

NATIONAL CAREER DEVELOPMENT CONFERENCE | CONGRÈS NATIONAL EN DÉVELOPPEMENT DE CARRIÈRE

Centre Shaw Centre, Ottawa, Canada **January 22-24 janvier 2018**

# CANNEXUS18

By/Par **CERIC**



Conference Programme

**#CANNEXUS18**



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# CANNEXUS18

National Career Development  
Conference Programme  
**Shaw Centre, Ottawa | January 22 – 24, 2018**



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# Innovative Resources

Building the knowledge and skills of diverse career professionals



## Bridging Two Worlds: Supporting Newcomer and Refugee Youth

[ceric.ca/twoworlds](http://ceric.ca/twoworlds)

Launching at CANNEXUS18

This curriculum guide from the University of Winnipeg's Dr Jan Stewart and Dr Lorna Martin identifies how career development can make school more meaningful for newcomer and refugee youth. The guide, which includes lesson plans for grades K-12, addresses the unique needs of children who may be experiencing the effects of trauma.



Print \$28.99 or  
FREE pdf

## A Question of Style – Does Working Style Impact Hiring Success Among Veterans in Canada?

[ceric.ca/veterans](http://ceric.ca/veterans)

New research from Challenge Factory has produced one of the first quantitative studies of veteran career transition and helps us understand how communication style may be affecting how military candidates are hired for civilian positions. Career practitioners can take a self-assessment quiz to test their knowledge.



FREE self-assessment +  
infographics

## The Early Years: Career Development for Young Children

[ceric.ca/early\\_educators](http://ceric.ca/early_educators)

[ceric.ca/early\\_parents](http://ceric.ca/early_parents)

Launching at CANNEXUS18

The Early Years Guides – one for Parents and one for Educators – are the result of new Memorial University research exploring the influence that teachers and parents/guardians have on the career development process of young children, aged 3-8, and how that development can be supported.



Print \$14.99 or  
FREE pdf

## Computing Disciplines: A Quick Guide for Prospective Students and Career Advisors

[ceric.ca/computing](http://ceric.ca/computing)

Launching at CANNEXUS18

Computing has undergone massive change over the past 15 years with multiple education and career paths available. This colourful graphic-oriented guide from Mount Royal University helps to improve career counselling and academic advising for students interested in the computing disciplines.



FREE pdf

## Insight into Canadian Post-Secondary Career Service Models

[ceric.ca/pse](http://ceric.ca/pse)

This national study from PSE Information Systems establishes the importance that publicly funded universities and colleges place on the provision of career development services to their students and highlights particularly impressive models of career service provision across the country.



FREE pdf

## Redirection: Work and Later Life Career Development

[ceric.ca/redirection](http://ceric.ca/redirection)

Called Redirection: Movers, Shakers and Shifters, the documentary from York University's Dr Suzanne Cook shares the stories of people who have shifted into second or third careers at age 50 or older. A companion guide for career development professionals is also available.



Film + FREE pdf

## Retain and Gain: Career Management for Small Business Playbook

[ceric.ca/sme](http://ceric.ca/sme)

In this Playbook, author Lisa Taylor of Challenge Factory identifies 40+ low-cost tips, activities and actions that small business can take right now (some in only 10 minutes a day) to attract, engage and retain staff. It includes special sections on new grads, the aging workforce and family enterprises, as well as planning templates.



Print \$15.95, ebook  
\$6.50 or FREE pdf

## Hope-Centred Career Interventions

[ceric.ca/hope](http://ceric.ca/hope)

Research from Dr Norman Amundson at the University of British Columbia and partners shows that deploying specific hope-centred career interventions can positively influence unemployed adult jobseekers to develop new perspectives on job search, craft better career plans, and be more confident in their decision-making.



FREE pdf



### Reference Guide for Career Development Counsellors Working with Inuit Clients

[ceric.ca/inuit\\_career](http://ceric.ca/inuit_career)

The *Pinasuutitsaq* reference guide was developed by RQuODE to equip career counsellors to identify culturally specific features in their interventions, while improving their understanding of the major issues encountered by Inuit seeking employment.



FREE pdf

### Making It Work! Successful Maternity Leave Career Transitions

[ceric.ca/maternity\\_employer](http://ceric.ca/maternity_employer)

[ceric.ca/maternity\\_employee](http://ceric.ca/maternity_employee)

These guides from Canada Career Counselling explain why 36% of new mothers feel that taking maternity leave negatively impacts their career progression, and provides guidance for both Employee and Employer on successfully navigating maternity leaves.



Print \$19.95, ebook \$13.99 or FREE pdf

### Career Services Guide: Supporting People Affected by Mental Health Issues

[ceric.ca/mentalhealth](http://ceric.ca/mentalhealth)

People living with mental health problems face the highest unemployment rate of any disability group. This guide from the NS Career Development Association offers a new lens for understanding people affected by mental illness and practical strategies for engaging them in supportive ways.



FREE pdf

### Military to Civilian Employment: A Career Practitioner's Guide

[ceric.ca/military](http://ceric.ca/military)

Created in partnership with Canada Company, this is an essential resource for understanding the unique challenges and opportunities in supporting veterans to successfully transition to civilian employment. Gain insights into military life and how to translate military experience into civilian terms.



Print \$24.95, ebook \$16.99 or FREE pdf

### Creating a Lifelong Career Development Model

[ceric.ca/lifelong](http://ceric.ca/lifelong)

This research that shows that grade is significant for career exploration with Grade 5/6 students scoring significantly higher on career planning, interest and curiosity. Career Trek, University of Winnipeg and University of Manitoba examined how children's career interests change through adolescence.



FREE pdf

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

[ceric.ca/dahs](http://ceric.ca/dahs)

This guide from Cathy Campbell dispels the "Career Myth" that those in their late teens and 20s should follow a linear route from high school to post-secondary to full-time jobs. The guide introduces 8 career crafting techniques that professionals can use to assist young adults to take action in the face of uncertainty.



Print \$19.99, ebook \$13.99 or FREE pdf

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

[ceric.ca/textbook](http://ceric.ca/textbook)

The textbook has been designed to be a learning tool for students, a resource for educators and a reference for career practitioners in the field. Contributors are internationally recognized experts and thought leaders in the career development field in Canada.



Print \$48.00, ebook \$27.99 or FREE pdf

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

[ceric.ca/fmp\\_employment](http://ceric.ca/fmp_employment)

[ceric.ca/fmp\\_university](http://ceric.ca/fmp_university)

### From My Perspective...A Guide to Career/Employment Centre Management



Print \$10.00, ebook \$6.50 or FREE pdf

Publications for sale via Amazon.ca, Chapters.Indigo.ca or purchase bulk copies (10 or more) at 30% off by contacting [sales@ceric.ca](mailto:sales@ceric.ca).

Learn more at:  
[ceric.ca/resources](http://ceric.ca/resources)

# Greetings from The Governor General of Canada

## *Her Excellency the Right Honourable Julie Payette*



THE GOVERNOR GENERAL • LA GOUVERNEURE GÉNÉRALE

The motto I share with my fellow astronauts, PER ASPERA AD ASTRA, meaning “Through hardship to the stars,” underscores the importance of perseverance and effort. The willingness to learn can indeed take us very far.

Knowledge is the key to any society. During the Cannexus18 conference, you will gain new knowledge and skills, explore different approaches and have incredible opportunities to network and exchange. When we work together and share our ideas, we can find the answers we seek and overcome any obstacle we face.

Congratulations to CERIC on what is sure to be another successful conference! Never stop being curious, asking questions and exploring new horizons.

Keep aiming high!

Julie Payette

2017

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





# Welcome to Cannexus18!

## Jennifer Browne, Chair, CERIC Board of Directors



It is my pleasure to welcome you to the 12<sup>th</sup> Cannexus National Career Development Conference. This is the oasis where you come to quench your thirst for knowledge and collegial exchange. It's the lush where you meet the new and the familiar, where you explore different ideas and ways, and where you celebrate the essence of the work you do.

### CERIC Committees:

#### PRACTICAL & ACADEMIC RESEARCH

##### Joan Schiebelbein (Co-Chair)

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St. John's, NL

##### Adriano Magnifico

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Winnipeg, MB

##### Cynthia Martiny

Université du Québec à Montréal  
Montréal, QC

##### Patricia Polischuk

Optimum Talent  
Waterloo, ON

##### Zarina Giannone

University of British Columbia  
Vancouver, BC (GSEP)

With over 150 sessions, the conference abounds with variety and scope, offering sessions from “Ethical Practice in the Gig Economy” to “Competencies for Building Inclusive Workplaces.”

We have Poster sessions on Monday with your student colleagues sharing their insightful research. We also have a variety of special “zones” at Cannexus, including the Reconciliation Zone, the Mental Health Zone and the Social Enterprise Career Marketplace. Visit these zones and the many nearby exhibitors to learn more about how they can enrich your work.

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 several new publications: *The Early Years: Career Development for Young Children – A Guide for Educators* and *A Guide for Parents/Guardians*; *Bridging Two Worlds: Supporting Newcomer and Refugee Youth*; and, *Computing Disciplines: A Quick Guide for Prospective Students and Career Advisors*. Complimentary copies of these guides are available for you at the CERIC booth.

Tuesday sees the return of our popular Spark! – our take on TED Talks. Our four speakers are sure to spark your imagination. Tuesday will also bring you Cannexus Connections, our unique facilitated networking discussions. A number of these topics are hosted by our

32 supporting organizations. Tuesday also brings you a special series of panel sessions and presentations dealing with “Workforce Development” – supported by Quebec-based CEDEC.

On Wednesday morning, you will be able to attend one of four special Mega Sessions, each rich with insight. Anchoring our conference are exceptional keynotes by Chantal Hébert, Spencer Niles and Zarqa Nawaz.

Running throughout the conference is a very special mural activity that explores your imagination as a career professional through art, and celebrates the impact of your purposeful work.

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 putting together this exceptional conference. Also, thank you to our sponsors who help make Cannexus possible, in particular to The Counselling Foundation of Canada for its generous support. 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

We continue to live in interesting times, and if you're like me, you probably wish there were days when things were a little less interesting. Some days, reading the headlines and social media feeds, it seems difficult to remain optimistic and positive. But then, there are also stories that show you that the human spirit is alive and well.



One of the stories that lifted me up over the last year happened in September, when Toronto played host to the Invictus Games. For those who didn't see or hear of them, the Games are the brainchild of Prince Harry, who started an athletic competition for wounded military veterans. If you ever wanted to see a demonstration of resilience and hope, this was it. There were both individual and team sports, such as swimming, basketball, cycling, athletics and rugby. I was lucky enough to get tickets for the seated volleyball championships, and among the players were some who were multiple amputees. It was amazing to watch them work together as a team, and despite their physical disabilities, manoeuvre around the court and keep the ball in play. The spirit of camaraderie among the players, and even opposing teams, pointed to the best of humanity.

I think there are so many lessons to be learned. For many of these veterans, the mere act of participating provided them with a reason to get out of their homes, and focus on something positive in their lives. It allowed them to develop a sense of belonging, increase their self-esteem, foster teamwork and build community, and help them on their journey to recovery from physical or mental health illness or injury.

Like the Invictus athletes, I know many of the clients that all of you work with face barriers of many kinds. It could be that they, too, face barriers as a result of physical or mental health challenges.

It could be they are from marginalized communities, and have encountered stigma and racism. It could be the intergenerational trauma of residential schools. But what the Invictus Games remind us, is that by allowing people to participate, work together, support one another and demonstrate their potential, they inevitably rise to the occasion.

I hope, like the Invictus athletes, you will take advantage of the opportunities that Cannexus provides to step out of your comfort zone, meet new people, engage in challenging conversations, learn about new and different topics, and build community with your peers.

Providing Canadians with hope and resilience is vitally important work. Thank you for being here and for what you are doing to help your clients achieve their potential. You are helping to build a better and stronger Canada.

On behalf of the Directors and Members of the Foundation, we look forward to welcoming you throughout the conference and at the reception on Monday evening.

Enjoy!

---

***I hope, like the Invictus athletes, you will take advantage of the opportunities that Cannexus provides to step out of your comfort zone.***

### CERIC Committees:

#### CONTENT & LEARNING

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Kingston, ON

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Kwantlen Polytechnic University  
Surrey, BC

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Centre  
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##### **Rosie Parnass**

Coach and HR Consultant  
Toronto, ON

##### **Rob Straby**

Conestoga College  
Kitchener, ON

##### **Andrea Christensen**

University of New Brunswick  
Calgary, AB (GSEP)

# CERIC

## Who We Are



CERIC 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 *Canadian Journal of Career Development*.

### CERIC Committees:

#### MARKETING, COMMUNICATIONS & WEB SERVICES

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Wasaga Beach, ON

##### Valérie Roy

AXTRA  
Montreal, QC

##### Barbara Wilson

Independent Career Development and  
Transition Consultant  
Toronto, ON

### Mission

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

### Vision

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

### Strategic Objectives

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

### What We Do

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

### Board of Directors

CERIC is directed by a pan-Canadian volunteer Board of Directors reflecting a broad sectoral representation in the field of career counselling.

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

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

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



# Looking for FREE professional development? We have you covered!

Get high-quality, no-cost, anytime training on a range of career development topics from CERIC.

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#### **SPECIAL THANKS:**

Special thanks to **Maryam Haghjoo**, **Evena Brutus** and **Ben Liadsky** of The Counselling Foundation of Canada for their work in supporting the Cannexus18 conference.



## CERIC

Advancing  
Career  
Development  
in Canada

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le développement  
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au Canada

#### **SHARON FERRISS**

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# Overview

## Conference Schedule

Network, learn and share in an engaging environment!

### SUNDAY, JANUARY 21

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

9:00 AM – 4:00 PM	<b>Full-Day Pre-Conference Workshop</b>	2 <sup>nd</sup> floor WH: British Columbia
9:00 AM – 12:00 PM	<b>AM Pre-Conference Workshops</b>	Level 2 SC: 212, 213, 215
10:00 AM – 10:30 AM	<b>AM Networking Break</b>	2 <sup>nd</sup> floor WH   Level 2 SC
1:00 PM – 4:00 PM	<b>PM Pre-Conference Workshops</b>	Level 2 SC: 212, 213, 215
2:00 PM – 5:00 PM	<b>Conference Check-In</b>	Level 3 SC: Foyer
2:00 PM – 2:30 PM	<b>PM Networking Break</b>	2 <sup>nd</sup> floor WH   Level 2 SC
4:00 PM – 5:00 PM	<b>First-Timer's Session</b>	Level 2 SC: 201

### MONDAY, JANUARY 22

### SHAW CENTRE (SC)

7:00 AM – 5:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>Networking Breakfast and Exhibitor Showcase Opens</b>	Level 3: Foyer, Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	<b>Assembly and Opening Comments</b>	Level 3: Plenary
8:30 AM – 9:30 AM	<b>OPENING KEYNOTE</b> <b>Chantal Hébert</b> <i>"Canada's Changing Landscape: The Next Big Shift"</i> <b>SPONSORED BY: INTERNATIONAL EXPERIENCE CANADA</b>	Level 3: Plenary
9:30 AM – 10:00 AM	<b>Exhibitor Showcase / Networking Break</b> <b>SPONSORED BY: WILFRID LAURIER UNIVERSITY</b>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	<b>Concurrent Sessions – Block 1</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
11:40 AM – 12:30 PM	<b>Concurrent Sessions – Block 2</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
12:30 PM – 2:00 PM	<b>Luncheon, Posters &amp; Exhibitor Showcase</b>	Level 3: Foyer, Plenary & Exhibitor Hall
2:00 PM – 3:30 PM	<b>Concurrent Sessions – Block 3</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
3:30 PM – 4:00 PM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	<b>Concurrent Sessions – Block 4</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
5:00 PM – 7:00 PM	<b>Wine &amp; Cheese featuring the launch of new CERIC publications</b> <b>SPONSORED BY: THE COUNSELLING FOUNDATION OF CANADA</b>	Level 3: Foyer / Exhibitor Hall

**TUESDAY, JANUARY 23****SHAW CENTRE (SC)**

6:15 AM – 7:00 AM	<b>Yoga</b>	Level 2: Foyer
7:00 AM – 5:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>Networking Breakfast</b>	Level 3: Plenary
8:00 AM – 8:30 AM	<b>Assembly and Announcements</b>	Level 3: Plenary
8:30 AM – 9:30 AM	<b>KEYNOTE</b> <b>Spencer Niles</b> <i>"Reclaiming Your Soul from Work: Surviving and Thriving in the 21<sup>st</sup> Century Workplace"</i> <b>SPONSORED BY: CHATTERHIGH</b>	Level 3: Plenary
9:30 AM – 10:00 AM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	<b>Concurrent Sessions – Block 5</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
11:30 AM – 1:00 PM	<b>Spark! Luncheon</b>	Level 3: Plenary
1:00 PM – 1:30 PM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
1:30 PM – 2:20 PM	<b>Concurrent Sessions – Block 6</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
2:30 PM – 3:20 PM	<b>Cannexus Connections</b>	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	<b>Final Exhibitor Visits / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	<b>Concurrent Sessions – Block 7</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary

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

7:00 AM – 12:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>KAIROS Blanket Exercise (pre-registration required)</b>	Level 2 SC: 203
7:00 AM – 8:00 AM	<b>Networking Breakfast</b>	Level 3: Plenary
7:45 AM – 8:30 AM	<b>Assembly and Announcements</b> <b>featuring a Dynamic Discovery Exercise</b> <b>SPONSORED BY: CHALLENGE FACTORY</b>	Level 3: Plenary
8:30 AM – 10:00 AM	<b>Mega Sessions</b>	Level 2: Meeting Rooms
10:00 AM – 10:30 AM	<b>Networking Break</b>	Level 3: Foyer
10:30 AM – 11:30 AM	<b>CLOSING KEYNOTE</b> <b>Zarqa Nawaz</b> <i>"How to Write a Sitcom About Muslims – Very Carefully!"</i>	Level 3: Plenary
11:30 AM – 11:45 AM	<b>Closing Comments</b>	Level 3: Plenary



# CANADIAN JOURNAL OF CAREER DEVELOPMENT

# REVUE CANADIENNE DE DÉVELOPPEMENT DE CARRIÈRE



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

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

- Published twice annually
- Welcomes articles from all sectors
- Broad focus on career development
- View current and past issues online
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- Publiée deux fois par année
- Accepte des articles de tous les secteurs
- Traite du développement de carrière au sens large
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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.

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Development  
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le développement  
de carrière  
au Canada



The Counselling  
Foundation of Canada

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## First-Timer's Session

**Sunday,  
4:00 PM - 5:00 PM**

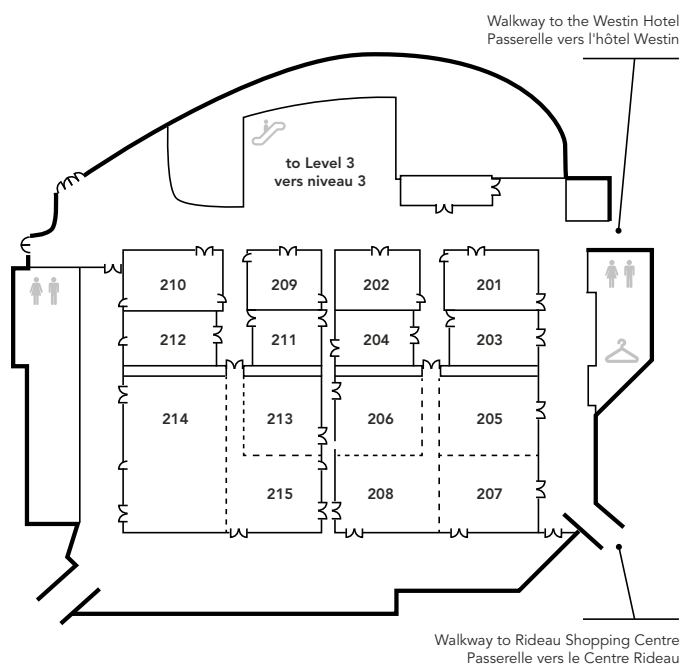
*First time at Cannexus?  
Then this session is for  
you! We also encourage  
veteran delegates  
interested in "mentoring"  
new attendees to join us.*

**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.**

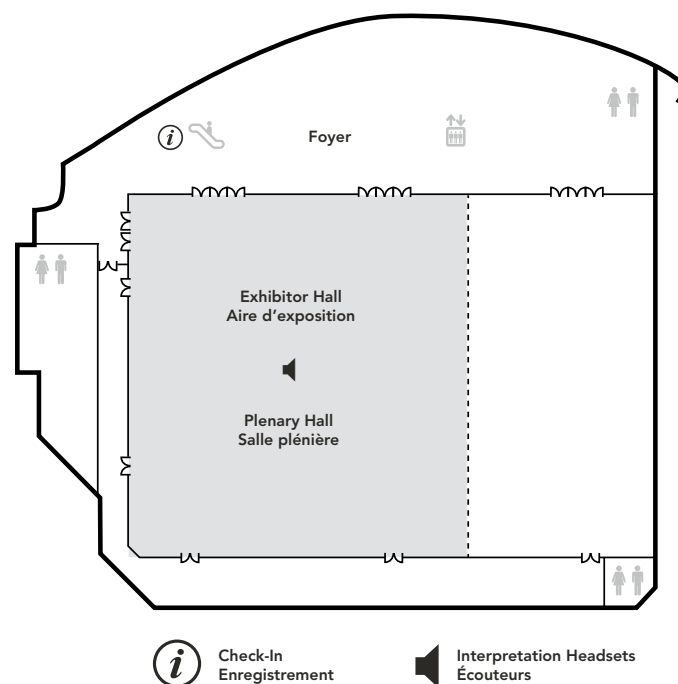
# Conference Floor Plan

## Shaw Centre

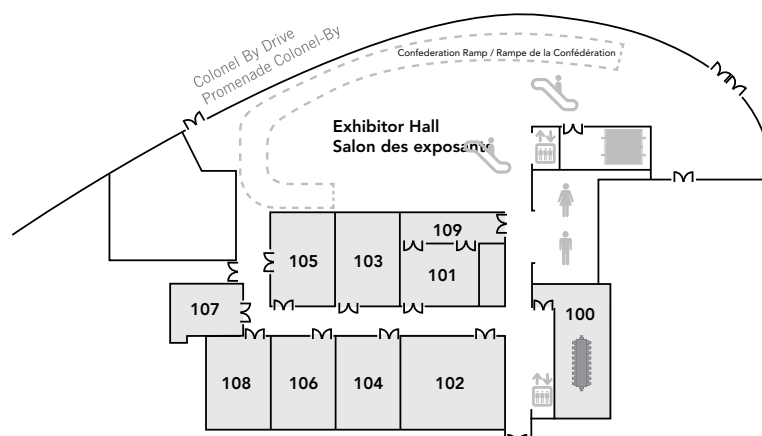
### LEVEL 2: MEETING ROOMS



### LEVEL 3: FOYER, PLENARY HALL & EXHIBITOR HALL



### LEVEL 1: MEETING ROOMS



# Pre-Conference Workshops

## Sunday, January 21

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!



WH: BC  
9:00 AM – 4:00 PM

### Understanding and Applying the Sacred Algonquin Teachings of the Healing Circle & Wellness Wheel

— Annie Smith St-Georges, Algonquin Elder

Participants will gain knowledge that is inclusive of Indigenous values and culture to help address client needs, including dealing with grief and trauma. You will also learn to achieve greater awareness into personal growth, well-being and self-care.



SC: 212  
9:00 AM – 12:00 PM

### Employability as a Strategy for Seeking Meaningful Employment

— Dr Jeff Landine, University of New Brunswick

This workshop will focus on the jobseeker attributes that make a young person worth employing, based on how well their learning matches labour market needs. We will consider methods by which these attributes and soft skills might be developed.



SC: 213  
9:00 AM – 12:00 PM

### Deconstructing Clients' Career Anxiety by Creating Positive Narratives and Co-Constructed Plans

— Sonny Wong, Ryerson University

A single counselling session should effectively target clients' needs. This workshop will teach practitioners to stay focused on eliciting solutions to help clients reconstruct positive narratives which can resolve their career anxiety/crisis.



SC: 215  
9:00 AM – 12:00 PM

### Not-for-Profit Finance for the Non-Finance Manager: Bootcamp Edition

— Betty Ferreira, ReStructure Consulting,

Co-Presented with: Ontario Trillium Foundation

This workshop will provide you with the foundation to strengthen your financial management skills. It will demystify the art of financial management by sharing the best practices in budgeting, budget oversight, analysis and budget reporting.



An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario



SC: 212  
1:00 PM – 4:00 PM

### Strategic Résumés for Challenging Clients: Real-World Resume Strategy

— Sharon Graham & Wayne Pagani, Career Professionals of Canada

A lot has changed in resume writing. Today's resumes are strategic. They address each client's unique value proposition, barriers and obstacles. We'll examine a range of elimination factors to ensure that your client's resume meets today's industry standards.





SC: 213

1:00 PM – 4:00 PM

## Empowering the Employment Sector to Serve Youth with Mental Health Issues

— Marysia Parry & Robert Wharram, Youth Employment Services (YES) Toronto

Marysia and Robert will provide a basic overview of mental health, discuss the benefits of employment for those living with mental health issues, and review best practices and tips on how employment counsellors can best support clients living with mental health issues.



SC: 215

1:00 PM – 4:00 PM

## Transforming Leadership Skills and HR Strategies that Increase Employee Engagement and Get Results!

— Dr Ken Keis, Consulting Resource Group

In this highly interactive workshop, Dr Keis will take you through four specific development models, that if you implement them – they will transform your professional and leadership effectiveness and positively impact any organization.



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 celebrate its first year in its new Ontario office that facilitates access in the province to an enhanced range of financial measures to support clients, in addition to those already in place.

**Let's achieve the best results together**

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**sphere-qc.ca**





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EDMONTON EXPO CENTRE  
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DE DEVENIR CHAMPION  
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et des experts de l'industrie



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MÉTIERS DE LA TUYAUTÉRIE

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**Canada**

# Get in the ZONE!

Returning to  
Cannexus18, visit  
our “zones,” located  
in the Level 3 foyer,  
to explore themed  
tabletop displays:



## SOCIAL ENTERPRISE CAREER MARKETPLACE

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## MENTAL HEALTH ZONE

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Commission  
of Canada

Commission de  
la santé mentale  
du Canada



## RECONCILIATION ZONE

*Sponsored by:*



# Day 01

MONDAY

JANUARY 22

SHAW CENTRE (SC)

7:00 AM – 5:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>Networking Breakfast and Exhibitor Showcase Opens</b>	Level 3: Foyer, Plenary & Exhibitor Hall
8:00 AM – 8:30 AM	<b>Assembly and Opening Comments</b>	Level 3: Plenary
8:30 AM – 9:30 AM	<b>OPENING KEYNOTE</b> <b>Chantal Hébert</b> <i>"Canada's Changing Landscape: The Next Big Shift"</i> <b>SPONSORED BY: INTERNATIONAL EXPERIENCE CANADA</b>	Level 3: Plenary
9:30 AM – 10:00 AM	<b>Exhibitor Showcase / Networking Break</b> <b>SPONSORED BY: WILFRID LAURIER UNIVERSITY</b>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	<b>Concurrent Sessions – Block 1</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
11:40 AM – 12:30 PM	<b>Concurrent Sessions – Block 2</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
12:30 PM – 2:00 PM	<b>Luncheon, Posters &amp; Exhibitor Showcase</b>	Level 3: Foyer, Plenary & Exhibitor Hall
2:00 PM – 3:30 PM	<b>Concurrent Sessions – Block 3</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
3:30 PM – 4:00 PM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	<b>Concurrent Sessions – Block 4</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
5:00 PM – 7:00 PM	<b>Wine &amp; Cheese</b> <b>featuring the launch of new CERIC publications</b> <b>SPONSORED BY: THE COUNSELLING FOUNDATION OF CANADA</b>	Level 3: Foyer / Exhibitor Hall



# Keynote Speaker

## *Monday, January 22*

Level 3  
Plenary

ENG 

8:30 AM –  
9:30 AM



### Chantal Hébert

*"Canada's Changing Landscape: The Next Big Shift"*

Chantal Hébert has been commenting on Canadian politics and on how political decisions have profound effects on the national conversation for many years. For the past decades, the baby boomer generation has dominated Canadian politics and the economy. Its long reign is coming to an end. The country is on the cusp of a major shift, both in electoral demographics and leadership in the workplace; it is already starting to have profound effects on the national conversation.

Sponsored by:

INTERNATIONAL EXPERIENCE CANADA  
EXPÉRIENCE INTERNATIONALE CANADA

**Chantal Hébert** is a political columnist with the *Toronto Star* and a guest columnist for *L'actualité*. She is a weekly participant on the political panel At Issue on CBC's *The National*, as well as on *Les Coulisses du Pouvoir* and the Montreal radio show *Gravel le matin*. Hébert first covered Parliament Hill for Radio-Canada. She subsequently served as parliamentary bureau chief for *Le Devoir* and *La Presse*. Hébert is a graduate of Glendon College, York University. She is a Senior Fellow of Massey College at the University of Toronto and holds honorary degrees from various Canadian universities. She is a recipient of two Asia-Pacific media fellowships (Malaysia and Japan). In 2006 she received the Hy Solomon award for excellence in journalism and public policy as well as York University's Pinnacle Achievement Bryden Alumni award. Hébert's second book titled *The Morning After* was published in September 2014. She won a 2014 National Magazine Award (gold) for her political column in *L'actualité*. She is an officer of the Order of Canada.

# Day 01

MONDAY



**AMUNDSON**  
Norman



**ARTHUR**  
Nancy



**BADGERO**  
Brenda



**BANGALI**  
Marcelline



**BARKER**  
Madeleine



**BECKER**  
Eleanor Sarah



**BÉDARD**  
Annie



**BELANGER**  
Thea



**BLACKSTOCK**  
Julia



**BLAIR**  
Nancy



**BONACCIO**  
Silvia



**BORGEN**  
William



**BOTELHO**  
Tony



**BREEN**  
Ali



**BRINKHURST**  
Paul



**BRITTON**  
Nancy



**BROWN**  
Bonnie



**BROWN**  
Lena



**BROWNE**  
Jennifer



**BUTTERFIELD**  
Lee



**CHEN**  
Charles P.



**CICCOCIOPPO**  
Anna-Lisa



**COLE**  
Darrell



**CONNOLLY**  
Randy



**COOK**  
Suzanne



**CORNFIELD**  
Katharine



**CROOK**  
Sheila



**CURRELLY**  
Madelaine



**CUTLER**  
Herky



**DALE**  
Joe



**DAVIES**  
Josh



**DELICATE**  
Sarah



**DELOYER**  
Shellie



**DEMERS**  
Lucie



**DESCHIFFART**  
Clarence



**DHALIWAL**  
Sonia



**DIETSCHÉ**  
Peter



**DOMENE**  
Jose



**DONALD**  
Graham



**DU MARESQ**  
Michael



**DYRDA**  
April



**FAYANT**  
Gabrielle



**FEBRIA**  
Monina



**FLAGLER**  
Wilf



**FRANKLIN**  
Mark



**FRAY**  
Miranda



**GAUTHIER**  
Réjean



**GAUVIN**  
Julie



**GEIGER**  
Natalie



**GIBB**  
Erin



**GODDEN**  
Lorraine



**HANCOX**  
Amanda



**HATALA**  
John Paul



**HIRSH-SPENCE**  
Helen



**HO**  
Candy



**HOPKINS**  
Sareena



**HORN**  
John



**HUSTON**  
Michael



**IBRAHIM**  
Riz



**INGLES**  
Ian



**ISHIYAMA**  
Ishu



**JARVIS**  
Phil



**JOHNSTON**  
Nancy



**KEIS**  
Ken

# Concurrent Sessions

## *Monday, January 22*

MONDAY



**KNOWDELL**  
Richard



**KOLTERMANN**  
Irene



**KOSTECKA**  
Anna



**L  GAR  **  
Catherine



**LEMIEUX**  
Diane



**LEMONDE**  
Martine



**LENGELLE**  
Reinecke



**LEROY**  
Andree-Anne



**LINDSAY**  
Randy



**MACDONLAD**  
Teresa



**MACKINNON**  
Judith



**MAGNUSSON**  
Kris



**MATHEW**  
Blessie



**MATHEW**  
Deepak



**MCKINLAY**  
Kathryn



**MCLEAN**  
Denise



**MEIJERS**  
Frans



**MILLER**  
Janet



**MILLER**  
Nicole



**MOLL**  
Sandra



**MURPHY**  
Michele



**NAKASKA**  
Ann



**NEAREY**  
Siobhan



**NEAULT**  
Roberta



**NILES**  
Spencer



**OCHIN**  
Katie



**OFFET-GARTNER**  
Kathy



**PARSONS**  
Trudy



**PATEL**  
Kim



**PICKERELL**  
Deirdre



**POPADIUK**  
Natalee



**POWELL**  
Deborah



**REDEKOPP**  
Dave



**REWARI**  
Nitika



**RICHARDS**  
Wendy



**ROBINSON**  
Sandra



**ROY GATTON**  
Amy



**RUSSELL**  
Lisa



**SAUER**  
Laura



**SCHAUSBERGER**  
Eva



**SCHELL**  
Dawn



**SHARPE**  
John



**SIMPSON**  
Linda



**SORSDAHL**  
Michael



**STEWART**  
Carol



**STEWART**  
Jan



**STEWART**  
Suzanne



**STRABY**  
Rob



**SUKHAI**  
Mahadeo



**TAYLOR**  
Amber



**TAYLOR**  
Sarah



**TSOTSOS**  
Lisa



**TURCOTTE**  
Michel



**UKASOANYA**  
Grace



**UPPAL**  
Pamela



**VANDENBERG**  
Sarah-Jane



**WARD**  
Valerie



**WATTS**  
Wendy



**WILLIAMS**  
Heather



**WONG**  
Sonny



**YOON**  
Hyung Joon



**ZAIDI**  
Nadia



**ZAROSKI**  
Patricia



**ZHANG**  
Ying



# Concurrent Sessions

MONDAY

10:00 AM –  
11:30 AM

## Career & Mental Health: Closer Than You Think!

106  
ENGLISH

Beyond addressing the false dichotomy between personal counselling and career counselling, this interactive session discusses career intervention as a key component of effective mental health counselling. A current model demonstrating the relationship between mental health and career outcomes is presented along with case-studies showing different forms of career intervention and their impact.

**Kathy Offet-Gartner, Michael Huston** – Mount Royal University  
**Dawn Schell** – University of Victoria

## Popular Vote Goes to ESC's Common Assessment Process!

201  
ENGLISH

Service providers, communities and funders are increasingly seeking mechanisms which consistently assess clients to ensure appropriate and responsive employment planning. For 25 years (and 1,500 practitioners later) the 40+ organizations of the Employment Sector Council in Southwestern Ontario have voluntarily adhered to its collaborative Common Assessment Process model which delivers respectful, thorough client-centred assessment, and builds supportive relationships across organization networks.

**Carol Stewart** – Employment Sector Council  
**Wendy Richards** – WIL Employment Connections

## Evidence-Based Service Planning and Delivery: A Model

107  
ENGLISH

Building employment readiness effectively can be particularly difficult when serving clients with mental health challenges. This session will share insights on employment readiness patterns of persons with disabilities in Canada, describe an evidence-based model for service planning and delivery, demonstrate the power of utilizing baseline and outcome data in informing best practices, and stimulate reflection on implications for future practice.

**Linda Simpson** – Performance Plus Rehabilitative Care Inc.  
**Valerie Ward** – Valerie G. Ward Consulting Ltd.

## Tools for Empowering Clients Towards Career Success

202  
ENGLISH

Learn practical and effective tools and resources for helping your clients to gain clarity, overcome obstacles, create action plans and reach their true potential. You'll walk away with tangible practices to fill your coaching toolbox, which you can put to use right away and see results immediately.

**Shellie Deloyer** – Bright Futures Education & Career Coaching

## The Quest for Purpose: A Self-Discovery Process

108  
ENGLISH

In spite of the countless career development programs and offerings, over 80% of the population is disengaged at work. Based on Ken's new book of the same name, this highly interactive workshop walks participants through The Quest Process, a unique system that helps people discover their life purpose and teaches them to help others do the same.

**Ken Keis** – Consulting Resource Group International Inc

## The Emerging Distinctiveness of Career Counselling

203  
ENGLISH

What is the impact of clarifying career counselling on service delivery and public confidence in Canada? The National Career Development Association in the US and the NS Department of Labour and Advanced Education have recently announced definitions for Career Counsellor. Come explore what a career counsellor and career development practitioner does that is similar, and how they differ?

**Clarence DeSchiffart** – Private Consultant  
**Nancy Blair** – Private Counsellor



## Creating a 'Soft' Skills Development Forum for Canada

204  
ENGLISH

While "soft" skills are recognized as essential to employment, there is no national forum for practitioners to share best practices or address key questions such as a common terminology and effective assessment methods. This session seeks to bring stakeholders together to discuss creating a national "soft" skills forum for developing and sharing best practices via a Collective Impact model.

Paul Brinkhurst, Randy Lindsay – Futureworx

## Creating Pathways to Success, Kindergarten to Grade 12

206  
ENGLISH  
◀ INTERP

Creating Pathways to Success puts students at the centre of their own learning. This session will focus on Ontario's education and career/life planning framework and how it aligns with other ministry programs and initiatives to engage students in developing the skills, knowledge and habits of mind needed to become architects of their own lives.

Nancy Britton, Patricia Zaroski – Ministry of Education

## 15 Competencies for Building Inclusive Workplaces

205  
ENGLISH

This interactive session presents a recently developed evidence-based competency framework spanning three spheres of influence: individual, team, organization (reaching into community). The competencies identify underlying principles, knowledge and skills applicable to many roles, organization types and sectors. Discuss how to embed competencies into your practice and (client) organizations, to support attraction, promotion, retention, innovation and tackle a variety issues.

Eva Schausberger – CamProf Inc.

Anna Kostecka – Toronto Region Immigration Employment Council  
Denise McLean – McLean & Associates

## Extending Your Reach: Training, Working and Collaborating Virtually

207  
ENGLISH

Do you want international experience without constant travel? To build an expert team from diverse locations? To serve students/clients, anytime/anywhere? Learn how strategic use of virtual technologies can help to expand work opportunities, build dynamic partnerships, and foster solid professional relationships with very limited "face time." Leave with practical tips for training and collaboration in an increasingly interconnected virtual world.

Roberta Neault, Deirdre Pickerell – Life Strategies Ltd.

## Free Internet!

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

Choose the network:  
**CANNEXUS-2018**

Password:  
**cannexus**



## Have a Question About Cannexus?

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



# Concurrent Sessions

10:00 AM –  
11:30 AM

## Mindfulness at Work

208  
ENGLISH

Mindfulness is becoming increasingly popular. Evidence shows that it helps us reduce stress and live better. Mindfulness skills apply to many career-related issues, from work stress to burnout to coping with unemployment. In this busy world, we can all learn to fold small pockets of mindfulness into our day.

Siobhan Nearey – Viewpoint Psychotherapy

## WHY Do You Do What You Do?

209  
ENGLISH  
4 INTERP

Every organization has a vision and mission. But if I wanted to understand what your organization BELIEVES in, I would look instead to your culture. Outcomes are largely measured for accountability, and we know that ACHIEVING those outcomes is very difficult. This session explores the crucial link between operational culture, your role as leader, and your ability to achieve targets.

Sarah Delicate – BBMD Consulting Inc.

## Harnessing the Power of Strategic Networking!

210  
ENGLISH

Are you struggling to help your clients' become better networkers? What else can you do beyond information interviews? How do you help clients explore careers and market themselves? In this practical session, you will learn about the different types of strategies that can be used to help clients network their way through career exploration and find their next gig.

Rob Straby – Conestoga College

## Coaching: Discovery and Experimentation

211  
FRENCH

We hear more and more about coaching, but what is it exactly? What is professional coaching and what does it share with career counselling? The purpose of this workshop is for participants to discover and experience coaching, and give consideration to the practice of coaching as a work tool for career counselling.

Martine Lemonde – Coaching de gestion

## Skills Assessment of the Mature Worker

212  
ENGLISH

This session is designed for career practitioners to learn how to formally assess the skills acquired by adults who have worked in supervisory or management positions. Practitioners can use this tool to guide adult learners to formal education opportunities for mature students. Further, HR practitioners can plan strategically by identifying skill inventories, gaps and future development needs of their workforce

Sonia Dhaliwal – British Columbia Institute of Technology

## Imagination as an Antidote to Career Foreclosure

213  
ENGLISH

The pressure on youth to make good choices is on the rise and with it the risk of career foreclosure. Imagination is needed to navigate in a space between "life designing" or "societal predetermination." To keep youth from choosing without sufficient exploration, identity learning has to become more playful than it normally is.

Frans Meijers – The Hague University  
Reineke Lengelle – Athabasca University



## Successfully Managing Career Transition: Influence of Changing Contexts

214  
ENGLISH

We will review the findings of an ongoing qualitative research focusing on how two of Canada's rapidly growing populations (immigrant and Indigenous young people) use their personal orientation and interpersonal support to successfully manage career transition. We will be highlighting how they have overcome contextual challenges related to culture, labour market and marginalization in successfully pursuing personal and career goals.

William Borgen, Ishu Ishiyama, Eleanor Sarah Becker,  
Deepak Mathew - University of British Columbia

## Building Decent Work into the Non-Profit Sector

215  
ENGLISH

The decent work approach presents an opportunity for non-profits to act as a champion of working conditions and social policies that ensure supportive work environments for their organizations. Through decent work, non-profits can further their mission and programs and services. Learn more about decent work, and the practical ways we can collaborate to build it into the non-profit sector.

Monina Febria, Pamela Uppal - Ontario Nonprofit Network  
Kim Patel - St Stephen's Community House

## Active Engagement: A 20-Year Anniversary

PLEN  
ENGLISH

This session will celebrate 20 years of active engagement theory and practice. Included in the celebration will be discussion of how the career theory, research and practice has evolved over this period of time. There will be demonstrations of some current interventions that have a broad range of application. Future new developments will also be highlighted.

Norman Amundson - University of British Columbia

## Launch of New CERIC Publications!

*CERIC is launching three new publications during the conference.*

**Meet the authors in the Exhibit Hall** at their designated times where you can have your books signed.

All conference attendees can pick up their complimentary copies! Bring the ticket you receive at Check-In to collect your publications at the CERIC booth any time during the conference.

- » Monday, 9:30 am –  
Dr Jan Stewart & Dr Lorna Martin, authors, **Bridging Two Worlds: Supporting Newcomer and Refugee Youth**
- » Monday, 1:30 pm –  
Dr Janet Miller & Randy Connolly, authors, **Computing Disciplines: A Quick Guide for Prospective Students and Career Advisors**
- » Monday, 3:30 pm –  
Dr Mildred Cahill, author, **The Early Years: Career Development for Young Children**

Also be sure to join us **Monday at 5:00 pm** at the Wine & Cheese to celebrate all the publications.

## Concurrent Sessions

MONDAY

11:40 AM –  
12:30 PM**Blood Tribe's Social/Career  
Services for the Whole Person**106  
ENGLISH

Blood Tribe Social Development (BTSD) is redesigning social service provision to ensure seamless movement toward greater resourcefulness and independence (which does not always mean employment). The approach integrates services in health (e.g., addictions counselling), social development (e.g., life management programs), career development (e.g., career workshops), education/training (e.g., technical training), economic development and community development in support of client growth.

Dave Redekopp – Life-Role Development Group Ltd.

**Accelerated Training for  
Student Peers as Resume Coaches**201  
ENGLISH

How do you manage little prior experience in active-listening among student volunteers (peers) and train them within two weeks to discover their clients' strengths and then coach clients in customization strategies for resumes/cover letters – in half-hour appointments? Come hear about the strategic choices we made in training over five years that have resulted in verified competency among volunteers.

Julia Blackstock – Queen's University

**Moving Away from the Uncertain-Self  
to Professional Fulfillment**107  
ENGLISH

This interactive session is designed as a mindful moment to assist participants in re-gaining their energies to deal with clients' multi-demands. We will examine the self-narratives that are generated by that "uncertain self" which may hinder our professional/personal fulfilment. Learn how to identify uncertain self-talk, address it, and reconstruct positive narratives to increase your own career well-being.

Sonny Wong – Ryerson University

**Interview Anxiety:  
The Elephant in the Room**202  
ENGLISH

We will showcase current and ongoing research to address the following questions about interview anxiety: What happens to job candidates when they feel anxious? How can job candidates reduce their anxiety? What questions about interview anxiety are still unanswered? We will present an intervention to reduce interview anxiety, and have participants share their own questions and observations about interview anxiety.

Deborah Powell – University of Guelph  
Silvia Bonaccio – University of Ottawa**Independence, Influence & Impact:  
Leveraging Girls' Ambition Early**108  
ENGLISH

Contrary to popular perception, middle school girls are motivated, savvy and ready to make an impact. With the right combination of skills, knowledge and support, they can navigate the path to independence with intelligence. Too often however, their real-world ambitions are politely – or even actively – discouraged. Rather than dampen these instincts, what if we leveraged them instead?

Katharine Cornfield – ambiSHEous

**Enio: A New Era for  
Youth Guidance Counselling**203  
ENGLISH

Academos and Septembre éditeur are proposing a new digital guidance counselling platform, Enio, that allows high school students in Quebec to carry out interactive guidance and career education activities that are mobile, personalized and structured. Enio also meets the needs of the guidance and career education professionals that are working with these students. Come discover Enio and its different features!

Catherine Légaré – Academos  
Lucie Demers – Septembre éditeur



## The Pre-Employment 'Journey' of Urban Indigenous Youth

204  
ENGLISH

This session provides an overview of the challenges urban Indigenous youth face across the continuum of education, training and employment. Indigenous youth are the fastest growing demographic in Canada and will serve as a viable source of skilled workers for the future. Innovative, client-centered approaches rooted in cultural understanding are key to ensuring their transition to the labour market.

Shari St Peter, Jessa Laight – NPAAMB

## Insight into Impressive Practices in Career Services

206  
ENGLISH  
INTERP

**CERIC-funded project**  
In fall 2016 on behalf of CERIC, PSE Information Systems conducted interviews with 47 career services staff in 15 Canadian post-secondary institutions scoring above average on an Impressive Model Scale. This session will describe the strategies and tactics staff at these institutions use to improve the understanding of, collaboration with, and commitment to career services by diverse groups on campus.

Peter Dietsche – PSE Information Systems

## Improving Employment and Mental Health Trajectories for Youth

205  
ENGLISH

Can the experiences of youth, employment counsellors and employers improve employment and mental health trajectories? What evidence is gained through experience-based co-design approaches in employment services? By investigating the experiences of youth, employment counsellors and employers in Hamilton, ON, using an experience-based co-design approach, this project is discovering innovative ways to improve employment supports for youth with mental health issues.

Sandra Moll – McMaster University

## Sympathize Career Human Agency

207  
ENGLISH

This session focuses on the essential role and function of human agency in individuals' life-careers. Informed by the emerging career human agency theory, the quality of agentic functioning as a fundamental driving force in careers is identified and addressed. It provides clear rationale of understanding human agency, and illustrates ways to facilitate agentic operation in career counselling and development.

Charles P. Chen – University of Toronto

## Community Engagement & Dynamic Discovery

*All Cannexus delegates can be part of this **illustrated exploration of key themes around the "future of work"** at Cannexus, including career development professionals' views of their own careers and work. A mural "curation station" will be set up throughout the first two days of the conference, and a special "Dynamic Discovery" exercise will bring the community engagement and curation all together during the **Wednesday morning Assembly**.*

Sponsored by:



## Concurrent Sessions

11:40 AM –  
12:30 PM**Strengthening Employment Outcomes:  
Aboriginal Knowledges and Practices****208**  
ENGLISH

Although the Aboriginal youth population is the fastest growing demographic in Canada, Aboriginal skilled workers and professionals are significantly underrepresented in the workforce. When addressing these gaps, however, most career development models and policies do not adequately meet the needs of Indigenous peoples. Our research shows how barriers can be translated into successes by utilizing Aboriginal knowledges and community practices.

Suzanne Stewart – University of Toronto

**Starting a Remote  
Career Counselling Practice****211**  
FRENCH

Digital technology has been part of career counselling for over 40 years. Evidence shows that intervention provided remotely can be as effective as that provided in person. Despite this, an ethical question persists in the career counselling community on practising remotely. We will present, from an ethical stance, a reflective process to starting up a remote practice.

Michel Turcotte – Laval University

**Community-Connected Learning  
Programs for High School Students****209**  
ENGLISH  
4 INTERP

The Ottawa Network for Education brings teachers and employers together to deliver career readiness programs to help today's students develop skills for tomorrow's careers. Projects in Grades 9 and 10 show how knowledge and skills learned in the classroom – in science, computer science, business and entrepreneurship – are applied in the workplace by employers to solve problems and innovate.

Kathryn McKinlay – Ottawa Network for Education

**Intentionally Inclusive: An Approach  
to Intercultural Development****212**  
ENGLISH

This session will share innovative, online curriculum that is used to facilitate intercultural development in both students and staff at SFU. The topics covered include: intercultural communication skills, power and privilege, reconciliation, emotional intelligence and empathy, and mindfulness. Impact assessments from the sessions with Career Services staff and from a broad spectrum of students will be shared.

Heather Williams, Shauna Tonsaker – Simon Fraser University

**Athlete and Dancer Career Transitions:  
A Pioneering Venture****210**  
ENGLISH

LEAP is a cross-sectoral partnership between two distinct talent pools. Career transition paths for high-performance athletes and professional dancers share strikingly similar issues and challenges. Our session will reveal emerging national and international trends in career development practices and career transition programs and services for these populations. It will also discuss and explore the tangible benefits of cross-sectoral collaboration.

Michael Du Maresq – Leading Edge After Performance  
Amanda Hancox – Dancer Transition Resource Centre  
Andree-Anne LeRoy – University of Victoria

**Career Development for  
Youth in Care and Custody****213**  
ENGLISH

Uniquely developed for youth in/from care and custody, the RoadMap Program includes workshops that teach youth participants job-readiness skills, including job searching, job profiling, interview skills and resume writing. These workshops are offered in conjunction with a formal experiential education component that prioritizes group formation and social and emotional learning.

John Sharpe – Partners for Youth Inc.



## Ethical Practice in the 'Gig Economy'

214  
ENGLISH

Traditional jobs have disappeared or have been completely redesigned while new jobs, fueled by technology and/or global economic forces, have emerged. Temporary contracts, self-employment and freelance work, now considered part of the "Gig Economy," are becoming more common employment paths. This session will explore ethical issues CDPs need to consider when supporting clients considering the Gig Economy.

Deirdre Pickerell – Life Strategies Ltd.

## Effective Coaching Skills for Career Counsellors

215  
ENGLISH

In this fast-paced session, the presenter will outline the similarities and differences between counselling and coaching skills; demonstrate effective coaching skills and techniques; and describe specific client situations where coaching skills can be effectively used.

Richard Knowdell – Career Development Network

## Universal Design in Career Education: A Partnership Story

PLEN  
ENGLISH

Post-secondary institutions' career centres struggle to provide targeted services for students with disabilities while focusing on inclusive approaches. Simon Fraser University, with the National Educational Association of Disabled Students, updated their annual "Backpack to Briefcase" event by applying universal design principles to enhance participants' experience. In this session, we will share outcomes, lessons learned and success measures from this innovation.

Tony Botelho, Brenda Badgero – Simon Fraser University  
Mahadeo Sukhai – National Educational Association of Disabled Students (NEADS)

## Poster Presentations & Dessert

### Monday, 1:00 PM

*Join us in the Exhibitor Hall for delicious desserts and the chance to talk to graduate student researchers who will be presenting their latest work.*

- » *You're Hired! How University Graduates Are Finding Their Dream Jobs in Tough Economic Times* (**April Dyrda, University of Calgary**)
- » *Championing Athlete Career Development: Articulating Helpful Interventions* (**Zarina Giannone, University of British Columbia**)
- » *The Impact of Parental Death on Young People's Career Development* (**Ashlee Kitchenham, University of New Brunswick**)
- » *Get to Work! How Recent University Graduates Are Finding Jobs in Tough Economic Times* (**Cherrie Kwok, University of Toronto**)
- » *How Personal Characteristics and Work Environments Can Contribute to Explaining Job Crafting Behaviours* (**Jessica Londei-Shortall, Université de Montréal**)

# Concurrent Sessions

2:00 PM –  
3:30 PM

## Non-Traditional Assessment Tools That Rock!

106  
ENGLISH

Assessment is the most important aspect of the career development process. Everything stems from assessment and "formal" assessments leave much to be desired. In this session, participants will experience a variety of sure-fire "informal" (yes, they're FREE!) assessment tools that are fun, engaging and out of the box. You'll be so happy you came that you'll want to cry!

**Herky Cutler** – Foothills Youth & Family Services

## Future Proofing from the Inside Out

201  
ENGLISH

Learn how to transform a traditional performance management system into a strength and competency-based coaching culture and change-resilient organization. A significant portion of our employees are moving toward retirement across the next five-15 years so we needed to lay the foundation for proactive succession planning. You too can get ahead of the curve through a continuous improvement developmental strategy.

**Sheila Crook, Teresa Macdonald, Sandra Robinson** – City of Peterborough

## The State of Senior Entrepreneurship in Canada

107  
ENGLISH

**CERIC-funded project** The Centre for Elder Research at Sheridan College in Oakville, ON, investigated the characteristics, experiences, needs and interests of Canadian entrepreneurs 50+. As the face of aging and retirement in Canada continues to evolve, the role and impact of senior entrepreneurs is expected to increase in the coming years. This session will explore the recommendations and outcomes of that CERIC-supported study.

**Lisa Tsotsos, Wendy Watts** – Sheridan Centre for Elder Research

## Creating Meaningful Internships

202  
ENGLISH

Young people have a big stake in shaping Canada's future prosperity and the ambition to do so – they just need help to unlock their potential. Join this interactive session to hear about youth experiences and how experiential learning helped launch their careers. Learn how to design experiences that help young people thrive in the new world of work.

**Madeleine Barker** – RBC

## Using Inter-Generational Relations to Overcome AI and Robotics

108  
ENGLISH

AI, automation and robotics are already looming at our doorstep threatening the world of work as we know it. Are there any strategies that we as career development practitioners implement to help safeguard ourselves as well as our clients against these real threats? Can we overcome our inter-generational differences and work together on solutions? Stay tuned!

**Wilf Flagler, Miranda Fray** – Toronto District School Board

## Resetting 'Old': Tapping into the 60+ Demographic

203  
ENGLISH

"Retirement" for many is an outdated notion. Recognizing and tapping into the experience, expertise, networks and resources of our aging demographic provides limitless opportunities for entrepreneurial activity. Ageism, however, often gets in the way. The Top 60 Over 60 provides support, advocacy and a learning community that recognizes those over 60 who want to reinvest their experience with passion and purpose. Find out more by joining our informative and interactive session. All ages welcome.

**Helen Hirsh Spence** – Top 60 Over 60  
**Judith MacKinnon** – Sheridan College



**Recruiting, Retaining and Engaging  
Individuals with Mental Illness**

**204**  
ENGLISH

Up to 70-90% of individuals living with a serious mental health condition are unemployed and many more are underemployed or precariously employed. During this interactive, action-research session, participants will learn how to bridge this gap by exploring common employment barriers for individuals living with a mental illness and discovering together practical strategies for recruiting, retaining and engaging these employees.

**Nitika Rewari** – Mental Health Commission of Canada

**Building Organizational Culture  
and Capacity for Learning**

**206**  
ENGLISH  
◀ INTERP

In this session, we cover the journey of strengthening a community of practice among Toronto North Local Immigration Partnership members with the aim of weaving learning into lines of action, and to establish and maintain a learning process instead of a series of learning events, thus creating and promoting a culture of learning that leads to staff and organizational capacity building.

**Iren Koltermann** – eCaliber Group  
**Daniel Scott** – Caliance Research and Consulting

**Building a High-Performance  
Employment Service**

**205**  
ENGLISH

This session will help employment agencies understand better ways to engage businesses around hiring people with a disability, including a "how to" on working with businesses champions. Agencies that move away from the "charity model" and learn to engage businesses will achieve better outcomes – more jobs, repeat business, job retention and businesses that are willing/eager to engage with you.

**Joe Dale** – Ontario Disability Employment Network (ODEN)

**Adults with Autism:  
From Post-Secondary into the Workplace**

**207**  
ENGLISH

Autism spectrum disorders, especially in high functioning individuals are often referred to as a 'hidden disability' and may appear to be an attitude or behaviour problem. An ever-growing number of individuals with ASD are in both post-secondary institutions and the workplace. Using current research findings and best practices, we will discuss ASD and how to support the career development of these individuals.

**Anna-Lisa Ciccocioppo** – University of Calgary  
**Sarah Taylor** – Spectrum Advantage/Next Level ASD Consulting

## Complete Your Passport to Win!

Visit all the exhibitors/zones, have a conversation, and collect stickers for your passport. You could win a **Samsung Galaxy Tablet (\$279 value!)**. Just drop off your completed passport at the Conference Check-In desk **before Tuesday at 5:00 pm**. Then gather during the **Wednesday morning Assembly** for the draw.

Sponsored by:



## Concurrent Sessions

2:00 PM –  
3:30 PM**Work Ethic:  
Soft Skills for the 21<sup>st</sup> Century****208**  
ENGLISH

Work ethic is the most in-demand skill for employers. Nearly nine out of 10 hiring managers nationwide say work ethic is their most important factor in hiring. The challenge is that fewer than one in five candidates have these basic soft skills, and almost all job-readiness training is focused on academic and technical skills.

Josh Davies – The Center for Work Ethic Development

**In the Networking Jungle****211**  
FRENCH

The session "In the Networking Jungle" is based on a French book titled *Dans la jungle du réseautage*. It's a concept focused on interpersonal relationships that allows participants to learn about the importance of relationships in business development. The session includes interactions between participants and the trainer. In addition to promoting stimulating group synergy, applying the ideas conveyed will generate tangible results.

Réjean Gauthier – Gauthier Stratégies

**Self-Care for  
Career Practitioners****209**  
ENGLISH  
4 INTERP

This is an interactive and practical session designed to help career practitioners understand the inherent risks of the helping field (including compassion fatigue and burnout), and to develop an evidence-based and effective initial self-care plan for use in their practice.

Michael Sorsdahl – Juvenation

**Benefits of Creative Group Work  
in Career Writing****212**  
ENGLISH

The narrative method "career writing" is a group-based career-identity learning approach. The advantages of this work are to be found in overcoming a sense of isolation but also in benefiting for the "multi-voiced" nature of voicing together. Combining Dialogical Self Theory and current research on group processes, we argue that "group work" stimulates a fruitful internal and external conversation.

Reinekke Lengelle – Athabasca University  
Frans Meijers – The Hague University**Win with Gamification: Engaging  
Millennials in Career Development****210**  
ENGLISH

Your challenge: It's a VUCA world. Your mission: Help millennials engage in lifelong career development, moving from overwhelm and apathy to hope and clarity. Your tools: Join us for an action-packed collaborative adventure, as we understand and apply the emerging trends of gamification to current career activities. Your #EpicWin: From live polling to surprise rewards, it's #GameOn in this session!

Ali Breen – Ali Breen Career Coaching  
Mark Franklin – Career Cycles/One Life Tools**The Future of Career Development:  
Challenges and Opportunities****213**  
ENGLISH


This session will explore emergent trends in the world around us and within our field. What does our field need to do now and in the future to evolve and to have the greatest possible impact? Career development leaders will present key challenges and opportunities they see for the career development field. Come ready to imagine and co-create the future!

Sareena Hopkins – Canadian Career Development Foundation  
Phil Jarvis – Transitions Canada  
Deirdre Pickerell – Life Strategies Ltd.

 Carousels allow you to rotate among three presentations of your choice.

## Collaborating to Prepare Canadians for the Global Marketplace


214  
ENGLISH

 Preparing youth for the global marketplace is important for governments, educational institutions and employers. In this session, learn how International Experience Canada facilitates students' acquisition of valuable international work experiences and intercultural skills, and discuss how this can be incorporated into your work, as you help students navigate the various options available to them after high school.

Liz Hong-Farrell – International Experience Canada

## Shining Light on the Impact of Job Shadowing


214  
ENGLISH

 The University of Alberta Career Centre has offered job shadow programming to students, post-doctoral fellows and alumni since 2009. Last year, over 340 job shadows were facilitated over eight days. Beyond providing a low-risk environment to test career options, the program demonstrates a positive impact on confidence about work and career prospects, and helps participants and employers make meaningful connections.

Amy Roy Gratton – University of Alberta

## Beyond Generation Jobless: The School-to-Work Transition

214  
ENGLISH

 Obtaining meaningful employment is a common goal for university graduates; however, students are finding the school-to-work transition increasingly difficult. This session will explore how recent graduates who are meaningfully employed have navigated the job search process. Implications for students and practitioners will be considered, inviting a discussion about how professionals can support the success of future graduates in finding work.

April Dyrda – University of Calgary

## Cannexus18 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.*



*Tweet about what you learn and who you meet using the **#Cannexus18** hashtag.*

*Note: you can cross-post to Twitter from inside the Cannexus app!*




# Concurrent Sessions

2:00 PM –  
3:30 PM

## Finding Your Fit


214  
ENGLISH

 Only 32% of people are labeled as engaged employees, which is defined as those who are involved in, enthusiastic about, and committed to their work. So what can people do to find more satisfying work? This session will offer detailed advice on how to help identify the right type of workplace and how to proceed in finding it.

Nicole Miller – University of Ottawa

## Training Your Mind


214  
ENGLISH

 How do you train your mind to focus and deliver? I will provide a brief synopsis on how to take charge of your life by training your mind and focusing on the right activities to feel more happy and content in your career life.

Nadia Zaidi – Peace and Care

## Measuring Graduate Destinations at Ryerson University


214  
ENGLISH

 In 2016, after extensive research across multiple countries and post-secondary institutions, the Career Centre at Ryerson University embarked on the first graduate destinations survey for the university. In this session, we will share the approach we took, what we learned and how we shared this information across the institution.

Ian Ingles – Ryerson University

## Essential Skills Journey to the Skilled Trades


214  
ENGLISH

 The Government of Canada and other national and international agencies have identified and validated 9 Essential Skills for the workplace. We will discuss these Essential Skills in detail: numeracy, oral communication, working with others, continuous learning, reading text, writing, thinking, document use, digital, and how they pertain to skilled trade and technology careers. Are we aware of the level of essential skills necessary to succeed in the skilled trades?

Marisa Sosa – Skills/Compétences Canada

## Network Marketing: The Misunderstood Option

214  
ENGLISH

 Network marketing continues to grow in sales and number of people involved. It offers numerous benefits, yet it is rarely an option ever discussed with those looking for income and/or seeking a career change. Most career development practitioners eliminate it as an option based on inaccurate information. Come learn the facts including the concerns and benefits of this option.

Sarah-Jane VandenBerg – Passionate Income

## Mature Workers Uncover the 'Hidden Job Market'

215  
ENGLISH

Mature jobseekers tend to remain unemployed for a long period of time. This leads to frustration, job search cessation, poverty and even dropping out of the workforce altogether. While networking can help jobseekers uncover the "hidden job market," it is a multi-faceted process and very challenging. Learn about the 60 in 60 Challenge and how it can help.

Suzanne Cook – York University  
Madelaine Currelly – Community Training and Development Centre  
John-Paul (JP) Hatala – Flowwork International



*Carousels allow you to rotate among three presentations of your choice.*

## Hope-to-Work for Syrian Refugees: Process and Outcome

PLEN  
ENGLISH

This session will illustrate how 28 Syrian refugees in British Columbia progressed toward gaining employment after a two-week group program offered by MOSAIC using the Action-Oriented, Hope-Centred Model of Career Development (HCMCD). The outline of the program and the results of a time-series, experimental study as well as qualitative interviews on helping and hindering factors will be shared.

**Hyung Joon Yoon** – The Pennsylvania State University  
**Norman Amundson** – University of British Columbia  
**Spencer Niles** – The College of William & Mary



## ‘Epic’ Yoga

**Tuesday, 6:15 AM - 7:00 AM**

*Greet the day by participating in a **sunrise yoga class with fellow delegates** in the Level 2 foyer, courtesy of Ottawa’s Epic Fitness + Lifestyle. The class is perfect for both beginners and experienced yogis. Bring your own mat, or even just a towel, and get ready to downward dog!*



## Say Cheese!

*While at Cannexus, take advantage of our professional photographer to get an **updated headshot for your social media profile for only \$20!** Photos will be taken during the **Tuesday morning Networking Break**. Sign up and pay in advance at the Conference Check-In desk.*





## Concurrent Sessions

4:10 PM –  
5:00 PM**Career Development Within  
a Career Development Organization**106  
ENGLISH

This session will outline findings of an internal research study undertaken to better understand levels of career development awareness/needs within a largely student-led career development organization. We will provide an overview of the research, and explore the needs, from Board to Group Leader, of an organization that uses mentorship as a catalyst for career development for young people.

Darrell Cole – Career Trek Inc.

**Integrating Career and Student  
Services in Post-Secondary Education**201  
ENGLISH

**CERIC-funded project** Students with disabilities face career development barriers throughout post-secondary education and in transition to the workforce. This session will explore the integration of student and career services on Canadian post-secondary campuses, based on principles of universal design, to support the career transition of students with disabilities. Preliminary results of NEADS' CERIC-funded nation-wide survey (supported by CACEE) administered to post-secondary career educators will also be discussed.

Mahadeo Sukhai, Natalie Geiger –  
National Educational Association of Disabled Students (NEADS)**Career and Labour Market  
Information on Job Bank**107  
ENGLISH

Employment and Social Development Canada makes information available to Canadians to help them make informed career and labour market decisions. This session will include a demonstration of the various career and labour market information exploration tools available on Job Bank.

Diane Lemieux, Laura Sauer –  
Employment and Social Development Canada (ESDC)**Supporting Clients Who  
Want to Work in Pyjamas**202  
ENGLISH

The way Canadians work is changing, as are Canadian hiring practices. Over the coming years, research shows that an increasing number of Canadians will be engaged in some form of virtual employment. Join our panel of industry experts to learn how to best support clients seeking employment as freelancers, contract workers or work-from-home employees.

Katie Ochin – Military Family Services  
Deirdre Pickerell – Life Strategies Ltd.  
Lisa Taylor – Challenge Factory  
Steffen Christensen – Policy Horizons Canada**Use the Right Tools  
with OrientAction!**108  
FRENCH

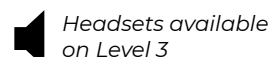
The OrientAction website is intended to provide resources to all Canadian francophone career development professionals. Whether you are looking for continuing education, books or articles on specific issues or a job in the field, you will find everything in one spot. Visit this site that was built specifically for you!

Julie Gauvin, Annie Bédard – GRICS

**Online Work and  
Finding Work Anywhere**203  
ENGLISH

Online Work and Finding Work Anywhere is a resource developed to educate participants interested in online opportunities and to introduce a new resource for career developers. The ability to work online eliminates many barriers to employment, provides opportunities for experience and flexibility. This session includes many tips and a new resource developed in partnership by two Employment Ontario Service Providers.

Amber Taylor – Sault College Employment Solutions

Headsets available  
on Level 3

## Making Sense of Creating Pathways to Success

204  
ENGLISH

Thirteen Ontario educators share implementation stories of Creating Pathways to Success in secondary schools, providing rich descriptions of situated policy contexts and working practices peppered with learning, labour market and social equity terminology. Ongoing training and development needs, roles of external stakeholders, and opportunities for learning conversations to build policy legacy will be presented.

Lorraine Godden – Queen's University

## A Moving Target: Navigating Work-Life Change Proactively

205  
ENGLISH

Most practitioners embrace lifelong learning as vital in enhancing skills and quality of life. With Canadians predicted to face work-life changes every two years and new types of work continually emerging, how can we apply lifelong learning principles in positioning ourselves and our clients to proactively take charge of our work lives in the face of ongoing change?

Valerie Ward – Valerie G. Ward Consulting Ltd.

## Helping Prospective Students to Understand the Computing Disciplines

206  
ENGLISH  
4 INTERP

*CERIC-funded project*  
The computing field is rapidly changing, and students do not have a clear understanding of which post-secondary computing programs lead to which careers. With support from CERIC, this multi-year international study of computing and non-computing students led to the creation of two new advising resources. We are excited to share these tools to support prospective students and their career counsellors.

Janet Miller, Randy Connolly – Mount Royal University

## Workforce and Economic Development: Let's Tango!

207  
ENGLISH

Communities that tackle workforce and economic development together are reaping the benefits. To effectively prepare the workforce, we need to understand where the jobs are, what the jobs are, and what skills employers are seeking. Learn of one city's approach through a sector-driven workforce development program, created to connect jobs and jobseekers to support sector growth.

Trudy Parsons – MDB Insight  
Bonnie Brown – City of Mississauga

*Check your delegate bags for the most recent publications from CERIC that will inform and inspire you.*

- » The Winter 2018 issue of **Careering** magazine
- » The new edition of the **Canadian Journal of Career Development**

Sponsored by:



## Shop the Marketplace!

*The Social Enterprise Career Marketplace features local organizations 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

4:10 PM –  
5:00 PM**Infusing Career-Relevant Learning  
Throughout Post-Secondary**208  
ENGLISH

In winter 2017, Memorial University completed a review of its Learning & Teaching Framework. The document provided strong endorsement for career-relevant learning to be more accessible and embedded in curriculum. Research supports a seamless continuum of career development and education for students at the post-secondary level. Come hear some models at work that support career-relevant learning across curriculum.

Jennifer Browne, Lisa Russell – Memorial University

**Using Hope-Centred Career  
Interventions Online with Groups**211  
ENGLISH

In 2017, alumni UBC developed an online career exploration course based on the theory, research and career interventions of the Hope-Action Group. This online program has enabled alumni UBC to effectively support the career development of UBC graduates all over the world. I will share the details of our online group format and approach, the strategies we use, and the impact of the project so far. I will also outline how these processes can be leveraged to serve a range of populations.

Michele Murphy – University of British Columbia

**Refugee Integration: Career Development,  
Settlement and Psychosocial Support**209  
ENGLISH  
4 INTERP

**CERIC-funded project** This session draws from a qualitative CERIC-supported research program conducted in three Canadian provinces that examined best practices and programs to support the integration of refugee and newcomer students. By demonstrating how ecological systems interact to support or subvert student progress, practical recommendations to facilitate adjustment, career development and promote well-being will be discussed.

Jan Stewart – University of Winnipeg

**Connecting Indigenous Youth  
and Philanthropy in Ontario**212  
ENGLISH

This session will share our experience creating a network of empowered and celebrated Indigenous youth supported by a community of individuals, organizations and funders that work toward shared desires for a healthy environment, social inclusivity and strong cultural connections. We will focus specifically on ways in which we've worked with youth to build careers in the non-profit and philanthropic sectors.

Thea Belanger – Tides Canada  
Gabrielle Fayant – Assembly of Seven Generations (ATG)**Granted You Have a Great Idea...  
Now What?**210  
ENGLISH

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.

Riz Ibrahim – CERIC

**The Career Aspirations  
and Plans of Today's Students**213  
ENGLISH

Discover and discuss key insights from Canada's most in-depth study of post-secondary students' career interests and aspirations. What are today's students' career goals? What do they value in a prospective employer? Who influences their decisions? What career development support do they value most? Come see myths dispelled and see how students' thinking has evolved over the past 10 years.

Graham Donald – Brainstorm Strategy Group Inc.



## International Students: Are They Preferred Immigrants in Canada?

214  
ENGLISH

International students have been identified as preferred immigrants, due to the experience gained from their home countries, and their education and experience of studying in Canada. This session will focus on employers' perspectives and international students' perspectives about connecting to employment in Canada. We examine what "preferred" means in light of fluctuating economies and offer suggestions for employment integration.

**Nancy Arthur** – University of Calgary  
**Jose Domene** – University of New Brunswick  
**Natalee Popadiuk** – University of Victoria

## Great Career Practitioners Are Great Improvisers

215  
ENGLISH

The ability to improvise is something that career practitioners and leaders are using to navigate the ever-changing world of work (comedians use it to make people laugh, too). Vancity Credit Union uses the theory and practice of improvisation in its leadership development programs. This session will explore the relationship between career development, leadership and improvisation through games, case studies and audience participation.

**John Horn** – Vancity Credit Union

## Post-Secondary Professionals as 'Career Influencers': An EdD study

PLEN  
ENGLISH

Post-secondary students are likely to seek career advice from professionals they see regularly (e.g., instructors) before visiting career centres. Little is known about these 'career influencers' and their motivation to assist with students' careers. Participants will recognize professionals' roles in student career development; identify the 'career influencers' at their institutions; and devise ways to engage and collaborate with these professionals.

**Candy Ho** – Kwantlen Polytechnic University  
**Kris Magnusson** – Simon Fraser University

## Downloaded the App Yet?

*Use the Cannexus18 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 versatile **Flagbarer Kaumajet Pouch (\$39.00 value)**, made by the Ottawa-based social enterprise **EcoEquitable** 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 23

SHAW CENTRE (SC)

6:15 AM – 7:00 AM	<b>Yoga</b>	Level 2: Foyer
7:00 AM – 5:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>Networking Breakfast</b>	Level 3: Plenary
8:00 AM – 8:30 AM	<b>Assembly and Announcements</b>	Level 3: Plenary
8:30 AM – 9:30 AM	<b>KEYNOTE</b> <b>Spencer Niles</b> <i>“Reclaiming Your Soul from Work: Surviving and Thriving in the 21<sup>st</sup> Century Workplace”</i> <b>SPONSORED BY: CHATTERHIGH</b>	Level 3: Plenary
9:30 AM – 10:00 AM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
10:00 AM – 11:30 AM	<b>Concurrent Sessions – Block 5</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
11:30 AM – 1:00 PM	<b>Spark! Luncheon</b>	Level 3: Plenary
1:00 PM – 1:30 PM	<b>Exhibitor Showcase / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
1:30 PM – 2:20 PM	<b>Concurrent Sessions – Block 6</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary
2:30 PM – 3:20 PM	<b>Cannexus Connections</b>	Level 2: Meeting Rooms
3:30 PM – 4:00 PM	<b>Final Exhibitor Visits / Networking Break</b>	Level 3: Foyer / Exhibitor Hall
4:00 PM – 4:50 PM	<b>Concurrent Sessions – Block 7</b>	Level 1 & 2: Meeting Rooms Level 3: Plenary

TUESDAY



# Keynote Speaker

## Tuesday, January 23

Level 3  
Plenary

ENG

8:30 AM –  
9:30 AM



### Spencer Niles

*“Reclaiming Your Soul from Work:  
Surviving and Thriving in the 21<sup>st</sup> Century Workplace”*

Work takes its toll on us in many ways. We both receive rewards and pay a price as we navigate our career development. This keynote offers a specific model for: (a) creating and sustaining hope in your career and (b) developing strategies for coping with the full range of work-related experiences to not only survive but to also thrive at work. Grounded in mindfulness and positive psychology, this presentation reintroduces you to essential 21<sup>st</sup> century career competencies.

Sponsored by:



**Spencer Niles** is Dean of the School of Education, The College of William & Mary. Previously, he was Distinguished Professor and Department Head at Penn State (where he also developed a CACREP-accredited career counselling program) and Professor at the University of Virginia. Additionally, Niles has directed a career counselling center for adults, worked as a career counsellor in higher education, maintained a private practice focusing on career counselling, and served as a career counsellor for middle school and high school students. He has published more than 130 publications and delivered over 150 presentations focusing on career development theory and practice. He has been a Fulbright Scholar in Finland and taught in over 25 countries. Niles is an Honorary Member of the Japanese Career Development Association, the Italian Association for Educational and Vocational Guidance, and the Board of Directors for the International Center for Career Development and Public Policy. Niles has served as a member of the Board for the National Career Development Association (NCDA) for over a decade. He was also a two-term editor of *The Career Development Quarterly* and the *Journal of Counseling & Development*. He currently is President-Elect of NCDA.

# Day 02

TUESDAY

							
				<b>ABRAMS</b> Mandie	<b>ALUN</b> Trefor	<b>ANDERSON</b> Tami	<b>ANDREWS</b> Joy
							
<b>BANGALI</b> Marcelline	<b>BARKER</b> Kristen	<b>BAUDOUIN</b> Robert	<b>BEEMANS</b> Adriana	<b>BELL</b> Donnalee	<b>BENJAMIN</b> Amanda	<b>BERARDI</b> Anthony	<b>BEREZOWSKY</b> Marilyn
							
<b>BHASIN</b> Nelufur	<b>BRENTON</b> Doug	<b>BRINKHURST</b> Paul	<b>BUCK</b> John	<b>BURTON</b> Jamie	<b>BUZZI</b> Christina	<b>CAHILL</b> Mildred	<b>CAMERON</b> David
							
<b>CICCOCIOPPO</b> Annalisa	<b>CIOBANU</b> Romanita	<b>CLARKE</b> Mario	<b>COLE</b> Darrell	<b>COPPING</b> Dawn	<b>CORSE</b> Connie	<b>COYNE</b> Michelle	<b>CRISPIN</b> Fabio
							
<b>DAKIN</b> Stacey	<b>DALE</b> Joe	<b>DANIEL</b> Mary	<b>DANIELS</b> Bonnie	<b>DAVIS</b> Alexi	<b>DE BASTIANI</b> Francesca	<b>DE DOVITIIS</b> Matias	<b>DESCHIFFART</b> Clarence
							
<b>DIMAULO</b> Sonia	<b>DOIDGE</b> Judy	<b>EDWARDS</b> Laurie	<b>EKHTIARI</b> Hamoon	<b>FELTHAM</b> Denise	<b>FLESSATI</b> Sonya	<b>FOSTER</b> Trina	<b>FRANKLIN</b> Mark
							
<b>GIROUX</b> Jean	<b>GIROUX</b> JP	<b>GODDARD</b> Tannis	<b>GODDEN</b> Lorraine	<b>GORMAN</b> Jennifer	<b>GOSSELEIN</b> Jay	<b>GUTIERREZ</b> Daniel	<b>HENNESSEY</b> Mike

# Concurrent Sessions

## *Tuesday, January 23*



**HEWITT**  
Mike



**HEXTALL**  
Lindsay



**HIE**  
Holly



**HOPKINS**  
Sareena



**HUSTON**  
Michael



**JEFFREY**  
Donnie



**JOHNSTON**  
Anthony Blair Dreaver



**KIRSON-TEJUMOLA**  
Jill



**KLASSEN**  
Kristen



**KONG**  
Sherman



**KOSTECKA**  
Anna



**LAIGHT**  
Jessa



**LANDINE**  
Jeff



**LEMIEUX**  
Diane



**LEVINE**  
Kathryn



**MACKEY**  
Jennifer



**MCGINN**  
Erin



**MCKEE**  
Kathy



**MICHEL**  
JP



**MILLER**  
Janet



**MORIN**  
Daphne



**MUSGROVE**  
Sheila



**NEAULT**  
Roberta



**NELSON**  
Maria



**O'NEILL**  
Darlene



**OKINE**  
Gladys



**OLFORD**  
Chris



**PAINTER**  
Ron



**PARENT**  
Guy



**PARSONS**  
Trudy



**POEHNELL**  
Gray



**POPP**  
Jess



**PYE**  
Eric



**QUAN CHAN**  
Greg



**RADAN**  
Jelena



**ROGERS**  
Mack



**ROMANOW**  
Paula



**RUSAL**  
Lisa



**RUTTAN**  
Sarah



**SAUER**  
Laura



**SCHAFER**  
Karen



**SHELL**  
Dawn



**SCHIEBELBEIN**  
Joan



**SHARPE**  
Andrew



**SHARPE**  
John



**SHERMAN**  
Ann



**SMITH**  
Jaime



**SMITH**  
Nell



**SNYDER**  
Crystal



**SPENCER**  
Christie



**SPENCER**  
Jen



**ST PETER**  
Shari



**TAAL**  
Lee



**TAYLOR**  
Lisa



**THIBEAU**  
Michèle



**VASOFF**  
Ceci



**WATSON**  
Jeff



**WATSON**  
Shantelle



**WHITEHORN**  
Brad



**WIENS**  
Juliana



**WIGGINS**  
Christina



**WIKKERINK**  
Richard



**WISCHOFF YERAMA**  
Paula



**ZANATTA-BUEHLER**  
Kerri



# Concurrent Sessions

10:00 AM –  
11:30 AM

## The Real Challenge: Moving from Policy to Practice

106  
ENGLISH

Policy frameworks can be valuable documents to improve career development across the lifespan. The vision for many frameworks is innovative, but research shows that while they look exemplary on paper they often falter in implementation. This session looks at examples of schools, post-secondary institutions and community service providers who have moved policy frameworks forward using them as foundations for practice innovation.

**Donnalee Bell, Sareena Hopkins** –  
Canadian Career Development Foundation

## Building Evidence via Single-Session Narrative Practice Career Courses

201  
ENGLISH

We examine the growing evidence basis for narrative post-modern practice, blended-delivery methods and gamification, through two outcome studies: 1) single session narrative consultation; 2) comparison of career management courses at Universities of Toronto and Minnesota. Learn how to evolve your practice to expand opportunities for program evaluation, and creating for-credit courses. Case study and discussion empower your practice and teaching.

**Mark Franklin** – Career Cycles/One Life Tools

## Who Helps the Helper?

107  
ENGLISH

Lack of self-care is present among any helping field practitioners. Career professionals are no exception. Not taking time to unwind has dire consequences from addictions to exhaustion. In this session, you will find out how to prevent burnout, relax during the day and be comfortable using top mind tools with quick and long-lasting results.

**Romanita Ciobanu** – Re-Transform Your Life

## Cultivate Trust and Collaboration in Teams

202  
ENGLISH

Learn the secrets to develop trust and confidence in your team, decreasing conflict and stress! In this powerful session, you'll learn: 1. Three dangerous trends that many leaders are doing, often unaware, and that's negatively affecting their trust factor perceived by others. 2. How to foster a culture of trust that inspires your team to perform at their best.

**Sonia DiMauro** – Harvest Performance

## Exploring University Career Counselling Using Narrative-Based Research

108  
ENGLISH

Career counsellors at Saint Mary's University are engaging in narrative, story-based research to learn more about student needs, obstacles and expectations around accessing career counselling services on campus. Come be part of this research! Share your stories and interpretations, and learn more about this innovative narrative approach that aims to capture the true complexity of CAREER.

**Juliana Wiens, Karen Schaffer, Donnie Jeffrey** –  
Saint Mary's University

## Life Skills for the World of Work

203  
ENGLISH

In order to be competitively employable, candidates must have a good grasp of transferable skills. These core qualities are comprised of life skills which, unlike academics, are not formally taught in school. By identifying and developing key life skills that can be applied to a work setting, newly hired employees can increase their potential for job retention.

**Denise Feltham** –  
D.I.C.E. Assessment & Employment Counselling Services

**Career-Passion Workshop:  
Single-Session Student Intervention**

**204**  
ENGLISH

Career passion workshops have been hosted at UVic and Mount Royal University for the past three years. The single session workshop includes guided self-assessment activities and elements found in standard career workshops. This training-style session provides an overview of the workshop with examples of key interventions along with discussion of our evaluation, key outcomes, challenges and success stories.

**Michael Huston** – Mount Royal University  
**Dawn Schell** – University of Victoria

**A Better Story Toolkit**

**206**  
ENGLISH  
INTERP

How can career practitioners assist people to build their own personal Better Story Toolkit? Such a toolkit would include practical resources and activities that people could use throughout the ongoing journey of crafting a better story. This session will explore the value of such a toolkit, principles in selecting a diversity of accessible tools, as well as sample activities.

**Gray Poehnell** – Ergon Communications

**Lego Serious Play  
for Career Development**

**205**  
ENGLISH

Lego Serious Play (LSP) is a facilitated communication, problem-solving and strategic planning technique. It has typically been used in businesses and organizations but has a unique application to career planning and career development. This session will discuss the science behind the method, offer examples of the application and provide a short hands-on experience.

**Kristen Klassen** – Brickstorming

**PANEL Smart Growth:  
Developing the New Workforce**

**207**  
ENGLISH

Certainly, all jobseekers and workers face challenges, but how can the most vulnerable members of today's workforce succeed and even thrive? This session will offer an engaging discussion with knowledgeable workforce development panellists, about the emerging trends resulting in rapid changes in automation and technology, how to address employer hiring needs, and how to empower vulnerable members of the workforce.

**Moderator: Trudy Parsons** – MDB Insight  
**Panellists: Andrew Sharpe** – Centre for the Study of Living Standards  
**Hamoon Ekhtiari** – Audacious Futures  
**JP Giroux** – Excellence in Manufacturing Consortium (EMC)  
**Judy Doidge** – Social Capital Partners  
**Janet Lane** – Canada West Foundation



**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.*



**Cannexus  
Connections**

**Tuesday, 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. Choose your topic and join the conversation!*



## Concurrent Sessions

10:00 AM –  
11:30 AM**The Best Time of Our Life****208**  
ENGLISH

We spend the very best time of our life at work! Understand the emotions holding us (and our clients or staff) back from being empowered and fully engaged! An interactive, hands-on session that may just change your mind, heart and spirit. "What's being done today was written yesterday; what's being done tomorrow is being written today." Make it matter!

Tami Anderson – Best Foot Forward Consulting Inc.

**LMID on the Job Bank****211**  
FRENCH

ESDC makes information available to Canadians to help them take informed decisions about their career and the labour market. This session includes a presentation on the various Job Bank tools to explore careers and the labour market.

Diane Lemieux, Laura Sauer –  
Employment and Social Development Canada (ESDC)**A Question of Style: New Research on Veteran Career Transition****209**  
ENGLISH  
4 INTERP

**CERIC-funded project** In 2017, Challenge Factory, conducted a CERIC-supported ground-breaking research study to quantify aspects of veteran career transition. Innovative best practice emerged from the data, which included psychometric assessments and new methods to identify employer perceptions. The results are applicable to all practitioners, regardless of experience level with veterans. Lisa will be joined by study partners.

Lisa Taylor – Challenge Factory

**Indigenous Engagement and Economic Inclusion****212**  
ENGLISH

This session will describe the unique ways AMIK.ca is an engine for Indigenous Engagement and Economic Inclusion. Cultural Sensitivity Training, Smart Work Ethics, Recruitment & Retention, and our job board will be discussed in greater detail to outline how critical these specialized services play a fundamental role in supporting Canada's fastest growing demographic.

Christie Spencer, Sherman Kong – AMIK

**Creating a Positive Digital Footprint****210**  
ENGLISH

Our clients' online image has the potential to either limit them professionally or provide access to future desired job opportunities. We will outline tips for how to maintain personal privacy, clean up a poor online image, strategically utilize social media platforms for networking and self-promotion, and engage with target employers in a meaningful way.

Jean Giroux, Anthony Berardi – EPC Peterborough

**Measuring What Matters: Getting on the Same Page****213**  
ENGLISH

There is agreement that, to be successful in education, work and life, students need competencies beyond reading, writing and math. Measuring What Matters is a multi-year initiative towards redefining what "counts" in education. An important step towards this goal is rationalizing Ontario policies so all initiatives share a common, specific competency language or framework that informs common goals.

Christine Corso – People for Education



## International Highlights from ICCDPP 2017 Symposium

214  
ENGLISH

In June 2017, delegates from 20+ countries assembled for the 8th International Symposium on Career Development and Public Policy in Seoul, Korea, bringing together career development leaders, researchers, and policy influencers. In this session, members of Team Canada will share symposium highlights, including global perspectives on career development, the official symposium Communique and Team Canada's Action Plan.

**Paula Wischoff Yerama** – Career Development Association of Alberta  
**Roberta Neault** – Life Strategies Ltd.  
**Lorraine Godden** – Queen's University

## Career Counselling and Wellness: A Preferred Future

215  
ENGLISH

Mental health and career development go hand-in-hand. Career services need to continue to focus on building self-identity but also help people work with inner complexities that hinder their effective career management. These complexities might be handling transition, personal mental health issues, environmental stress, etc. A blend of career and personal counselling may increase personal wellness and create more occupational options.

**Clarence DeSchiffart** – Private Consultant  
**Laurie Edwards** – Nova Scotia Community College

## Expand Your Reach with Online Career Services

PLEN  
ENGLISH

Are you grappling for ways to extend your career services online? This session will explore the design and delivery of client-centred, engaging, interactive online career interventions. Learn key principles (based on the presenter's PhD research) and see examples of online services. You will have the opportunity to engage in a design lab to apply these principles to real-life service scenarios.

**Tannis Goddard** – MixtMode



## Workforce Development Spotlight

**Tuesday**

*Workforce development and sector strategies can be applied to develop community capacity and resilience and improve employment opportunities for vulnerable populations through systemic change. A new Cannexus Workforce Development Spotlight — a series of panel and facilitated discussions — will explore this emerging area of career development.*

Supporter:

# CEDEC

Launching at **CANNEXUS18**

## 3 NEW CAREER PUBLICATIONS FOR K-12 EDUCATORS, COUNSELLORS – AND BEYOND



Cannexus delegates pick up complimentary copies of these new guides at the CERIC booth. And watch for sessions and signings with the authors throughout the conference.

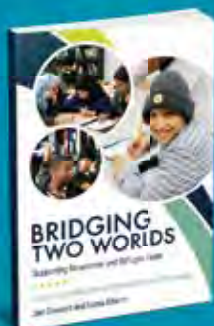
**Who should read it:** Educators and parents of children from pre-school to Grade 3.

**Why it matters:** Because the roots of career development begin early in a child's life and young children need to be supported in developing a healthy sense of self and in imagining their full potential.

**How to get a copy:** Download a FREE pdf at [ceric.ca/early\\_educators](http://ceric.ca/early_educators) and [ceric.ca/early\\_parents](http://ceric.ca/early_parents), purchase a copy for \$14.95 via [Amazon.ca](http://Amazon.ca) or [Chapters.Indigo.ca](http://Chapters.Indigo.ca), or contact [sales@ceric.ca](mailto:sales@ceric.ca) for bulk orders at 30% off.



### IN PARTNERSHIP WITH MEMORIAL UNIVERSITY



**Who should read it:** K-12 educators, school counsellors, administrators and policymakers.

**Why it matters:** Because schools need to be prepared for newcomer and refugee youth arriving in Canada, hoping for a new beginning – but struggling to make school meaningful to their futures.

**How to get a copy:** Download a FREE pdf at [ceric.ca/twoworlds](http://ceric.ca/twoworlds), purchase a copy for \$28.99 via [Amazon.ca](http://Amazon.ca) or [Chapters.Indigo.ca](http://Chapters.Indigo.ca), or contact [sales@ceric.ca](mailto:sales@ceric.ca) for bulk orders at 30% off.

### IN PARTNERSHIP WITH UNIVERSITY OF WINNIPEG

*"Bridging Two Worlds brings to bear the power of original research and the insight of its experienced authors on the crucial issue of educating newcomers. With the world witnessing an ever-growing number of refugees – many coming to our shores with expectations of a better life – education is the key. Equally, the new arrivals must learn about their new land and how they can make Canada a better place. Fortunately, this guide creates understanding and provides the tools that will enable the building of bridges to take place."*

– Hon Lloyd Axworthy, Chair, World Council on Refugees and Former Canadian Minister of Foreign Affairs

**Who should read it:** High school teachers and counsellors plus students and post-secondary advisors.

**Why it matters:** Because today the field of computing is complex and fast-changing, and students need help to understand which computing education and career paths best suit their interests and abilities.

**How to get a copy:** Download a FREE pdf at [ceric.ca/computing](http://ceric.ca/computing).



### IN PARTNERSHIP WITH MOUNT ROYAL UNIVERSITY



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# Spark! Luncheon

## 11:30 AM – 1:00 PM

Level 3  
Plenary

ENG



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

### Re-envisioning the Future of STEM Learning and Education

How do we meaningfully engage and empower youth from low-income and marginalized communities in STEM learning? What is the role of mentorship, access and equity here? Informal, community-based educational opportunities are shifting expectations within various communities and garnering positive impact. Dr Eugenia Duodu share her experience and work in this area.

**Eugenia Duodu** holds a PhD in Chemistry from University of Toronto and is CEO of Visions of Science Network for Learning. She leads a team whose focus is to provide engaging programs and opportunities for youth who are traditionally under-represented in science, technology, engineering and mathematics. Her goal is to help make a long-lasting positive impact through STEM and in-turn allow youth to unlock their potential.

### Working in the Reconciliation Industry

We see a moment in history emerging in Canada with the release of the final report of the Truth and Reconciliation Commission, with individuals, communities, organizations and institutions taking action. As fast as a reconciliation movement has began to take shape across the country, a counter-movement, a reconciliation industry, is also emerging. What's at stake?

**Jessica Bolduc** is the Executive Director of the 4Rs Youth Movement, a collaboration of 14 national organizations who are working with Indigenous and non-Indigenous young people who are coming together to cultivate understanding and action in support of a reconciled future. Jessica is Anishinaabe-French from Sault Ste Marie, ON, Batchewana First Nation, and has lived in Northern Ontario her whole life.

### From Zero

A lot of Syrians thought it was the end when they lost everything they have during the war. But the truth is, starting from zero gave them even more. Ahmad Edilbi's vision is to enable refugees to play an active and productive role, thus changing their status from helplessness to independence. His message: try hard to make the world a better place if someone gave you a chance.

**Ahmad Edilbi** is a social entrepreneur, Ashoka Fellow and the founder of Dubarah – a global network that bridges Syrian refugees' problems with solutions. In 2012, Edilbi created a new model of volunteering that encourages refugees to help each other. In three years, this model helped more than 3 million refugees in 15 countries, with support from 180,000 volunteers.

### Reinvesting Yourself: Three Executives Take on the Task

Apprising the complexity of self, this talk presents brief anecdotes of three business executives, tasked to re-imagine their future self following a strengths-based assessment. By integrating their stressors with strengths, vulnerabilities with values, and risks with resources, these busy executives reshape their business and personal priorities. Hear their insights on this journey.

Dr **Taysab Rashid** is a licensed clinical psychologist and researcher at the University of Toronto Scarborough. Dr Rashid completed his clinical training at the University of Pennsylvania where he worked with Dr Martin Seligman, the founding father of positive psychology and one of the leading experts in optimism and well-being. Dr Rashid has also worked as a school psychologist and at the Values in Action Institute.


## Concurrent Sessions

1:30 PM –  
2:20 PM**From Resumes to Rock Stars:  
What Makes Us Sparkle!**106  
ENGLISH

Innovation and creativity are key to any successful career service. Fanshawe College will share how it became Ontario's number one institution for post-graduate employment by developing meaningful, fun and entrepreneurial events and activities, how vision became reality and how dynamism, imagination and resourcefulness inspired Fanshawe to reach for the top and become a holistic service excellence model for Ontario colleges.

**Darlene O'Neill, Lisa Rusal, Sarah Ruttan** – Fanshawe College

**PANEL Workforce Development:  
System Change in Practice**201  
ENGLISH

 Helping people to achieve their career goals can be challenging, particularly when you work with vulnerable populations. The ability to see opportunity where others don't, and seek change that can open pathways to economic stability, requires commitment, drive and innovative thinking. In this session, hear diverse perspectives from a panel of workforce development changemakers, whose systems thinking is a game changer.

**Moderator: Mandie Abrams** – Hospitality Workers Training Centre (HWTC)  
**Panellists: Fabio Crespini** – United Way, Toronto & York Region  
**Shari St Peter** – Niagara Peninsula Aboriginal Area Management Board (NPAAMB)  
**Matias De Dovitiis** – Duke Heights Business Improvement Area  
**Andrew Reddin** – NPower Canada

**What's in Your  
Career Practitioner Toolbox?**107  
ENGLISH

Every client is unique, and requires a customized approach to address their needs. As the old adage goes, "use the right tool for the job" – and assessments are important tools for career development practitioners. Participants in this session will have the opportunity to experience a variety of different career assessments to see how they will fit in their "Practitioner's Toolbox."

**Trefor Alun, Brad Whitehorn** – Career/LifeSkills Resources Inc.

**Gitxaala Nation's  
Homegrown Learning Centre**202  
ENGLISH

The Gitxaala Nation Continuous Learning Centre would like to share our journey toward meeting our vision: "Gitxaala Nation is Thriving, Healthy and Employed." During our session, we will describe the steps we are taking toward building a Gitxaala- owned and operated Essential Skills Learning Centre. We are a very remote community with lots of potential!

**Francesca de Bastiani, Kirsten Barker, Maria Nelson** – Gitxaala Nation

**Education and Training for Veterans:  
Catalyst for Change**108  
ENGLISH

WWII veterans employment/career programming opened access to post-secondary education for all Canadians and was a catalyst for the 1950s economic boom. Veterans benefits are changing with a new focus on education and creating purpose. Tailoring existing programs to be veteran friendly and leveraging veteran skill sets will not only support veterans but will provide opportunities for communities and educational institutions.

**Guy Parent** – Office of the Veterans Ombudsman

**Transiton Canada: Fostering  
Collaboration Across Canada**203  
ENGLISH

Transitions Canada is a non-profit national coalition of representatives of the Prime Minister's Youth Council, First Nations, Provincial/Territorial Departments of Education, Advanced Education and Labour, business and industry, the Canadian Council for Career Development, and others. All are committed to collaborating across Canada to enhance and scale genuine best practices and address gaps in preparing youth for career and adulthood.

**Phil Jarvis** – Transitions Canada



### Career Programming for Children: Include Parents and Educators

**204**  
ENGLISH

**CERIC-funded project** Participants will review newly developed CERIC-supported materials for parents/guardians and educators (daycare/childcare workers, preschool and primary teachers) in career development for young children. Guidebooks based on research (a mixed methods study) with children (ages 3 through 8), their parents/guardians and educators will be examined. Practical techniques and strategies will be explored in this interactive session.

Mildred Cahill – Memorial University

### Millennial Workers: Fresh or Spoiled?

**205**  
ENGLISH

GenA is an innovative employment demonstration project that not only helps millennials find rewarding jobs, it helps employers attract, recruit and retain skilled young workers. GenA uses a two-pronged approach to help each side understand what the other is looking for from employment. Casting aside clichés like entitlement, GenA illustrates employees and employers only succeed when they find common ground.

Lindsay Hextall, Greg Quan Chan – Prospect Human Services

### How Career Education is Like Hunting Submarines

**206**  
ENGLISH  
◀ INTERP

Lee Taal, TEDx speaker, former naval officer and ChatterHigh founder, will inspire with examples from his unique journey and work with career classes across Canada about how active exploration fosters hope in students, resulting in becoming adaptable in a constantly changing world. Also learn about a free career exploration activity that creates accessibility to post-secondary pathways as well as increasing student engagement through Canada's "Most Informed" School & Student Competitions.

Lee Taal – ChatterHigh

### Adaptability and Identity: Filling in the GAP Year

**207**  
ENGLISH

Adaptability and identity are essential skills for tomorrow's workforce, and meaningful gap year experiences present an excellent opportunity to build them. This interactive session will help participants identify the most important opportunities for young adults to seek out during their gap year, and will discuss how best to communicate the advantages of this transitional model to parents and students alike.

Jay Gosselin – MentorU

## Recharge Station

Battery running low? Bring your mobile device to the **Recharge Station located at Booth 31**. Get charged up and learn more about Skills Canada while you wait!

Sponsored  
by:



## KAIROS Blanket Exercise

**Wednesday, 7:00 AM - 8:00 AM**

This is an immersive experience to share the historic and contemporary relationship between **Indigenous and non-Indigenous peoples in Canada** (pre-registration required as spots are limited).

## Concurrent Sessions

1:30 PM –  
2:20 PM**The Other Side of 65:  
What's Next?****208**  
ENGLISH

What do longevity, mindful aging and career development have in common? Two certified career development practitioners on the other side of 65 will share their insights, models and tips for continued vitality and active engagement with life, including well-being, work, learning and leisure.

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

**Supporting Clients Displaying  
Mild-Moderate Mental Health Issues****211**  
FRENCH

A research project was funded by Ontario Centre for Workforce Innovation and delivered by Georgian College to explore best practices in Employment Ontario Employment Services for serving clients who displayed mild to moderate mental health issues. This session will examine the key findings of this research.

**Holly Hie, Ceci Vasoff** – Georgian College

**An Evaluation of Early  
Intervention Career Exploration****209**  
ENGLISH  
4 INTERP

**CERIC-funded project** This session will present preliminary findings of a CERIC-supported longitudinal outcome study that compared high school graduation and post-secondary participation rates of two groups: the first being participants of an early intervention career exploration program between the years of 1997-2009 to a control group that was matched on gender, age and elementary school.

**Kathryn Levine** – University of Manitoba  
**Darrell Cole** – Career Trek Inc.

**Let's Invite the Employer  
to the Discussion Table****212**  
ENGLISH

As career educators, we strive to support our students as they prepare to transition from school to work. At the Business Career Hub, Ted Rogers School of Management, Ryerson University, we find out what employers want to see in young talent and then implement competency-based training programs around business needs. This approach has increased student, faculty and employer engagement.

**Nelufur Bhasin** – Ryerson University

**Engaging and Connecting  
for a More Resilient Workforce****210**  
ENGLISH

The NS Centre for Employment Innovation is an innovation-driven organization whose goal is to work with all stakeholders to build a more resilient and effective workforce for Nova Scotia and Canada. This will be an interactive session looking holistically at the CEI's work and exploring how engagement, research, innovation, collaboration and capacity building can be applied in career development practice.

**Jaime Smith, Paula Romanow, Jess Popp** –  
St Francis Xavier University

**Successful Job Development  
for Persons with Disabilities****213**  
ENGLISH

Greater inclusion in the workplace of persons with disabilities (PWD) is critical to meeting labour market demands, increasing business revenues, meeting consumer expectations and developing innovative products and services. As organizations adopt new and more Inclusive service delivery models, approaches in career development strategies must be robust. Innovative strategies to achieve employer engagement, including targeted mentoring experiences, are key in successful employment outcomes.

**Jennifer Gorman** – Ableworks.ca  
**Jamie Burton** – Dolphin Digital Technology



## Showcasing Provincial Successes in Workforce Development

214  
ENGLISH

The Ontario Centre for Workforce Development (OCWI) is partnering with the workforce development community to identify innovative and promising practices. These local "success stories" are transformed into formal case studies for promotion and sharing. This session will showcase a range of successful cases with a focus on how promising practices can be implemented by workforce development professionals across the province.

Michelle Coyne – Ontario Centre for Workforce Innovation (OCWI)

## Exploring a New Model of Career Health

215  
ENGLISH

During this interactive session, we will outline a new model of "career health" and explore how this concept intersects with type of employment, income level, experience and career uncertainty. Using small group discussions, we will consider ways in which career health is experienced, and how it might be measured. Implications for career counselling practice will be discussed.

Janet Miller, Sonya Flessati – Mount Royal University  
Anna-Lisa Ciccocioppo – University of Calgary

## Attracting Clients: Successes and Fails, Stories and Lessons

PLEN  
ENGLISH

What works? What fails? Whether you're in education, employment services or private practice, we all seek best practices to engage new clients. Learn success stories - game events, career conversations, organized framework, referrals, relationships, re-engagement, SEO - and fails - ads, outdated website, sales approaches. Gain perspectives from a thriving Canadian narrative practice. Engage, share experiences and leave with effective strategies to Wow! your clients.

Mark Franklin, Jennifer Mackey – CareerCycles

## Guiding Principles of Career Development

*Last year, CERIC launched its popular **Guiding Principles infographic** to bring greater clarity to our national conversations around career development. This year, we'd like to further that conversation with you during Cannexus:*

- » Stop by our **Guiding Principles booth** to pick up copies of the infographic, and write down on the board which Principle resonates most and why
- » Join us at Tuesday's **Cannexus Connections** session, at 2:30 pm in Room 202, to discuss "Guiding Principles: Clearer Communications and Interventions"
- » Complete the **card in your delegate bag** so we can learn how you are using the Guiding Principles, and drop it off at the booth



# 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.*

### Moving from Selling Clients to Meeting Business Needs

**203**  
ENGLISH

For years we've been trying to "sell" people with disabilities to businesses but, while we've made small gains, we haven't seen anything that resembles systemic change. It's time to stop pushing that rope up a hill and engage business differently. This will be a facilitated discussion about how we change the paradigm as we strive for more systemic change.

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

### How to Inspire Hope: An Employment Services Perspective

**201**  
ENGLISH

Promoting a culture of hope and optimism is a key factor when working with people with mental health issues. People go to career service workers for support in transforming their lives and to find meaning, acceptance and security through employment. Career services workers are powerfully positioned to model and communicate a culture of hope and to inspire a sense of possibility.

**Facilitator: Kathy McKee** –  
Nova Scotia Career Development Association (NSCDA)

### Beyond Job Titles: Preparing Students for the Future of Work

**204**  
FRENCH

How can we energize career development conversations with students by shifting discussions from traditional jobs and careers, to problems, challenges and opportunities in the world of work? We need to quickly and efficiently ready students to become proactive career self-developers. Share your approaches to preparing students with like-minded professionals.

**Facilitator: Jean-Phillipe Michel** – SparkPath

### Guiding Principles: Clearer Communications and Interventions

**202**  
ENGLISH

Do you think that there is just too much confusion out there when talking about careers? Career professionals across Canada are embracing the Guiding Principles of Career Development as a way of bringing greater clarity and consistency to conversations with clients, employers, funders, policymakers and families. Join us to discuss how you can connect with the Principles in your own practice.

**Facilitators: Robert Baudouin** – University of Moncton  
**Joan Schiebelbein** – University of Alberta

### Indigenous Career Development in an Era of Reconciliation

**205**  
ENGLISH

In an era of reconciliation, what are some of the challenges for Indigenous communities as they navigate their own career development through transformative times? How can career and employment professionals support their Indigenous clients in realizing opportune career paths? What "systems" need to open up support and enhance the labour market participation of Canada's growing Indigenous labour force? Join us for a facilitated discussion to explore the current career development issues, barriers and opportunities faced by Indigenous communities.

**Facilitator: Rodney Nelson** – Carleton University

### **The Secret Sauce: Business Tips for Career Practitioners**

**207**  
ENGLISH

Building a prosperous/successful business as a career practitioner may be challenging or the most joyful ride of your life – it will probably be both! We collectively uncover the necessary ingredients to build and sustain a business as a career practitioner. Sharing the essentials, both experienced and new career professionals are welcome to stir up the recipe for independent career practitioner success.

**Facilitator: Jill Kirson-Tejumola** – CareerJoy

### **21<sup>st</sup> Century Workplace: How to Develop Intercultural Competence?**

**208**  
ENGLISH

21<sup>st</sup> century workplaces are diverse and intercultural competence – the ability to understand multiple cultural perspectives and adapt your behaviour – becomes a top work skill needed for the future. Let's explore: What is your role in helping clients succeed in diverse environments? How does your culture influence working with clients? How can you develop intercultural competence?

**Facilitator: Anna Kostecka** –  
Toronto Region Immigration Employment Council (TRIEC)

### **Accelerating Workforce Development with Work-Integrated Learning**

**210**  
ENGLISH

Join us for this engaging and interactive discussion on new and disruptive approaches to work-integrated learning. Together we will highlight interesting examples of work-integrated learning programs and how traditional models of employment service delivery challenge our collective ability to leverage this multi-service approach to workforce development.

**Facilitator: Gladys Okine** – First Work

### **Engaging Marginalized and At-Risk Youth in Career Development**

**211**  
ENGLISH

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 do we adapt or develop effective career development approaches for youth-at-risk.

**Facilitator: John Sharpe** – Partners for Youth Inc.

### **Engaging with Employers? So Are We. Let's Talk.**

**212**  
ENGLISH

The Canadian Association of Career Educators and Employers (CACEE), invites you to learn about effective employer engagement practices. Come join us for a dynamic conversation and learn how employer engagement helps shape career development opportunities and conversations. We will share best practices that have proven to be successful in building these critical relationships and discuss innovative approaches as well.

**Facilitator: Jeff Watson** – Western University





# Cannexus Connections

2:30 PM – 3:20 PM

## INTERACTIVE ROUNDTABLES

### Workforce Development: Promising Practices

*Showcasing initiatives with interactive roundtable discussions. Delegates will choose their first table to join, then after 20 minutes, move to a second table.*

### Toronto Sector Skills Academy

**214**  
ENGLISH



The TSSA is a year-long leadership development program that strengthens the capacity of leaders to develop and sustain effective workforce strategies. This roundtable will provide an overview of the TSSA curriculum and include discussion about the role of workforce development in reducing poverty and strengthening the economy.

**Adriana Beemans** – Toronto Sector Skills Academy

### Driving Local Job Search to Achieve a Win-Win!

**214**  
ENGLISH



This session will share promising practices across several communities and jobseeker populations that ground the job search process in local labour market information. Knowing the local job market and examining just how aligned jobseeker skills are to those demanded by employers helps to connect people and jobs more effectively. It's a win-win for the jobseeker and the employer!

**Trudy Parsons** – MDB Insight

### Elevate and Elevate Plus

**214**  
ENGLISH



This session will introduce locally developed programs that combine integrated technical and soft skills training along with job trials to help barriered people enter the manufacturing workforce. A new addition to the program is coaching and mentoring training to build the capacity of employers to better support employees to overcome issues that may be impacting them at work and outside work.

**Mike Hewitt** – Quinte Economic Development Commission

### Who's Your Client? Sector Strategies

**214**  
ENGLISH



In this session, attendees will learn about Sector-based Workforce Development Initiatives, which work with industry employers to identify and develop solutions to current and future workforce needs. These initiatives assist low-income, low-skilled jobseekers to transition into employment and to retain those jobs. So, what makes this type of intervention so impactful? It's all in the framing; just who exactly is the client?

**Mandie Abrams** – Hospitality Workers Training Centre

### Designing Employment Programs to Address Soft Skill Deficits

**214**  
ENGLISH



This session will introduce attendees to the Futureworx approach to integrated programming which provides a safe and effective platform to develop soft, essential and technical skills for entry-level work. An overview of the method will be provided with details on how "soft" skills are assessed and developed with the same intent and outcome focus as other competency requirements.

**Paul Brinkhurst** – Futureworx

TUESDAY

## Building Essential Skills of Indigenous Youth in the Construction Industry

214  
ENGLISH



This session will focus on integration of essential and soft skills into labour market programming in the Indigenous context. By providing culturally relevant and experiential training opportunities, Indigenous youth develop the skills to make informed choices about career paths and successfully transition to the labour force. NPAAMB has partnered with Habitat for Humanity and Niagara College on a unique social impact program.

**Shari St Peter** –  
Niagara Peninsula Aboriginal Area Management Board

## Revising Canada's Career Handbook: What to Expect

214  
ENGLISH



The Government of Canada's Career Handbook, one of the tools in the career practitioner's toolbox, is being updated. At this session, you will learn more about ongoing research on the best way to do the updating. Participants will have the opportunity to contribute their thoughts to the design and usability of the new tool.

**Janet Lane** – Canada West Foundation

## Launching Underserved Young Adults into Sustainable Digital Careers

214  
ENGLISH



This session introduces participants to NPower Canada, a sector-based workforce development organization that launches underserved young adults into rewarding IT careers. This roundtable will provide an overview of NPower Canada's lessons learned and successes to date as the organization rapidly scales its demand-driven workforce development programs within the Greater Toronto Area (GTA) and prepares for national expansion.

**Andrew Reddin** – NPower



## Stop by the CERIC Booth!

*Come talk to us about our new projects, program developments – and funding opportunities.*

*Pick up our latest books and guides including the just launched **Bridging Two Worlds: Supporting Newcomer and Refugee Youth**, **The Early Years: Career Development for Young Children: A Guide for Educators and A Guide for Parents/Guardians**, and **Computing Disciplines: A Quick Guide for Prospective Students and Career Advisors**.*



## Graduate Student Award

*This award, presented to eligible graduate students annually, provides a **free registration to Cannexus and up to \$1,000 to cover expenses to attend**. For eligibility requirements and further information, visit **[ceric.ca/grad\\_award](http://ceric.ca/grad_award)**.*

## Concurrent Sessions

4:00 PM –  
4:50 PM**Career Readiness and Experiential Education: UVic Leading Edge**106  
ENGLISH

We would all like our graduates to be able to say, "I have a vision for my future, I am ready to find work and manage my career in this ever-changing global environment." With this outcome in mind, UVic is designing the UVic Leading Edge Program, a career development framework that supports students to build their career readiness.

Joy Andrews – University of Victoria

**Building Nêhiyawak, Finding the Warrior Within**107  
ENGLISH

Iron Buffalo Centre provides alternatives to welfare through education, training and employment programs and services through partnership development, strong external relationships and friendships, and successive support of community-elected leaders. Client self-discovery and realization of own potential has changed inter-generational attitudes of dependency, building a solid foundation so youth of today have a strong basis to further build our Nation.

Shantelle Watson, Bonnie Daniels, Anthony Blair Dreaver Johnston – Iron Buffalo Centre, Mistawasis Nêhiyawak

**New Employability Skills Program: UP Skills for Work**108  
ENGLISH

UP Skills for Work (UP) is a new, free introductory employability skills program created for learners in workplace and community learning centres. UP was developed to increase awareness and improve confidence of Canadians in their development of soft skills. ABC and Futureworx welcome participants to learn more about UP and to get involved in employability skills programming in their community.

Mack Rogers – ABC Life Literacy Canada  
Paul Brinkhurst – Futureworx**Immigrant Professionals' Labour Market Integration: Interviews Matter**201  
ENGLISH

Canadian employers contend that skilled immigrants' lack of employment prospects in their field is due to poor professional skills, but is this the sole reason? Interviews with human resources professionals will shed light on factors that impede the interview performance of internationally educated professionals (IEPS) and offer career practitioners recommendations about how to support these professionals throughout the interview process.

Jelena Radan – University of Calgary

**PANEL Workforce Development: Systems Change in Policy**202  
ENGLISH

Like never before, Canada's policy environment is progressive and dynamic. An emerging view is that real impact can only happen with systems change at the policy level. Who can, should and will shape policy that promotes workforce development? Hear from esteemed local and international panellists in a moderated discussion on influencing policy to invest in skills, building the evidence base, and working in partnerships.

**Moderator: Adriana Beemans** – Metcalf Foundation  
**Panellists: Ron Painter** – National Association of Workforce Boards  
**Colette Murphy** – Atkinson Foundation, **Nina Kim** – Community Economic Development and Employability Corporation (CEDEC), **Erin McGinn** – Ministry of Advanced Education and Skills Development (MAESD), **Trina Foster** – Ontario Centre for Workforce Innovation (OCWI)

**What's in Your Toolkit to Help Jobseekers?**203  
ENGLISH

Learn how YES Montreal is using tools such as gamification, videos and online platforms to develop employability skills, increase engagement and address youth employment barriers.

Mario Clarke – Youth Employment Services (YES Montreal)

## A More Co-ordinated Approach to Workforce Development Services

204  
ENGLISH

A more co-ordinated approach to English-language workforce development services would benefit employers, service providers and jobseekers. CEDEC conducted an evaluation of current workforce development services in Quebec and developed a framework for an employer-centered service continuum. Employment service providers, including career development professionals, play a key role in this integrated network approach.

**Dawn Copping, Michèle Thibeau** – Community Economic Development and Employability Corporation (CEDEC)

## Career Development Education for High School Students

206  
ENGLISH  
◀ INTERP

"The Importance of Career Development Education to Students' Transition to Post-Secondary Education and Career" is the topic of a Master of Education degree portfolio completed this year. The research provides an overview of current practices and resources to help create or enhance career development education for high school students. The research explores students' own perceptions and recommendations for the future.

**Christina Buzzi** – Lakehead University

## Education and Career/Life Planning

205  
ENGLISH

Over the past 11 years, myBlueprint has built up a user base of nearly 1 million Canadian students in over 300 K-12 school districts. We are now evolving the platform and learning from people like you with the launch of the myBlueprint Post-Secondary Edition (PSE). Hear real-world examples about how post-secondary is modernizing career planning beyond the career centre.

**Daphnee Morin** – myBlueprint

## The Odd Couple: Undergraduate Research and Career Services

207  
ENGLISH

Undergraduate research offices in Canada have traditionally been based within a faculty-facing research services context, largely isolated from other student services. The Undergraduate Research Initiative at the University of Alberta is integrally connected with the Career Centre, supporting student research through a broader career development lens, while sharing administrative resources and building mutually beneficial partnerships across disciplines.

**Crystal Snyder, Joan Schiebelbein** – University of Alberta

## Advertise with Us!

*Gain visibility by advertising in our Cannexus conference programme! Other terrific opportunities are also available to reach Canada's career development professionals throughout the year. Contact [marketing@ceric.ca](mailto:marketing@ceric.ca) to learn more!*

## Concurrent Sessions

4:00 PM –  
4:50 PM**The Most Complex Cases  
Require the Simplest Solutions**208  
ENGLISH

MESH stands for Mental health, Employment, Substance abuse and Housing. This revolutionary approach helps people with issues in two or more of these areas. Clients get access to multiple agencies with a minimum of red tape. MESH has achieved an unprecedented level of social agency collaboration while helping people achieve employment goals.

Alexi Davis – Prospect Human Services

**Mental Health Champions and  
Recovery-Oriented Practice Initiative**209  
ENGLISH  
4 INTERP

Nova Scotia Career Development Association has developed a province-wide mental health training program for career service workers. Mental Health Champions are in Nova Scotia's employment centres and are trained to meet the needs of clients. A community of practice about mental health supports has also been created. This program builds on the CERIC-supported Career Services Guide: Supporting People Affected by Mental Health Issues (ceric.ca/mentalhealth), transferring the guide into practice.

Connie Corse, Kathy McKee –  
Nova Scotia Career Development Association**Hired! How to Get the Zippy Gig**210  
ENGLISH

Did you know that 80% of resumes FAIL within 11 seconds! This session will share Sheila's insider secrets, including: 6 surprising resume sections that get ZERO attention; a 2-step resume formula will get you noticed; 3 critical email mistakes; terminations & tough conversations; 1 question you need to answer; your 5 smart interview questions; social media & job searching; and 1 thing you can do that no one else is.

Sheila Musgrove – TAG Recruitment Group Inc

**Repositioning Your Career  
in an Immigration Situation**211  
FRENCH

The necessity of professional retraining for a number of immigrants represents change that is sometimes unwanted or unexpected. This is generally characterized as a "loss of status," a need to rebuild yourself and to mobilize various resources to give meaning to your place in the new social context. This talk will address these questions, supported by results of a comprehensive exploratory study of 10 immigrants.

Marcelline Bangali – Laval University

**Labour Force Pathways for  
Atlantic Canadian Aboriginal Youth**212  
ENGLISH

This session will consider the ways that Aboriginal youth might increase their own possibilities and perspectives on the pathways to career and employment within Atlantic Canada. A recent study with First Nation communities in Atlantic Canada identified structural, historical, generational, demographic, mental health and institutional themes. Recommendations for policy, training programs, education and individual's construction of pathways are proposed.

Mike Hennessey – Agapé Counselling Services  
Amanda Benjamin, Jeff Landine – University of New Brunswick**Building Competencies  
and Confidence in STEM**213  
ENGLISH

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.

Jen Spencer – Actua



## Exploring the Link Between Co-Curricular Programs and Careers

214  
ENGLISH

Career exploration and the development of employability skills can never begin too early. Out-of-classroom experiences provide students with the unique opportunity to explore their career interests and define their career goals while also developing their employability skills. Join us as we explore the positive impact co-curricular activities has had on student personal growth and professional development.

Kerri Zanatta-Buehler, Christina Wiggins – Sheridan College

## Accessibility, Accommodations and Co-operative Education

215  
ENGLISH

This session will review the process, research and progress report (to date) of the University of Waterloo's "Enhancing the Accessibility of Co-operative Education in Post-Secondary institutions" project. Information will be shared about the four main project outcomes: Student Self-assessment screening tool, Co-operative Education Self-Study guide, Co-op Education Plan process, and Resources and Materials for employers.

Richard Wikkerink – University of Waterloo

## Coffee, Careers and the Hidden Job Market

PLEN  
ENGLISH

Estimates indicate that 50%-80% of job vacancies are never advertised. Jobseekers are constantly told to network for these hidden roles, but very few have any clue how. This session provides coaching ideas for practitioners on how clients can jump the queue for posted roles, and access the less competitive hidden job market through one-on-one informational coffee meetings.

Eric Pye – CPA Alberta

CAPITALE DU CANADA  
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## Flash Your Badge

*The Flash Your Badge Program grants delegates and a guest **access to discounts and special offers at participating attractions, tours and restaurants** throughout Ottawa. There is no registration required to use this program – delegates can simply present their Cannexus badge at participating retailers to receive the advertised discount.*

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# GRADUATE STUDENT ENGAGEMENT PROGRAM

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## CERIC

Advancing  
Career  
Development  
in Canada

Promouvoir  
le développement  
de carrière  
au Canada

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 *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.

**2018 APPLICATION DEADLINE: MARCH 30, 2018**

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

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

- entrer dans la compétition pour remporter **le Prix des études supérieures**, qui fournit un financement pour participer et présenter au congrès Cannexus;
- **joindre un des comités du CERIC** (un(e) étudiant(e) des cycles supérieurs par année);
- **rédiger des articles pour OrientAction ou ContactPoint**, les communautés en ligne pour professionnels du développement de carrière;
- **soumettre un article pour la Revue canadienne de développement de carrière**, une publication académique évaluée par les pairs;
- **interagir avec d'autres étudiants(es) aux cycles supérieurs** grâce au réseau GSEP, groupe spécialisé de LinkedIn, ou via le groupe GSEP sur Facebook.

**DATE LIMITE D'APPLICATION POUR 2018 : 30 MARS 2018**

**[ceric.ca](http://ceric.ca)**

# Day 03

JANUARY 24

SHAW CENTRE (SC)

7:00 AM – 12:00 PM	<b>Conference Check-In</b>	Level 3: Foyer
7:00 AM – 8:00 AM	<b>KAIROS Blanket Exercise (pre-registration required)</b>	Level 2 SC: 203
7:00 AM – 8:00 AM	<b>Networking Breakfast</b>	Level 3: Plenary
7:45 AM – 8:30 AM	<b>Assembly and Announcements featuring a Dynamic Discovery Exercise</b> SPONSORED BY: CHALLENGE FACTORY	Level 3: Plenary
8:30 AM – 10:00 AM	<b>Mega Sessions</b>	Level 2: Meeting Rooms
10:00 AM – 10:30 AM	<b>Networking Break</b>	Level 3: Foyer
10:30 AM – 11:30 AM	<b>CLOSING KEYNOTE</b> <b>Zarqa Nawaz</b> <i>"How to Write a Sitcom About Muslims – Very Carefully!"</i>	Level 3: Plenary
11:30 AM – 11:45 AM	<b>Closing Comments</b>	Level 3: Plenary

WEDNESDAY

# Mega Sessions

## Wednesday, January 24

Headsets available  
on Level 3

Level 2:  
Meeting Rooms

8:30 AM –  
10:00 AM

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

205

ENGLISH



### Bridging to a Life that 'Sparkles & Shines'

Everyone has the potential to lead a life that sits strong in the spirit of who they are called to be. In some Indigenous teachings, it is said when a baby is born she/he holds the gift they are meant to share with the world in their hands. As she/he travels through life they are meant to explore that gift, nurture it, and share it with humanity. Unfortunately, for some that gift goes largely unopened and life becomes difficult. It is possible to build a bridge towards leading a life that supports the return of the "sparkle & shine."

**Trina Maher** is the Chief Creative Spirit of Bridging Concepts, a company with the sole purpose of "helping people & ideas connect." For 15+ years she has been helping to bridge conversations and understanding among Indigenous peoples and corporate Canada. Trina has assisted with national career education campaigns, taught career development concepts to hundreds of practitioners, and advised numerous corporations & governments on Indigenous workplace inclusion strategies. She also supports the organizational development of Indigenous agencies. Trina is also a Global Facilitator, Coach & Partner of the Lead Without Title System, a Robin Sharma company. Trina is a member of Mattagami First Nation.

206

ENGLISH

INTERP



### What's Holding You Back? Toward a Growth Mindset

Our attitude is the architect of our life. We tend to blame the external circumstances for our lack of achievements. What about if we have more influence in our life than we think? Our brain has a basic set up combined of a fixed and a growth mindset. The fixed mindset represents a barrier to our actions; a growth mindset is a bridge to move forward and progress. What are the main characteristics of each of them and what are the tools to lead myself and my team from a fixed to a growth mindset?

For over 15 years, **Carlos Davidovich** has been coaching internationally to support the leadership development of individuals and management teams alike. With expertise in NeuroManagement, Carlos draws on his skills as a medical doctor plus 20 years of experience in the pharmaceutical business to deliver insights into how the brain works. Carlos holds a degree in Psychology from the University of Barcelona, a Medical degree in Argentina, an MBA in Switzerland and coaching credentials. He is a professor in the MBA program at the University of New York in Prague, invited lecturer for EMBA programs at Rotman School of Management in Toronto and member of the Harvard Institute of Coaching.

WEDNESDAY



# Mega Sessions

## Wednesday, January 24

8:30 AM –  
10:00 AM

207  
ENGLISH



### The Case for Career Development Improving Mental Health

Career development supports can no longer be viewed as “nice to have.” We must make the case that career development interventions are mental health interventions. Mental health concerns continue to gain prominence with the public, policymakers and funders. Meanwhile, career development services may increasingly be seen as luxuries because of perceptions that they do not contribute to mental health. We’ll review “career development – mental health” connections and the relationships between career development and mental illness, as well as work and mental illness/mental health. Leave with increased clarity, evidence, and a model you can use to communicate the impact of career development.

Thirty years in, **Dave Redekopp** remains intensely curious about career development concerns. President of the Life-Role Development Group Limited and winner of provincial and national awards in career development, Dave’s work has addressed a wide array of issues in career development and leadership, from helping at-risk teens manage their career paths to working with executives to make companies more career-friendly. His work includes practitioner training, facilitation, public speaking, program development, product development, model/idea building, and research. Dave’s efforts to champion the field range from working on products (e.g., Canada’s Blueprint for Life/Work Designs) to exposing new audiences (e.g., practitioners in Saudi Arabia) to career development concepts.

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**CANNEXUS19**  
By/Par **CERIC**

8:30 AM –  
10:00 AM

208

ENGLISH



**PANEL:**

**Exploring Impressive Practices in Post-Secondary Career Centres**

What effective models exist for modern, post-secondary career centres that meet student and organizational needs? With increasing enrolments, the growing complexity of career decisions, and interest in new directions like experiential learning, what overall strategies and orientations can guide the career centre's decision making and direction? Directors from four universities identified as having "impressive" models in the CERIC-funded project Insight into Canadian Post-Secondary Career Service Models (P Dietsche & J Lees, 2017) will share examples of their strategies and approaches. To complement this insight, the report's author will provide additional examples from other institutions.

**Cathy Keates**, MA (Counselling Psychology) leads Queen's Career Services. Two recent projects – Major Maps and the national It All Adds Up campaign at 43 post-secondary career centres – have been recognized with CACEE awards.

**Jan Basso** is Assistant Vice-President: Experiential Learning & Career Development at Wilfrid Laurier University. She is Past Chair of the CERIC Board and held leadership roles with the Canadian Association of Career Educators and Employers.

**Tony Botelho** is Director of SFU's award-winning Career and Volunteer Services and a recipient of the Rob Shea Research Award (CACEE) for his research on the role of career education in the contemporary university environment.

**Felicity Morgan**, Director, University of Toronto Mississauga Career Centre, leads her team in developing innovative and collaborative programming to build career management skills, resulting in a Top 5 nomination, NACE's Members Choice award for innovation.

## Tell Us How We Did!

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## Doing research in career development?

### Here are two great resources to help!

#### 1 CANADIAN CAREER DEVELOPMENT RESEARCHER DATABASE

[ceric.ca/researchers](http://ceric.ca/researchers)

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](mailto:admin@ceric.ca) to have their names added or update their profiles.

#### 2 LITERATURE SEARCHES

[ceric.ca/literature-searches](http://ceric.ca/literature-searches)

Use these 40 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](http://ceric.ca)

## Continuing Education Credits

*The following associations are offering Continuing Education Credits (CECs) to their members who attend Cannexus18:*



**Vocational Rehabilitation  
Association of Canada  
(VRA Canada)**



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

*Forms are available at the Conference Check-In desk on Level 3.*

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





# INTERNATIONAL EXPERIENCE CANADA

# EXPÉRIENCE INTERNATIONALE CANADA

**INTERNATIONAL EXPERIENCE CANADA (IEC)** is a Government of Canada program that allows Canadian youth – aged 18-35 – to work and travel in any of IEC's 33 partner countries for up to two years, through the facilitation of work permits/visas. Foreign youth from these 33 countries may also come to Canada to do the same. Whether it is to take a gap year before starting post-secondary studies, complete a co-op/internship abroad, or gain international work experience after graduation, IEC can help make these experiences happen!

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**EXPÉRIENCE INTERNATIONALE CANADA (EIC)** est un programme du gouvernement du Canada qui permet aux jeunes Canadiens âgés de 18 à 35 ans de travailler et de voyager dans l'un des 33 pays partenaires d'EIC pour une période maximale de deux ans, en facilitant l'obtention des permis de travail/visas. En retour, les jeunes de ces 33 pays peuvent venir au Canada pour y faire de même. Que ce soit pour prendre une année sabbatique, effectuer un stage coop à l'étranger pendant les études ou acquérir une expérience de travail à l'étranger après l'obtention d'un diplôme, EIC peut aider les jeunes à vivre ces expériences!

Pour obtenir plus de renseignements sur Expérience internationale Canada et comment cela pourrait fonctionner pour votre organisation, veuillez visiter: [www.canada.ca/eic](http://www.canada.ca/eic).



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# Keynote Speaker

## Wednesday, January 24

Level 3  
Plenary

ENG

10:30 AM –  
11:30 AM



### Zarqa Nawaz

*"How to Write a Sitcom About Muslims – Very Carefully!"*

As debates rage about changing culture and religious accommodations in various communities, Zarqa Nawaz talks about what it was like creating the first comedy about a western-based Muslim society in Canada and the challenges that ensued. She explores growing up as a Canadian of Muslim faith and shares her perspectives on Islam and comedy, gender and faith, multiculturalism and plurality.

**Zarqa Nawaz** has a BSc from the University of Toronto and after being rejected from medical school she went on to create several short comedy films that focused on Muslim issues in Canada. When the National Film Board of Canada approached her to do something more serious, she was ready for it. Her 2005 ground-breaking documentary *Me and the Mosque* explored Muslim women's battle with patriarchy in the mosque. Her comedy hit, *Little Mosque on the Prairie*, ran on CBC Television between 2007 and 2012. Most recently she has written a bestselling comedic memoir, *Laughing All the Way to the Mosque*, in which she explores what it was like to grow up as a Canadian of Muslim faith.



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## Did You Know?

Six community-based counsellors from different provinces and territories are able to attend Cannexus this year thanks to the **Elizabeth McTavish Bursary**? Learn more at [cannexus.ca/mctavish\\_bursary](http://cannexus.ca/mctavish_bursary).



## Recycle!

Please return your delegate badge to the Conference Check-In desk at the end of Cannexus and we'll be happy to recycle it!



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### Mental Health Zone

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- > Youth Employment Services
- > YMCA of Greater Vancouver
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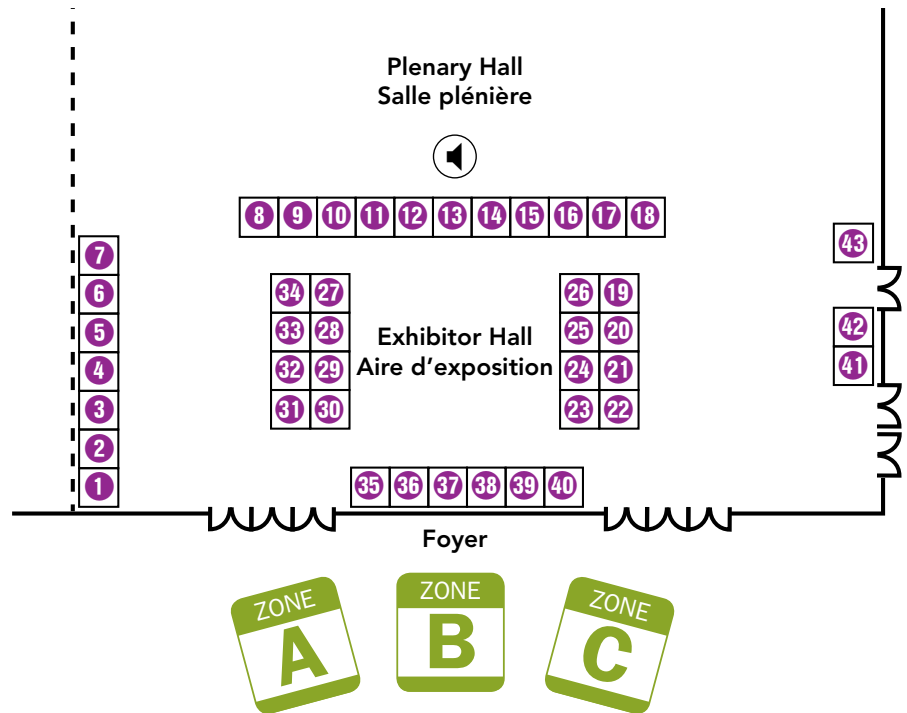
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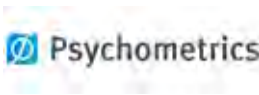
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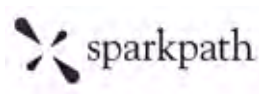
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# Etta St John Wileman Award

## Prix Etta-St.-John-Wileman

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.

For full information on nominations and selection, as well as profiles of past winners, visit [ceric.ca/wileman\\_award](http://ceric.ca/wileman_award).

NOMINATION DEADLINE: JUNE 30, 2018

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, pionnière et fervente militante du développement de carrière et de l'amélioration des conditions de travail au Canada au début du XXe siècle.

Pour plus d'information sur les nominations et la sélection, ainsi qu'une liste des récipiendaires du prix, visitez [ceric.ca/prix\\_wileman](http://ceric.ca/prix_wileman).

DATE LIMITE : 30 JUIN 2018



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# Project Partnership Funding Available Financement de projet en partenariat



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

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

Le CERIC accepte présentement les soumissions de proposition de développement de ressources novatrices pour le counseling et le développement de carrière.

Nous invitons les particuliers et les organismes (par exemple, éducatifs, communautaires, à but non lucratif, privés, etc.) à soumettre des propositions de projets de recherche ou d'apprentissage et développement professionnel dans le domaine de l'orientation.

## What do our Project Partners say about working with CERIC?

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## Que disent nos partenaires de projets à propos de leur collaboration avec le CERIC?

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The following priority areas have been identified:

- Career practicioning with social and economic impact
- Early intervention to assist children's career decision making
- Impact of career services on policy and programs
- New emerging career development theories and career management models
- Entrepreneurial education and career development

For more information or to complete a Letter of Intent Application, please visit [ceric.ca/partnerships](http://ceric.ca/partnerships).

Nous avons identifié les domaines prioritaires suivants :

- La pratique du développement de carrière ayant une incidence sociale et économique
- Intervention précoce afin d'aider les enfants dans leur choix de carrière
- Incidence des services d'orientation sur les politiques et les programmes
- Nouvelles théories de développement de carrière et nouveaux modèles de gestion de carrière
- Formation relative à l'entrepreneuriat et au développement de carrière

Pour plus d'information ou pour remplir un formulaire de lettre d'intention, visitez [ceric.ca/partenariats](http://ceric.ca/partenariats).

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## Oops!

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



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# CANNEXUS

## Mark Your Calendars!

*Plan to join us for Cannexus  
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» **January 28 – 30, 2019**

» **January 27 – 29, 2020**

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– Norman E. Amundson, Professor,  
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## CANNEXUS

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