



National Career Development Conference Programme
Shaw Centre, Ottawa, January 23 – 25, 2017

Cannexus17



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



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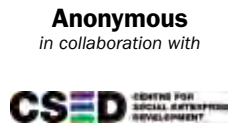
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Cannexus17

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National Career Development Conference Programme
Shaw Centre, Ottawa | January 23 – 25, 2017



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04

Governor General Greeting

06

Welcome to Cannexus17

08

CERIC: Who We Are

10

Overview: Conference Schedule

13

Conference Floor Plan

14

Pre-Conference Workshops

16

Monday Schedule

36

Tuesday Schedule

43

Spark! Luncheon

48

Cannexus Connections

54

Wednesday Schedule

55

Mega Sessions

66

Exhibitors/Zones

70

Presenters' Index



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INSTITUT CANADIEN D'ÉDUCATION ET DE RECHERCHE EN ORIENTATION

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.



Canada's bilingual National Career Development Conference promoting the exchange of information and innovative approaches for career development and counselling. **Ottawa, January 22 - 24, 2018.**

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 22 au 24 janvier 2018.**



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

OrientAction est une communauté en ligne destinée aux praticiens(iennes) en développement de carrière au Canada, leur fournissant des ressources en développement de carrière, d'apprentissage et de réseautage.



The CJCD is a peer-reviewed publication of career-related academic research and best practices. **cjdonline.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/grad_program**.

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

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RESOURCES & PROJECTS RESSOURCES ET PROJETS



Retain and Gain: Career Management for Small Business

Fidéliser et mobiliser : la gestion de carrière dans les petites entreprises

In partnership with the Canadian Chamber of Commerce / en partenariat avec la Chambre de commerce du Canada

ceric.ca/sme
ceric.ca/pme



Redirection: Work and Later Life Career Development

Se réorienter : travail et développement de carrière chez les adultes d'un certain âge

In partnership with York University / en partenariat avec l'Université York

ceric.ca/redirection
ceric.ca/sereorienter



Making It Work! How to Effectively Manage Maternity Leave Career Transitions: An Employer's Guide

Making It Work! How to Effectively Navigate Maternity Leave Career Transitions: An Employee's Guide

In partnership with / en partenariat avec Canada Career Counselling

ceric.ca/maternity_employer
ceric.ca/maternity_employee



Reference Guide for Career Development Counsellors Working with Inuit Clients

Guide de référence pour les conseillers en développement de carrière intervenant auprès de la clientèle inuit

In partnership with / en partenariat avec Regroupement québécois des organismes pour le développement de l'employabilité (RQuODE)

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Greetings from The Governor General of Canada

His Excellency the Right Honourable David Johnston



THE GOVERNOR GENERAL · LE GOUVERNEUR GÉNÉRAL

What a wonderful way to begin 2017, with the Cannexus17 National Career Development Conference presented by the Canadian Education and Research Institute for Counselling (CERIC).

Canadians are certainly innovative, but we lack a culture of innovation here in Canada. Innovation is a process by which productivity is improved and better ways of organizing and operating are achieved as a society; it is about new ways of doing things to stimulate growth.

With Cannexus17, CERIC aims to increase our social and economic gains by improving the quality, effectiveness and accessibility of counselling programs, notably in the areas of career counselling and career education. By taking part in Cannexus17, you are helping to build a smarter, more caring nation.

Congratulations to the volunteers, organizers and all those involved in ensuring the success of this event. I wish you all an enriching conference.

A handwritten signature in black ink that reads "David Johnston".

David Johnston

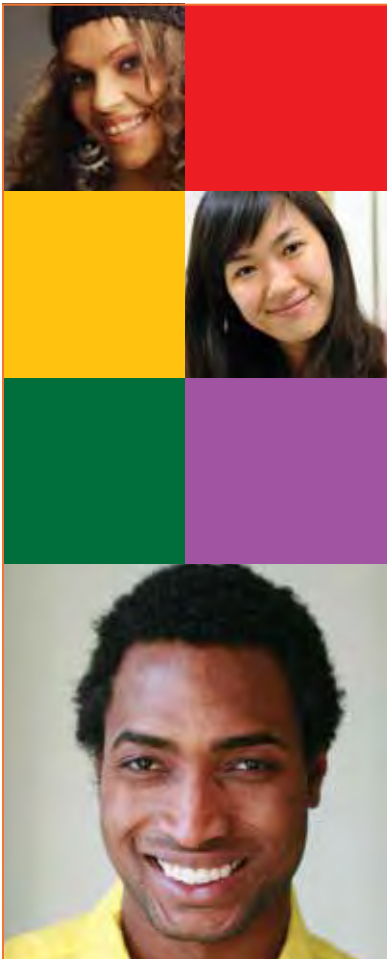
January 2017

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A multi-sector online community for professionals in the career development field, celebrating 20 years in 2017!

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- > Keep current: **Subscribe for FREE** to *Careering* magazine and the *CareerWise* weekly 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 **3,300 listings in our Resources section**
- > Connect with your Community: Through member profiles, blogs & wikis, **build your professional network**
- > Keep learning: **One-stop access to 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.



Welcome to Cannexus17!

Jennifer Browne, Chair, CERIC Board of Directors



It is my pleasure to welcome you to the 11th bilingual Cannexus National Career Development Conference. This annual gathering comes at a time when our country celebrates 150 years as a nation. The rich tapestry of knowledge and richer nature of interactions at this conference are a reflection of how layered and meaningful our work has become as we imagine the next 150 years.

CERIC Committees:

PRACTICAL & ACADEMIC RESEARCH

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Knightsbridge
Waterloo, ON

Once again, our varied and diverse conference programme abounds with almost 140 sessions, from “Meaning Making for Life-Careers” to “Engaging the Employer in Workforce Issues” to “Job Security 21st Century Style.” Running throughout this year’s conference is a special spotlight on sessions dealing with “Diversity Engagement” – in collaboration with Quebec-based CEDEC (Community Economic Development and Employability Corporation).

We have Poster sessions on Monday with your student colleagues sharing their great research. We also have a variety of special “zones” at Cannexus, including a Workforce Development Zone, Diversity Engagement Zone and Social Enterprise Career Marketplace. Perhaps most noteworthy of the zones is our Reconciliation Zone – CERIC’s commitment to showcasing reconciliation in action through the work of various organizations. Visit the table-top displays in these zones and the many nearby exhibitors to learn more about how they can enrich your work and your organizational purpose.

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 thrilled that this reception will showcase the launch of our new *Career Management for Small Business* Playbook. A complimentary copy of the guide is available for you at the CERIC booth.

Tuesday sees the return of our popular Spark! – our take on TED Talks. Tuesday will also bring you Cannexus Connections, our unique facilitated networking discussions. A number of these topics are hosted by our 35 supporting organizations. I want to acknowledge their contributions in continuing to advance conversations on this national stage.

On Wednesday morning, you will be able to attend one of five special Mega Sessions, each rich with insight. Anchoring our conference are exceptional keynotes by Roberta Jamieson, Louis Cournoyer and Marc Kielburger.

Whether you are a first-timer or a repeat attendee, I am sure you will agree that Cannexus offers something for everyone. You can navigate the extensive Cannexus programming through the Cannexus app. You can also use the app to network with each other.

My heartfelt thanks to CERIC staff and volunteers for their efforts in putting together this exceptional conference. Also, none of this would have been possible without the generous support of The Counselling Foundation of Canada. I would also like to extend special thanks to CERIC Board members and members of CERIC’s Advisory Committees.

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

Wishing you a productive and energizing conference.

REPLACE W/ FSC
N'IMPRIMEZ PAS

The Counselling Foundation of Canada

Bruce G. Lawson, President

Welcome to Cannexus17!

“Your commitment to professional development, and to a better and more just Canada, bodes well for the health and well-being of our country.”



For those of you who were at Cannexus in 2016 and read my greetings last year, I started off with “May you live in interesting times.” If only I had known then what would transpire over the next 10 months, I might have thought twice about such a provocative statement. Having watched the Brexit referendum and the US presidential election result, I now long for less interesting times!

I was as caught off guard by both of these results as was most everyone else. But, as I reflect upon the message I think voters were sending, it was one of protest; that the world is changing too quickly and people are challenged by feelings of uncertainty and worries of economic displacement.

The reality is that we do live in interesting times, and more likely than not, the times will become more challenging. According to the World Economic Forum, we are now in what is being called the Fourth Industrial Revolution. The world around us is changing profoundly and more quickly than at any other time in our history. The US Department of Labor has predicted that today’s school-aged children will face a vastly different workplace; 65% of the occupations available to them by the time they graduate don’t currently exist, and there is a high probability that automation will continue to change workplaces.

As Canadians, we are being lauded as the shining beacon of hope for democracy and pluralism – indeed,

right now I think the world needs more Canada. But we must be vigilant. We must not think that we are immune to these same forces that want to turn back the clock; that are trying to reinforce old power structures; that are scapegoating the “other” because it is easier and more comforting to romanticize the “good old days” than look boldly into the future. We need to find new and different ways to talk to one another ... and most importantly, to listen to one another.

These are challenging times. For those of you who are running organizations or working on the front lines, you are supporting Canadians and helping them cope with change. You are also busy trying to fulfill your own hopes and aspirations: for yourselves, your families and your organizations.

Your commitment to professional development, and to a better and more just Canada, bodes well for the health and well-being of our country.

On behalf of the Directors and Members of the Foundation, thank you for being here and thank you for your faith in the Foundation and CERIC.

Enjoy Cannexus!

We need to find new and different ways to talk to one another... and most importantly, to listen to one another.

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CONTENT & LEARNING

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CERIC

Who We Are



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

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Education Consultant
Vancouver, BC

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Regroupement québécois des organismes pour
le développement de l'employabilité (RQuODE)
Montreal, QC

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.



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, or through the **GSEP group on Facebook**.

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2017 Application Deadline: **March 31, 2017**

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

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Senior Manager, Digital Media & Communications

Marilyn Van Norman

National Co-ordinator, Outreach & Innovation

SPECIAL THANKS:

Special thanks to **Mario R. Gravelle**, **Rebecca Darwent** and **Maryam Haghjoo** of The Counselling Foundation of Canada for their work in supporting the Cannexus17 conference.



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Overview

Conference Schedule

Network, learn and share in an engaging environment!

SUNDAY, JANUARY 22

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

9:00 AM – 12:00 PM	AM Pre-Conference Workshops	4 th floor WH: Quebec, Alberta, Newfoundland/Nova Scotia
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: Quebec, Alberta, Newfoundland/Nova Scotia
1:00 PM – 5:00 PM	Conference Check-In	Level 3 SC: Foyer
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: 201

MONDAY, JANUARY 23

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast and Exhibitor Showcase Opens	Level 3: Foyer, 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 Roberta L. Jamieson <i>"A Lifetime of Activism to Create a Better Future"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 10:50 AM	Concurrent Sessions – Block 1	Level 1 & 2: Meeting Rooms
11:00 AM – 11:50 AM	Concurrent Sessions – Block 2	Level 1 & 2: Meeting Rooms
12:00 PM – 1:30 PM	Luncheon, Posters & Exhibitor Showcase	Level 3: Foyer, Plenary & Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 3	Level 1 & 2: Meeting Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 4	Level 1 & 2: Meeting Rooms
5:00 PM – 7:00 PM	Wine & Cheese featuring launch of Career Management for Small Business Playbook <i>Sponsored by: The Counselling Foundation of Canada</i>	Level 3: Foyer / Exhibitor Hall

TUESDAY, JANUARY 24**SHAW CENTRE (SC)**

7:00 AM – 5:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast	Level 3: Plenary
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 9:30 AM	KEYNOTE ADDRESS Louis Cournoyer <i>"What Is a 'Good' Career Decision?"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	Concurrent Sessions – Block 5	Level 1 & 2: Meeting Rooms
11:30 AM – 1:00 PM	Spark! Luncheon	Level 3: Plenary
1:00 PM – 1:30 PM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
1:30 PM – 2:20 PM	Concurrent Sessions – Block 6	Level 1 & 2: Meeting Rooms
2:30 PM – 3:20 PM	Cannexus Connections	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Final Exhibitor Visits & Draws / Networking Break	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	Concurrent Sessions – Block 7	Level 1 & 2: Meeting Rooms

WEDNESDAY, JANUARY 25**SHAW CENTRE (SC)**

7:00 AM – 12:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast	Level 3: Plenary
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 10:00 AM	Mega Sessions	Level 3: Plenary Level 2: Meeting Rooms
10:00 AM – 10:30 AM	Networking Break	Level 3: Foyer
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Marc Kielburger <i>"Me to We: Engaging the Next Generation of Change-Makers"</i> <i>Sponsored by: ChatterHigh</i>	Level 3: Plenary
11:30 AM – 11:45 AM	Closing Comments	Level 3: Plenary



The Canadian Journal of Career Development

Revue canadienne de développement de carrière



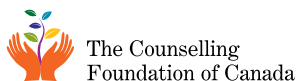
The Canadian Journal of Career Development is a peer-reviewed publication of multi-sectoral career-related academic research and best practices from Canada and around the world.

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
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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 Mémorial de Terre-Neuve qui bénéficie du soutien de The Counselling Foundation of Canada.



cjcdonline.ca / rcdcentligne.ca



First-Timer's Session

**Sunday,
4:00 PM – 5:00 PM**

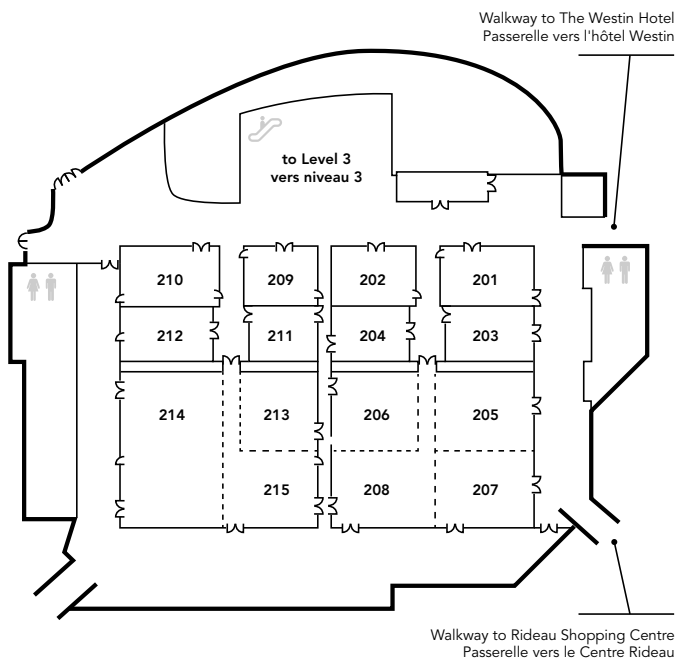
*First time at Cannexus?
Then this session is for
you! We also encourage
veteran delegates
interested in “mentoring”
new attendees to join us.*

*Please be sure to pick up
your delegate badge at
the Conference Check-
In desk on Level 3 of
the Shaw Centre prior to
joining the First-Timer's
Session in Room 201.*

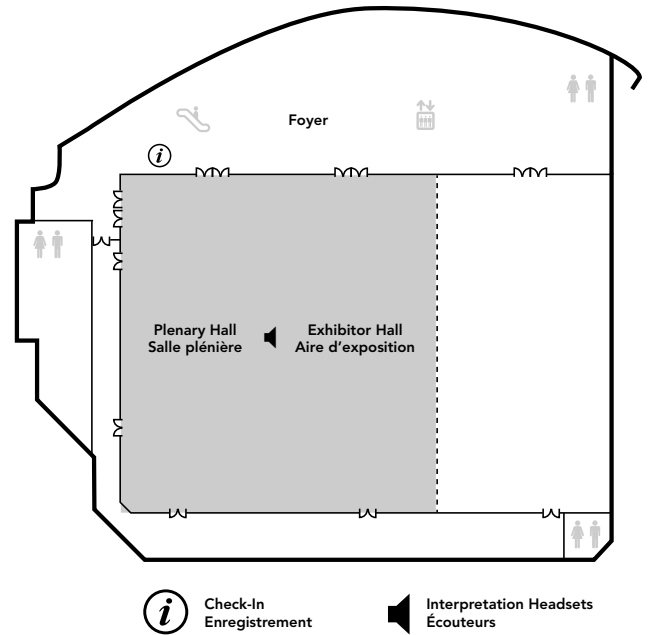
Conference Floor Plan

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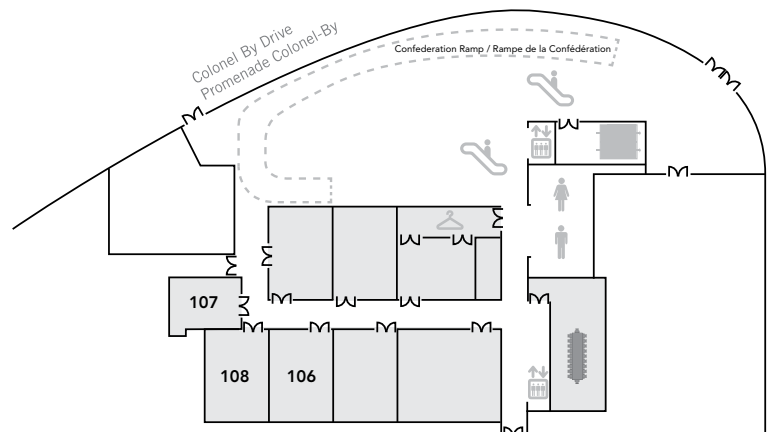
LEVEL 2: MEETING ROOMS



LEVEL 3: FOYER, PLENARY HALL & EXHIBITOR HALL



LEVEL 1: MEETING ROOMS



Pre-Conference Workshops

Sunday, January 22

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!



Rose LeMay

9:00 AM – 4:00 PM

Indigenous Cultural Competence

In the post-Truth and Reconciliation Commission era, many Canadians are considering what reconciliation means to their sector. This workshop includes an overview of Indigenous Canada, its history, its resilience, and putting cultural competence into practice.

Rose LeMay is Tlingit First Nation from Taku River, BC. With an educational background in psychology and community development, Rose has worked in six federal departments and provincial ministries, and the Assembly of First Nations.



Eric Pye

9:00 AM – 12:00 PM

LinkedIn for Career Professionals

Surprisingly few career professionals use LinkedIn to its full potential, and this interactive workshop provides background, tools and hands-on experience so participants can use the platform confidently and effectively.

Eric Pye is a Career Advisor with CPA Alberta. In his current role, he supports accountants and accounting students in planning career paths, using LinkedIn for strategic networking and reputation management, and finding meaningful work.



Rob Shea, Rhonda Joy

9:00 AM – 12:00 PM

Career Integrated Learning

This workshop will invite participants to reflect on the opportunity to develop career competencies through curriculum reform. Participants will learn how to apply career competencies to courses in liberal arts, sciences, education, and other fields of study.

Dr Rob Shea is Associate Vice-President (Academic & Student Affairs) at the Marine Institute of Memorial University and an Assistant Professor of Post-Secondary Education in the Faculty of Education. **Dr Rhonda Joy** is Interim Associate Dean of Graduate Programs and Research in the Faculty of Education at Memorial.



Sonia Di Maulo

1:00 PM – 4:00 PM

Offer and Receive Feedback Like a Pro!

Fact is, we rarely get training and coaching on how to provide and receive tough-to-hear feedback. In this workshop, you will learn more about your own preferences for feedback and how your own actions/words can impact how people perceive you.

Sonia Di Maulo (MA, CRP), is a Global Leadership Performance Strategist. As founder of Harvest Performance, she works with people and their organizations to cultivate team trust and collaboration.



Josh Davies

1:00 PM – 4:00 PM

Give Employers What They Want: Work Ethic

Employers are increasingly hiring talent based on soft skills like attitude and ambition. Participants will discover actionable tactics they can use to develop work ethic – and drive job placement, performance and retention, whether youth or adults.

Josh Davies is the CEO of US-based The Center for Work Ethic Development, the nation's only institution focused on the research and advancement of work ethic for individuals and organizations.



Get in the

ZONE!

Returning to Cannexus17, visit our “zones,” located within the Exhibitor Showcase, to explore themed tabletop displays:



SOCIAL ENTERPRISE CAREER MARKETPLACE

Sponsored by:

Anonymous

in collaboration with:



RECONCILIATION ZONE



Sponsored by:



WORKFORCE DEVELOPMENT ZONE



Sponsored by:



DIVERSITY ENGAGEMENT ZONE



Sponsored by:

CEDEC



Day 01

MONDAY

JANUARY 23

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast and Exhibitor Showcase Opens	Level 3: Foyer, 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 Roberta L. Jamieson <i>"A Lifetime of Activism to Create a Better Future"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break <i>Sponsored by: Wilfrid Laurier University</i>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 10:50 AM	Concurrent Sessions – Block 1	Level 1 & 2: Meeting Rooms
11:00 AM – 11:50 AM	Concurrent Sessions – Block 2	Level 1 & 2: Meeting Rooms
12:00 PM – 1:30 PM	Luncheon, Posters & Exhibitor Showcase	Level 3: Foyer, Plenary & Exhibitor Hall
1:30 PM – 3:00 PM	Concurrent Sessions – Block 3	Level 1 & 2: Meeting Rooms
3:00 PM – 3:30 PM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
3:30 PM – 5:00 PM	Concurrent Sessions – Block 4	Level 1 & 2: Meeting Rooms
5:00 PM – 7:00 PM	Wine & Cheese featuring launch of Career Management for Small Business Playbook <i>Sponsored by: The Counselling Foundation of Canada</i>	Level 3: Foyer / Exhibitor Hall

Keynote Speaker

Monday, January 23

Level 3
Plenary

ENG

8:30 AM –
9:30 AM



Roberta L. Jamieson

"A Lifetime of Activism to Create a Better Future"

Roberta Jamieson's commitment to working towards removing today's inequities and creating a better future for all Canada's peoples has led her to a lifetime of activism on many fronts: the promise education holds for Indigenous peoples to expand and utilize their full potential; women pushing aside prejudice to assume their responsibilities in all aspects of Canadian society; promoting alternate ways of constructive dispute resolution, and replacing the country's early narrow vision of itself to a nation enriched by embracing diversity – all of that focused on Canada's number one human rights opportunity, challenge and responsibility: overcoming a history of violation of human rights to create a Canada in which Indigenous peoples, as Indigenous peoples, contribute to our common future.

Roberta L. Jamieson is a Mohawk woman from Six Nations of the Grand River Territory in Ontario, where she still resides. In November 2004, she was appointed President & CEO of Indspire, Canada's premiere Indigenous-led charity named on Financial Post's Top 25 Charities. Roberta is Executive Producer of the Indspire Awards, a nationally broadcast ceremony honouring Indigenous achievement.

Under Roberta's leadership, the charity is flourishing. In 2015-16, Indspire disbursed over \$12.2 million through 3,792 bursaries and scholarships to Indigenous students. She has extended Indspire's youth career conferences to all regions of Canada and led the development of Indspire's K-12 Institute, a virtual resource centre focused on increasing high school completion rates.

Roberta has enjoyed a distinguished career of firsts. She was the first First Nation woman to earn a law degree; the first woman Ombudsman of Ontario; and the first woman elected Chief of the Six Nations of the Grand River Territory, where she still resides. Roberta also served as Commissioner of the Indian Commission of Ontario.

She has earned numerous awards, including: the National Aboriginal Achievement Award; the Indigenous Bar Association's highest award, as well as 25 honorary degrees. She has been named three times to the Women's Executive Network's Top 100 list. She is an Officer of the Order of Canada. She serves on the board of directors of Ontario Power Generation and the Elections Canada Advisory Board.

Day 01

MONDAY



ABBOTT
Mark



ABRAMS
Mandie



AMARASINGHE
Fenella



AMUNDSON
Norman



ARTHUR
Nancy



BARKER
Madeleine



BARRETTE
Louis-Pierre



BARTLETTE
Ron



BARWIN
Kevin



BECKER
Eleanor Sarah



B ELAND
Lise



BELL
Donnalee



BERARDI
Anthony



BISSON
Rebecca



BORGEN
William



BOUTIN
Ang le



BRADLEY
Tanya



BRAN LOPEZ
Gabriel



BRITTON
Nancy



BURGESS
Caroline



CALLUM LOUNSBURY
Leslie



CHEN
Charles P.



CLARKE
Mario



COOK
Suzanne



CUKIER
Wendy



DAKIN
Stacey



DAVIS
Josh



DERA CHE
Sonia



DESCHIFFART
Clarence



DI MAULO
Sonia



DIETSCH
Peter



DIRNFELD
Rebecca



D'ORTUN
Francine



EDWARDS
Laurie



EDWARDS
Nicola



EWAN
Sheena



FERNANDES
Jean Pierre



FERNANDES
Rhonda



FRANKLIN
Mark



GANJU
Ritu



GAUVIN
Julie



GILLIS
Myra



GIROUX
Jean



GIROUX
JP



GOATCHER
Jan



GODDARD
Tannis



GURR
Susanna



HELSELY
Beth



HOEY
Kelly



HOPKINS
Sareena



HOUDE
Sarah



HUSTON
Michael



HYUNG
Joon Yoon



JARVIS
Phil



KALLIO
Stewart



KEIS
Ken

Concurrent Sessions

Monday, January 23



KONRAD
Caroline



LAM
Michael



LANDINE
Jeff



LEES
Jim



LIM
Constance



LINDSAY
Randy



LOCKWOOD
Greg



MAGNUSSON
Kris



MARTIN
Melissa



MATHESON
Damian



MATHEW
Deepak



MCEACHERN
Derrick



MEYER
Jace



MICHEL
J.P.



MOÏSE
Hélène



MOON
Lisa



MOULDAY
Nancy



NEAULT
Roberta



NILES
Spencer



NSABIYUMVA
Albert



PATTERSON
Mark



PAWLIKOWSKI
Gwen



PICKERELL
Deirdre



PIGRAM
Bill



POWELL-SIDHU
Heather



PRESTWICH
Michelle



RADAN
Jelena



REDDEN
Sherry



REDEKOPP
Dave



REWARI
Nitika



RIVARD
Marie-Hélène



SANTOS
Bill



SCHIBELBEIN
Joan



SHKUDA
Peggy



SIKAND
Trish



SLAVIK
Shane



SPEVAK
Andrea



STROINK
Mirella



TAYLOR
Amber



TAYLOR
Lisa



TAYLOR
Tracey



THIBEAU
Michèle



TORRES
Mikaela



VANDEMBERG
Sarah-Jane



VERNON
Jace



WAHEED
Nikki



WALMSELY
Dan



WALSH
Karen



WARD
Valerie



WEAVER PAQUETTE
Ellen



WEBB
Geoff



WILSON
Al



WONG
Sonny



WOODMAN
Betty



ZAROSKI
Patricia

Concurrent Sessions

Monday, January 23

What's in a Name? Overcoming Unconscious Bias

We will examine unconscious bias and the impact it can have on applicants from interview selection right through to job offers. Addressing bias head on and creating strategies to enable your clients to work within the existing norms while ensuring they have the best opportunities for job success will be explored in this session.

Tracy Taylor, Michelle Prestwich – Fanshawe College

106 | ENGLISH

Creative Tools for Today's Jobseekers

In today's competitive job market, it's important for job-seekers to have the tools to effectively manage their job search. But how do you reach out to a generation that feels empowered by technology to do so? Learn how YES Montreal is using tools such as gamification, videos and online platforms to increase interactivity, boost motivation and address youth employment barriers.

Mario Clarke – Youth Employment Services (YES Montreal)

201 | ENGLISH ◀ INTERP

BC Employment Training Hub

Learn about the BC Employment Training Hub, a new tool that was developed to support information sharing about training and professional development opportunities for career practitioners in BC. The tool displays training information from users in an interactive geo-map and was developed in partnership with experts from UBC Okanagan.

Susanna Gurr, Greg Lockwood – BC Centre for Employment Excellence

107 | ENGLISH

Skill Development, Identification, and Communication – STEM Style

Actua is a national Canadian charity supporting the delivery of experiential learning opportunities in science, technology, engineering and mathematics (STEM) for youth ages 6-24. Learn about Actua programs that actively engage youth in the self-identification of their skills and competencies. This builds confidence while also preparing youth for future studies and participation in a future skilled workforce.

Jace Meyer – Actua

202 | ENGLISH

Using Career Genograms in Individual Career Counselling Sessions

This session will build upon family systems therapy by introducing the career genogram as a powerful tool towards the clients understanding of their career choices. Using a series of questions, we will incorporate this tool into a sample career counselling session while modeling how to use these insights (incorporating ecomapping) to produce change.

Ellen Weaver Paquette – National Career Development Association (NCDA)

108 | ENGLISH

Career Development in Ontario, Kindergarten to Grade 12

Participants will learn about the policies, programs and initiatives that support the career development process for Ontario students, Kindergarten to Grade 12.

Nancy Britton, Patricia Zaroski – Ontario Ministry of Education

203 | ENGLISH



Sessions marked as "Funded" denote a CERIC-funded project



CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

1

10:00 AM – 10:50 AM

MONDAY

Is Disability Disclosure Helping or Hindering Employment?

People with disabilities face employment and career development barriers. The decision of if, and when, to disclose a disability is critical to normalizing diverse ability in the workplace. Disclosure can ensure appropriate workplace accommodations. Fear of disclosure and potential negative consequences may be hindering employers' ability to effectively employ inclusion initiatives. This session explores the benefits and downsides of disclosure.

Lisa Kelly – Canadian Business SenseAbility

204 | ENGLISH

Effective Networking Strategies for LinkedIn

With so much competition it is important more now than ever to utilize our network to help promote our brand and identify employment opportunities. Gain a better understanding of how to assist your clients with highlighting their skills and qualifications on LinkedIn, taking advantage of the features to immerse themselves in their industry, and maximizing networking opportunities to find work.

Jean Giroux, Anthony Berardi – EPC Peterborough

207 | ENGLISH

Exploring Potential and Creating Success Through Experiential Education

The presentation will explore Northern Youth Abroad (NYA) and its provision of career exposure, work experience and hands-on job training and skill development through three core experiential-education programs. We will focus on NYA's approach to working with Inuit, First Nation and Metis youth from the Canadian North and the program model that leads to success in career and education.

Rebecca Bisson – Northern Youth Abroad

205 | ENGLISH

Continuum Approach to Address Employment Needs of Newcomers

This presentation will highlight pre- to post-arrival employment programs for Canadian immigrants regardless of their years in Canada. AEIP provides pre-arrival support to individuals bound for Canada while ACAP provides services to underutilized internationally trained professionals and employers in support of transition to alternative careers. Each presenter will highlight the approaches taken to support Canadian immigrants with career transitions.

Michael Lam, Mikaela Torres – S.U.C.C.E.S.S.

208 | ENGLISH

Youth Fusion: An Innovative Model

Youth Fusion focuses on experiential learning through projects in various fields such as video game production and cinema. Youth Fusion hires university students as project co-ordinators. Every week, they work with high-risk students to implement innovative learning projects. Professional mentors contribute additional expertise to the projects and expose young people to different educational and professional aspirations. This approach promotes the harmonization of training and employment as well as school retention.

Gabriel Bran Lopez, Sarah Houde, H  l  ne Moise – Youth Fusion

206 | ENGLISH & INTERP

Solutions for Inclusion in the Workplace Through Sharing



Persons with disabilities is the fastest growing minority group in Canada. Stigma is associated with the word disability and fears about including persons with disabilities in the workplace still exist. Mental illnesses, invisible disabilities and physical limitations can take many forms in the workplace. Fear and misunderstanding can be alleviated with an easy-to-use process and the right conversations.

Lisa Moon – Dynamic Diversity

209 | ENGLISH

Concurrent Sessions

Monday, January 23

Employability Is a Strategy

Employability has traditionally been presented as a set of skills or characteristics. More recently employability has been described as a psycho-social construct that can be used to find work. This session will focus on the job-seeker characteristics that contribute to strategic employability. Participants will be invited to contribute to their own understanding of what makes them employable.

Jeff Landine – University of New Brunswick

210 | ENGLISH

Increasing Clients' Career Successes by Increasing Happiness

Researchers have established a relationship between happiness and success – challenging the notion that when one becomes successful he/she will be happy. Participants will learn how to apply positive psychology concepts while assisting clients to overcome their career challenges and they will walk away with tools to move their clients to a positive cognitive state thereby increasing their success outcomes.

Sonny Wong – Ryerson University

211 | ENGLISH

Career Boost: Launching Ryerson's Work-Study Program Off Campus

Ryerson University has developed an off-campus employment program to provide students from equity-seeking backgrounds and those in non-linear degree programs, with the work experience opportunities critical for life after graduation. Learn how your institution can create an off-campus employment program that supports a wide range of distinct student groups to ensure inclusivity, equity and diversity.

Caroline Konrad, Nikki Waheed, Jean-Pierre Fernandes –
Ryerson University Career Centre

212 | ENGLISH

Understanding the Workforce Using Social Network Analysis

Social network analysis (SNA) is a tool for understanding how individuals and organizations connect through networks of workers, workplaces and service organizations. We asked: what value does SNA bring to understanding the workforce? Is it a useful tool? How does SNA change service providers' practice? Join us to explore implications for service delivery in relation to employment and workforce development.

Stewart Kallio – Kallio Consulting
Mirella Stroink – Lakehead University

213 | ENGLISH

The "Uberfication" of Career Services: Your Innovation Opportunity

The largest car-sharing company owns no vehicles and the largest room-booking service owns no hotel rooms. Today's innovators know the value of leveraging shared technology and infrastructure. Talented career professionals are launching independent practices. How can you learn from innovative practices in other fields to magnify the impact of your practice, centre or service? Get ready to innovate!

Lisa Taylor – Challenge Factory and Centreforcareerinnovation.com

214 | ENGLISH

Solutions for Change from RBC's Career Launch Applicants

The RBC Career Launch Program provides a first career experience for recent post-secondary graduates. Through the application process, RBC has acquired a great deal of information about school-to-work transitions. In this session, CCDF and RBC will share research findings and suggestions for solutions to improve school-to-work transitions nationally with youth and employers as critical contributors to systems change.

Madeleine Barker – RBC
Donnalee Bell – Canadian Career Development Foundation

215 | ENGLISH



Free Internet!

Cannexus delegates can take advantage of free Wi-Fi throughout the Shaw Centre!

Choose the network:
FREEMAN AV WIFI

Password: **CANNEXUS**



*Tweet about what you learn and who you meet using the **#Cannexus17** hashtag. Note: you can cross-post to Twitter from inside the Cannexus app!*



Have a Question About Cannexus?

Look for anyone wearing a button with the “I” and they’ll be happy to help you!



Doing research in career development? Here are two great resources to help!



Are you listed?

Canadian Career Development Researcher Database

Find out who is doing what research in Canada with this easy-to-use, searchable online database.

- Search by 40 areas of interest or simply browse the list of 160 researchers and growing
- Use the database to identify potential academic and community partners for research
- Learn about the latest research in any area of career development

Researchers are invited to contact admin@ceric.ca to have their names added or update their profiles.

ceric.ca/researchers

Literature Searches

Use these bibliographies to stay up to date on the latest research in key areas of career development.



Also a valuable reference if you are considering a submission to CERIC for project partnership funding.

ceric.ca/literature-searches

Concurrent Sessions

Monday, January 23

OrientAction: An Essential Website for Your Practice!

This session will help you discover OrientAction, an online community for Francophone professionals in career development in Canada. This website aims to offer a range of resources to better equip you in your professional practice. OrientAction therefore is a must, whether you are looking for a job, a professional development opportunity or information on specific issues, etc. Discover this custom made website for you!

Julie Gauvin, Angèle Boutin – GRICS

106 | FRENCH

Stuck to Unstuck: A Theme-Based Group Advising Approach

There are many reasons students might feel stuck about their future careers. Learn how the University of British Columbia developed a unique group advising approach that provides students with a space to share their experiences about feeling stuck, while grounding the conversation in career development theory and providing career advice on tangible next steps to inspire students to take action.

Karla Gouthro, Beth Helsley –
University of British Columbia: Centre for Student Involvement and Career

107 | ENGLISH

Successful Mentoring Partnerships: Pre-Arrival & Post-Arrival

A Professional Mentorship Program helps newcomers gain information on employment that reflects their skills, credentials and experience so that they can contribute their full potential as quickly as possible to the Canadian economy and society. They can prepare effectively overseas to meet credential, language and skill requirements and have a more realistic understanding of the opportunities and challenges they may face.

Ritu Ganju, Sherry Redden –
Immigrant Services Association of Nova Scotia (ISANS)

108 | ENGLISH

Career Laddering

Career ladders articulate the literacy, language and technical skill requirements for occupations within a specific industry or occupational cluster. Career ladder programs support the attainment of these skills to assist workers to advance to higher levels of education/employment. Sector-based workforce development focuses on providing workforce solutions that benefit both industry and workers. This session will explore applying career laddering within a sector-based workforce development initiative and its impacts on low-wage individuals.

Mandie Abrams – Hospitality Workers Training Centre

201 | ENGLISH ◀ INTERP

The Boomers: Useless or What?

This session will examine the notion that arguably, this most privileged group in Western history has found itself split between those who have done remarkably well and those in precarious work and economic situations. How can prior learning and recognition help those who struggle and persuade those who don't, to contribute to our economic health.

Bill Pigram – Community Employment Choices

202 | ENGLISH

Case Management: An Emerging Area of Specialization

So You Want to Be a Case Manager? A Career Practitioner's Toolkit, a free online resource, highlights the process and competencies required for successful case management. Discuss today's case management realities, as surfaced during the research, and consider the possibility of adding case management as a new area of specialization in the Canadian Standards and Guidelines for Career Development Practitioners.

Deirdre Pickerell, Roberta Neault – Life Strategies Ltd.

203 | ENGLISH



Sessions marked as "Funded" denote a CERIC-funded project



CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

2

11:00 AM – 11:50 AM

MONDAY

myBlueprint v5.0: What You Need to Know

This school year, we are excited to introduce myBlueprint v5.0, including All About Me Portfolio K-6, Education Planner 7-12 and the brand new Post-Secondary Edition. Join us to learn what's new, what's stayed the same, and what's coming soon, as we continue to learn from Ontario counsellors to create the best education and career/life planning resources in Canada.

Damian Matheson – myBlueprint

204 | ENGLISH

Enhancing Experiential Learning Through Online Communities

With the expansion of experiential learning, youth will need to have access to meaningful opportunities to acquire experiences outside of the classroom and drive their own learning. Participate in an interactive demonstration of the programs and online communities that build a culture of mentorship to help youth explore their career pathway and make informed decisions.

Kelly Hoey, Tanya Bradley – Halton Industry Education Council
Phil Jarvis – Career Cruising

205 | ENGLISH

The Urban Indigenous Homeward Bound Project

Dr Marie Wilson of Canada's TRC said, "We must be honest about the real two solitudes in this country, that between Indigenous and non-Indigenous citizens, and commit to doing tangible things to close the divide." This project exemplifies Indigenous and non-Indigenous collaboration through the adaptation of WoodGreen's Homeward Bound program which helps single mothers transition to employment and economic self-sufficiency.

Sydney Blum – WoodGreen Community Services

206 | ENGLISH & INTERP

Engaging the Employer in Workforce Issues

This session will provide key insights into a three-year project that we undertook to engage employers in developing their workforce. Major focus is on recruitment techniques, retention issues and available resources that small, medium and large employers may not fully understand or have been aware of.

Al Wilson – Workforce Planning Board

207 | ENGLISH

Career Decision-Making of Immigrant Young People

We will review the findings of an ongoing research project on what has helped and hindered career decision-making of immigrant young adults (25 -35 years). We interviewed young adults who came to Canada during adolescence, and now they believe they are doing well with career decision-making. Narrative/life review and enhanced critical incident technique were used to collect and analyze data.

Bill Borgen, Deepak Mathew, Eleanor Sarah Becker – University of British Columbia (UBC)

208 | ENGLISH

Discrimination or Need for Greater Interview Preparation?



Research shows that many immigrant professionals are not getting jobs in their field of expertise due to systemic discrimination, but is this really the case? Interviews with human resources (HR) professionals will shed light on factors that hinder the interview performance of internationally educated professionals (IEPS) and offer career practitioners recommendations about how best to prepare them for employment interviews.

Jelena Radan, Nancy Arthur – University of Calgary

209 | ENGLISH

Concurrent Sessions

Monday, January 23

Bullet Development that Builds Self-Knowledge

During this session, I will share and discuss my experience on how I break down bullet building in the classroom into a tangible method for jobseekers. The method supports those who are in a place of self-discovery regarding what skills, knowledge and experience they have that employers are seeking. The result is improved self-marketing abilities through effective content.

Nicola Edwards – University of Guelph

210 | ENGLISH

Career Counselling: Obsolete or Relevant?

Vocational guidance is one of the foundational pillars of the counselling profession. Yet, as the profession has grown, career counselling has been relegated to specialty status, which is considered to be in decline. This session will discuss the trends in counselling that have led to research looking at the experiences of being a career counsellor within the broader counselling community.

Jessica Isenor – University of Ottawa

213 | ENGLISH

Finding Work Anywhere

Finding Work Anywhere is a resource for anyone new to navigating the world of online work. Online work can eliminate barriers to employment for many, offer expanded opportunities to gain experience, and is available to anyone urban or rural. This presentation includes information on getting started as a freelancer and explores other options available to someone new to online work.

Amber Taylor – Sault College – Employment Solutions

211 | ENGLISH

Meaning Making for Life-Careers

This presentation focuses on the essential role and function of meaning and meaning-making in individuals' life-careers. Informed by a wealth of major career theories, the construct of meaning as a fundamental driving force in careers is identified and addressed. The presentation provides a clear rationale of understanding the meaning construct, and illustrates ways to facilitate meaning-making in career counselling and development.

Charles P. Chen – University of Toronto

214 | ENGLISH

Supporting Graduate Students' Career Transitions

The U of A Career Centre has long offered customized programming for graduate students. Over the years the focus has shifted from preparing students for academic careers to preparing them for careers in industry, government or the not-for-profit sector. Most recently, the U of A launched an internship program that provides graduate students with paid work experiences outside of academia.

Joan Schiebelbein, Andrea Spevak – University of Alberta Career Centre

212 | ENGLISH

Beyond the Hodgepodge: Improving School-to-Work Transitions in Canada

In 2016, the Canadian Career Development Foundation and the Life Role Development Group published a scoping review that examined how to improve school-to-work transitions in Canada. This session will highlight the review's findings and report on a number of initiatives attempting to pull the players together, make sense of the hodgepodge and move towards a coherent transition support system.

Donnalee Bell – Canadian Career Development Foundation
Dave Redekopp – Life-Role Development Group

215 | ENGLISH



Poster Presentations & Dessert

Join us in the Exhibitor Hall on **Monday at 12:45 PM** for delicious desserts and the chance to talk to graduate student researchers who will be presenting their latest work.

- *Voices UP! Our Play, Our Stories: Collective Learning and Playmaking in Vancouver's Downtown Eastside* (**Christopher Cook, University of British Columbia**)
- *Career Practice for Clients Who Have Cystic Fibrosis* (**Caitie Napoli, University of New Brunswick**)
- *Get to Work! How Recent University Graduates Are Finding Jobs in Tough Economic Times* (**April Dyrda, University of Calgary**)
- *How Crafting Your Job Can Improve Your Well-Being, Performance, Meaning at Work and Person-Job Fit* (**Jessica Londei-Shortall, Université de Montréal**)
- *Enhancing Skilled Immigrants' Employment Outcomes: Employers' Perspective* (**Jelena Radan, University of Calgary**)



Cannexus17 App

The popular Cannexus app is back! You can use it to:

- **View the profiles of other attendees and network**
- **Build a personalized schedule of sessions to attend**
- **Join the conversations about Cannexus**
- **Stay up-to-date on conference news and updates, such as session changes**
- **Rate and review each presentation in real-time**

Download the Android app on Google Play or the Apple app on the App Store.



Sponsored by:

Career Cruising

Concurrent Sessions

Monday, January 23

Supporting Individuals with Mental Illness to Find Employment

The term “Aspiring Workforce” describes people living with a mental illness who have been unable to enter or remain in the workforce – are in and out of work due to episodic illnesses, or want to return after a long absence. This interactive session explores strategies employment counsellors provide to people with mental illness to support them to get back to work.

Nitika Rewari – Mental Health Commission of Canada

106 | ENGLISH

Working with Refugees: From Fear to Employment!

Canada has a history of welcoming immigrants and refugees from everywhere in the world. Most of them become successful contributors to the Canadian society and economy. In 2015, the federal government pledged to take in 25,000 Syrian refugees. By January 2017, most of them will have passed 11 months in Canada. What support is needed for this kind of population?

Albert Nsabyumva – Windsor Women Working With Immigrant Women

107 | ENGLISH

The Challenge Method

Understanding the challenges and opportunities in the world of work is a key driver of career success in the 21st century. This session will explain the rationale, benefits and methodologies behind the Challenge method, as well as equip career professionals with resources they can leverage in their practice.

JP Michel – SparkPath

108 | ENGLISH

The Redirection Project: Movers, Shakers and Shifters

As a new stage of career development, the Redirection Project uncovers older workers’ experiences as they reinvent, reimagine and redirect into new types of work. Key findings from this CERIC-funded innovative national research initiative are described, including best practices for working with clients. A feature presentation of the documentary film “Movers, Shakers and Shifters: Career Redirection” will be screened.

Suzanne Cook – York University

201 | ENGLISH ◀ INTERP

Developing Soft Skills: Meeting a Growing Need

This will be a panel discussion. Two questions will be addressed followed by questions from the floor. Questions will address research, tool and programming needs, and how stakeholders can best support employers and Canadians regarding soft skill development.

Randy Lindsay – Futureworx, **JP Giroux** – Canadian Manufacturing Network
Nancy Moulday – TD Bank Group, **Rhonda Fernandes** – Employment and Social Development Canada, **Mack Rogers** – ABC Life Literacy

202 | ENGLISH

Job Security 21st Century Style

Many jobseekers identify job security as a top requirement for employment. With ever-changing demands of the labour market, most feel this expectation isn’t being met. During this fun and interactive session, you’ll learn an effective framework to create a solid foundation and leave with the tools you’ll need to achieve your or your clients’ employment goals.

Sarah-Jane VandenBerg – Agilec

203 | ENGLISH



Sessions marked as "Funded" denote a CERIC-funded project



CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

3

1:30 PM – 3:00 PM

Helping Immigrants and Their Employers Build Alternative Careers

This BC Government-funded pilot project was delivered by ISSofBC, North-Pacific and CamProf. The session describes the identity transition required in accepting alternative careers, and necessary steps in determining and pursuing alternative careers. IMPACT developed tools that are applicable to newcomers and their employers for three sectors (engineering, IT, life sciences) and three countries of origin (China, Iran, Philippines).

Gwen Pawlikowski - ISSofBC

Constance Lim - CamProf Inc.

Liza Sehic - BC Ministry of Jobs, Tourism and Skills Training

204 | ENGLISH

Practical Advising Techniques for an Outcome-Focused Environment

Outcomes are key, whether you are in a post-secondary or government-funded environment. We are continuously looking for ways to help clients meet their employment outcomes and maintain targets for our shareholders, whoever those shareholders may be. This session will look at practical advising techniques that can help a client move from indecision to action to employment.

Heather Powell-Sidhu - University of Guelph

207 | ENGLISH

The Story of You

Your past will always be a part of your story but does it have to define your future? Can you re-write your story? This session will help you to examine your past and learn how the qualities and themes you've exhibited throughout your life influenced where you are now and where you want to go?

Peggy Shkuda - University of Toronto, Mississauga Campus

205 | ENGLISH

Career Management for Small Business: What You Need to Know

Given that small- and medium-sized enterprises employ 90.3% of the private sector workforce in Canada, the vast majority of your clients will work for a SME. Join Lisa Taylor, author of CERIC's new *Retain and Gain: Career Management for Small Business Playbook*, and this expert panel to discuss what SMEs want career practitioners to know.

Lisa Taylor - Challenge Factory, **Ian Faris** - Ottawa Chamber of Commerce, **Kevin Barwin** - Clariti Group and HRPA Ottawa, **Kim Hiscott** - Andrew Fleck Child Care Services, **Amber Hall** - Equator Coffee Roasters, **JP Chartier** - TheraVie, **Frederic Boulanger** - Macadamian Technologies and Information Technology Association of Canada (ITAC), **Lori Johns** - Kinaxis

208 | ENGLISH

Hope-Centred Career Interventions

We will be describing a range of counselling intervention methods and tools that can be used by career practitioners when engaging clients in face-to-face or online delivery. With support from CERIC, these counselling interventions have been developed and implemented for unemployed jobseeking adults accessing public employment services. The interventions will be evaluating the use of hope as a central and impacting factor.

Norman Amundson - University of British Columbia (UBC)

Tannis Goddard - Training Innovations Inc.

Spencer Niles - College of William & Mary

Hyung Joon Yoon - George Washington University

206 | ENGLISH & INTERP

Best Practices for Supporting and Promoting Women in STEM

How can career development practitioners effectively mentor women in STEM and increase their self-efficacy to address (perceived) internal and external barriers? In this session, we will share proven strategies, in both individual and group counselling models, to nurture and sustain a growth mindset by encouraging and facilitating opportunities for acquiring tools and a network that will promote career growth.

Caroline Burgess - STEM Education and Career Consultant

Rebecca Dirnfeld, **Fenella Amarasinghe** - Ryerson University

209 | ENGLISH

MONDAY

Concurrent Sessions

Monday, January 23

Transforming Leadership: Foundational Skills for Leadership Success

Leadership has a tremendous impact on every aspect of career development. This comprehensive and highly research-driven leadership development model outlines the 60 skills, broken down into five categories, that ALL leaders require to be transformational. In this session, you will benchmark your own skills level with the Leadership Skills Inventory®.

Ken Keis – CRG

210 | ENGLISH

Indigenizing Career Development for Native Students

Current realities of the Native community require a shift in understanding for career developers. On-reserve, off-reserve, urban and rural locations, as well as differences among First Nations, Metis and Inuit cultures and experiences, as well as funded students versus those who are not, all impact how career development is different for Native students.

Leslie Callum Lounsbury – SAY Magazine

211 | ENGLISH

Innovation in the Employment Ecosystem

The presentation will highlight the Ontario Centre for Workforce Innovation's (OCWI) role in supporting research and innovative pilot projects to build capacity in Ontario's employment and training system. This includes retrospective evaluation of existing practices, piloting of high-potential programs as well as evidence-based research in targeted areas. A focal point will be key examples of innovative projects and pilots under application.

Wendy Cukier – Ryerson University
Lise Béland – Collège Boréal

212 | ENGLISH

Coaching Clients, Working Smarter: Embracing the New Realities

Staff and clients face significant challenges – a sharp drop in traditional full-time jobs, more frequent work transitions, rapidly emerging new work options, and employers interviewing only the most recently unemployed. With growing caseloads and time pressures, old models may be ineffective. What strategies can help us maintain the heart of service while expeditiously coaching clients towards work life success?

Valerie Ward – Valerie G. Ward Consulting Ltd.

213 | ENGLISH

Assessment Tests for Employee Recruitment, Development and Engagement

Many employers are using tools/tests for employee recruitment, development and retention. This session will introduce CDPs to a wide variety of tools used by employers, highlighting how to support employers in effective use of these tools and coach clients on how to maximize their career success and chances of being screened in . . . rather than screened out.

Roberta Neault, Deirdre Pickerell – Life Strategies Ltd.

214 | ENGLISH

What 7 Things You Must Know About Employers

It is common sense to assume that all employers are different. Yet when it comes to preparing candidates for employment, too often we operate as if all employers make their hiring decisions based on the same thing – tangible performance skills. Skills competency alone is not what gets a person a job.

Bill Santos – EMP Oakville

215 | ENGLISH



CANADIAN EDUCATION AND
RESEARCH INSTITUTE FOR COUNSELLING

INSTITUT CANADIEN D'ÉDUCATION
ET DE RECHERCHE EN ORIENTATION

Launch of *Retain and Gain: Career Management for Small Business Playbook!*

Monday, 5:00 PM

CERIC is launching a new Playbook for owners and managers of SMEs to use as a career management tool with their employees. Thanks to our Playbook Knowledge Champions, **all conference attendees will receive a complimentary copy!** Bring the ticket you receive at Check-In to collect your Playbook at the CERIC booth any time Monday or Tuesday. Author Lisa Taylor of Challenge Factory will be signing copies of the Playbook at the CERIC booth during the Wine & Cheese.



Complete Your Passport to Win!

Visit all the exhibitors/zones and have each put a sticker in your passport. Then drop off your completed passport at the Conference Check-In desk before the draw. Gather **Tuesday at 3:30 PM** in the Exhibitor Showcase and you could win an **Apple iPad mini 2 – 32GB (\$329 value!)**. Other exhibitors will be doing their own prize draws at the same time.

Sponsored by:



UNIVERSITÉ
LAVAL

Le Service de placement



Shop the Marketplace!

The Social Enterprise Career Marketplace features local non-profits that produce and sell a variety of products as part of training and employment initiatives. **Pick up some great items during Cannexus while supporting skills development!**

Concurrent Sessions

Monday, January 23

Twitter Is the Buzz: Career Counsellors and Twitter

In this interactive session, Melissa will share the five secrets of Twitter: create a powerful profile; gain followers in days; whet your appetite with Twitter apps; hashtags to start a global conversation; search strategically to land job leads and penetrate the hidden job market. Bonus: you will learn how to tap into influential contacts and demonstrate your USP.

Melissa Martin – KEYS Job Centre

106 | ENGLISH

Support Young People with NLP: Initiation

The multiple nature of the challenges facing practitioners requires them to master several approaches. In this regard, neurolinguistic programming (NLP) is an art, a technique and a way of being – it helps to uncover abilities and clarify goals. This session offers participants an opportunity to enrich their skills with an introduction to NLP, an idea of its particular applications and the experience of a best practice technique.

Marie-Hélène Rivard – Dédic
Francine d'Ortun – University of Quebec

107 | FRENCH

Schools that Thrive Enable Growth for a Lifetime

Students, Teachers, Administrators & School Boards! Attend this session to explore how to get the whole system in a mindset of growth, thriving and healthy measurable outcomes.... Together!

Sonia Di Mauro – Harvest Performance

108 | ENGLISH

Career Services in Canadian Post-Secondary Institutions

In fall 2016 on behalf of CERIC, PSE Information Systems surveyed Canadian post-secondary institutions to better understand the landscape of, and level of institutional commitment to, the provision of career services to students. A summary of results will include: current state and future directions; institutional investment in career development; top 10 services; delivery models; and estimates of career services impact.

Peter Dietsche – PSE Information Systems
Jim Lees – Confederation College

201 | ENGLISH ◀ INTERP

Modern Pioneers: The First Generation Student

This unique population of students are trailblazers and when successful, impact future generations of their families. They also come with specific challenges, often hidden to others. Learn about Algonquin College's First Generation program; this population is so important to our institution and our economy. Learn to coach them to successful completion of their academic journey and beyond, into career success.

Betty Woodman –
Algonquin College, Student Support Services, First Generation Program

202 | ENGLISH

Guided Self-Assessment: Strategies, Tools and Techniques

Guided self-assessment is an effective non-standardized approach for facilitating individuals and groups in personalized career reflection and decision-making. In this two-part experiential session, participants will learn the process, strategy and skills supporting two established approaches to guided self-assessment: "The Career Passion Workshop" and "The Pride Process." Guidelines for implementation with varied clients and settings is provided along with key resources.

Michael Huston – Mount Royal University
Kris Magnusson – Simon Fraser University

203 | ENGLISH



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CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

4

3:30 PM – 5:00 PM

MONDAY

The Essential Role of Well-Being in Career Development

Conventional wisdom says that good jobs lead to better lives. But how much better? Research indicates that people thriving in their lives are attending to five well-being elements (purpose, social, physical, financial and community). Increasing resilience and productivity while reducing stress and health problems means assessing people's needs in each element, and developing skills for creating lives grounded in well-being.

Derrick McEachern - Nova Scotia Community College, Five Star Wellbeing Counselling and Coaching

204 | ENGLISH

Magnet: Aligning Labour Supply with Market Demand

Who is hiring and what skills do people need to get jobs? Traditionally, post-secondary training and program design has been challenged to produce graduates with the "right" skills required by employers. One of the reasons for this misalignment, between training and market demand, has been the lack of timely and meaningful labour market information (LMI).

Mark Patterson - Magnet

205 | ENGLISH

Career Development Matters: Case Examples from 5 Continents

As practitioners, we know that career development matters. It results in positive outcomes for individuals, their communities and countries. This session will highlight case examples from Saudi Arabia, Europe, China, Africa and Canada in which government and private investments in career development are contributing to stronger labour markets, social equity, health, career engagement and socio-economic growth.

Dave Redekopp - Life-Role Development Group Ltd.
Roberta Neault - Life Strategies Ltd. / Yorkville University
Sareena Hopkins - Canadian Career Development Foundation

206 | ENGLISH & INTERP

Creativity, Vision and Imagination Techniques for Career Development

When choosing a career, often we are shaped by external influences (parental expectations, teachers, media) and society's definition of success (big salary, big title, power). We can each positively impact our world in our own unique way. This session highlights new ways to guide individuals in career development by allowing one's natural skills and passions to be their compass.

Sheena Ewan - Ryerson University
Trish Sikand - INIVBE

207 | ENGLISH

5 Ways to Engage Participants and Energize Training

Most training workshops focus on delivering information in a lecture format. The audience is soon underwhelmed, disengaged and leaves without getting what they came for. This workshop provides hands-on experience in exciting activities that make it easy to apply new knowledge right away, while building positive relationships between facilitators and participants, and each other.

Ron Bartlette - Winnipeg Transition Centre

208 | ENGLISH

Connecting People to Possibilities: Planning + Partnering



It takes planning and collaboration to achieve results. Take this opportunity to brainstorm how to tackle strategic planning as we walk you through the basics and break down the process behind CEDEC's Workforce Development Strategy. Identify the key ingredients you need to capture in a partnership to leverage more concrete results. Experience the energy created through CEDEC's Get Connected activities that connect people to possibilities.

Michèle Thibeau, Stacey Dakin - CEDEC

209 | ENGLISH

Concurrent Sessions

Monday, January 23

Actively Engaging Youth with the 3 Cs of Chaos

There are professionals who state that career planning is no longer useful for youth. They highlight the notion of increased chance, change and world complexities (the 3 Cs of the Chaos Theory of Careers) has dramatically affected today's world of jobseeking. Learn how the Nova Scotia Community College addresses this through online games (patterns in life) while acknowledging Chaos Theory.

Clarence DeSchiffart, Laurie Edwards – Nova Scotia Community College

210 | ENGLISH

Creating a Positive Digital Footprint

The online image of a jobseeker has the ability to either limit them professionally or provide access to future desired career opportunities. We will outline tips for maintaining privacy, cleaning up an undesirable online image, and ways they can utilize social media to meet their employment goals.

Anthony Berardi, Jean Giroux – EPC Peterborough

213 | ENGLISH

Leaders, Counsellors & Clients in Times of Change

In this two-part session, different facets of change management will be explored. As career professionals, we support our clients and stakeholders through a spectrum of change. In part one, we focus on helping clients process change in a meaningful way by addressing core issues such as grief and identity. In part two, we'll look at how individuals managing public employment programming require not only career development knowledge but also management and leadership competencies around change and complexity to be successful.

Juliana Wiens – St Mary's University
Diana Delgado – Training Innovations

211 | ENGLISH

Become the Leader You Never Thought You Could

With constant change increasing the pressure placed everyone, how can you adapt to meet the needs of your team and your customers? How do you deal with the increased pressure to produce ever-improving results? How do you stop spending your days putting out fires? Simple: stop letting your title or organizational structure keep you from being a leader.

Josh Davies – The Center for Work Ethic Development

214 | ENGLISH

The “Change Lab” Approach to Shaping Our Profession

What is our profession's higher potential that is not being reached? That's the question the Engineering Profession in Canada is asking itself, and the multi-stakeholder “Engineering Change Lab” (Google it!) was selected to respond to the “wicked problem” of system-wide change. Learn about the theory, two years of practical experience, and consider applications for our career development profession.

Mark Abbott – Engineers Without Borders
Mark Franklin – CareerCycles & OneLifeTools

212 | ENGLISH

Job Search Zombies

A session for front-line practitioners and managers, focused on how to cure the unmotivated jobseeker i.e. Job-Search Zombie. An unmotivated jobseeker is doomed to wander the job market like a Job Search Zombie. You will answer questions about motivation using experiential learning activities. Participants will leave prepared to motivate themselves and to cure their next Job Search Zombie.

Dan Walmsely – KEYS Job Centre

215 | ENGLISH



Etta St John Wileman Award

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



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 and pay in advance at the Conference Check-In desk.*



Spark!

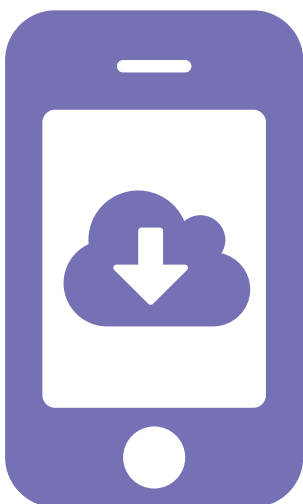
**Tuesday,
11:30 AM – 1:00 PM**

*Spark! brings you short **TED-style talks** during the Tuesday luncheon. Speakers on diverse topics will provide the “spark” for you to think differently about your work.*



Downloaded the App Yet?

Use the Cannexus17 conference app—and use it often—and you could win a fantastic prize!



- **Post: 4pts**
- **Comment: 2pts**
- **Like: 1pt**
- **If your post is liked: 2pts**
- **If your post is commented: 3pts**

*The top 10 highest points scorers will each win a **Flagbarer Robson Duffle Bag (\$39.00 value)**, made by the Ottawa-based social enterprise Eco Equitable that empowers immigrant and underemployed women to join the Canadian labour market through sewing. Every Flagbarer product is made from a recycled flag which had been on display somewhere in Canada.*

Watch the app (and screen in the plenary) for leaderboard updates.

Day 02

JANUARY 24

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast	Level 3: Plenary
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 9:30 AM	KEYNOTE ADDRESS Louis Cournoyer <i>"What Is a 'Good' Career Decision?"</i>	Level 3: Plenary
9:30 AM – 10:00 AM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	Concurrent Sessions – Block 5	Level 1 & 2: Meeting Rooms
11:30 AM – 1:00 PM	Spark! Luncheon	Level 3: Plenary
1:00 PM – 1:30 PM	Exhibitor Showcase / Networking Break	Level 3: Foyer / Exhibitor Hall
1:30 PM – 2:20 PM	Concurrent Sessions – Block 6	Level 1 & 2: Meeting Rooms
2:30 PM – 3:20 PM	Cannexus Connections	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	Final Exhibitor Visits & Draws / Networking Break	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	Concurrent Sessions – Block 7	Level 1 & 2: Meeting Rooms

TUESDAY

Keynote Speaker

Tuesday, January 24

Level 3
Plenary

ENG 

8:30 AM –
9:30 AM



Louis Cournoyer

"What Is a 'Good' Career Decision?"

We are the product of our decisions! Our life and career plans are closely related to our life course, the way we managed to develop positive coping strategies in a variety of situations. Making a good decision requires knowledge, a solid dose of confidence and hope for better conditions. However, major decisions lead us to have to manage our emotions, face our fears and overcome our limitations. Even the great figures of humanity have had, at one time or another in their lives, to make courageous and significant decisions despite their fears, their doubts, their limits and challenging contexts. If our past decisions reflect who we are today, how do we reinvent ourselves in order to pursue a life consistent with our aspirations? Sharing inspirational life stories, Louis Cournoyer explores different facets of career-decision making, while also offering constructive intervention strategies for counsellors and their clients.

Louis Cournoyer is a professor and a researcher in career counselling at the University of Quebec in Montreal. Holding a BA, MA and PhD in the field of career development and career guidance, he is interested in the way people operate their own career-decision making processes including cognitive, emotional, behavioural and socio-relational aspects. A vocational and career counsellor for nearly 20 years, he maintains a private practice with young people and adults in order to help them develop their ability to move through career decision-making, professional transition and job search.

Day 02

TUESDAY



AMBAYE
Lisa



ANTONIW
Tanya



ARSENAULT
Justine



BAIKIE
Shannon



BANEK
Sally



BESETTE
Jessica



BEZANSON
Lynne



BLAIR
Nancy



BLUM
Sydney



BROWNE
Jennifer



BROWN-READ
Christine



CAHILL
Mildred



CABRAL
Jose



CHAPDELAINE
Myriam



COLE
Darrell



COOK
Suzanne



CORMIER
Dwayne



CORONA
Stefanie



CURRELLY
Madelaine



CUTLER
Herky



DALE
Joe



DAVIDOFF
Avra



DELGADO
Diana



DELICATE
Sarah



DELOYER
Shellie



DEOKIE
Sneha



DHALIWAL
Sonia



DOMENE
Jose



DOPTA
Isabel



DUTCH
George



DYRDA
April



FAIRWEATHER
Jon



FEIST
Monika



FLAGLER
Wilf



FORSEILLE
Susan



FRANCIS
Teresa



FRANKLIN
Mark

Concurrent Sessions

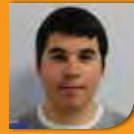
Tuesday, January 24



FUREY
Edith



GHANAM
Denise



GORDON
Randy



GOSSELIN
Jay



GOSSELIN
Lisa



GRANT
Victoria



HAMBLEY
Laura



HARTLEN
Ian



HOPKINS
Sareena



HUDSON BREEN
Rebecca



HUGHES
Courtney



ISENOR
Jessica



JACOBSON
Iris



JANSEN
Ivo



JEYARATNAM
Rany



JOHNSTON
Nancy



JONCAS
Julie



KATANIK
Lorraine



KEATES
Cathy



KIM
Holly



KUMAR
Alka



LAROCHE
Johanne



LAROCHE
Pascale



LAWSON
Bruce



LÉGARÉ
Catherine



MAHER
Trina



MANNING
Linda



MARLER
Elizabeth



MAURIER
Lyne



MCMILLAN
Heather



MUSGROVE
Sheila



OCHIN
Katie



OKINE
Gladys



PAGANI
Wayne



PATHMANATHAN
Theeban



PEREZ
Nayelli



POWLESS
Dwight



PRESANT
Don



QUENNELL
Elaine



RAGAN
Tim



REYES
Glendale



ROY
Valérie



RUSSELL
Lisa



SIMS
Alison



STEWART
Carol



STORDEUR
Lasha



TAAL
Lee



TAYLOR
Tracey



THIBEAU
Michèle



THOMPSON
John



THOMPSON
Sheryl



TURCOTTE
Michel



WIENS
Juliana



WILLIAMS
Heather



WISCHOFF YERAMA
Paula

Concurrent Sessions

Tuesday, January 24

Strengthening Career Development in Canada: Advocacy in Action

The Canadian Council for Career Development (3CD) is the national advocacy voice for career development. The 3CD's working groups, with representation from across Canada, are working on your behalf on a number of exciting initiatives and projects. Be a part of shaping the work of the 3CD by participating in a conversation about the future of career development in Canada.

Jon Fairweather – Canadian Council for Career Development
Paula Wischoff Yerama – Career Development Association of Alberta

106 | ENGLISH

Introducing Ontario's Local Employment Planning Councils

In 2015, the Ministry of Training, Colleges and Universities funded eight Local Employment Planning Council pilots across Ontario. Meet three of the local pilots and hear about the innovative work they are doing to respond to the labour market needs of their communities. We will engage in an interactive discussion regarding the importance of workforce planning at a local level.

Tanya Antoniw – Workforce WindsorEssex
Heather McMillan – Durham Workforce Authority
Ingrid Argyle – Ottawa Employment Hub
Julie Joncas – Far Northeast Training Board

107 | ENGLISH

“RAISE” Employer Engagement in Hiring Internationally Trained Professionals

Small and medium enterprises (SMEs) in smaller communities face operational and logistical challenges in considering internationally trained professionals (ITPs) for employment. Many online resources have been developed to engage employers and encourage them to hire newcomers. Research shows such resources are significantly underutilized, and rarely accessed by SMEs. Experience how ONESTEP's RAISE project is addressing employer needs in accessing information and attracting suitable ITP candidates.

Lorraine Katanik – ONESTEP

108 | ENGLISH

Children Are Ready for Career Development: Are We?

Participants will hear about exciting new CERIC-funded research in career development, involving young children (ages 3 to 8), parents/guardians and other educators. Rich evidence of young children's views on themselves, work, hopes and dreams were obtained through art, storytelling and play media. Their readiness for career development is evidenced. This session will focus on career development programs for children, their parents/guardians and educators.

Mildred Cahill, Edith Furey – Memorial University of Newfoundland

201 | ENGLISH ◀ INTERP

Blueprint for Mentorship Success: Face-to-Face and Virtual Programs

In this two-phase session, participants will review the core foundations needed to build an effective mentoring program by defining your program to meet the mentee's specific needs. An overview of two example programs will be profiled: 1) Mentoring Youth Entrepreneurs, and 2) a Virtual Office for Mentoring and Coaching Graduate Students, a newly developed e-tool that facilitates mentoring toward self-directedness through reflection.

Gayle Draper – Intentional Careers and Human Resources
Maria Bastien – University of Ottawa

202 | ENGLISH

“Value Add” of Career Practitioners & Career Counsellors

So, what “value add” do fully trained counsellors/ psychotherapists bring to career development? Not sure what the differences are between career practitioners and career counsellors? Career counsellors in NS have created a website and online discussion to help people in counselling and career development examine these professions. We'll explore the topic and share comments from our website on this topic.

Nancy Blair – Nancy Blair Counselling
Clarence DeSchiffart – Nova Scotia Community College

203 | ENGLISH



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CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

5

10:00 AM – 11:30 AM

"The Art of Career Development"

Career practitioners have lots of information and resources. These things make up the "science" of career development, and are relatively useless, unto themselves. This session is about the "art" of career development. What are the core principles that drive us in terms of "how" and "why" we do what we do with our clients? What distinguishes one practitioner from another?

Herky Cutler – Foothills Youth & Family Services

204 | ENGLISH

That Was Then... This Is Now

Join members of the Stu Conger Legacy Trust to explore the roots and future of career development in Canada. Our field has evolved significantly in recent years...and is being challenged to shift and change in new ways as our world and our clients' needs shift and change. How ready are we to not only react, but to shape the future?

Sareena Hopkins, Lynne Bezanson – Canadian Career Development Foundation
Deirdre Pickerell – Life Strategies Ltd.

205 | ENGLISH

A Tool to Support Career Exploration in High School

This session will present a program of easy-to-use career counselling activities which are customized for guidance counsellors and school teachers. Discover turnkey activities to motivate your students and to give meaning to learning classroom facts. Videos, lesson plans, evaluation forms and accompanying documents are ready to guide your students in valuable activities for career exploration.

Johanne Laroche, Myriam Chapdelaine – Saint-Maurice College

206 | FRENCH ◀ INTERP

The Second Adulthood Transition: Career Development's Newest Role

The longer and healthier lives of 21st-century adults have expanded the generative period of midlife. An increasing awareness of mortality, the desire to leave a legacy, and a need for meaningful work are incentives to remain productive beyond the traditional age of retirement. Learn how career development practitioners are helping older adults make the transition into second adulthood.

Elizabeth Mahler – Northeastern University
John Thompson – Conestoga College

207 | ENGLISH

e-Career Development Practice: What's It All About?

Facilitating career development, using online communication technologies, presents new opportunities for practice. It requires rethinking how we design and engage clients in the process of exploring their career concerns. Findings from a Doctoral study will discuss the development of online relationships, client learning and meaning-making experiences, the impact of technical and instructional strategies, and practitioners' experiences adapting to online practice.

Tannis Goddard – Training Innovations

208 | ENGLISH

Building Bridges with Indigenous Talent



Indigenous talent is remarkable in what they have to offer the world of work in terms of creativity, teamwork, loyalty and strong work ethic. However, their gifts are largely untapped due to stereotypes and misunderstanding how to connect with them to build bridges to the worlds of work and school. Learn insights, tools and strategies to help you help them.

Trina Maher – Bridging Concepts

209 | ENGLISH

TUESDAY

Concurrent Sessions

Tuesday, January 24

21st Century Professional: Success Through Clarity, Adaptability & Networking

Succeeding in the 21st century increasingly requires an entrepreneurial mindset, high degree of adaptability and disciplined networking. From the basic challenge of framing your mission, explore the two key components of mission effectiveness and five success factors for achieving it. Provides specific tips for: Developing insights into purpose; Building a compelling value story, and; Disciplined networking habits.

Tim Ragan - Career Constructors

210 | ENGLISH

ChatterHigh: Gamified Exploration of Post-Secondary & Career Options

ChatterHigh is a free 9-minute career exploration activity that creates accessibility to many post-secondary pathways and possible career goals. This compliments self-assessing activities that many schools already use. Find out how this activity helps contribute to “hope” in students and why this communication channel is considered “the most effective portal for directly engaging the high school community” by post-secondary institutions.

Lee Taal - ChatterHigh

211 | ENGLISH

What Can We Learn from Career Mapping?

Have you ever wondered what variables significantly influence students’ transition from their program of study to securing meaningful work? This session will introduce participants to a pioneering research methodology, using a draw-talk protocol. A series of career maps, drawn by TRU alumni, will be shared to illustrate a strategy to access non-linguistic knowledge, augmenting details that can’t be shared linguistically.

Susan Forseille - Thompson Rivers University

212 | ENGLISH

Career Counselling Past Fear

Could fear be the culprit behind the obstacles our clients face? Learn how to utilize “fear assessments” to help clients uncover the fears that could be blocking them from career success. Let’s explore what types of fears we have, the role they play in career development, and how the impact of fear can be incorporated in our career counselling practices.

Nayelli Perez - William Paterson University

213 | ENGLISH

OneLife: Let’s Get Together and Feel All Right

Narrative games and online tools allow you to scale up career management for career centres, schools, employers and independents. Collaborating across the Atlantic, the presenters come together to lead this feel-good group discovery experience which develops storytelling and storylistening skills, encourages peer feedback and strengthens your voice. Learn to link career pain-relief with life-skills development leading to meaningful work. Organizational case included.

Mark Franklin - CareerCycles & OneLifeTools
Ivo Jansen - Datsja Loopbaanadvies

214 | ENGLISH

I Spy with My LMI: A Common Approach

The 40+ service providers of Employment Sector Council (ESC) use an innovative, standardized approach to assisting job seekers/ students with labour market information (LMI). Regardless of organization, CDPs and guidance counsellors use our Common LMI Approach to evaluate the value, benefits and limitations of local and other LMI sources and match the best LMI available to clients’ career management stages.

Carol Stewart - Employment Sector Council (ESC)
Alison Sims - Fanshawe College

215 | ENGLISH

Spark! Luncheon

11:30 AM – 1:00 PM

Level 3
Plenary

ENG 

Our popular TED-style talks are back! Hear six unique speakers each give a 10-minute talk that will “spark” you to think differently about your work.

The Path to Well-Being Goes Through Nature

Although we sometimes overlook it, “nearby nature” can be a source of well-being for individuals and the broader community. John Zelinski will describe recent research, conducted by the Carleton University Happiness Lab and researchers around the world, on the potential benefits of nature. We will consider some of the small things we can do to incorporate nature into daily life, with the goal of making happier people and a healthier community and planet.

John Zelinski is a Professor of Psychology and directs the Carleton University Happiness Laboratory (CUHL) in Ottawa. He studies individual differences in happiness and how these unfold as momentary thoughts, feelings and behaviours.

Envisioning the Future of Indigenous Peoples

What can you do to bring about a brighter future? A decolonized future? How about imagining Indigenous people in spaceships? History has shown us that new media technologies can play a critical role in shaping how Western, technologically oriented cultures perceive Indigenous peoples. Cyberspace offers Indigenous communities an unprecedented opportunity to assert control over how they represent themselves to each other and to non-Indigenous peoples. Contemporary artist, Skawennati, tells it like she sees it.

Skawennati makes art that addresses history, the future and change. Born in Kahnawake Mohawk Territory, Skawennati is currently Co-Director of Aboriginal Territories in Cyberspace (AbTeC), a research network based at Concordia University in Montreal.

Radical Generosity: Women Creating a New Economic Model

Vicki Saunders, Founder of SheEO, will share how SheEO’s #radicalgenerosity is taking the world by storm. Launched in 2015 in Canada, rolled out to three US cities in 2016 and expanding to dozens of cities in 2017, SheEO aims to reach 1M radically generous women around the world financing 10,000 female entrepreneurs with \$1B annually in zero percent interest loans.

Vicki Saunders is an entrepreneur, award-winning mentor, advisor to the next generation of change-makers and leading advocate for entrepreneurship as a way of creating positive transformation in the world.

Beyond Diversity

How do we meaningfully recruit and retain a “diverse” workforce? We’ve been at this for years and, still, results are underwhelming. What can we do differently? This session will look specifically at the concept of “fit” in the workplace. What does it mean to look for the right “fit” for a job? What are we looking for and what may we be missing when we look for “fit”?

Tanya (Toni) De Mello works at Ryerson University as the Director of Human Rights Services. She has founded two non-profit organizations in Toronto and worked for the United Nations in Geneva, Senegal and Colombia.

The 3 Things I Learned About Disruptive Innovation as an UberX Driver

In a world buzzing about disruptive innovation and traditional work being turned upside down, what can any one individual do to successfully forge their own way despite all this unpredictability? Over 12 months as an occasional Uber driver, Ted Graham learned three important things about innovation with wide-reaching implications well beyond the taxi business. He’ll share how we can all apply those lessons from the sharing economy to make a difference and embrace innovation at some level.

Ted Graham is the Head of Open Innovation at GM. Prior to this, Ted was the Innovation Leader at PwC Canada. He is the author of the book *The Uber of Everything* released this past year.

What the World Needs Now: Pluralism

With waves of displaced peoples leaving their homelands and many Western countries closing their borders, who is there to help bridge the divide? Khalil Shariff believes Canada has an important and unique role to play in this new world; that we must harness the aspirations of young people to become thoughtful, engaged global citizens, and develop a vision for the kind of global leadership Canada ought to be exercising.

Khalil Z. Shariff is the Chief Executive Officer, Aga Khan Foundation Canada (AKFC). He was previously with the Toronto office of McKinsey & Co., an international management consultancy.

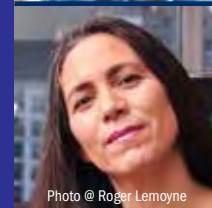


Photo @ Roger Lemoine



Concurrent Sessions

Tuesday, January 24

An Alternative Approach to PLAR and Advanced Placement

The British Columbia Institute of Technology (BCIT) uses an alternative approach to assessing mature student training and experience to provide advanced placement pathways into post-secondary programs. This approach engages employees by involving them in their professional career development and empowering them to discover their potential. This model has proven successful in several mature student groups including the Canadian Armed Forces, BC's First Responders and McDonald's Canada.

Justine Arseneault, Sonia Dhaliwal –
British Columbia Institute of Technology

106 | ENGLISH

Discover Year: An Important Gap for Today's Youth

There has never been a better time to embrace the “gap” culture in Canada. Taking a break from formal education to gain self-awareness and build skills has been shown to improve academic performance and psychological well-being. Learn about the critical experiences a student should seek out before “settling in,” as well as an update on this innovative new transitional program.

Jay Gosselin – MentorU & Discover Year

201 | ENGLISH ◀ INTERP

Building a Career in Construction in Nunavik

Multiculturalism in the construction industry represents a challenge. The Sanajit Project was created as part of the Kativik Regional Government in order to facilitate the introduction of Inuit to the construction industry. This session will show the tools and techniques used in order to increase the number of Inuit hired on site and the amount of hours worked per year.

Jessica Bessette, Randy Gordon – Kativik Regional Government

107 | ENGLISH

Getting Started: Creating Online Learning

You don't have to be an instructional designer to create effective online learning. We have pulled together some of the industries' best practices to help you build engaging and effective online resources for your clients.

Christine Brown-Read, Sarah Delicate – BBMD Consulting

202 | ENGLISH

Better Preparing EAL Students for Work in Canada

The English as alternative language (EAL) population at Simon Fraser University (SFU) is at approximately 42% and continues to increase. Language and culture have been shown to be a significant barrier to EAL success in the Canadian workplace. This presentation will describe the development of an online, self-paced, visually based course that is designed to assist EAL co-op students in their work search and for intercultural communication activities.

Heather Williams, Nancy Johnston – Simon Fraser University

108 | ENGLISH

Small Community Workforce Development: A Case Study

This session will review practical approaches used to assess and develop the workforce in a rural Ontario community. Components included demographic analysis of the labour force, interviews and focus groups for perspective on growth and skills gaps in existing labour, and Delphi technique forecasts to predict future demand for labour. Finally, pragmatic recommendations for workforce development will be shared.

Denise Ghanam – Ghanam Consulting Inc.

203 | ENGLISH



Sessions marked as "Funded" denote a CERIC-funded project



CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

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 CERIC? Explore CERIC's current funding priorities for Project Partnerships, our online application portal and review processes, hints and tips, and supports available to applicants. Current project partners will also share their experiences.

Riz Ibrahim - CERIC

204 | ENGLISH

UnCareer: Challenging the Cultural Consensus Around Work

Work as a form of social control through job security is unravelling. This session will look at the spirit and practices of non-conformity as one response that career practitioners can use with their clients.

George Dutch - JobJoy

207 | ENGLISH

Making It Work! Navigating Maternity Leave Career Transitions



Funded by CERIC, Canada Career Counselling has launched two maternity leave career transition guidebooks: one for employers and one for employees. We will share our story of how these recently launched guidebooks are gaining national attention. Based on the project's findings, we will provide practical strategies for career counsellors and employers to implement in better supporting maternity leave career transitions.

Laura Hambley, April Dyrda, Avra Davidoff - Canada Career Counselling

205 | ENGLISH

Exploring School-to-Work Journeys with Real Talk

This session will focus on introducing career practitioners to Real Talk - a new digital tool that highlights the school-to-work journeys of young professionals. The presentation will consist of an interactive module where attendees can explore and use the app itself, followed by a case study of how digital tools can deepen the impact of career exploration.

Ian Hartlen, Glendale Reyes, Elaine Quennell - The Learning Partnership

208 | ENGLISH

Distance Guidance Counselling

Information technology and communications (ITC) have been present in the world of career counsellors for more than 40 years. For the majority, this practice has consisted mainly of managing and transmitting information to offer some limited form of support. We will present some findings that emerge from the literature, emphasizing elements that could help counsellors to develop a distance counselling practice.

Michel Turcotte - Laval University

206 | ENGLISH & INTERP

Advancing Women in Skilled Trades



This presentation will explore how the Office to Advance Women Apprentices works to: connect tradeswomen with employment; provide career counselling to identify if a trade is suitable; provide skilled trades conferences to women and youth; assist women advance through their apprenticeship career to Journey person Status; and assist women when they face issues on the construction site as it pertains to their employment.

Karen Walsh - Office to Advance Women Apprentices

209 | ENGLISH

Concurrent Sessions

Tuesday, January 24

Creating Unique Engagement Opportunities Between Students & Employers

Vocational guidance is one of the foundational pillars of the counselling profession. Yet, as the profession has grown, career counselling has been relegated to specialty status, which is considered to be in decline. This session will discuss the trends in counselling that have led to research looking at the experiences of being a career counsellor within the broader counselling community.

José Cabral, Sneha Deokle – Business Career Hub, Ted Rogers School of Management (TRSM) – Ryerson University

210 | ENGLISH

Empowering Students: Improving Education and Career Planning

Help your clients to find a career that matches their personality, interests and skills. Learn how to work effectively with them to set the goal of obtaining their dream career and create a strong game plan for achieving it.

Shellie Deloyer – Bright Futures Education & Career Coaching

211 | ENGLISH

University-Educated Millennials and the Struggle to Launch Careers

Almost half of university grads today struggle to launch their careers. Instead of setting out on a career-path after graduation, many slip into under-employment. According to research, grads might remain from two to five years in positions that do not require a university education. My session explores ways for career counsellors to address and potentially resolve this significant issue.

Jennifer Fraser – C2Careers

212 | ENGLISH

It All Adds Up: A Career Wellness Campaign

A total of 31% of Canadian university students report finding “career” traumatic or very difficult in their past year. Learn how post-secondary career centres are using a cost-effective social media campaign to combat this stress by helping students see how “It All Adds Up” to future success. Explore how a cross-institution collaboration like this can deliver a bigger collective impact.

Cathy Keates – Career Services, Queen's University

213 | ENGLISH

Experiential Learning and Reflection Best Practices

The Experiential Learning Institute has been held annually since 2013. Experiential learning is at its core a pedagogy of learning that can be applied to virtually any learning situation. Participants were asked to provide an example of a best practice in experiential education and reflection technique. This session will share best practices in experiential learning as shared by the participants.

Jennifer Browne, Lisa Russell – Memorial University

214 | ENGLISH

Learning to Fly: A Private/Not-For-Profit Career Development Partnership

The career development field often struggles to engage the private sector in its work to produce better outcomes for employers and clients. This presentation will provide an overview of a very successful partnership between a not-for-profit career development organization (Career Trek Inc.), a post-secondary institution (Stevenson Aviation and Aerospace Training Centre) and the Manitoba aerospace industry.

Darrell Cole, Lasha Stordeur – Career Trek Inc.
Barb Bowen – Manitoba Aerospace

215 | ENGLISH



Cannexus Connections

**Tuesday,
2:30 PM**

These **facilitated networking discussions** offer you a unique opportunity to share ideas and connect with your colleagues from across the country who have similar interests. Choose your topic and join the conversation!



French 5 à 7

Francophones and francophiles will be gathering informally on **Tuesday evening** at the Novotel Ottawa, Heritage Room to network “en français.” All welcome!



New Research on Millennials & Careers

The Environics Institute on Survey Research will release a new study at Cannexus, supported by The Counselling Foundation of Canada, which provides fresh insights on the life goals and career aspirations of millennials. Learn more at a Mega Session, **Wednesday at 8:30 AM.**



Stop by the CERIC Booth!

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

*Pick up our latest books and guides including the just launched **Retain and Gain: Career Management for Small Business plus Maternity Leave Career Transition, Military to Civilian Employment, From My Perspective, Career Crafting the Decade After High School, and Career Development Practice in Canada.***

*Plus, get a copy of our in-demand **Guiding Principles of Career Development** infographic aimed at bringing greater clarity to our national conversations.*

Cannexus Connections

2:30 PM – 3:20 PM

These facilitated networking discussions offer you a unique opportunity to share ideas and connect with your colleagues from across the country who have similar interests.

Rural Employment: Current Needs and Future Possibilities for Employment Growth

As rural areas are losing their manufacturing base, witnessing the shrinking of their agriculture and affiliated support industries, and experiencing an increase in an aging demographic, employment for all groups becomes a looming issue. What are some of the potential solutions to navigate through these shifts? Share your experiences around career and employment opportunities in rural Canada.

Facilitator: **Madeline Currelly**, Community Training and Development Centre

203 | ENGLISH

Language in the Era of Reconciliation

Canada is actively building collective knowledge about our true shared history with Indigenous peoples, language, identity and nationhood. With national movements underway, have you found yourself tongue-tied trying to find the right language to engage Indigenous peoples and start meaningful conversations? Learn how to become a better ally by exploring how language can strengthen relationships with First Nation, Métis and Inuit peoples.

Facilitators: **Victoria Grant**, Moving Red Canoe and **Bruce Lawson**, The Counselling Foundation of Canada

201 | ENGLISH

I Have a Bright Future! Engaging Marginalized and At-Risk Youth in Career Development

In this facilitated discussion we will explore opportunities and challenges related to engaging marginalized youth in career development. Based on the experience of our organization engaging youth at risk we will share best and promising practices as well as key insights into the field. We will exchange ideas about how to we adapt or develop effective career development approaches for youth at risk?

Facilitator: **John Sharpe**, Partners for Youth

205 | ENGLISH

Stepping Out of the Uniform: Veteran & Military Spouse Transitions

Join us for a discussion on best practices for career practitioners supporting military veterans and spouses in their job search.

Facilitators: **Dwayne Cormier**, Canada Company and **Katie Ochin**, Military Family Services

202 | ENGLISH

Improving Employment Outcomes for People with Disabilities

Helping more people with disabilities access the labour market to land good, sustainable jobs and careers requires a dramatic shift in culture and thinking – within the business sector, service delivery agencies, people who have a disability themselves and society as a whole. Join this discussion to talk about what role each of our agencies can play in helping or hindering this shift.

Facilitator: **Joe Dale**, Ontario Disability Employment Network (ODEN)

207 | ENGLISH

TUESDAY

Expanding Economic Opportunities for Youth

Do we as a sector, have what it takes to help young people identify and explore opportunities for employment and full economic participation? How do we build and maintain our capacity to meet the needs of young people today and tomorrow? Join us for lively, facilitated discussion on these and other critical questions as we explore how to expand economic opportunities for youth.

Facilitator: **Gladys Okine**, First Work

208 | ENGLISH

Get Connected: Diversity Engagement Matters!

What do we have in common? What do we have that together makes us stronger? Diverse teams are strong teams that can leverage skills, experience and know-how to transform organizations and businesses into leaders in their domains. Join colleagues and subject matter experts in discussing why diversity engagement matters.

Facilitator: **Michèle Thibeau**, CEDEC

209 | ENGLISH

Take Your Career Guidance Practice to 2.0 Mode: Get Inspired by Pioneers

Meet guidance professionals who make technology work for them to facilitate their work, while meeting the needs of their school or work setting, or enhancing their practice by making it more strategic through blogs, vlogs, social networks, communities of practice, e-counselling, etc. Share your trials and challenges, your successes and surprises with using technology while working within an ethical framework.

Facilitators: **Catherine Légaré** and **Lyne Maurier**, Academos

210 | ENGLISH

Essential Skills Journey to the Skilled Trades

Discuss what essential skills are required to succeed in the skilled trades. Is there a misperception of what skills are needed for a successful career in the trades and technologies? Are students equipped with the necessary skills for the skilled trades.

Facilitator: **Marisa Sosa** – Skills Compétences Canada

211 | ENGLISH

Experienced and Greater than Average

In this session, delegates will discuss their work with mature workers and describe some challenges they encounter with this client group. Delegates will be able to share strategies for working with this client group and discuss ways to achieve successful outcomes. Finally, delegates will make new contacts and expand their network in the field.

Facilitator: **Suzanne Cook**, York University

212 | ENGLISH

How to Engage Employers



To promote job integration and retention, develop labour skills and introduce a culture of continuous education into companies, it is critical to obtain and maintain employer participation, from both SMEs and large companies. As career development professionals, we also play a role in optimizing the training-jobs-skills match. In this session, we'll discuss issues with and best practices for employer engagement.

Facilitator: **Valérie Roy**, Regroupement québécois des organismes pour le développement de l'employabilité (RQuODE)

213 | FRENCH

Concurrent Sessions

Tuesday, January 24

Couples Concerns in Career Counselling with Post-Secondary Students

Romantic relationship issues are an important consideration for many post-secondary students seeking career counselling. In this interactive session, we will discuss why it is important for practitioners to attend to these “couples concerns” in their work, and key research findings related to the phenomenon. The emphasis will be on introducing ways of addressing couples concerns in post-secondary career counselling.

Jose Domene – University of New Brunswick

106 | ENGLISH

Practitioner-Based Research: How to Get It Done!

Practitioner-based research (PBR) helps our field by identifying best practices, sharing innovative ideas, and demonstrating to our stakeholders that our work is effective. In this session we will provide resources on structuring PBR, introduce our organization’s grant that could help fund your project, and lead small group discussions to further develop your research ideas.

Teresa Francis – Teresa Francis Consulting

Jessica Isenor – University of Ottawa

Rebecca Hudson Breen – University of Lethbridge

201 | ENGLISH ◀ INTERP

Recipe for Success: Exploring Food & Beverage Careers

In 2016, Food and Beverage Ontario (FBO) launched the Taste Your Future campaign, showcasing jobs in Ontario’s food and beverage processing sector. FBO research shows that while awareness of opportunities in the sector is low, there is appetite to learn more. This panel includes industry and education representatives discussing the extensive career and training opportunities for young and new Canadians.

Isabel Dopta – Food and Beverage Ontario

Lisa Gosselin – Maple Leaf Foods

Lauren Starr – Western University

107 | ENGLISH

Addiction and Employment: Facing Challenges and Finding Solutions

Vocational professionals will likely encounter individuals with substance abuse or addiction issues numerous times during their careers. Personal biases, misinformation and a lack of knowledge can interfere with the quality of vocational services provided. This presentation will explore our personal biases, ethical dilemmas, considerations when addressing substance abuse/addiction in vocational rehabilitation (VR) services, and strategies to enhance VR program outcomes.

Sheryl Thompson – Vocational Solutions Inc.

202 | ENGLISH

Asian-Canadian Women in Leadership

Despite the increasing number of Asian immigrants and high education rate, Asian-Canadian women continue to struggle in attaining leadership positions in Canadian corporations. This presentation will cover the current research on the topic, the factors that help and hinder Asian-Canadian women in attaining corporate leadership, and how diversity-focused employers can help Asian-Canadian employees in their career progression.

Holly Kim – Adler University

108 | ENGLISH

Youth with MH Issues in the Employment Sector

A growing number of youth living with mental health (MH) issues have been seeking employment services to support them with some of the unique barriers and challenges they face when trying to access employment. Because of this, YES and CAMH, worked in partnership to create a practical curriculum (and guide) for career practitioners to help them best support these youth.

Marysia Parry – Youth Employment Services YES

203 | ENGLISH



Sessions marked as "Funded" denote a CERIC-funded project



CEDEC-sponsored Diversity Engagement stream



Headsets available on Level 3

BLOCK

7

4:00 PM – 4:50 PM

"Momcology": Career After Caring for a Child with Cancer

"Momcologists" are moms whose children have been treated for cancer at SickKids Hospital. They have been caregivers and advocates for their sons and daughters, and out of the workforce for years. Traumatic life experiences have shaken them to their very core and now I am volunteering my services to help them realize their value and move forward professionally. As career professionals we have a unique and important role to play.

Iris Jacobson – ChoicefulChange Career Transition Services

204 | ENGLISH

Blended Learning Technologies: Best Practices, Challenges and Trends

The Institute for Co-operative Education at Concordia University connects students to employers in their respective fields by alternating between study and work terms. This presentation will explore the implementation of blended learning technologies including asynchronous webinars, a learning management system and in-person sessions. Students gain a competitive edge prior to entering the workforce through employability skills and career readiness curricula.

Stefanie Corona – Institute for Co-operative Education, Concordia University

207 | ENGLISH

Getting Your Client to Go Offline

During this interactive session participants will explore coaching strategies to engage clients and employers in networking sessions. Practical strategies will be shared to develop collaborative events and sponsorships in support of networking opportunities for your clients. This workshop session will require active participation as networking activities will be demonstrated to begin the process of increasing your professional network.

Michelle Prestwich, Tracey Taylor – Fanshawe College

205 | ENGLISH

Computational Realities and the Evolving Workplace

Computational realities are technologies with profound potential in career development and mental health. Attendees will learn about virtual reality and augmented reality, their role in private life, professional life, and their applications in career development. A demonstration of VR will be included in this session.

Sherry Law – Steinbach Consulting & Associates

208 | ENGLISH

The Multi-Generational Relationship in Today's Workplace



In 2015, Millennials have overtaken Boomers in today's workplace. We are now beginning to witness exciting new changes to how business is being conducted in the global work environment. This session will share insight on how five generations of workers are finding innovative and creative solutions to communicate more cohesively and efficiently in today's complex and competitive work environment.

Wilf Flagler – Toronto District School Board

206 | ENGLISH & INTERP

Developing and Engaging Aboriginal Workers in Mining

Despite the prioritization of Aboriginal hiring, opportunities for greater inclusion of Aboriginal workers in the mining industry exist. Recently, the Mining Industry Human Resources (MiHR) Council completed a three-year study on Aboriginal employment in the mining sector to enable informed discussion on the career development and employment barriers.

Pascale Larouche, Sarah Gauen – The Mining Industry Human Resources Council

209 | ENGLISH

TUESDAY

Concurrent Sessions

Tuesday, January 24

Career Pathways Toolkit: Problem Solving to Capacity Building

Shifting landscapes of current labour market trends require career development practitioners to ask: how can mature clients best make meaningful career transitions; build their capacities for self-development; achieve and contribute their full potential? This session brings research data and front-line experience to explore questions, issues, solutions. We argue that academic and interdisciplinary approaches can provide us a useful toolkit.

Alka Kumar, Monika Feist, Rany Jeyaratnam – Success Skills Centre

210 | ENGLISH

Career Care for Career Professionals

Wayne's background includes working in fee-for-service and non-profit environments. He understands the various nuances related to client care but also recognizes that far too often there is limited attention paid to care for the service provider. This session looks at the various ways that career professionals overextend themselves and options for self-care to ensure maximum performance in service to clients.

Wayne Pagani – W.P. Consulting & Associates

213 | ENGLISH

Hired! How to Get the Zippy Gig

In my Amazon best-selling book, *Hired!*, I've created an easy to follow 2-step resume formula that simply gets results! (Hint – it's not a long list of bullets!) You will learn: 6 Surprising Things on Your Resume That Get ZERO attention; 2 BIG Must-do's to Prepare for an Interview; 7 Smart Interview questions. And, everything in between on how to be HIRED!

Sheila Musgrove – TAG Recruitment Group Inc.

211 | ENGLISH

Build on Strengths: Evidence-Based Strategies for Aboriginal Employment Success

This session presents an approach for identifying successful strategies for employment success for Aboriginal jobseekers. Using an evidence-based approach, Aboriginal employment services can work more effectively with clients, communities, employers and funders. The presentation will provide service providers a better understanding of what works, and presents a framework for developing customized solutions for employment success.

Linda Manning – Leadership Mosaic Inc.

Dwight Powless – Algonquin College, Indigenous Strategic Partnerships

214 | ENGLISH

Building Connections: Workforce Development and Major Development Projects

This presentation is based on qualitative research that analyzes and recommends smart practices for partnership structure; systems and processes; and tools that workforce development organizations can consider implementing in support of major development projects such as the BC Hydro John Hart Generating Station Replacement project and the North Island Hospitals project occurring in the Campbell River, BC region.

Shannon Baikie – North Island Employment Foundations Society

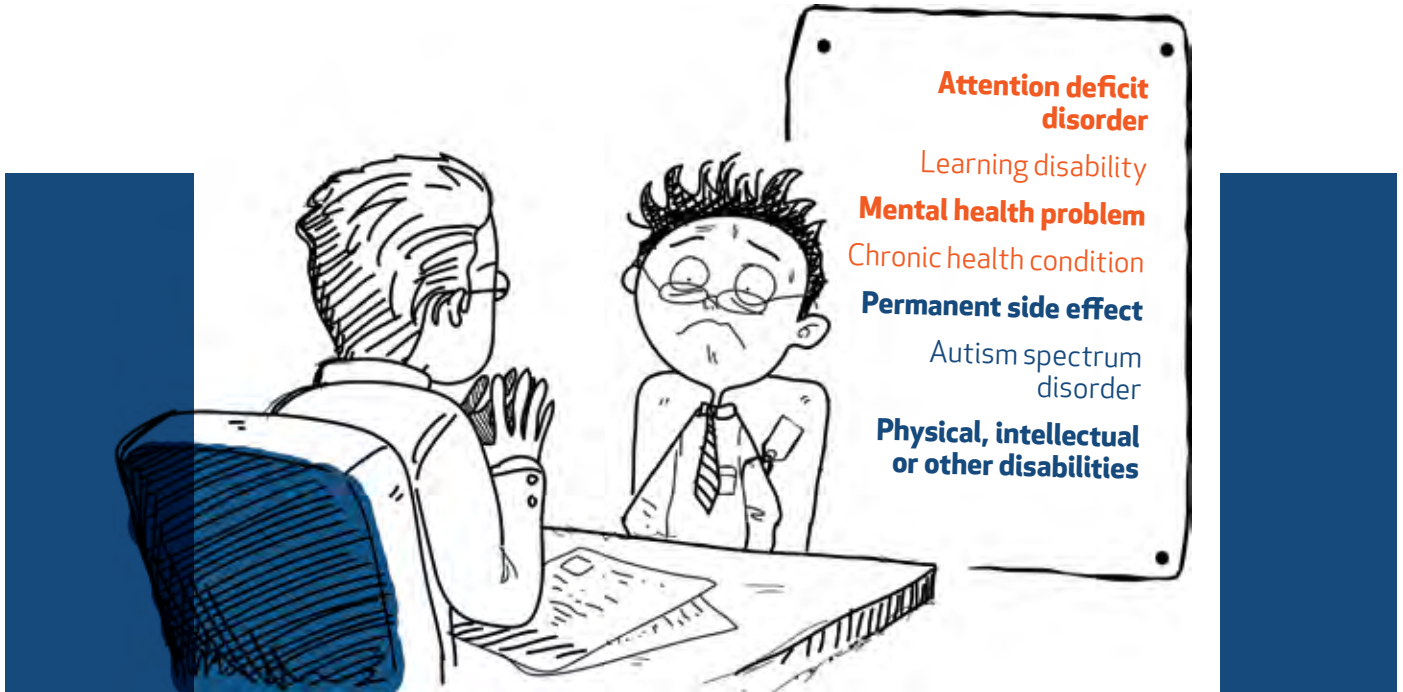
212 | ENGLISH

Body Language: Will You Sink or Swim?

We make our first impressions within minutes of meeting someone. Body language, however, can turn the tide on that first impression. In any situation – professional, social or personal – our body language speaks louder than our words. Subtle changes to how we sit, stand, move and interact can take us to the next level in relationship-building.

Sally Banek – Recruitment Partners

215 | ENGLISH



Make sure you have the best tools so that your clients can **attain their goal.**

SPHERE (Support for People with a Handicap Exploring the Road to Employment) is delighted to open a new Ontario office that will facilitate access in the province to an enhanced range of financial measures to support clients, in addition to those already in place.

SPHERE complements support already available in the network by promoting, through various and flexible financial measures, the elimination of barriers which may limit sustainable employment integration.

Let's achieve the best results together, not only for your clients' benefit, but also for employers, surrounding families, and the wider community.

1 888 455-4334
sphere-qc.ca



Day 03

JANUARY 25

SHAW CENTRE (SC)

7:00 AM – 12:00 PM	Conference Check-In	Level 3: Foyer
7:00 AM – 8:00 AM	Networking Breakfast	Level 3: Plenary
8:00 AM – 8:30 AM	Assembly and Announcements	Level 3: Plenary
8:30 AM – 10:00 AM	Mega Sessions	Level 3: Plenary Level 2: Meeting Rooms
10:00 AM – 10:30 AM	Networking Break	Level 3: Foyer
10:30 AM – 11:30 AM	KEYNOTE ADDRESS Marc Kielburger “Me to We: Engaging the Next Generation of Change-Makers” Sponsored by: ChatterHigh	Level 3: Plenary
11:30 AM – 11:45 AM	Closing Comments	Level 3: Plenary

WEDNESDAY

Mega Sessions

Wednesday, January 25

Headsets available
on Level 3

Level 3: Plenary
Level 2:
Meeting Rooms

8:30 AM –
10:00 AM

Mega Sessions feature well-known presenters on highly pertinent subjects.



What Millennials Want Out of Life and Career: A Portrait of Six Social Values Tribes

Millennials are the emerging generation that will shape Canada for the next half-century. They are also the least well understood generation of our time. Are they motivated strivers facing a daunting job market or entitled brats too picky to take on unfulfilling work? This presentation will provide fresh insights on the life goals and career aspirations of Canada's millennials. This work comes from a new study to be released in conjunction with the conference, based on the leading-edge social values research conducted by Environics Research, and popularized in Michael Adams' books *Sex in the Snow*, *Better Happy than Rich* and *Stayin Alive*.

Keith Neuman, PhD, is Executive Director of the Environics Institute for Survey Research, a non-profit research organization that promotes public opinion and social research on important issues of public policy and social change in Canada. Over the past three decades, he has directed landmark studies focusing on under-researched segments of the population (e.g., Indigenous Peoples, Muslims, Black people), as well as public opinion studies on such topics as citizenship, democracy, climate change and multiculturalism. He is a frequent media commentator on social trends and public opinion.



Crafting a Better Story

Crafting a better story is an essential skill in today's chaotic world of life and work. As we interact with people, we are not just dealing with them and their circumstances but also with their inner stories (conscious or unconscious) through which they are viewing their world. And the stories they choose to listen to will be the stories they follow. We may not be able to change people's life circumstances but we can assist them to be intentional about the life-long process of crafting a story that can sustain and guide them as they seek to remember their past, live their present, and vision their future.

Gray Poehnell is an experienced trainer who explores holistic approaches that cultivate hope, practical spirituality, creativity, imagination and career integrity. He has participated in the development of numerous career counselling programs and has co-authored several books and workbooks, including *Hope-Filled Engagement*, *Career Pathways*, *Career Crossroads*, *CareerScope* and *Guiding Circles*. Gray was the 2011 recipient of the Stu Conger Award for Leadership in Career Counselling and Career Development. He seeks to make the possibility of career success accessible to a wider range of people, especially to those who need alternatives to mainstream career approaches. Gray is of Métis descent.

WEDNESDAY

Mega Sessions

Wednesday, January 25

8:30 AM –
10:00 AM

206

ENGLISH



A Map for Navigating Uncertainty and Transitions

The 21st century is an overwhelming place. The old rules of how we navigate the chaos have not as yet been rewritten. Be introduced to a unique and practical “map” of how to traverse this confusion. By examining the natural internal process of self-discovery and using available energy, a person finds meaning and insight into his or her transitions. This is then translated externally to make life and career decisions and take appropriate actions. This universal, cross-cultural model of change will shake your world and help you be even more effective in your work.

Carol A. Vecchio, author of *The Time Between Dreams: How to Navigate Uncertainty in Your Life and Work*, is an international presenter on transition, passion and work. Carol has worked at NYU, Fordham Law School, in private practice, and founded Seattle-based Centerpoint Institute for Life and Career Renewal. She has completed a degree in psychology, graduate studies in counselling, and extensive training with Richard N. Bolles, author of *What Color is Your Parachute?* Her expertise as a Life Design & Master Career Counselor and passion for mentoring earned her the 2010 National Career Development Association Outstanding Career Practitioner Award.

207

ENGLISH



It's a Matter of Time (and Change): Collaborating to Better Support Post-Secondary Students

For two-thirds of first-year students in Canada, employment and career-related issues are the most important reasons for attending university. Yet over the course of studies, most of their specific career aspirations will change. This presents an interesting paradox – while most students are motivated by career to participate in post-secondary, many are not intentionally including career-enhancing activities. In this session, we will explore student change and examine collaborative approaches to career development that are efficient, nimble and responsive. Time permitting, some humour might also be included.

Tony Botelho is the Director of Simon Fraser University's award-winning Career and Volunteer Services and is a past winner of the Rob Shea Research Award by the Canadian Association of Career Educators and Employers (CACEE). His grade two teacher also once referred to him as a “pleasure to have in the class.”

Annette Santos is the Director of Student Engagement and Retention at Simon Fraser University where she oversees the planning, development and support of pan-campus student engagement and retention initiatives. She was the recipient of the SFU Staff Achievement Award for Innovation in 2014.

Mega Sessions

Wednesday, January 25

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Meeting Rooms

8:30 AM –
10:00 AM

208
ENGLISH



Outcome-Based Performance Measurement in the Employment Sector: Are We Measuring the Right Things?

Across Canada, government-funded employment programs are held accountable to the results achieved, not just programs delivered. Managing your outcomes to your contract is critical for ensuring compliance and future funding. But is it enough? Are we measuring the right things? What else should YOU be measuring? This session will explore the employment performance measurement frameworks from across Canada, taking you through the common traps of program design and some of the best practices in engineering your employment service offerings. We will also discuss the measures that you really must manage to ensure your future competitiveness.

Sarah Delicate is a founding partner of Bell Brown Molnar and Delicate Inc. (BBMD). As a consultant, coach, trainer and speaker to the employment sector, Sarah has worked with 1000s of employment professionals across 100s of organizations across Canada, helping programs thrive in tough, outcome-based competitive environments. Whether you are a for-profit or a non-profit/not-for-profit, Sarah's high-energy style will convince you that this outcome-based stuff is not just doable, but critical.

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L'ASSOCIATION CANADIENNE DE COUNSELLING ET DE PSYCHOTHERAPIE

- **Canadian Counselling and Psychotherapy Association (CCPA)**

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Keynote Speaker

Wednesday, January 25

10:30 AM –
11:30 AM

Marc Kielburger

"Me to We: Engaging the Next Generation of Change-Makers"



In the age where selfies and the “me” not “we” mentality is more prevalent than ever, how do we get kids to think it’s cool to care? Fill a stadium with 20,000 youth who have earned their way to the “Super Bowl” of service and an event that is known as “the coolest classroom in the world,” where the hottest celebrities, most inspiring speakers and of course, young people, tell their stories. Leading social activists, *New York Times* best-selling authors and co-founders of the WE Movement, Craig and Marc Kielburger have a lifetime of experience working to inspire and empower youth across the globe. Annually over 200,000 students earn their free entry through service to WE Day.

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Marc will share an insider’s perspective on empowering today’s youth, becoming the largest charity on

Facebook, how the ripple effect of positive content on social media really works and how we can use our time and resources to make the greatest impact both locally and globally. Discover more about the next generation of world change-makers.

Marc Kielburger is a social entrepreneur and the co-founder of a family of organizations dedicated to the power of WE, a movement of people coming together to change the world. Along with his brother Craig Kielburger, Marc co-founded WE Charity, which provides a holistic development model called WE Villages, helping to lift more than one million people out of poverty in Africa, Asia and Latin America. Back at home in the United States, Canada and the United Kingdom, WE Schools & WE Day provide comprehensive service learning programs to 10,000 schools, engaging 2.4 million young change-makers. Lastly, he is also the co-founder of ME to WE, a pioneering social enterprise, the profits from which help sustain the work of the charitable organization. His work has been featured on the Oprah Winfrey Show, 60 Minutes and the BBC.

Marc graduated from Harvard University with a degree in International Relations. He won a Rhodes Scholarship and completed a law degree from Oxford University. He has also received 10 honorary doctorates and degrees for his work in the fields of education and human rights. Marc is a *New York Times* best-selling author, who has published eight books, as well as a nationally syndicated columnist. He is the recipient of many honours, including the Order of Canada, and was selected by the World Economic Forum as one of the world’s Young Global Leaders. Marc was also recently inducted into Canada’s Walk of Fame for his humanitarian efforts and his work to empower youth to change the world. In 2015, along with his brother Craig, he was named Canada’s Most Admired CEO in the public sector.



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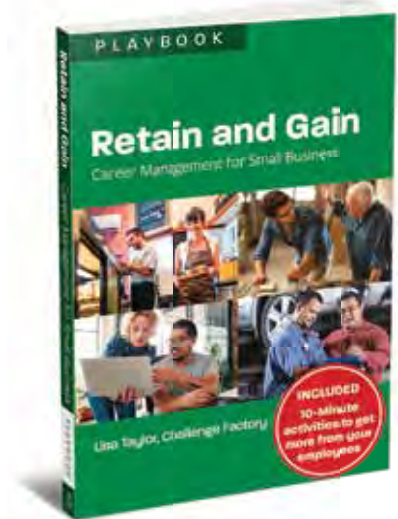
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"This is a smart, accessible, action-focused resource for small business owners and managers who understand that helping employees grow and develop is essential to the success of any organization big or small."

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AND EDUCATION, FAMILY
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About the Author



Lisa Taylor is founder and President of Challenge Factory and the Centre for Career Innovation. Her career and workforce perspectives have been featured in media outlets across North America including the *Wall Street Journal*, *Huffington Post*, *CBC* and *The Globe and Mail*.

A special thank you to our Knowledge Champions for career development who helped to make possible the publication of this Playbook.



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- 8
- 7
- 6
- 5
- 4

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- 31
- 32
- 33
- 34
- 35
- 36

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36

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Ce prix vise à souligner et à célébrer l'apport des personnes qui ont consacré toute leur vie à améliorer le domaine du développement de carrière. Ce prix honore la mémoire d'Etta St. John Wileman, fer de lance et apôtre du développement de carrière et de l'amélioration des conditions de travail au Canada au début du XXe siècle.

Pourquoi ce prix?

- Pour rendre hommage à celles et ceux qui se sont forgé une réputation de chefs de file en développement de carrière.
- Pour reconnaître les pionniers qui exercent en même temps le rôle de mentor, d'éducateur, d'auteur, de conseiller, de défenseur et de modèle.
- Pour inciter chacune et chacun au Canada et partout dans le monde à saluer la contribution remarquable des membres de la profession.

Pour plus d'information sur les nominations et la sélection, ainsi qu'une liste des récipiendaires du prix, visitez ceric.ca/prix_wileman.

Date limite : 30 juin 2017

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This award is designed to recognize and celebrate individuals who have devoted their lives to enhancing the field of career development. It honours Etta St John Wileman, a champion and crusader of career, work and workplace development in Canada in the early 20th century.

Why this award?

- Celebrate individuals who have established themselves as leaders within career development.
- Recognize trailblazers who combine being a mentor, educator, advisor, advocate and role model.
- Encourage people in Canada and around the world to celebrate those who have contributed so much to the career development profession.

For full information on nominations and selection, as well as profiles of past winners, visit ceric.ca/wileman_award.

Nomination deadline: June 30, 2017

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Presenters' Index

A			
Abbott, Mark	34	Cournoyer, Louis	37
Abrams, Mandie	24	Cukier, Wendy	30
Amarasinghe, Fenella	29	Currelly, Madelaine	48
Amundson, Norman.....	29	Cutler, Herky.....	41
Antoniw, Tanya	40	D	
Argyle, Ingrid	40	Dakin, Stacey	33
Arsenault, Justine	44	Dale, Joe	48
Arthur, Nancy.....	25	Davidoff, Avra	45
B		Davies, Josh.....	14, 34
Baikie, Shannon	52	Delgado, Diana	34
Banek, Sally	52	Delicate, Sarah.....	44, 57
Barker, Madeleine	22	Deloyer, Shellie	46
Bartlette, Ron.....	33	De Mello, Tanya	43
Barwin, Kevin	29	Deokie, Sneha.....	46
Bastien, Maria.....	40	DeSchiffart, Clarence	34, 40
Becker, Eleanor Sarah	25	Dhaliwal, Sonia.....	44
Béland, Lise.....	30	Dietsche, Peter	32
Bell, Donnalee	22, 26	Di Maulo, Sonia	14, 32
Berardi, Anthony	21, 34	Dirnfeld, Rebecca	29
Bessette, Jessica	44	Domene, Jose	50
Bezanson, Lynne.....	41	Dopta, Isabel.....	50
Bisson, Rebecca.....	21	d'Ortun, Francine	32
Blair, Nancy.....	40	Draper, Gayle.....	40
Blum, Sydney	25	Dutch, George	45
Borgen, Bill	25	Dyrda, April	45
Botelho, Tony.....	56	E	
Boulanger, Frederic	29	Edwards, Laurie	34
Boutin, Angèle	24	Edwards, Nicola	26
Bowen, Barb.....	46	Ewan, Sheena	33
Bradley, Tanya.....	25	F	
Bran Lopez, Gabriel.....	21	Fairweather, Jon.....	40
Britton, Nancy.....	20	Faris, Ian.....	29
Browne, Jennifer.....	46	Feist, Monika	52
Brown-Read, Christine	44	Fernandes, Jean-Pierre	22
Burgess, Caroline	29	Fernandes, Rhonda	28
C		Flagler, Wilf	51
Cabral, José.....	46	Forseille, Susan.....	42
Cahill, Mildred	40	Francis, Teresa	50
Callum Lounsbury, Leslie.....	30	Franklin, Mark	34, 42
Chapdelaine, Myriam.....	41	Fraser, Jennifer	46
Chartier, JP	29	Furey, Edith	40
Chen, Charles P.....	26	G	
Clarke, Mario.....	20	Ganju, Ritu	24
Cole, Darrell.....	46	Gauen, Sarah	51
Cook, Suzanne	28, 49	Gauvin, Julie.....	24
Cormier, Dwayne	48	Ghanam, Denise	44
Corona, Stefanie.....	51	Giroux, Jean	21, 34
		Giroux, JP.....	28
		Goddard, Tannis.....	29, 41
		Gordon, Randy.....	44
		Gosselin, Jay.....	44
		Gosselin, Lisa	50
		Gouthro, Karla.....	24
		Graham, Ted.....	43
		Grant, Victoria	48
		Gurr, Susanna	20
		H	
		Hall, Amber	29
		Hambley, Laura.....	45
		Hartlen, Ian.....	45
		Helsley, Beth	24
		Hiscott, Kim	29
		Hoey, Kelly	25
		Hopkins, Sareena	41
		Houde, Sarah	21
		Hudson Breen, Rebecca	50
		Huston, Michael	32
		I	
		Ibrahim, Riz.....	45
		Isenor, Jessica	26, 50
		J	
		Jacobson, Iris	51
		Jamieson, Roberta L.	17
		Jansen, Ivo.....	42
		Jarvis, Phil	25
		Jeyaratnam, Rany.....	52
		Johns, Lori	29
		Johnston, Nancy	44
		Joncas, Julie	40
		Joy, Rhonda.....	14
		K	
		Kallio, Stewart.....	22
		Katanik, Lorraine	40
		Keates, Cathy.....	46
		Keis, Ken	30
		Kelly, Lisa	21
		Kielburger, Marc.....	62
		Kim, Holly	50
		Konrad, Caroline.....	22
		Kumar, Alka.....	52



Oops!

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



Presenters' Index

L	
Lam, Michael.....	21
Landine, Jeff.....	22
Laroche, Johanne.....	41
Larouche, Pascale.....	51
Law, Sherry.....	51
Lawson, Bruce.....	48
Lees, Jim.....	32
Légaré, Catherine.....	49
LeMay, Rose.....	14
Lim, Constance.....	29
Lindsay, Randy.....	28
Lockwood, Greg.....	20
M	
Magnusson, Kris.....	32
Maher, Trina.....	41
Mahler, Elizabeth.....	41
Manning, Linda.....	52
Martin, Melissa.....	32
Matheson, Damian.....	25
Mathew, Deepak.....	25
Maurier, Lyne.....	49
McEachern, Derrick.....	33
McMillan, Heather.....	40
Meyer, Jace.....	20
Michel, JP.....	28
Moïse, Hélène.....	21
Moon, Lisa.....	21
Moulday, Nancy.....	28
Musgrove, Sheila.....	52
N	
Neault, Roberta.....	24, 30
Neuman, Keith.....	55
Niles, Spencer.....	29
Nsabiyumva, Albert.....	28
O	
Ochin, Katie.....	48
Okine, Gladys.....	49
P	
Pagani, Wayne.....	52
Parry, Marysia.....	50
Patterson, Mark.....	33
Pawlikowski, Gwen.....	29
Perez, Nayelli.....	42
Pickerell, Deirdre.....	24, 30, 41
Pigram, Bill.....	24
Poehnell, Gray.....	55
Powell-Sidhu, Heather.....	29
Powless, Dwight.....	52
Prestwich, Michelle.....	20, 51
Pye, Eric.....	14
Q	
Quennell, Elaine.....	45
R	
Radan, Jelena.....	25
Ragan, Tim.....	42
Redden, Sherry.....	24
Redekopp, Dave.....	26
Rewari, Nitika.....	28
Reyes, Glendale.....	45
Rivard, Marie-Hélène.....	32
Rogers, Mack.....	28
Roy, Valérie.....	49
Russell, Lisa.....	46
S	
Santos, Annette.....	56
Santos, Bill.....	30
Saunders, Vicki.....	43
Schiebelbein, Joan.....	26
Sehic, Liza.....	29
Shariff, Khalil Z.....	43
Sharpe, John.....	48
Shea, Rob.....	14
Shkuda, Peggy.....	29
Sikand, Trish.....	33
Sims, Alison.....	42
Skawennati.....	43
Sosa, Marisa.....	49
Spevak, Andrea.....	26
Starr, Lauren.....	50
Stewart, Carol.....	42
Stordeur, Lasha.....	46
Stroink, Mirella.....	22
T	
Taal, Lee.....	42
Taylor, Amber.....	26
Taylor, Lisa.....	22, 29
Taylor, Tracey.....	51
Taylor, Tracy.....	20
Thibeau, Michèle.....	33, 49
Thompson, John.....	41
Thompson, Sheryl.....	50
Torres, Mikaela.....	21
Turcotte, Michel.....	45
V	
VandenBerg, Sarah-Jane.....	28
Vecchio, Carol A.....	56
W	
Waheed, Nikki.....	22
Walmsely, Dan.....	34
Walsh, Karen.....	45
Ward, Valerie.....	30
Weaver Paquette, Ellen.....	20
Wiens, Juliana.....	34
Williams, Heather.....	44
Wilson, Al.....	25
Wischoff Yerama, Paula.....	40
Wong, Sonny.....	22
Woodman, Betty.....	32
Y	
Yoon, Hyung Joon.....	29
Z	
Zaroski, Patricia.....	20
Zelenski, John.....	43



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"The keynotes were excellent, workshops attended were informative and directly useful to my organization, networking opportunities were everywhere and amazing. I am looking forward to the next Cannexus!"

– Madelaine Currelly, CEO,
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Centre, ON

Cannexus18

Centre Shaw Centre, Ottawa, Canada

January 22–24 janvier 2018

Join us at **Cannexus18**, Canada's largest bilingual conference for exchanging information and exploring innovative approaches in career counselling and career development!

Rejoignez-nous à **Cannexus18**, le plus grand congrès bilingue pour échanger de l'information et explorer des approches innovantes dans le domaine de l'orientation professionnelle et du développement de carrière!

« Cannexus est le congrès le mieux organisé auquel j'ai assisté. La variété des présentations est excellente, il y a des thèmes motivants pour les gens qui travaillent dans tous les secteurs du développement de carrière. On y présente des concepts innovateurs qui seront très utiles dans notre pratique. »

– Johanne Laroche, Conseillère
d'orientation, Collège Saint-Maurice, QC

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

Cannexus vous est présenté par le CERIC avec le soutien de The Counselling Foundation of Canada et d'un vaste réseau d'organisations collaboratives.



Check Cannexus.ca regularly for the latest information!
Visitez régulièrement le site Cannexus.ca pour les dernières informations!

About CERIC

À propos du CERIC

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

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

Mission

Mission

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

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

Vision

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.

Augmenter la richesse socio-économique et la productivité des Canadiens grâce à l'amélioration des programmes d'orientation en termes de qualité, d'efficacité et d'accessibilité, particulièrement dans les domaines de l'orientation et de l'information scolaire et professionnelle.

Strategic Programs

Programmes stratégiques



contactpoint.ca
orientation.ca

ContactPoint is a multi-sector online community for professionals in the career development field dedicated to providing interactive dialogue, networking, resources and learning to advance the profession.

OrientAction est une communauté en ligne multisectorielle destinée aux professionnels du développement de carrière et visant à leur offrir un forum interactif, des occasions de réseautage, des ressources et des programmes d'apprentissage en vue de faire progresser la profession.



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. cjdonline.ca

La RCDC est une publication évaluée par les pairs portant sur la recherche universitaire et les pratiques d'excellence relatives aux carrières multisectorielles au Canada et partout dans le monde. rcdcenligne.ca



Cannexus.ca

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

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

For more information on CERIC and its programs, visit ceric.ca.

Pour de plus amples renseignements sur le CERIC et ses programmes, visitez le site ceric.ca.





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