, from an insider who has seen the "guts" of these human resources systems and knows how they work.

Pamela Paterson – Private Practice

208 | ENGLISH

Magnet: Employment Platform & DMZ: Business Incubator

Ryerson has launched Magnet, a breakthrough network that helps young people connect to employment opportunities. It is incubated at Ryerson's Digital Media Zone (DMZ), one of Canada's largest business incubators that helps start-ups succeed by connecting them with customers, advisors and influencers. Gain the resources and advice needed to start an entrepreneurial venture and to help young people access jobs and opportunities.

Mark Patterson, Brendan Dellandrea – Ryerson University

209 | ENGLISH

Effective Job Developing Embedded in Research

Job developers and career counsellors do not effectively research how to tailor advice to clients in varying professions, nor to those in different levels of said professions. Instead, they rely on using the same advice for each client. Although more research may be required at first, results for clients would be quicker and more effective if individualized advice was available.

Shane Slavik – Positioning Yourself

210 | ENGLISH

Visualizing Career Pathways with the Bridge Drawing

The Bridge Drawing with Path (BDP) art-based assessment summons an individual to visualize and draw a bridge that links their past and present life to goal-directed avenues, specifically academic and career pathways. I will present on the findings of a recent quantitative BDP study and the BDP Manual for academic and career counsellors.

Olena Darewych – Waterloo Lutheran Seminary
at Wilfrid Laurier University

211 | ENGLISH



Save on Cannexus16!

*Register and pay for Cannexus16
during this year's conference
and pay only \$395 (a savings of
\$30 off the Super Saver rate!)
Come see us at the Welcome,
Information & Registration desk!*

Concurrent Sessions

Tuesday, January 27

Courageous Career Development Finding Your "True Self"

Do you have clients that seem to be stuck? Is it possible they're not moving forward because you aren't moving forward in your life? Yes? Then this session is for you! Using The Circle of Courage Model ©, you will discover how to tap into your "true self," and when you do, you will inspire your clients to new heights!

Herky Cutler – Foothills Youth & Family Services

212 | ENGLISH

Visualizing Career Pathways with Open Badges

Mozilla's Open Badges ignited innovation across the career development community in 2013. Open Badges are transparent, digital records of life-wide skills and achievement. They can be shared on social media, or aligned in digital skills passports and ePortfolios toward educational and employment goals. Learn how Open Badges are making career development more visible and engaging, using real-world examples.

Don Presant – Learning Agents

213 | ENGLISH

Training First Nations/Inuit Practitioners: A Culture-Infused Experience

We will focus on career development training programs for Aboriginal career practitioners and the methodology used to adapt content to reflect the realities and culture of the trainees. We will address career development and employment services from First Nations perspectives and will present how partnerships were developed with academic institutions to adapt the program for academic certification.

Suzanne Klinga, Céline Renald –
Canadian Career Development Foundation
Denise Brown – Cree Human Resources Development

214 | ENGLISH ◀ INTERP

Entrepreneurship: A Choice for Life or Career?

Despite the lack of research to guide us, career counsellors are more and more being called upon to increase their expertise in identifying and coaching entrepreneurship. We will attempt to demystify the mechanics of entrepreneurship in counselling and career development and using interventions to explore the potential of entrepreneurship in the process of career development.

Dr Cynthia Bilodeau – Université St. Paul
Eve Lamoureux – Commission scolaire de la Pointe-de-l'Île

215 | FRENCH ◀ INTERP

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:

- The "Global Careers" issue of **Careering** magazine
- New **Career Crafting the Decade After High School** guide
- **Career Development Practice in Canada** textbook
- The current edition of **The Canadian Journal of Career Development**

Plus, check out the merchandise you can buy, including our top-selling Career Development Matters t-shirts!



Upgrade your organization's messaging with Market Zone Productions!



PRODUCTIONS

Award winning publisher of high quality association sponsored magazines, directories and e-newsletters.



www.marketzone.ca

Anything worth doing is worth doing well.



Where technology and career development meet

www.mixtmode.ca

**CONSULTING
Development**

DELIVERY

**Training
RESEARCH**

MixtMode is the consulting division of Training Innovations

Day 03

JANUARY 28

SHAW CENTRE (SC)

7:30 AM – 10:30 AM	Welcome, Information & Registration	Level 3: Atrium
7:30 AM – 8:30 AM	Continental Networking Breakfast	Level 3: Plenary
8:30 AM – 10:00 AM	Mega Sessions	Level 2: Meeting Rooms
10:00 AM – 10:30 AM	Networking Break	Level 3: Plenary
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Right Honourable Adrienne Clarkson <i>"From Refugee to Governor General: A Journey"</i>	Level 3: Plenary
11:30 AM – 11:45 AM	Closing Comments	Level 3: Plenary
1:00 PM – 4:00 PM	Post-Conference Workshop	Level 2: 204

WEDNESDAY

Mega Sessions

Wednesday, January 28

Headsets available
on Level 3

Level 2
Meeting Rooms

8:30 AM –
10:00 AM

205
ENGLISH



Dying to Live: Breakthrough Stress and Health Practices

Is your stress and health affecting your success in life? The evidence is clear that most North Americans don't take care of themselves—over 70% are overweight while 90% of illnesses are lifestyle-related and preventable. In this session, you will learn (many will be shocked) the latest research on how poor our health condition has become in our society. You will also determine your current stress and wellness levels in five specific areas. From these benchmarks, specific strategies will be recommended to reduce stress and improve wellness in each. Applications include new directions for growth to improve health, performance and quality of life.

Ken Keis, PhD, is an internationally known author, speaker and consultant. In the past 24 years, Ken has conducted more than 2,500 presentations and 10,000 hours of consulting and coaching. His first book *My Source Experience Journal – A Personal Discovery Process for Those Who Want to Lead a Passionate and Fulfilling Life* assists others to discover their purpose. His second book *Why Aren't You More Like Me? Discover the Secrets to Understanding Self and Others* has been endorsed by both Kenneth Blanchard and Jim Kouzes. His experience covers all areas of development—career, business, sales, personal, professional, purpose, wellness, leadership, communications, team-building, human resources and organizational. Ken is President and CEO of CRG Consulting Resource Group International, Inc., founded in 1979. Over 1 million people in 30 countries and 12 languages have engaged CRG processes to enrich their lives. Ken focuses on sharing CRG's unique developmental models to assist individuals, families, teams and organizations to realize their potential and purpose in the emotional, mental, psychological, intellectual, interpersonal, physical, financial and spiritual areas of life.

206
ENGLISH



Climbing the Career Mountain

Join us as we navigate the similarities between career development and the art of mountain climbing. Neither is for the faint of heart. Each endeavour requires fortitude and focus. Through the use of numerous personal mountain climbing pictures and extraordinary challenges, including the Himalayas, Andes and the Russian Caucasus, summiting the highest peaks in both Africa and Europe, this session will bring you from the mundane to the precipice of your own and your clients' career development.

Rob Shea, PhD (Higher Education Leadership – University of Calgary), MA (Education Administration – MUN) BA and BSW (MUN), is the Associate Vice-President, Academic and Student Affairs, at the Fisheries and Marine Institute of Memorial University of Newfoundland. Rob has held various positions at MUN including teaching in the Faculty of Education. He is the founding Editor of *The Canadian Journal of Career Development* as well as the founding President of the Canadian Education and Research Institute for Counselling. Senator the Honourable **David M. Wells** has over 30 years' experience in international business and management of government and regulatory affairs. He has served as a delegate for Canada at the Northwest Atlantic Fisheries Organization as well as the International Regulators' Forum on global offshore safety. He was a member of the International Upstream Forum, a think tank on advancements in upstream oil industry development. He has volunteered with the local Minor Hockey Association and the Big Brothers of Canada Mentoring Program and has served on his neighbourhood School Council. He is a high-altitude alpine mountaineer.

CONTINUED ON PAGE 53



Canadian HRReporter

www.hrreporter.com



SUBSCRIBE TO CANADIAN HR REPORTER AND SAVE 25%!

THE RESOURCE HR PROFESSIONALS NEED TO STAY INFORMED.

YOUR ANNUAL SUBSCRIPTION INCLUDES:

- 22 issues - one full year of print and digital subscription
- Interactive & Immersive feature-rich digital edition that seamlessly delivers the magazine to your desktop, laptop, tablet or smartphone
- Full access to hrreporter.com, our dynamic website that connects you to HR news and insights, plus an archive of thousands of articles, stories and features published in *Canadian HR Reporter*
- Access to HR Reporter's Multimedia Centre - the home for HR videos, webinars and blogs
- *HR Newswire* — our weekly HR Newsletter delivered right to your desktop and smartphone
- *HR Vendors Guide*, a comprehensive annual directory of HR-related resources, products and services
- Annual *HR Calendar*, which includes important HR events and dates — no HR department is complete without one!

Special Introductory Offer — Save 25%*

Get 22 issues — one full year — for just \$125. You save over 25% off the regular price of \$169.

*Available to first-time subscribers only

Subscribe Today

www.hrreporter.com/subscribe | 416-609-3800 or 1-800-387-5164 | Fax 1-877-750-9041

Please quote promo code 66327 to save 25% when ordering by phone, fax or online. [f](#) hrreporter, [t](#) @HRReporter

UNIVERSITY AFFAIRS

An award-winning magazine for Canada's university community

Discover new career opportunities.
Enrich your professional life.
Get a FREE subscription!



UA/AU University Affairs
Affaires universitaires

Visit us today at
universityaffairs.ca/subscribe

Mega Sessions

Wednesday, January 28

Headsets available
on Level 3

Level 2
Meeting Rooms

8:30 AM –
10:00 AM

207
ENGLISH

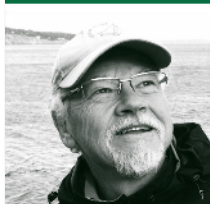


This Better Work: Pragmatic Solutions for Creating Good Jobs

Widespread youth and newcomer unemployment, poor job prospects for post-secondary graduates and a rise in precarious jobs are all issues facing Canada's labour market. This session, featuring Metcalf Innovation Fellow Tom Zizys's report, *Better Work: The path to good jobs is through employers*, will examine growing labour market inequity, the balance between supply-side and demand-side strategies and the potential for a paradigm shift to engage with employers to create better jobs.

Donnalee Bell is a Senior Consultant with the Canadian Career Development Foundation and has led a wide range of national, provincial and territorial career and labour force development initiatives. She is a respected researcher and has authored many reports on youth un- and underemployment that have been featured widely in the media. She is passionate about the career development field and works to bring its potential to the labour market and workforce development goals of individuals, governments, employers and communities. **Tom Zizys** is a Toronto-based analyst who has worked for almost 20 years as a policy researcher and project consultant in the community sector, focusing on labour market analysis and designing employment programs. Tom has held a number of senior positions in the Government of Ontario. He has taught at York and Ryerson universities. He has also been involved in numerous international development projects focusing on civil society and poverty alleviation.

208
ENGLISH



Hope-Centred Career Development in Action

The presenters will share information (and stories) about how Hope-Centred Career Interventions are being implemented in different contexts. Some contexts include working with a broad range of unemployed clients; and creating online interventions for those who are unemployed. They will be demonstrating some interventions and illustrating how they have been evaluating the impact.

Dr **Norman Amundson**, Counselling Psychology Professor at the University of British Columbia in the Department of Educational & Counselling Psychology, and Special Education, has given numerous workshops and seminars and also has been a keynote speaker at many international conferences. Dr Amundson emphasizes the importance of creativity, imagination, cultural awareness, positive affirmation and action as career development strategies. His publications have been numerous and he received the Best Book Award from the Canadian Counselling and Psychotherapy Association for his book *Active Engagement* (Ergon Communications, 2003). Dr Amundson has won many awards from professional associations for his work (including an honorary doctorate from the University of Umea, Sweden; the Eminent Career Award from the American National Career Development Association (NCDA); and the Etta St John Wileman Award from the Canadian Education and Research Institute for Counselling (CERIC). **Tannis Goddard** is the President of Training Innovations, a career development organization that delivers community-based services in British Columbia. Tannis has pioneered the use of online technologies within career development and is involved in research to advance this field of study. She holds an MA in Education and is completing her PhD through the University of Warwick. **Amber Clarke** thrives on the opportunity to explore "what is possible" and is passionate about assisting others to do the same. She has been a Consultant with the Saskatoon Health Region since 2008.

WEDNESDAY

Inspiring Lives.

At Laurier, we strive to inspire lives of leadership and purpose. Our vision is for all students to be engaged in career development as an integral part of the Laurier experience.

Career Development
Centre

wlu.ca/career

LAURIER 
Inspiring Lives.



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.*



Thank you!

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



Canadian
Heritage

Patrimoine
canadien

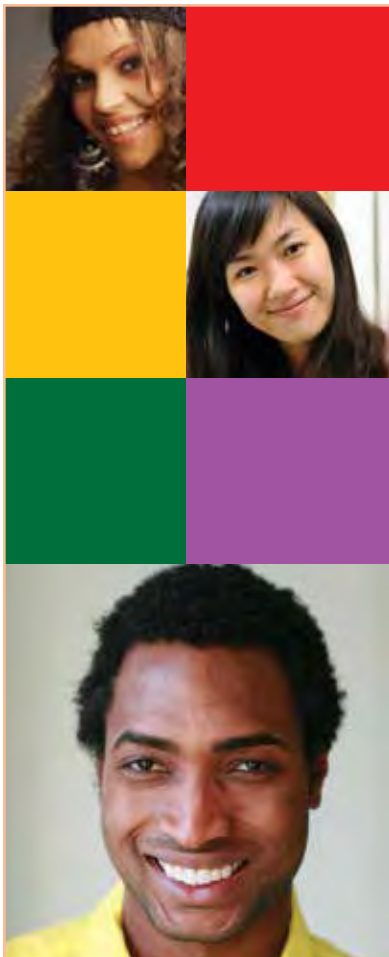
Canada



Tell Us How We Did!

*Fill out your Cannexus15 online evaluation form by **February 6, 2015** for a chance to win a free ticket to the Porter destination of your choice!*

porter
flying refined



Explore 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 **2,500 listings in our Resources section**
- > 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.



IMAGINE...

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

Career Professionals of Canada is a leading Canadian association for career practitioners. We are a member-run, volunteer-driven social enterprise. Gain contacts, credentials, and credibility with Career Professionals of Canada.



It's about time you invest in yourself!

**Career Professionals
of Canada**

866-896-8768

www.CareerProCanada.ca

Working Together for Career Success



Oops!

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



10:30 AM –
11:30 AM

Keynote Speaker

Wednesday, January 28

Adrienne Clarkson

From Refugee to Governor General: A Journey



Fresh from her triumphant delivery of the 2014 Massey Lecture series titled *"Belonging: The Paradox of Citizenship,"* former Governor-General Adrienne Clarkson will share her story of being a refugee and how her family struggled, survived and ultimately thrived in Canada. As she reflects on a life very well lived, she pays tribute to the teachers in the Canadian school system "who treated me only as bright, not bright yellow" and mentors who supported her in her career journey, helping her realize such remarkable achievements, including her appointment as Canada's first visible minority Governor General. She will discuss her vision of the "unprecedented experiment" called Canada, built on a triangular foundation – Aboriginal, Francophone and Anglophone – where the dreams of successive waves of immigrants have transformed our country into a place of forgiveness, acceptance and hope.

The Right Honourable Adrienne Clarkson, BA (honours, Literature – University of Toronto, Trinity College) MA was born in Hong Kong in 1939 and came to Canada as a refugee. Clarkson has also had a life-long interest in the French language and did post-graduate work at the Sorbonne in France.

A leading figure in Canada's cultural life, Clarkson has had a rich and distinguished career in broadcasting, journalism, the arts and public service. She worked as host, writer and producer of several influential programs on CBC. An eminent writer, she has authored six books, including the 2014 Massey Lectures *Belonging: The Paradox of Citizenship*, and contributed numerous articles to major newspapers, magazines and anthologies across Canada. Her work has been recognized with awards in Canada, the United States and Europe including 26 honorary doctorates. She is the co-founder and co-chair of the Institute for Canadian Citizenship, a foundation that seeks to accelerate new citizens' integration into Canadian life.

Clarkson was Canada's 26th Governor General from 1999 to 2005. Her tenure as Governor General was remarkable for the considerable attention she brought to the courage and commitment of Canada's Armed Forces. In 2007 she became the Colonel-in-Chief of the Princess Patricia's Canadian Light Infantry, the first Canadian to be Colonel-in-Chief of a Canadian regiment.

Clarkson actively promoted tolerance, acceptance, belonging and public responsibility in her work as Governor General and as a broadcaster, writer, diplomat and cultural champion.

[Photo credit: Michael Chambers]

Why Career Development Matters

CERIC wants to continue a conversation. A conversation about why career development matters. And we want you to be part of it.

Buy » Wear » Discuss

Great for orientation weeks, outreach events and team-building activities!



T-Shirts
\$25

Plus...



Toques
\$10

“The t-shirts worked out great! Our group of 32 Peer Helpers wore the shirts to outreach events around campus and during their office hours to promote the message”

- Melissa Turner, Co-operative Education & Career Services, University of Guelph

Sport your items proudly at work and around your community. Then log on to **ceric.ca/askmewhy** and share your thoughts on the value of career development.

ceric.ca/askmewhy

Stop by the CERIC booth during Cannexus to get yours! Can also be purchased online.



Me to We t-shirts are Canadian-made and sweatshop free, made from eco-friendly fabrics. 50% of the profits go to support the charity Free the Children, and a tree is planted for every tee.

1:00 PM –
4:00 PM

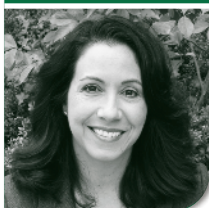
Post-Conference Workshop

Wednesday, January 28

You can now extend your Cannexus conference learning experience with an optional post-conference workshop. There is still time to decide and register to join us!

204

COST : \$199



Positive Psychology: Building Resilience and Helping Your Clients Thrive!

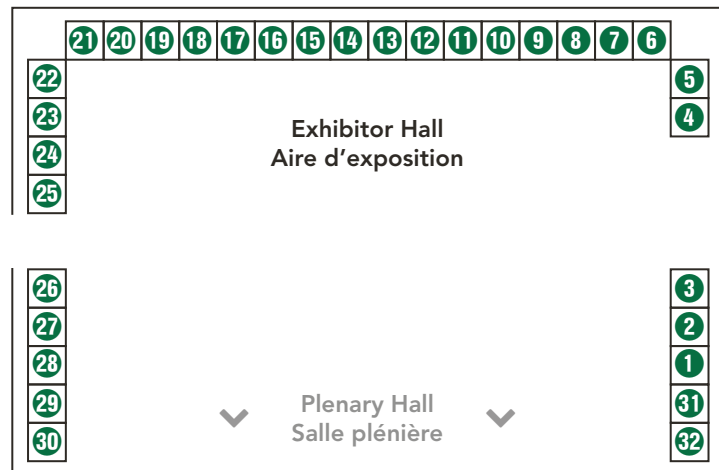
Positive psychology is the scientific study of resilience, well-being and happiness. People need more strategies to overcome obstacles, persist through transition and thrive at work and school. In this workshop you will learn evidence-based strategies, tools and techniques in positive psychology that will help your clients build resilience and improve well-being. Counsellors and coaches often comment that learning about positive psychology also improves their own lives. Whether you work with people one-on-one or in groups, this workshop will give you a greater depth of knowledge about positive psychology and dozens of practical tools, activities and exercises you can use with your clients right away. You will also receive a comprehensive workbook that you can refer to after the workshop.

You will learn how to help your clients:



























- > Increase psychological resilience
- > Reduce stress and anxiety
- > Increase positive energy
- > Have healthier thought processes
- > Improve psychological well-being and happiness

Louisa Jewell is a speaker, author, positive psychology expert and the President of the Canadian Positive Psychology Association. She began her journey with positive psychology over 15 years ago when she realized that more and more of her clients needed strategies for coping with daily challenges in their lives. Fascinated by the scientific discoveries being made in positive psychology, she completed her Master of Applied Positive Psychology degree at the University of Pennsylvania and studied directly with Dr Martin Seligman and other world-renowned positive psychologists. In 2012, Louisa founded the Canadian Positive Psychology Association, an organization that brings together leading-edge researchers and practitioners from across Canada to disseminate the knowledge of positive psychology to improve the psychological health of all Canadians. Louisa has facilitated thousands of people towards greater flourishing both at work and in their personal lives.

Exhibitors



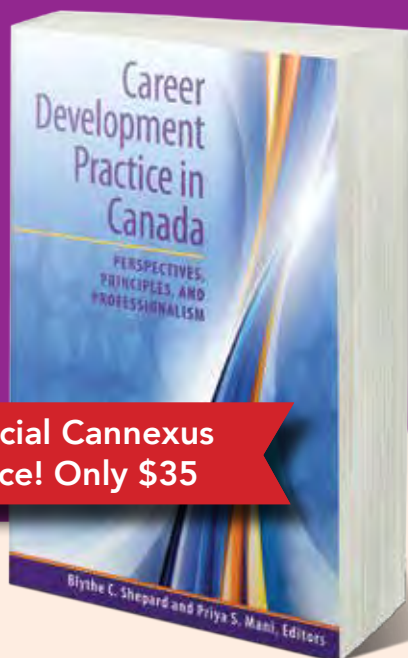
i

1	 Ontario Civil Construction Careers Institute cca-acc.com occci.ca	10	 ceric ceric.ca	21	 oncat.ca
2	 jobs.ca	11		22	
3	 tru.ca	12		23	 foodandbeverageontario.ca
4	 scmanational.ca	13	 magnet.today digitalmediazone.ryerson.ca	24	 eclectic.ca
5	 clsr.ca	14	 webfolionational.ca	25	 Break barriers. Employ change. prospectnow.ca
6	 douglascollege.ca	15	 ieltscanadatest.com	26	 onestep.ca
7	 careercollegesontario.ca	16	 crgleader.com	27	 Dad Central Papa Centrale dadcentral.ca
8	 positivepsychologycanada.com	17	 careerprocanada.ca	28	 mhs.com
9	 skillscanada.com	18	 osca.ca	29	 petrohrsc.ca
		19	 athabascau.ca		
		20	 vracanada.com		

Introducing Canada's first comprehensive career development textbook...

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

EDITORS: BLYTHE C. SHEPARD, UNIVERSITY OF LETHBRIDGE AND
PRIYA S. MANI, UNIVERSITY OF MANITOBA



**Special Cannexus
price! Only \$35**

Now available!

Includes: Stop-and-Reflect moments to apply the material; a glossary of key terms; references with web links; discussion and activities for individuals and groups; and resources and supplementary readings.

Created for use in curriculum and training by:

- College and university programs in career development at both an undergraduate and graduate level
- Other college and university programs/courses that want to include a career development segment
- Private trainers and training institutions focusing on career development
- Associations in the field offering continuing education
- Plus, individual career practitioners seeking to further their knowledge

ceric.ca

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

Charitable Registration #1 Numéro d'enregistrement d'organisme
de bienfaisance 86093 7911 RR0001

Published by:



ceric

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

10
years
ans
2004-2014

With a Foreword by *Norman Amundson*, contributors are internationally recognized experts and thought leaders in the career development field in Canada including: *Phil Jarvis, Roberta A. Neault, Nancy Arthur, Bryan Hiebert and Kris Magnusson.*

Featuring 22 chapters in 7 sections:

- Section 1: Development of the Profession
- Section 2: Basic Conceptual Frameworks of Career Development Practice
- Section 3: The Nuts and Bolts of Career Development Practice
- Section 4: Working with Diversity
- Section 5: Navigating Developmental Tasks and Pathways
- Section 6: Specialties in the Profession
- Section 7: New Directions and Emerging Trends in Career Development Practice

“

Over the past decade, as a career counsellor educator, I have had to piece together diverse resources to meet the needs of the learners. No more! Now we have a comprehensive text focused on Canadian career development, one that eloquently articulates multiple perspectives, established principles, and standards of professional practice. This book is a must read.

”

—ROB STRABY, Professor, Career Development
Practitioner Certificate Program, Conestoga College

Texttalks Podcasts

Texttalks is a podcast featuring interviews with contributors to the new textbook. In each 30-minute episode, an author provides insights on their chapter and shares their thoughts on the state of career development in Canada.

The book has been designed to be a learning tool for students, a resource for educators and a reference for career practitioners in the field.

Soft cover \$48.00; Ebook \$27.99

Buy your copy today through Amazon.ca or Chapters.
Indigo.ca! **Contact sales@ceric.ca** for discounts on
bulk orders **(30% off on orders of 10 or more).**

ceric.ca/textbook



Elizabeth McTavish Bursary

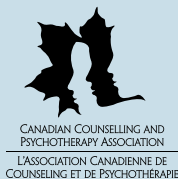
Did you know that six community-based counsellors from six different provinces and territories are able to attend Cannexus this year thanks to the Elizabeth McTavish Bursary?

Learn more at cannexus.ca/mctavish_bursary



Continuing Education Credits

The following associations are offering Continuing Education Credits (CECs) to their members who attend Cannexus15:



- **The Canadian Counselling and Psychotherapy Association (CCPA)** has approved 20 credit hours



- **The Vocational Rehabilitation Association – VRA Canada** has approved 16.75 credit hours

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

Many other professional organizations also offer CECs for Cannexus; please consult your association directly.



Summer Skills Academy

Returning to Toronto in Summer 2015

CERIC's Summer Skills Academy meets your need for career development training that is face-to-face, in-depth, and, importantly, fits your budget.

Plan to take some time this summer to invest in professional development for you and your team.

**Update your knowledge.
Sharpen your skills.
Re-energize yourself.**

“ I came back to my workplace feeling really excited to share what I had learned and I am eager to put this to use.”

- Tracy Kellar, Community and Family Services, City of Kingston

“ I was able to use the info my first day back at work and achieved success in a matter that was an issue for years.”

- Charmaine Rodrick, Trent University Career Centre

Presented by:  **ceric** 10 years 2004-2014
CANADIAN EDUCATION AND RESEARCH INSTITUTE FOR COUNSELLING
INSTITUT CANADIEN D'ÉDUCATION ET DE RECHERCHE EN ORIENTATION

Presenters' Index

A

Amundson, Norman.....	14, 46, 53
Andrews, Shelley.....	33
Annis, Susan.....	38
Antaya, Marie.....	44
Arthur, Nancy.....	36, 41

B

Béland, Lise.....	24
Belhadj, Tami.....	40
Bell, Donnalee.....	53
Berezowsky, Marilyn.....	23
Bergeron, Geneviève K.....	43
Bernes, Kerry.....	38
Bezanson, Lynne.....	26
Bilodeau, Cynthia.....	48
Bjornson, Angie.....	43
Borgen, William.....	26
Bossick, Brian.....	21
Botelho, Tony.....	21
Boutilier, Nicole.....	31
Boutin, Angèle.....	24
Bowering, Julie.....	44
Boyd, Diana.....	46
Branigan, Michelle.....	37
Brinkhurst, Paul.....	37
Brown, Denise.....	48
Browne, Jennifer.....	20
Brown-Read, Christine.....	45

C

Cahill, Mildred.....	28
Cameron, David.....	29
Campbell, Cathy.....	31
Chen, Charles.....	23
Childs, Ruth.....	45
Choy, Tang.....	14
Clarke, Amber.....	53
Clarke, Ann.....	26
Clarke, Mario.....	26
Clarkson, Adrienne.....	56
Connolly, Joan.....	39
Cormier, Dwayne.....	40
Cormier, Lucie.....	31
Cutler, Herky.....	48

D

Darewych, Olena.....	47
Davis, Alexi.....	20
DeBoer, Heather.....	37
Delgado, Diana.....	22
Delicate, Sarah.....	14, 45
Dellandrea, Brendan.....	47
de Roussan, Gaëlle.....	43
De Schiffart, Clarence.....	27
Desgroseilliers, Angélique.....	43
Desjardins, Edwidge.....	43
Dobbs, Jack.....	30
Domene, José F.....	41
Doyon, Diane.....	23
Duhaime, Sarah.....	39
Dyrda, April.....	37

E

Edwards, Laurie.....	27
Elliot, Nicole.....	41
Essopos, Ilia.....	43
Etok, Lydia.....	22
Eulenberg, Jessie.....	43

F

Fedy, Heather.....	30
Ferguson, Courtney.....	24
Fischer, Jim.....	21
Flagler, Wilf.....	30
Ford, Reuben.....	24
Forrester, Nancy.....	26
Francis, Teresa.....	28
Franklin, Mark.....	43
Furey, Edith.....	28

G

Gaiger, Anne.....	30
Galway, Tom.....	21
Gauvin, Julie.....	24
Gendron, Renée.....	42
Goddard, Tannis.....	23, 53
Godden, Lorraine.....	46
Gouda, Naguib.....	33
Goyer, Liette.....	26
Graham, Sharon.....	33
Gravelle, Mario R.....	25
Greene-Black, Jayne.....	43

H

Hahn, Miguel.....	22
Haide, Don.....	21
Hajnal, Catherine.....	26
Hambley, Laura.....	37
Hamilton-Diabo, Jonathan.....	45
Hanson, Mark D.....	45
Hardison, Krystal.....	37
Harris, Kathy.....	39
Hatala, John-Paul.....	37
Helsley, Beth.....	43
Hilton, Kate.....	29
Hollihan, Kim.....	28
Hopkins, Sareena.....	29, 33
Horn, John.....	38
Hudson Breen, Rebecca.....	40
Huston, Michael.....	27
Huyghe, Meghan.....	21

I

Ibrahim, Riz.....	25
-------------------	----

J

Jewell, Louisa.....	44, 58
Johnson, Beatrice.....	22
Johnston, Gillian.....	21
Johnston, Nancy.....	21
Joy, Rhonda.....	20

K

Katanik, Lorraine.....	47
Kauffman, Natalie.....	38
Keates, Cathy.....	27, 33
Keis, Ken.....	51
Kerford, Kristi.....	27
Kidder, Annie.....	29
King, Tracey.....	41
Kitchin, Paul.....	46
Klinga, Suzanne.....	48
Konrad, Caroline.....	22
Kulbaba, Chris.....	45



Cannexus.ca

Mark Your Calendars!

Plan to join us for Cannexus at Ottawa's Shaw Centre:

- January 25 – 27, 2016
- January 23 – 25, 2017



Presenters' Index (cont'd)

L

Lamoureux, Eve	48
Landine, Jeff	43
Larose, David	22
Lendsay, Kelly J.	21
Limoges, Jacques.....	41
Lindsey, Randy	37
Lin, Xiaohai	39
Locatelli, Chantal	27

M

Magnusson, Kris.....	46
Majewski, Monika	38
Manitowabi, Roxane	33, 41
Manning, Linda	27
Marshall, Ann	41
Martin, Melissa.....	40
Martiny, Cynthia.....	41
Mathers, Sophie.....	22
Mathew, Deepak.....	41
McAllister, Stephanie	26
McColl, Dawn	24
McCoy, Lauren	39
McKay, Monica.....	41
McTrusty, John	38
Middleton, Amanda	39
Mitra, Melanie.....	24
Moghtader, Bruce	22
Montoya, Ines	28
Morgan, Felicity	27
Moulday, Nancy	40
Murphy, Colette	42
Myers, Karen	24

N

Nantais, Melissa	30
Neault, Roberta	28
Noel, Deborah	26
Nowak, Anita	42
Nozka, Paulina	39

O

Offet-Gartner, Kathy	30
Okocha, Aneneosa.....	39

P

Pagani, Wayne	33, 37
Paradowski, Cheryl	37
Parsons, Trudy.....	38
Paterson, Pamela	47
Patterson, Mark	47
Perkins-Marsh, Jillian	43
Petite, Susan	21
Pettigrew, Daniel	22
Picard, Charles-Olivier	22
Pickerell, Deirdre	46
Poehnell, Gray	43
Poon-Ting, Jerome	45
Powell-Sidhu, Heather	30
Powless, Dwight.....	27
Presant, Don	48
Provenzano, Liza	24

R

Raymond, André	45
Redekopp, Dave	38
Renald, Céline.....	48
Rodney, Yvonne	14
Romanow, Paula.....	21
Roy, Rebecca	30
Roy, Valérie	33, 46
Russell, Lisa.....	20

S

Sabourin, Dan	33
Sasman, Anne	30
Schacter, Alyse.....	42
Schafer, Kevin	31, 33
Scholfield, Christianne	33
Scott, Monica.....	30
Seymour, Paulette.....	21
Sharpe, John.....	25
Shea, Rob.....	40, 51
Shepard, Blythe	28
Simmonds, David	42
Skeete, Rebekah	21
Slater, Wade.....	29
Slavik, Shane	47
Smith, Loretta	39
Smith, Nell	23
Smith, Paul.....	33, 40
Stargardter, Ruth.....	40
St-Cyr, Gabrielle.....	22
Stewart, Suzanne	41
Straby, Rob	44

Struwing, Lotte	24
Suokonautio, Miia	31
Swank, Loretta.....	37

T

Takahashi, Gayle	21
Tang, Han-Wen	39
Taylor, Lisa.....	29, 33
Thorson, Shaun	33
Timlin, Carol.....	39
Tosello, Catherine	20

U

Unger, Iris.....	26, 38
------------------	--------

V

Vaksman, Irene	22
Valdez, Norman	29
Viviers, Simon	28

W

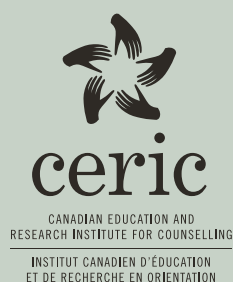
Wafer, Mark.....	42
Walmsely, Dan.....	44
Walsh, Lynn	44
Walton, Lindsay.....	39
Wang, Lei.....	28
Ward, Valerie.....	23
Waters, Gillian.....	33
Watt, Jaime.....	17
Welde, Annelise	38
Wells, David M.	51
Willis-O'Connor, Sariné	35, 41
Wiltshire, Sean	33
Wischoff Yerama, Paula.....	21
Wong, Sonny.....	23
Wood, Matt.....	20

Y

Yang, Caroline.....	22
Youden Walsh, Karen	20

Z

Zaugra, John.....	21
Zizys, Tom	53



Advertise With Us!

Gain visibility by advertising in our Cannexus conference programme! Other terrific opportunities are also available to reach Canada's career service professionals throughout the year. Contact marketing@ceric.ca to learn more!



Plan to attend...



Cannexus16

January 25-27, 2016

National Career Development Conference
Shaw Centre, Ottawa

Cannexus16 promises to continue to promote the exchange of information and explore innovative approaches in career counselling and career development. Join us to enhance your professional development, organizational productivity and client service effectiveness!

Get the best savings on Cannexus16!

Register and pay for next year **during this year's conference** for **only \$395** - a savings of an additional \$30 off **Super Saver!** This is your **only chance** to get **the lowest rate!**



KEY DATES

April 30, 2015	Sponsor, Exhibitor & Advertiser Package available
May 19, 2015	Delegate Super Saver Registration opens
June 12, 2015	Call for Presenters deadline

“Fantastic – glad I came! Excellent sessions and the ability to interact with leaders in the field. Wonderful opportunity to connect with people who were interested in positive change.”
Tony Botelho, Manager, Career Services & Volunteer Services, Simon Fraser University, BC

“I love meeting others from different parts of Canada to share in the knowledge and experience. I love the networking and personal/professional growth that occurs. Overall, I love Cannexus!”
Heather Powell, Site Co-ordinator, The Centre for Skills Development & Training, ON

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

Check **Cannexus.ca** regularly for the latest information!



Charitable Registration # | Numéro d'enregistrement d'organisme
de bienfaisance 86093 7911 RR0001

PLANNING YOUR NEXT MOVE? MAKE ONTransfer.ca YOUR NEXT STOP.





DOUGLAS COLLEGE

Essential Skills Practitioner Training Certificate Program

What are Essential Skills?

Essential Skills are the core building blocks people need for work, learning and life. They are the foundation for learning all other skills and they enhance people's ability to adapt to workplace change.

Whether you are an employer, workplace trainer, educator or employment counsellor, you'll be better prepared to assess and enhance the Essential Skills of your clients.

Register today for the only program of its kind in Canada!

MORE INFORMATION

604 777 6152

douglascollege.ca/essentialskills

