

NATIONAL CAREER DEVELOPMENT CONFERENCE | CONGRÈS NATIONAL EN DÉVELOPPEMENT DE CARRIÈRE

Centre Shaw Centre, Ottawa, Canada **January 28-30 janvier 2019**

CANNEXUS19

By/Par CERIC



#CANNEXUS19



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CANNEXUS19

National Career Development Conference
Congrès national en développement de carrière
Shaw Centre, Ottawa | January 28 – 30, 2019
Centre Shaw, Ottawa | 28 – 30 janvier 2019

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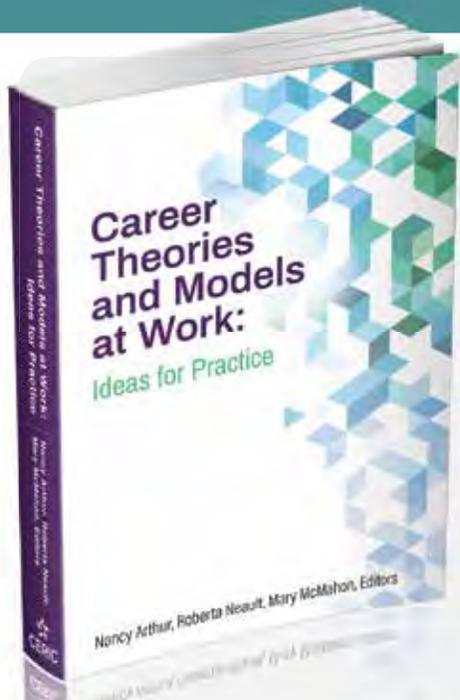
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Career Theories and Models at Work: Ideas for Practice

This edited international collection of contemporary and emerging career development theories and models aims to inform the practice of career development professionals around the globe.

In order to effectively serve clients and the public, career practitioners need to be equipped with the latest theories and models in the field. The book is also intended to be used as a text for career counselling courses.

"Wow! This is a fantastic, comprehensive and significant contribution to the field. It is a tremendous resource for anyone interested in career development, and a must have for both new and seasoned staff."

– Jennifer Browne, Interim Director, Student Life, Memorial University

"This book is exactly what we needed in the field of career counselling. It shows how rich this field of research has become. I will most certainly have my students read it."

– Guðbjörg Vilhjálmisdóttir, Professor in Career Guidance and Counselling, University of Iceland

EDITORS



Dr Nancy Arthur is a Professor in the Werklund School of Education, University of Calgary.



Dr Roberta Neault is President of Life Strategies.



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CERIC

Advancing
Career
Development
in Canada

Promouvoir
le développement
de carrière
au Canada

THANK YOU TO OUR KNOWLEDGE CHAMPIONS



DETAILS OF THE BOOK

- ✔ Contains 43 chapters on the latest and most promising theories and models that define the practice of career development today
- ✔ Contributors are 60 of the leading career researchers and practitioners from four continents and nine countries: Australia, Canada, England, Finland, India, the Netherlands, New Zealand, South Africa and the United States
- ✔ Featured authors include the original theorists and those who have adapted the work in unique ways to inform career development practice

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Available in print (\$59.95) and ebook (\$34.50) via Amazon and Chapters.Indigo. For bulk copies (10 or more) at 30% off, contact sales@ceric.ca.

ceric.ca/theories

Greetings from The Governor General of Canada

Her Excellency the Right Honourable Julie Payette



LE GOUVERNEUR GÉNÉRAL / THE GOVERNOR GENERAL

Greetings to everyone attending the Cannexus 19 Conference!

I want to extend my best wishes for success as you gather in Ottawa to share, develop and grow your passion and dedication for career development with peers from Canada and around the world, at Canada's largest bilingual career development conference.

The important work that you do in areas such as counselling individuals on how to manage their careers, or through helping organizations structure career development programs or succession planning, has a direct impact on the success and the well-being of so many. By attending this conference, you have shown that you are dedicated, engaged and excited about what you do and the contributions you make.

At this year's conference, you will have the opportunity to share your knowledge with peers, learn about current best practises in the field, and find out what cutting-edge trends are emerging in career counselling and career development, along with plenty of networking opportunities. I am confident that you will leave the conference with the tools you need to take on new challenges and continue to evolve as a professional in your field.

Whether you have come from near or far, I hope you enjoy your time in Canada's beautiful capital city at Cannexus 19.

A large, elegant handwritten signature in blue ink that reads "Julie Payette".



LE GOUVERNEUR GÉNÉRAL / THE GOVERNOR GENERAL

Mot de bienvenue de la gouverneure générale du Canada

Son Excellence la très honorable Julie Payette



HER MAJESTY THE GOVERNOR GENERAL OF CANADA



Salutations et bon succès à tous les participants au congrès Cannexus 19!

Vous êtes rassemblés à Ottawa pour participer au plus important congrès bilingue en développement de carrière au Canada et ainsi partager, cultiver et nourrir votre passion pour le développement de carrière, avec vos pairs d'ici et du monde entier.

Vous accomplissez un travail fondamental. En orientant des gens dans la gestion de leurs carrières ou en aidant des organisations à structurer leurs programmes de développement de carrière ou de planification de la relève, vous contribuez au succès et au bien-être d'une multitude d'individus. Votre présence à cette conférence atteste de votre dévouement, de votre engagement et de votre enthousiasme à l'égard de votre profession.

Durant la conférence, vous aurez l'occasion de partager vos connaissances avec vos pairs, d'étudier les pratiques exemplaires actuelles et de découvrir les toutes dernières tendances qui se profilent dans le monde de l'orientation professionnelle et du développement de carrière, tout en profitant d'une foule de possibilités de réseautage. J'ai la certitude que vous repartirez encore mieux outillés pour relever de nouveaux défis et continuer à avancer dans votre domaine.

Que vous soyez de la région ou d'ailleurs, je vous souhaite une expérience des plus agréables à Cannexus 19 et dans notre magnifique capitale du Canada.



HER MAJESTY THE GOVERNOR GENERAL OF CANADA

Welcome to Cannexus19! | Bienvenue au congrès Cannexus19!

John Horn, Chair, CERIC Board of Directors

président du Conseil d'administration du CERIC



Welcome to the 13th annual
bilingual Cannexus National Career
Development Conference!

Je vous souhaite la bienvenue
au 13^e Congrès annuel national
bilingue en développement
de carrière Cannexus.

Cannexus is the place where we build communities by connecting through learning. Thanks for joining us in this celebration of career development.

With over 150 sessions, student posters, 40 exhibitors, Spark! talks, keynote speakers, and vibrant networking opportunities, the conference abounds with diversity and breadth. Cannexus is a reflection of the complex and interdisciplinary nature of the field.

Monday night's Wine & Cheese, sponsored by The Counselling Foundation of Canada, provides an opportunity to catch up with friends and meet new colleagues. I am thrilled that this reception will showcase the launch of our newest publication: *Career Theories and Models at Work*. Complimentary copies are available at the CERIC booth.

I want to acknowledge the contributions of our 35 supporting organizations in advancing conversations on the national stage through many of the Cannexus Connections facilitated sessions during Tuesday lunch. Thanks also to The Peter Cundill Foundation, RBC and Vancity for supporting some very special panels throughout the conference.

You will find something special at Cannexus and I am excited to learn about the unique and innovative ways that participants apply ideas and insights into their work and life.

Thanks so much 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 my thanks to CERIC Board members and members of CERIC's Advisory Committees.

Enjoy this engaging and inspiring conference!

Cannexus est l'endroit idéal pour bâtir des communautés et créer des liens par l'apprentissage. Merci de vous joindre à nous pour célébrer le développement de carrière.

Avec plus de 150 séances, 40 exposants, des conférences Spark!, des conférenciers d'honneur, des affiches d'étudiants et des occasions exceptionnelles de réseautage, le congrès offre une incroyable diversité. Cannexus est le reflet de la nature complexe et interdisciplinaire de ce domaine.

La dégustation de vins et fromages de lundi soir, commanditée par The Counselling Foundation of Canada, est l'occasion de faire le point avec vos amis et de rencontrer de nouveaux collègues. Nous profiterons aussi de la dégustation pour lancer notre plus récente publication : *Career Theories and Models at Work* (Application pratique des théories et des modèles de développement de carrière). Vous pourrez vous en procurer un exemplaire gratuit au stand du CERIC.

Je tiens à souligner la participation de nos 35 organisations collaboratives, qui ont contribué au progrès de notre collaboration à l'échelle nationale, grâce aux nombreux dîners animés par Connexions Cannexus le mardi. Nous remercions aussi The Peter Cundill Foundation, RBC et Vancity, qui parrainent des tables rondes très spéciales tout au long du congrès.

Cannexus vous apportera de précieux acquis, et j'ai hâte d'en apprendre davantage sur les façons uniques et novatrices dont les participants mettront en pratique ces idées et ces connaissances dans leur vie personnelle et professionnelle.

Je remercie sincèrement le personnel et les bénévoles du CERIC de donner vie à ce congrès exceptionnel. Merci également à nos précieux commanditaires, et en particulier à The Counselling Foundation of Canada, qui nous soutient généreusement. J'aimerais enfin remercier les membres du Conseil d'administration et des différents comités du CERIC.

Profitez bien de ce captivant et inspirant congrès!

REPLACE W/ FSC
N'IMPRIMEZ PAS

The Counselling Foundation of Canada

Bruce G. Lawson, President/président

Cannexus also offers us all the opportunity to step out of our daily routines, learn new things, meet new people and build community.

Cannexus nous offre également à tous l'occasion de sortir de notre routine, d'apprendre de nouvelles choses, de rencontrer des gens et de bâtir une communauté.



If you're like me, you might think about setting aside time for personal reflection, but rarely do it. So it was with both trepidation and excitement that I approached the prospect of taking a sabbatical in 2018; trepidation in that I wouldn't have the same structure of day-to-day life; excitement for the possibility of renewal and pushing my boundaries.

After developing a long list of goals for the time away, I settled on one big and audacious goal: a 2,600 km, month-long cycling trip. While I enjoy cycling, I have never been an avid cyclist, so the prospect of such a distance seemed daunting and would definitely take me out of my comfort zone. And I was concerned I wouldn't have the strength or mental discipline to see this goal through.

But, like most challenges, this one could be broken down into more manageable pieces: I had to plan, practice and then execute. During the actual trip, the daily distance was manageable and continued to move me towards the larger goal. I'm pleased to report that I was successful.

The time away gave me a window into my personal and career journey, and allowed me to set and achieve personal goals, take time to consider next steps, and return refreshed.

Cannexus also offers us all the opportunity to step out of our daily routines, learn new things, meet new people and build community.

On behalf of the Directors and Members of the Foundation, we wish you a great conference, and look forward to welcoming you at the Wine & Cheese reception on Monday evening.

Si vous êtes comme moi, vous avez pour projet de vous réserver du temps pour votre réflexion personnelle, mais vous passez rarement à l'action. J'étais donc à la fois inquiet et enthousiaste à l'idée de prendre un congé sabbatique en 2018. Inquiet que mon quotidien ne soit plus aussi structuré, et enthousiaste face aux occasions de connaître un renouveau et de repousser mes limites.

Après avoir dressé une longue liste d'objectifs pour cette période, je me suis décidé pour un but ambitieux : un voyage à vélo de 2 600 km, pendant un mois. J'ai toujours aimé le vélo sans non plus en être fanatique. Une telle distance m'intimidait et me sortait vraiment de ma zone de confort. Je m'inquiétais de ne pas avoir la force ou la discipline mentale pour accomplir cet objectif.

Mais comme la plupart des défis, celui-ci a pu être divisé en plus petites étapes. Je devais planifier, m'entraîner, et enfin, exécuter. Au cours du voyage, la distance quotidienne était réalisable et me rapprochait peu à peu de mon objectif global. Je suis heureux de vous annoncer que j'y suis parvenu.

Ce congé m'a ouvert les yeux sur mon parcours personnel et professionnel. Il m'a permis de me fixer et d'atteindre des objectifs personnels, de prendre le temps de considérer les prochaines étapes et de revenir revigoré.

Cannexus nous offre également à tous l'occasion de sortir de notre routine, d'apprendre de nouvelles choses, de rencontrer des gens et de bâtir une communauté.

Au nom des administrateurs et des membres de la Fondation, je vous souhaite un excellent congrès, et me réjouis à l'idée de vous accueillir à la dégustation de vins et fromages de lundi soir.

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Special Thanks
Un merci spécial

Special thanks for their work in supporting the Cannexus19 conference.

Nous souhaitons les remercier tout particulièrement pour leur travail de soutien dans le cadre du congrès Cannexus19.

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CERIC is a charitable organization that advances education and research in career counselling and career development, in order to increase the social and economic well-being of Canadians. We support the creation of career counselling-related research and professional development for a cross-sectoral community through funding project partnerships and our programs and publications.

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.

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.

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 & 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.



CERIC est un organisme caritatif voué à la progression de l'éducation et de la recherche en matière d'orientation professionnelle et de développement de carrière dans le but d'accroître le bien-être économique et social des Canadiennes et Canadiens. Nous soutenons la recherche et le développement professionnel en orientation pour une communauté intersectorielle à l'aide de nos partenariats de projets et de nos programmes et publications.

Mission

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

Vision

Accroître le bien-être économique et social et la productivité des Canadiens à l'aide de programmes d'orientation de qualité efficaces et accessibles, en particulier dans les domaines de l'orientation professionnelle et de la formation continue.

Ce que nous faisons

Nous accomplissons notre mission avec nos propres ressources et en établissant des partenariats stratégiques et participatifs avec un ou plusieurs associés potentiels dans un esprit de collaboration, d'innovation et de coopération. Le CERIC s'occupe à la fois des partenariats pour les projets de recherche et des partenariats pour les projets d'apprentissage et de formation continue.

Conseil d'administration

Le CERIC est dirigé par un conseil d'administration pancanadien formé de bénévoles qui représentent un large spectre des activités sectorielles du développement de carrière. Le CERIC peut compter sur ses trois comités aviseurs pour soutenir le travail de ses employés et de son conseil d'administration.

Le comité de la recherche appliquée et universitaire détermine la façon la plus efficace pour le CERIC de soutenir la croissance, le développement et l'application de la recherche appliquée et universitaire au Canada.

Le comité du contenu et de l'apprentissage fait des suggestions en matière de contenu au groupe des publications périodiques du CERIC et transforme le contenu en apprentissage.

Le comité du marketing, des communications et des services Web suggère des stratégies visant à rehausser le profil du CERIC et agit à titre d'ambassadeur pour promouvoir le CERIC auprès de leurs réseaux.

Objectifs stratégiques

- 1. Recherche et apprentissage.**
Investir dans un programme ambitieux de recherche et d'apprentissage qui, en favorisant un leadership éclairé, fera progresser le domaine du développement de carrière et permettra d'établir une base de connaissances et de compétences.
- 2. Communauté et collaboration.**
Promouvoir et faciliter la communication et la collaboration multisectorielles avec les intervenants du développement de carrière.
- 3. Représentation et sensibilisation.**
Faciliter les conversations entre les professionnels du développement de carrière et leurs communautés en vue de rehausser le profil et la visibilité du domaine du développement de carrière.

Overview | Horaire du congrès

Conference Schedule | Aperçu

SUNDAY, JANUARY 27

DIMANCHE 27 JANVIER

08:30 – 09:00	Pre-Conference Workshop Check-in Enregistrement des ateliers précongrès	Level 2 2 ^e étage
09:00 – 12:00	AM Pre-Conference Workshops Ateliers précongrès de l'avant-midi	Level 2 2 ^e étage 201, 203
13:00 – 16:00	PM Pre-Conference Workshops Ateliers précongrès de l'après-midi	Level 2 2 ^e étage 201, 203, 205
13:00 – 17:00	Conference Check-In Enregistrement	Level 3 3 ^e étage
16:00 – 17:00	First-Timer's Session Séance pour les nouveaux venus	Level 2 2 ^e étage 210

MONDAY, JANUARY 28

LUNDI 28 JANVIER

07:00 – 17:00	Conference Check-In Enregistrement	Level 3: Foyer 3 ^e étage: Hall
07:00 – 08:00	Networking Breakfast and Exhibitor Showcase Opens Déjeuner, réseautage et ouverture de visite des exposants	Level 3: Foyer, Plenary & Exhibitor Hall 3 ^e étage : Salle plénière, hall et aire d'exposition
08:00 – 08:30	Assembly and Opening Comments Accueil officiel et mots d'ouverture	Level 3: Plenary 3 ^e étage : Salle plénière
08:30 – 09:30	OPENING KEYNOTE / ALLOCUTION D'OUVERTURE Deborah Saucier <i>My "Useless" Degree and Where It Got Me</i> <i>Mon diplôme « inutile » et ce qu'il m'a permis de faire</i> SPONSORED BY COMMANDITÉ PAR : INTERNATIONAL EXPERIENCE CANADA	Level 3: Plenary 3 ^e étage : Salle plénière
09:40 – 10:30	Concurrent Sessions : Block 1 Séances concomitantes : Bloc 1	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
10:30 – 11:00	Exhibitor Showcase / Networking Break Pause et visite des exposants SPONSORED BY COMMANDITÉE PAR : RESCARE WORKFORCE SERVICES	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
11:00 – 12:15	Concurrent Sessions : Block 2 Séances concomitantes : Bloc 2	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
12:15 – 13:30	Luncheon, Posters & Exhibitor Showcase Dîner, affiches et visite des exposants	Level 3: Foyer, Plenary & Exhibitor Hall 3 ^e étage : Salle plénière, hall et aire d'exposition
13:30 – 14:20	Concurrent Sessions : Block 3 Séances concomitantes : Bloc 3	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
14:30 – 15:45	Concurrent Sessions : Block 4 Séances concomitantes : Bloc 4	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
15:45 – 16:10	Exhibitor Showcase / Networking Break Pause et visite des exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
16:10 – 17:00	Concurrent Sessions : Block 5 Séances concomitantes : Bloc 5	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
17:00 – 18:30	Wine & Cheese featuring the launch of <i>Career Theories and Models at Work</i> Vins et fromages mettant en vedette le lancement de <i>Career Theories and Models at Work</i> SPONSORED BY COMMANDITÉ PAR: THE COUNSELLING FOUNDATION OF CANADA	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition

TUESDAY, JANUARY 29

MARDI 29 JANVIER

07:00 – 17:00	Conference Check-In Enregistrement	Level 3: Foyer 2 ^e étage: Hall
07:00 – 08:00	Networking Breakfast Déjeuner et réseautage	Level 3: Plenary 3 ^e étage : Salle plénière
08:00 – 08:30	Assembly and Announcements Accueil officiel et annonces du jour	Level 3: Plenary 3 ^e étage : Salle plénière
08:30 – 09:30	KEYNOTE / ALLOCUTION Mary McMahon <i>Systems Thinking, Storytelling, Identity and Career Counselling</i> <i>Pensée systémique, récit, identité et orientation de carrière</i>	Level 3: Plenary 3 ^e étage : Salle plénière
09:40 – 10:30	Concurrent Sessions : Block 6 Séances concomitantes : Bloc 6	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
10:30 – 11:00	Exhibitor Showcase / Networking Break Pause et visite des exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
11:00 – 12:15	Concurrent Sessions : Block 7 Séances concomitantes : Bloc 7	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
12:15 – 13:30	Cannexus Connections Networking Luncheon Dîner réseautage Connexions Cannexus	Level 2 Meeting Rooms 2 ^e étage : Salons de réunion
13:30 – 14:20	Concurrent Sessions : Block 8 Séances concomitantes : Bloc 8	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
14:30 – 15:45	Spark! Spark!	Level 3: Plenary 3 ^e étage : Salle plénière
15:45 – 16:10	Final Exhibitor Showcase / Networking Break Pause et dernière chance de visiter les exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
16:10 – 17:00	Concurrent Sessions : Block 9 Séances concomitantes : Bloc 9	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion

WEDNESDAY, JANUARY 30

MERCREDI 30 JANVIER

07:00 – 11:45	Conference Check-In Enregistrement	Level 3: Foyer 3 ^e étage: Hall
07:00 – 08:30	Networking Breakfast Déjeuner et réseautage	Level 3: Plenary 3 ^e étage : Salle plénière
07:30 – 08:15	Breakfast Panel: Preparing Youth to Thrive in an Age of Disruption Déjeuner-causerie : Préparer les jeunes à prospérer dans une ère de perturbations SPONSORED BY COMMANDITÉ PAR: RBC FUTURE LAUNCH / OBJECTIF AVENIR RBC	Level 3: Plenary 3 ^e étage : Salle plénière
08:30 – 10:00	Mega Sessions Méga séances	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
10:00 – 10:30	Networking Break Pause et réseautage	Level 3: Foyer 3 ^e étage: Hall
10:30 – 11:30	CLOSING KEYNOTE / ALLOCUTION DE CLÔTURE The Right Honourable David Johnston, in conversation with Alex Johnston Le très honorable David Johnston, en conversation avec Alex Johnston <i>Trust: Building a Better Country</i> <i>Bâtir un meilleur pays</i>	Level 3: Plenary 3 ^e étage : Salle plénière
11:30 – 11:45	Closing Comments Remerciements et mot de la fin	Level 3: Plenary 3 ^e étage : Salle plénière

CANADIAN JOURNAL OF CAREER DEVELOPMENT

REVUE CANADIENNE DE DÉVELOPPEMENT DE CARRIÈRE



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

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

- Published twice annually
- Welcomes articles from all sectors
- Broad focus on career development
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- Free to subscribe and access
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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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Oops!

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

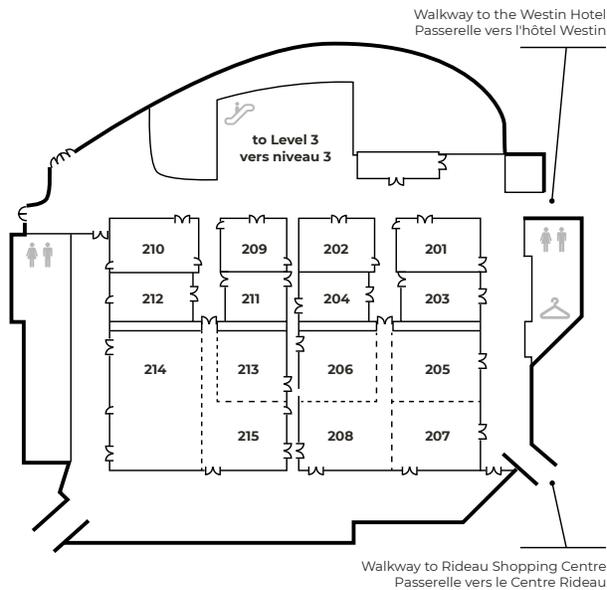


Oups!

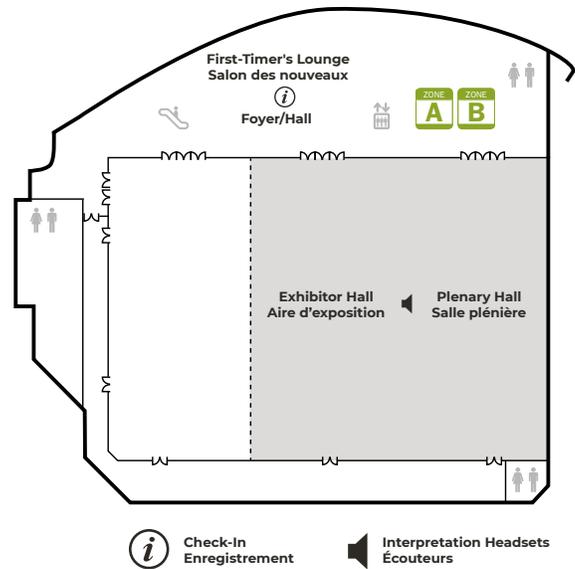
Nous vous prions d'excuser les erreurs ou les omissions qui pourraient se trouver dans le programme. Tous les efforts raisonnables ont été faits pour en garantir l'exactitude.

Conference Floor Plan | Plan des salles

LEVEL 2: MEETING ROOMS 2^E ÉTAGE : SALONS DE RÉUNION



LEVEL 3: FOYER, PLENARY HALL & EXHIBITOR HALL 3^E ÉTAGE : HALL, SALLE PLÉNIÈRE ET AIRE D'EXPOSITION



First-Timer's Session

Sunday, 4:00 PM – 5:00 PM

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

*Please **be sure to pick up your delegate badge** at the Conference Check-In desk on Level 3 of the Shaw Centre prior to joining the First-Timer's Session in Room 210.*

NEW! *This year, stop by our **First-Timer's Lounge**, Level 3 Foyer, anytime Monday or Tuesday to meet up with fellow first-timers and enjoy some refreshments.*

Séance pour les nouveaux venus

Dimanche, 16 h – 17 h

Vous participez au congrès Cannexus pour la première fois? Cette séance s'adresse à vous! Nous encourageons également les délégués expérimentés désireux d'agir comme mentors auprès de nouveaux participants à se joindre à nous.

*Avant de vous joindre à la séance pour les nouveaux venus dans la salle 210, **n'oubliez pas de prendre possession de votre porte-nom de délégué** au kiosque d'enregistrement au 3^e étage du Centre Shaw.*

NOUVEAU! *Cette année, faites un crochet par notre **salon des nouveaux**, dans le hall du 3^e étage, lundi ou mardi, pour rencontrer d'autres nouveaux venus et déguster des rafraîchissements.*

Pre-Conference Workshops | Ateliers précongrès

Sunday, January 27 | Dimanche 27 janvier

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!



Unconscious Bias: Understand, Define, Mitigate

— Elaine Newman, Global Learning

Everyone has bias; it is part of who we are. Even among knowledgeable and well-intentioned career professionals, hidden blind spots affect our attitudes and perceptions of ourselves, our clients and our teams – and govern our behaviours as a result. Learn how unconscious bias can create barriers for success that we didn't even know existed and what we can do about it.

201
09:00 – 12:00



Use the Power of Stories to Find Gigs and Build Careers!

— Rob Straby, Conestoga College

Are you wondering how to improve your clients' ability to survive in a world where they will always be searching for their next opportunity? Clients need to communicate stories that help others understand their value. This new reality requires individuals to engage in their career marketing on an ongoing basis.

203
09:00 – 12:00



Building Insights and Confidence for Career Development Professionals Using LEGO® SERIOUS PLAY®

— Kristen Klassen, Brickstorming

Those supporting others in developing their careers cannot be truly authentic in their work if they have not reflected on their own career development process. Furthermore, as workplaces become more diverse, methods such as LEGO® SERIOUS PLAY® – which utilize play in a meaningful way – become increasingly important as a means of including this diversity.

201
13:00 – 16:00



Engaging Employers to Increase Hiring on Your Campus

— Graham Donald, Brainstorm Strategy Group

Employers have many options when choosing where and how to hire. In a process that is never as objective or as measured as it may seem, there is a lot that you can do to get their attention and ensure that they give your students their close consideration. How you connect with them can have a dramatic impact on their hiring decisions.

203
13:00 – 16:00



Helping Indigenous Talent Tap into Their Potential

— Trina Maher, Bridging Concepts

In this era of reconciliation, practitioners will benefit from gaining new ideas to adapt to their work with the Indigenous community. There is tremendous potential to increase the participation of Indigenous talent into meaningful careers that lead to positive recruitment experiences and workplace inclusion.

205
13:00 – 16:00



Have a Question About Cannexus?

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

Vous avez des questions sur Cannexus?

Les personnes portant un macaron avec le signe « i » sont là pour vous aider!



Have a Question About CERIC?

CERIC Board & Committee members will be sporting orange buttons and welcome your questions. Ask them about:

- » *Mission and priorities*
- » *Programs, publications & projects*
- » *Volunteering for CERIC*

Vous avez une question à propos du CERIC?

Les membres du conseil d’administration et des comités du CERIC, que vous reconnaîtrez à leur macaron orange, se feront un plaisir de répondre à vos questions. Ils pourront vous renseigner sur :

- » *La mission et les priorités*
- » *Les programmes, les publications et les projets*
- » *Le bénévolat pour le CERIC*



*Did you know that 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.*

*Saviez-vous que six conseillers travaillant dans le milieu communautaire dans des provinces et territoires différents ont pu assister à Cannexus cette année grâce à la **bourse Elizabeth McTavish**? Apprenez-en davantage à cannexus.ca/bourses_mctavish.*



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RBC Future Launch. Empowering Canadian youth for the jobs of tomorrow.

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Get in the *Entrez dans la*
ZONE!

*Returning to Cannexus19,
visit our “zones,” located
in the Level 3 Foyer,
to explore themed
tabletop displays:*

*De retour à Cannexus19,
visitez nos « zones »,
situées dans le hall au 3^e
étage, pour explorer les
présentoirs à thème :*



**SOCIAL ENTERPRISE
CAREER MARKETPLACE**

**LE CARREFOUR DES CARRIÈRES
DES ENTREPRISES SOCIALES**

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**RECONCILIATION
ZONE**

**LA ZONE
DE RÉCONCILIATION**

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Day/jour 01

MONDAY, JANUARY 28

LUNDI 28 JANVIER

MONDAY | LUNDI

07:00 - 17:00	Conference Check-In Enregistrement	Level 3: Foyer 3 ^e étage: Hall
07:00 - 08:00	Networking Breakfast and Exhibitor Showcase Opens Déjeuner, réseautage et ouverture de visite des exposants	Level 3: Foyer, Plenary & Exhibitor Hall 3 ^e étage: Salle plénière, hall et aire d'exposition
08:00 - 08:30	Assembly and Opening Comments Accueil officiel et mots d'ouverture	Level 3: Plenary 3 ^e étage: Salle plénière
08:30 - 09:30	OPENING KEYNOTE / ALLOCUTION D'OUVERTURE Deborah Saucier <i>My "Useless" Degree and Where It Got Me Mon diplôme « inutile » et ce qu'il m'a permis de faire</i> SPONSORED BY COMMANDITÉ PAR : INTERNATIONAL EXPERIENCE CANADA	Level 3: Plenary 3 ^e étage: Salle plénière
09:40 - 10:30	Concurrent Sessions : Block 1 Séances concomitantes : Bloc 1	Level 2: Meeting Rooms 2 ^e étage: Salons de réunion
10:30 - 11:00	Exhibitor Showcase / Networking Break Pause et visite des exposants SPONSORED BY COMMANDITÉE PAR : RESCARE WORKFORCE SERVICES	Level 3: Foyer / Exhibitor Hall 3 ^e étage: Hall / Aire d'exposition
11:00 - 12:15	Concurrent Sessions : Block 2 Séances concomitantes : Bloc 2	Level 2: Meeting Rooms 2 ^e étage: Salons de réunion
12:15 - 13:30	Luncheon, Posters & Exhibitor Showcase Dîner, affiches et visite des exposants	Level 3: Foyer, Plenary & Exhibitor Hall 3 ^e étage: Salle plénière, hall et aire d'exposition
13:30 - 14:20	Concurrent Sessions : Block 3 Séances concomitantes : Bloc 3	Level 2: Meeting Rooms 2 ^e étage: Salons de réunion
14:30 - 15:45	Concurrent Sessions : Block 4 Séances concomitantes : Bloc 4	Level 2: Meeting Rooms 2 ^e étage: Salons de réunion
15:45 - 16:10	Exhibitor Showcase / Networking Break Pause et visite des exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage: Hall / Aire d'exposition
16:10 - 17:00	Concurrent Sessions : Block 5 Séances concomitantes : Bloc 5	Level 2: Meeting Rooms 2 ^e étage: Salons de réunion
17:00 - 18:30	Wine & Cheese featuring the launch of <i>Career Theories and Models at Work</i> Vins et fromages mettant en vedette le lancement de <i>Career Theories and Models at Work</i> SPONSORED BY COMMANDITÉE PAR: THE COUNSELLING FOUNDATION OF CANADA	Level 3: Foyer / Exhibitor Hall 3 ^e étage: Hall / Aire d'exposition

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Building the knowledge and skills of diverse career professionals

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Permettant aux différents professionnels du développement de carrière d'enrichir leurs connaissances et compétences

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L'état de l'entrepreneuriat des personnes âgées au Canada : un aperçu

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ceric.ca/entrepreneurs_seniors



Bridging Two Worlds: Supporting Newcomer and Refugee Youth

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?

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

ceric.ca/veterans



The Early Years: Career Development for Young Children

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
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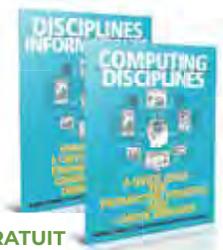
ceric.ca/early_educators

ceric.ca/early_parents

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

Disciplines informatiques : guide rapide à l'intention des étudiants et des conseillers en orientation

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Insight into Canadian Post-Secondary Career Service Models

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



ceric.ca/pse

Redirection: Work and Later Life Career Development

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



ceric.ca/redirection

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Advancing
Career
Development
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Promouvoir
le développement
de carrière
au Canada

Day/jour 01

MONDAY | LUNDI



ABRAMS
Mandie



AGNEW-KATA
Jennine



AMUNDSON
Norman



ARTHUR
Nancy



ASUNCION
Colin



AULT
John



BAGSHAW
Elisa



BALAKRISHNAN
Rebecca



BAUMAN
Lisa



BELL
Donnalee



BENES
Krista



BERARDI
Anthony



BEZANSON
Lynne



BONACCIO
Silvia



BORROWS
Annette



BREEN
Ali



BRIEN
Kayla



BRITT
Angie



BROWN
Marisa



BROWNE
Jennifer



CHEN
Charles P.



COOK
Suzanne



CORSE
Connie



COVELL
Leigha



CUKIER
Wendy



CURRELLY
Madelaine



DAWE
Susanne



DE SOUZA
Karen



DELOYER
Shellie



DENNISON
Jason



DERAÏCHE
Myra



DILLON
JD



DIONNE
Patricia



DOMENE
Jose



DUBOIS
Didier



EDWARDS
Laurie



EKHTIARI
Hamoon



ERDMANN
Chelsea



FRANCIS
Teresa



FRANKLIN
Mark



GANJU
Ritu



GHANAM
Denise



GINSBERG
Cathy



GIROUX
Jean



GODDEN
Lorraine



GOSSELIN
Jay



GOUTHRO
Kara



GRAHAM
Donald



GRAVELLE
Denis



HAHN
Miguel



HIRSCH-ALLEN
Jake



HO
Candy



HOPKINS
Sareena



HORN
John



HUDSON-BREEN
Rebecca



HUSTON
Michael



IBRAHIM
Riz



ISENOR
Jessica



JABOUIN
Priscilla



JAHANI AVAL
Roxana



JAMIESON
Marcus



JASKIELEWICZ
Joanna



JEFFREY
Donnie



JONES
Sean



KARIM
Atifa



KEIS
Ken



KELLY
Lisa



KENDRICK
Joanne



KILANI
Hoda



KILOH
Kim



KLINGA
Suzanne



KOLTERMANN
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KROUMA
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LAM
Carol



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Randy



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Jessica



LUCAS
Guy



MAGNUSSON
Kris



MAHAJAN
Maui



MAHER
Trina



MARLOW
Paige



MARTINY
Cynthia



MCDONALD-HURLEY
Karen



MCDONALD
Kathy



MCLENNON
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MERRICK
Amelia



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NICHOLAS
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Tom



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Jackie



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Roger



POEHNELL
Gray



POPADIUK
Natalee



POPP
Jessica



POWELL
Deborah



PRESANT
Don



REDEKOPP
Dave



REID
Meghan



ROBSON
Brian



ROLLIN
Denise



ROSE
Letecia



SAEED
Muhammad



SCHAFFER
Karen



SCHANDL
Christine



SEMCHUK
Lisa



SHARKOVA
Elina



SEMCHUK
Lisa



SHEPARD
Rob



SMITH
Frank



SOHOLT
Trent



SORSDAHL
Michael



TAAL
Lee



TAYLOR
Lisa



THOMS
Kristen



TOBIN
Steven



TREMBLAY
Priscilla



TURNER
Kyle



VANDEBERG
Sarah-Jane



VIVIERS
Simon



WALSH
Karen



WATSON
Madison



WESLEY
Roger



WHITE
Craig



WIENS
Juliana



WILSON
Nancy



WISCHOFF YERAMA
Paula



ZADNIK
Carolyn



ZATORSKI
Kelly



ZOLD
Kerri



Keynote Speaker

08:30 – 09:30, Level 3 Plenary



Deborah Saucier

My “Useless” Degree and Where It Got Me

The nature of work is changing, especially given rapid advances in artificial intelligence. Numerous predictions of widescale disruptions due to automation abound for both blue- and white-collar occupations. Public anxiety over so-called “useless” degrees — that is, degrees that lead to no job, lead some to suggest that universities need to re-examine relevance of certain fields of study. This conclusion supposes that the only important outcome of a degree is obtaining a job related to one’s major, a significant factor in the devaluation of arts degrees in favour of STEM disciplines. However, the so-called “soft” skills that are developed during any degree are remarkably robust to disruption. These proficiencies are beyond disciplinary knowledge and include such skills as teamwork, communication, flexibility, independence, conflict resolution and time management. Thus, to remain relevant, universities need to shift the focus from jobs in today’s economy to how a degree contributes to life-long opportunities.

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INTERNATIONAL EXPERIENCE CANADA
EXPÉRIENCE INTERNATIONALE CANADA

Dr **Deborah Saucier** is an accomplished academic and successful university administrator. In July 2017, Dr Saucier joined MacEwan University as President. Before coming to MacEwan, she spent six years at the University of Ontario Institute of Technology in Oshawa, ON, as Provost and Vice-President, Academic and also as the former Dean of Science. Prior to 2011, she was the Chair of the Department of Neuroscience at the University of Lethbridge and a Tier 2 Canada Research Chair in behavioural neuroscience, with a specialty in spatial cognition. Dr Saucier was born in Saskatoon, where she is a member of the Central Urban Metis Federation Incorporated. She is deeply committed to diversity, equity and inclusion and to the power of education to transform lives. She is married to curator and contemporary artist Chai Duncan. They have a 10-year-old daughter who is the light of their lives.

Allocution

08:30 – 09:30, 3^e étage, Salle plénière



Deborah Saucier

Mon diplôme « inutile » et ce qu'il m'a permis de faire

La nature du travail est en plein changement, notamment en raison des avancées rapides dans le domaine de l'intelligence artificielle. L'automatisation laisse présager de nombreux bouleversements à grande échelle pour les cols bleus et les cols blancs. L'inquiétude de la population vis-à-vis des diplômés soi-disant « inutiles », c'est-à-dire les diplômés qui ne mènent à aucun emploi, amènent un certain nombre de personnes à suggérer que les universités doivent se questionner sur la pertinence de certains champs d'étude. Cette conclusion laisse entendre que le seul objectif important d'un diplôme est l'obtention d'un emploi lié à la matière principale étudiée, un facteur de dévaluation considérable des diplômés ès arts en faveur des disciplines STIM. Toutefois, les compétences dites « non techniques » développées durant les études sont remarquablement résistantes aux bouleversements. Ces aptitudes outrepassent les acquis propres à telle ou telle discipline et englobent des expertises comme le travail d'équipe, la communication, la souplesse, l'indépendance, la résolution de conflits et la gestion du temps. Par conséquent, pour continuer d'offrir des formations pertinentes, les universités doivent recentrer leurs efforts sur les occasions d'emploi à l'échelle d'une vie, plutôt que sur les métiers de l'économie d'aujourd'hui.

Deborah Saucier est une universitaire accomplie et une administratrice d'expérience. En juillet 2017, Mme Saucier est devenue rectrice de l'Université MacEwan. Auparavant, elle a passé six ans à l'Institute of Technology de l'Université de l'Ontario à Oshawa comme vice-rectrice à l'enseignement et à la recherche, et aussi comme doyenne des sciences. Avant 2011, elle était présidente de la Faculté de neurosciences de l'Université de Lethbridge et titulaire d'une chaire de recherche de niveau 2 en neurosciences du comportement, avec une spécialisation en aptitudes cognitives spatiales. Mme Saucier est membre de la Central Urban Métis Federation Incorporated, fondée à Saskatoon, sa ville natale. Elle a profondément à cœur la diversité, l'équité et l'inclusion, et croit fermement au pouvoir de l'éducation pour transformer les vies. Elle est mariée à Chai Duncan, conservateur de musée et artiste contemporain. Ils ont une fille de 10 ans, qu'ils chérissent.

Concurrent Sessions | Séances concomitantes

09:40 –
10:30**A Community of Practice
for Employment Counsellors****201**
E

Krista Benes – Mental Health Commission of Canada
Annette Borrows – Canadian Association For Supported
Employment (CASE)

The Mental Health Commission of Canada and Canadian Association for Supported Employment have launched a national community of practice for employment counsellors who support people living with mental illness. Join us to learn how you can become part of a larger movement to raise awareness and break down barriers to employment for people living with a mental illness.

**MyHomeWorks: Bringing Local Labour
Market Information to Students****202**
E

Madelaine Currelly – Community Training and Development Centre
Jennifer Lamantia, Kristen Larocque – Workforce Development Board

MyHomeWorks is an interactive online platform providing students with the opportunity to engage with the world of work. Through MyHomeWorks, students connect their interests to local labour market opportunities and explore the environmental factors that can impact their future job search. Equipped with quizzes, challenges and performance-based achievements, MyHomeWorks presents an innovative resource supporting students in their career-planning decisions.

**Open Badges:
Digital Credentials for 21C Careers****203**
E

Don Presant – Learning Agents / CanCred.ca

Open Badge is a standard for digital credentials invented by Mozilla in 2011 as a better way to recognize skills and carry them forward. Innovative organizations like IBM and Doctors Without Borders are starting to use Open Badges in an "Internet of Skills" approach to workforce development. Learn how they are becoming flexible digital credentials for the 21st century careers.

**Expertise and Excellence: Reclaiming
the Career Development Sector****204**
E

Sarah Delicate – BBMD Consulting Inc.

Funding and regulatory bodies are mandating the gathering of outcome data as the new "standard of care" across all helping sectors. This drastically changes what is required of career services and career practitioners. The risk is that our purpose can become unhinged from our practice as we strive to hit targets. This session will explore a sector-driven approach to supporting employment organizations and governments in reclaiming their performance story, building the evidence required within a more "holistic" measurement framework.

**On-Campus Employment:
Route to Top Skills Acquisition****205**
E

Jennifer Browne – Memorial University

A long-standing on-campus employment program at Memorial University was transformed in 2005 into an experiential learning program. Analysis of data collected since that time identified the top skills and competencies students have developed. Come hear how the program was transformed and learn how the skills students are learning overlap with the top skills employers are seeking.

*Tweet about what you learn
and who you meet using the
#Cannexus19 hashtag.*

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



Facilitation, Diversity and the Future of Work

Letecia Rose – Skill Market

Workplaces are more diverse than ever before. With this comes different points of view, problem-solving strategies and leadership styles. Great facilitation techniques can mitigate conflict, guide agendas and hold individuals accountable in an equitable way. This interactive session will provide you the opportunity to expand your facilitation skills and acquire the tools to work with and engage diverse audiences.

L'animation, la diversité et l'avenir du travail

Letecia Rose – Skill Market

Les lieux de travail n'ont jamais été aussi diversifiés. Avec cette diversité viennent des points de vue, des stratégies de résolution de problèmes et des styles de leadership différents. Des techniques d'animation éprouvées peuvent atténuer les conflits et responsabiliser les employés de façon équitable. Cette formation interactive vous permettra d'améliorer vos compétences en animation et de découvrir des outils pour obtenir la collaboration et l'engagement d'auditoires diversifiés.

206



FAST Track to Apprenticeship Success

Rob Shepard – Simcoe Muskoka Workforce Development Board

Foundational Assessment for Skilled Trades (or FAST) is a digital update of the Evaluating Academic Readiness for Apprenticeship Training (EARAT) developed around 2000. The platform assists students planning to apprentice in skilled trades to identify areas in math, science or communications that may need additional study to ensure success. Instructors can monitor student results and offer resources for further study.

207



Breaking Down Barriers: Community-Led Stories of Impact

Jessica Popp – St Francis Xavier University, Marcus Jamieson – TEAM Work Cooperative, Carolyn Ferguson, Mohja Alia – Immigrant Services Association of Nova Scotia (ISANS)

 This interactive session explores exemplary community-based approaches for supporting individuals from populations underrepresented in the workforce to secure meaningful and sustainable employment. Hear stories of impact directly from a panel of pioneering community organizations, discuss successes and challenges arising across your communities, and explore the importance of collaboration, research and capacity-building in generating innovative strategies that can strengthen community development.

208



Coaching Clients to Create a Positive Digital Footprint

Jean Giroux, Anthony Berardi – EPC Peterborough

Job candidates' social media platforms are routinely being critiqued by potential employers. Having a negative or non-existent online image can limit both career and educational opportunities. We as practitioners need to be well-versed in how to teach clients about online etiquette, discretion, and methods for strategically utilizing the Internet as an effective marketing and networking tool.

Conseiller ses clients sur la création d'une empreinte numérique positive

Jean Giroux, Anthony Berardi – EPC Peterborough

Les employeurs consultent les pages des médias sociaux des candidats à un emploi. Une image en ligne négative ou non existante peut limiter les occasions d'emploi et de formation. À titre d'intervenants en développement de carrière, nous devons être bien informés pour enseigner les règles de l'étiquette et de la discrétion en ligne, ainsi que les façons d'utiliser l'Internet comme un outil de marketing et de réseautage efficace.

209



Concurrent Sessions | Séances concomitantes

09:40 –
10:30**Career Chats:
A New Group Career Advising Format****210**
E**Atifa Karim** – University of Toronto

Learn about how Career Exploration and Education at U of T developed and implemented a group career advising model and program – Career Chats. We will explore how we combined advising and career development theories to design and assess this new model, as well as the success and lessons learned from our implementation.

**Modernisation de la Stratégie
emploi jeunesse****211**
F**Jocelyne Voisin** – Emploi et Développement social Canada (EDSC)

Le gouvernement du Canada est déterminé à transmettre aux jeunes les compétences, les capacités et l'expérience de travail dont ils ont besoin pour démarrer leur carrière du bon pied. Cette présentation portera sur les investissements accrus du gouvernement dans la Stratégie emploi jeunesse, afin de prolonger ses engagements et baliser l'accès des jeunes à des emplois de qualité.

**Leveraging Employer Partnerships
for an Inclusive Labour Market****212**
E**Kristen Thoms, Kayla Brien** – Quint Development Corporation

 Taking a deliberate approach to employer engagement is critical in creating sustainable solutions for an inclusive local economy. This session will provide practical strategies on how organizations can create and maintain relationships with businesses that support employment opportunities for multi-barrier jobseekers.

**Bridging the Skills Gap for
Traditionally Marginalized Groups****213**
E**Mark Patterson** – Magnet
Wendy Cukier – Ryerson University

This session will discuss the difficulties experienced by traditionally marginalized groups in the labour market, such as discrimination and skill mismatches. In turn, through case studies of several programs, it will explore how emergent forms of social and technological innovation – focused on skills training and job matching – can be used as tools to overcome these labour market challenges.

**Students, Careers and the Impact
of Post-Secondary Education****214**
E**Graham Donald** – Brainstorm Strategy Group Inc.

How does post-secondary education influence students' career confidence? How does career intention influence students' academic success? And what role do career aspirations play in students' education decisions? Based on new research conducted with more than 11,000 post-secondary students in 2018, this presentation will dig deep into the relationship between career development and post-secondary studies.

**Understanding Interview Anxiety:
Causes, Coping and Consequences****215**
E**Deborah Powell** – University of Guelph
Silvia Bonaccio – University of Ottawa

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 does anxiety influence their interview performance? How can job applicants learn to overcome their anxiety? Is anxiety predictive of job performance? Participants will share their own questions and observations about interview anxiety.



Cannexus19 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.

L'application Cannexus19

L'application populaire de Cannexus est de retour! Vous pouvez l'utiliser pour :

- » **Consulter les profils des autres délégués et réseauter;**
- » **Créer un horaire personnalisé des séances auxquelles participer;**
- » **Participer aux conversations au sujet de Cannexus;**
- » **Rester informés des nouvelles et des mises à jour sur le congrès, comme les changements apportés à des séances;**
- » **Évaluer et commenter en temps réel chaque présentation.**

Téléchargez l'application Android sur Google Play ou l'application Apple sur App Store.

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DOUGLAS COLLEGE

Concurrent Sessions | Séances concomitantes

11:00 –
12:15**Dying to Live: Breakthrough Stress
and Health Practices**201
E

Ken Keis – CRG Consulting Resource Group

You need to manage well with stress and health to increase success in all of areas of life! Determine current stress and wellness levels in 5 specific areas. From these benchmarks, specific strategies will be recommended to reduce stress and improve wellness in each. Application includes new directions for growth to improve health, performance and quality of life.

**Practitioner-Based Research:
How to Get It Done!**202
EJessica Iseñor, Rebecca Hudson-Breen, Teresa Francis –
CCPA Career Counsellors Chapter

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

**Indigenous Stories of Success:
Academics, Career & Well-Being**203
E

Kathy Offet-Gartner – Mount Royal University

Kathy has focused her life's work in the areas of the interconnectedness of Indigenous student success, career development and wellness. She uses success stories to demonstrate how academic and career interventions lead to better wellness, stress reduction and new stories. This interactive session will introduce a model of mental health intervention, highlight stories of success, and invite audience interaction.

**Finding Your Path: Orienting
Newcomers with Technical Backgrounds**204
EMadison Watson, Elina Sharkova –
YMCA-YWCA of the National Capital Region

Have you ever had an internationally trained engineer in your office and not known what to tell them? Newcomers with experience in engineering and the construction/ industrial sector may have job titles and backgrounds that are misrepresentative of their Canadian equivalents. Learn successful strategies for orienting new Canadians with technical profiles towards a viable long-term career.

**Integrate Career Theories
in Practice**205
E

Charles P. Chen – University of Toronto

This presentation elaborates on the potential and promise of meaningful integration of career theories to understand and promote individuals' vocational well-being. To this end, a wealth of constructs and tenets from career theories are utilized to frame a meta-framework that comprises several essential themes for career construction. The framework engenders insights to inform and direct career development practice and counselling.

*Parlez de ce que vous
avez appris et des gens
que vous avez rencontrés
sur Twitter en utilisant le
mot-clic #Cannexus19.*

*Remarque : Vous pouvez faire
un envoi multiple sur
Twitter ou LinkedIn à
partir de l'application
Cannexus!*



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.

Présentation d'affiches et dessert

Lundi, 13 h

Joignez-vous à nous dans l'aire d'exposition pour déguster un délicieux dessert et discuter avec les étudiants aux cycles supérieurs.

- » *Front-Line Community Support Workers: Preliminary Findings of a Canada-Wide Feasibility Study on a New Post-Secondary Leadership Certificate* (**Angela Contraras, University of British Columbia**)
- » *The Role of Contemplative and Reflective Spiritual Practices in Defining Career Purpose and Meaning During Mid-Life Career Transitions* (**Connie Covey, University of Calgary**)
- » *I Wish I Could Turn Back Time: Why Do University Students Experience Career Regret?* (**Duygu Gulseren, Saint Mary's University**)
- » *Exploring Effect of Informed Career Literacy Among Emerging Adults* (**Hoda Kilani, University of Calgary**)
- » *How Can Dancers Persevere in a Ballet Career?: Personal Wisdom of Retired Professional Ballet Dancers* (**Heejin Kim, University of Victoria**)
- » *Beyond Spoken Words: Encouraging Students to Commit to Professional Development* (**Gina Kemp, McGill University**)
- » *Project HOPE: Connecting Transformative Learning, Ubiquitous Learning and a Strengths-Based Model of Education and Coaching for Multi-Barriered/Marginalized Populations* (**Deborah Miller, Yorkville University**)
- » *Delayed Gratification: A Double-Edged Sword? A Study on the Relationship Between Work-Life Balance & Career Burnout* (**Brittany Shields, OISE, University of Toronto**)
- » *Professional Development After an Individual Psychological Assessment Feedback: From Intention to Behavioural Integration* (**Simon Trudeau, Université de Montréal**)

11:00 –
12:15

MONDAY | LUNDI

Cultivating Leadership

Shellie Deloyer - Bright Futures Solutions

We are all leaders in our own lives, personally and professionally! Learn practical and effective tools for taking ownership and standing in your power to create the results you want. You'll gain tangible practices for demonstrating excellence, adopting a successful mindset, and achieving your goals; all of which can be used to advance your own career and for guiding others.

Cultiver le leadership

Shellie Deloyer - Bright Futures Solutions

Nous sommes tous des chefs dans nos vies personnelles et professionnelles. Découvrez des outils pratiques et efficaces pour prendre votre place et le contrôle de votre vie, afin d'obtenir les résultats que vous souhaitez. Vous aurez accès à des méthodes concrètes pour atteindre l'excellence, adopter une attitude gagnante et réaliser vos objectifs - des atouts pour gravir les échelons professionnels et guider vos collègues et vos proches.

206
 

Self-Care for Career Practitioners

Michael Sorsdahl - Canada Career Counselling

This interactive session focuses on a review of the challenges faced by career practitioners by the nature of their work (including vicarious trauma, compassion fatigue and burnout), and how to identify symptoms. Our focus will be working together to expand and implement evidence-based self-care strategies in the practitioner's everyday life to increase resilience and remain healthy in their practice.

207


Crossing the Confidence Barrier: Empowering Women for Employment

Joanna Jaskielewicz - New Circles Community Services

 Lack of confidence, particularly for newcomer women, can be a key barrier in presenting one's credentials, skills and experience to a prospective employer. This presentation highlights how a clothing bank is being used as a learning platform to build skills in retail and customer service through an innovative training program that weaves confidence-building into all aspects of the curriculum.

208-1
 

Bridging the Skills Gap

Denise Rollin - Ontario Centre for Workforce Innovation

 We are often told about a skills mismatch between what employers are looking for, and what the labour market is actually able to provide. Learn more about OCWI's research projects that tackle skills programming. We have a diverse portfolio, from empowered youth mentors, extensive wraparound supports, to competencies for the "future of work." We'll share our research findings and invite you to participate in a facilitated discussion and Q&A.

208-2
 

Constructive Insights: Developing Trends in Construction Employment

Trent Soholt - Nova Scotia Construction Sector Council

 The Industrial-Commercial-Institutional construction sector offers a wealth of dynamic job opportunities, yet it is often hard to attract new entrants. Join Trent Soholt, Executive Director of the Nova Scotia Construction Sector Council, to learn about emerging job opportunities, why construction occupations should never be thought of as "second tier," and the Council's innovative approaches to youth engagement.

208-3
 



Carousels

Carousels allow you to rotate among two 30-minute presentations within the same room during a Block. Offering a more informal style of session, delegates join a presenter at a table. When you hear the bell, you simply move to another table of your choice.



Carrousel

Les carrousel permettent d'alterner entre deux présentations de 30 minutes dans une même salle dans un groupe. Cette méthode donne un style de séance plus informel et permet aux délégués d'aller voir le présentateur à la table. Au son de la cloche, il suffit de se rendre à une autre table de son choix.



Workforce Development Spotlight

*Cannexus19 brings you an expanded Workforce Development Spotlight with sessions in **Rooms 208 and 212.***

Throughout the conference, we'll be exploring how workforce development and sector strategies can be applied to increase community capacity and improve employment opportunities through systemic change.

Highlights include expert panels on:

- » *Demographic Shifts, Big Data and Predictive Models*
- » *Micro-Training in an Age of Macro-Disruption*
- » *Community Collaboration for a Thriving Workforce, sponsored by Vancity*

Vancity



Mise en vedette du développement de la main-d'œuvre

Cannexus19 mettra encore plus le développement de la main-d'œuvre en vedette avec des séances dans les salles 208 et 212.

Tout au long de la conférence, nous découvrirons comment les stratégies sectorielles et de développement de la main-d'œuvre peuvent être appliquées pour développer la capacité communautaire et améliorer les possibilités d'emploi grâce à des changements systémiques.

Celles-ci comprendront notamment des panels d'experts (en anglais) sur :

- » *Demographic Shifts, Big Data and Predictive Models*
- » *Micro-Training in an Age of Macro-Disruption*
- » *Community Collaboration for a Thriving Workforce, commanditée par Vancity*

11:00 –
12:15**Supporting Global Competencies
Through Career Education****Christine Schandl** – People for Education

This interactive presentation discusses three critical issues in public education: 1. The essential role that "global" competencies in creativity, health, social-emotional learning and citizenship play for student success and life chances, 2. The critical role guidance counsellors play in supporting students in these areas, and 3. Their scarcity as a resource, along with other related infrastructure and resources in schools.

**Favoriser l'acquisition
des compétences générales****Christine Schandl** – People for Education

Cette présentation interactive porte sur trois éléments clés de l'éducation publique : (1) l'importance des compétences générales pour la créativité, la santé, le développement social et affectif et la compréhension des droits et des obligations des citoyens dans la réussite et les perspectives de vie, (2) le rôle essentiel des conseillers dans ces domaines, et (3) le manque de conseillers, d'infrastructures.

209
E**Career Development for Our Field:
A National Conversation****Ali Breen** – Ali Breen Career Coaching
Donnalee Bell – Canadian Career Development Foundation

As a field, we're not great at promoting our value to Canadians. Join us in conversation with a diverse panel of people who are effectively showcasing the benefits of career development. Learn from perspectives in rural Nunavut, higher education, non-profit, the blogosphere, private practice and even a weekly TV guest expert. Let's step outside our silos and combine voices.

210
E**Développement de carrière
en milieu éducatif pluriethnique****Cynthia Martiny, Mélissa Bissonnette, Myra Deraïche** –
Université du Québec à Montréal

Quelques pratiques des intervenants scolaires liées à l'intégration culturelle, linguistique et socioprofessionnelle des personnes immigrantes en milieu éducatif québécois seront présentées en y montrant les défis des acteurs rattachés à l'inclusion, la résistance face aux mécanismes d'exclusion, l'implication professionnelle pour l'élaboration des connaissances et des stratégies innovantes. Une discussion suivra autour de la question : comment enseigner le développement de carrière pour impliquer davantage d'acteurs dans l'intégration.

211-1
E**Tirer parti des partenariats entre
pays : Apprentissage interculturel****Karl Napoleon** – Expérience internationale Canada

L'apprentissage par expérience internationale est à la hausse. Les effets de telles expériences sur le développement de compétences comme la résilience, la capacité d'adaptation et la sensibilité interculturelle sont bien connus. Cette séance, qui met l'accent sur la France, explique comment tirer parti des partenariats entre le Canada et d'autres pays afin de favoriser l'apprentissage par expérience internationale et interculturelle hors classe. Elle présente aussi les avantages d'une telle pratique pour les étudiants, les jeunes, ainsi que le milieu universitaire et de l'industrie.

211-2
E**PANEL: Demographic Shifts,
Big Data and Predictive Models****Moderator: Trudy Parsons** – MDB Insight
Panellists: **Didier Dubois** – HRM Groupe, **Hamoon Ekhtiari** –
Audacious Futures, **Jake Hirsch-Allen** – LinkedIn, **Strac Ivanov** –
Vicinity Jobs, **Steven Tobin** – Labour Market Information Council

 Talk of big data surrounds us, yet many of us find it difficult to wrap our thinking around it. Data informs decisions ranging from simple every day choices to transformative strategies that influence our communities, our careers, our future! Let's bring big data down a peg and truly understand how WE can use it, what we need to be conscious of when using it, and how might it help us make informed decisions that support workforce development!

212
E

-  English
-  Carousel/Carrousel (choose two/choisir deux)
-  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français
-  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

Canadian Career Development: Legacies of Leadership

213


Sareena Hopkins, Lynne Bezanson –
Canadian Career Development Foundation
Kris Magnusson – Simon Fraser University

What does leadership mean to you? Canada has had an enviable legacy of career development leadership. In 2017, we lost Bryan Hiebert, one of those leaders who left a powerful legacy. Join a panel of Stu Conger Award recipients who will share their sources of inspiration and influence, and reflect upon the next leadership challenges for career development in Canada.

A Better Story's Answer to Career Foreclosure

214


Gray Poehnell – Ergon Communications

Career foreclosure can affect people at any age, especially in later life. The belief that their career journey is over may lead to crippling hopelessness, depression, or anxiety. Cultivating a better story is a life-long journey in which people can rewrite their story at any age in ways that enable them to explore and pursue their future possibilities and opportunities.

Career Guidance Program for Primary Years

215-1
 

Mauli Mahajan – GEMS Modern Academy

A career guidance program was developed and implemented in Grades 1 to 4, with the purpose to provide students with successful educational experiences. Each career activity was pilot tested before implementation. Focus in the primary years was career awareness and exploration through curriculum enhancement. Activities were evaluated by all stakeholders and were redesigned for future implementation.

Ethnic Identity and Occupational Aspirations in Middle Years

215-2
 

Michelle Nilson – Simon Fraser University

Ethnic identity in adults has been shown to play a role in occupational choices; however, the development of this relationship in Canadian youth is still largely unexplored. In this study, we draw on longitudinal interviews to explore the relationship between the strength of youth ethnic identity and their occupational aspirations in an urban Canadian school district.

Future of Work: Changing Our Relationship with Change

215-3
 

Karena de Souza – FUTUREcasting

The speed of innovation continues to accelerate. By coaching students to enjoy the journey en route to their destination, we teach them to observe and respond to changes in the environment around them. Preparedness + Foresight = Situational Advantage.

Informed Career Choices

215-4
 

Hoda Kilani – The Right School and Career Fit

Participants will gain insight into the need to prioritize career planning among emerging adults (18-26). Many youth go to university or start careers and often too quickly they find that they made the wrong choice since their expectations were not met. I will share strategies that career development professionals can use to ensure a smooth transition for these emerging adults.

Concurrent Sessions | Séances concomitantes

13:30 –
14:20**Helping Students Thrive in
Post-Secondary and Career Transitions**201
E

Jay Gosselin – Mentor U and Discover Year

A strong sense of purpose and well-developed interpersonal and self-management skills are important tools in combating the current mental health crisis on our campuses. We will explore innovative strategies and programs that support youth through experiential learning, self-reflection and intentional skill development. We will also share the Discover Year approach to helping students transfer these lessons to life and career.

**University-to-Work: Career Readiness
Competencies Measure Up!**202
E

John Ault – University of Saskatchewan

The survey findings will provide a broad appreciation of the student disposition on career readiness regarding university-to-work preparations. We will explore insights about how USask students view the importance of competencies in their university education, the degree to which they have a sense of self-efficacy in their employability skills and where in their journey they would like to enhance them.

**Transforming Careers and
Experiential Learning at Trent**203
E

Jason Dennison, Tom Phillips, Kelly Zatorski – Trent University

Experiential learning opportunities are critical components in preparing post-secondary students with the necessary skills to enter and succeed in the modern workplace. Follow Trent University as it walks you through its process to expand its service delivery model as it adapts to the needs of its students, and to the workforce needs of our ever-changing communities.

**Language Matters:
Better Word Choices = Better Outcomes**204
E

Lisa Kelly – Canadian Business SenseAbility

Discover the assumptions behind your language and how they can adversely affect your ability to counsel your client with a disability. Help your clients re-frame their abilities and skills in a new light. Walk away with a deeper awareness of how different word choices can change the perceptions of both clients with disabilities and employers in the job search process.

Thank You!

We recognize the financial support for interpretation services at Cannexus provided by the Department of Canadian Heritage.

Canadian
HeritagePatrimoine
canadien**Impact Analysis of Innovative
Career Education Activity: Results**205
EKathy McDonald – Canadian Career Development Foundation (CCDF)
Lee Taal – ChatterHigh

Are your students feeling anxious and unprepared for the future of work? Schools are under pressure to help students build career plans and the skills/financial literacy needed to achieve those plans. The Canadian Career Development Foundation evaluated the impact of ChatterHigh, a gamified career exploration tool. Hear results and find out how career education can be both powerful and painless.

-  English  Carousel/Carrousel (choose two/choisir deux)  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

STEM Careers: Essential for a Comprehensive Career Program

Craig White – Let's Talk Science

Today 70% of the top jobs in Canada require some science, technology, engineering, math (STEM) education. Some STEM careers are obvious (eg, health and medical professionals, engineers, scientists), but many are not (eg, journalists, welders, computer animators, chefs). Students limit their career options by opting out of STEM courses. Discuss the issues, explore free resources and experience 360 virtual reality workplaces.

Formation en STIM : un élément essentiel

Craig White – Parlons sciences

Aujourd'hui, au Canada, 70 % des meilleurs emplois demandent une formation en sciences, en technologie, en ingénierie ou en mathématiques (STIM). Certains métiers font clairement partie des carrières dans les STIM. Les étudiants qui décident de ne pas suivre de cours de STIM limitent leurs choix de carrière. Discussion des enjeux, présentation de ressources gratuites et visite en réalité virtuelle à 360° de certains milieux de travail.

206



Bridges: The Generations and Career Development

Suzanne Cook – York University

Today's workplace is intergenerational, with Boomers, Generation X, Millennials, Generation Z and even the World War II Generation all working together. Bridging the generations and helping each one learn from the other can benefit everyone. Learn about intergenerational career development and how it can improve the way you work with your clients.

207



Labour Market Trends and Employer Expectations

Muhammad Saeed – Progress Career Planning Institute

 This session will address why it is important to research the labour market, and what jobs and skills employers are looking for. Specifically, we'll explore: which industries are hiring and where they are located; where to find employers who are hiring; when to enter the labour market; what are employers' expectations; and how to impress and engage an employer.

208



Front-Line Worker Profile in the Settlement Sector

Iren Koltermann – eCaliber Group
Daniel Scott – Calience Research and Consulting

 In this session, we cover the journey of a pan-Canadian, CERIC-funded research project examining the career pathways and competencies of front-line workers in the settlement sector. The research aims to better understand what front-line workers do, what steps they have taken to enter the settlement field, and what educational and work experiences have shaped their career paths.

Profil des travailleurs dans le secteur de l'établissement des nouveaux arrivants

Iren Koltermann – eCaliber Group
Daniel Scott – Calience Research and Consulting

 Cette formation porte sur la réalisation d'un projet de recherche pancanadien, financé par CERIC, qui vise à évaluer le cheminement professionnel et les compétences des travailleurs de première ligne dans le secteur de l'établissement. L'étude vise à favoriser une meilleure compréhension des tâches des travailleurs de première ligne, des étapes qu'ils ont franchies pour faire leur entrée dans le domaine et des expériences scolaires et professionnelles qui ont façonné leur cheminement de carrière.

209



Concurrent Sessions | Séances concomitantes

13:30 –
14:20**Exploring Unique Programming
for Graduate Students**210
E**Dorota Rams Skazinski, Frances Humphreys** –
Wilfrid Laurier University

Graduate student career development needs are very unique and diverse. Join us for a facilitated conversation to share best practices, successes, challenges and strategies to create transformative learning experiences for graduate students. We welcome a participatory conversation so that we can share knowledge and build community among career development professionals who serve graduate students.

La simplicité intelligente211
F**Guy Lucas** – Société Économique de l'Ontario (SÉO)

Nos systèmes de gestions n'ont guère changé depuis 50 ans. Il est temps de réfléchir ensemble à un nouveau modèle concret, qui prendra en ligne de compte les nouvelles technologies, leurs utilisateurs (nous), nos clients et nos bailleurs de fonds. Guy Lucas vous propose un atelier interactif, pendant lequel nous définirons ensemble ce dont nous avons besoin pour mieux fonctionner dans notre travail au quotidien et ce dont nous devons nous débarrasser pour un futur plus attrayant!

**Becoming an Ally
for Inclusion in the Workplace**212
E**Lisa Moon** – Dynamic Diversity

 Almost 14% of working-age Canadians identify as having a disability, representing a large marginalized group in the workplace and the most diverse group by far. With an aging workforce, many of us will acquire a disability that will impact work teams and organizations. Taking a more inclusive approach to leadership, mentoring and career development results in win-win solutions at work.

**Innovative Learning Experiences as
Preparation for Workplace Innovation**213
E**Candy Ho** – Kwantlen Polytechnic University

How do we prepare post-secondary students to be innovative in their workplaces? This session discusses how students' experiences with – and reflections on – innovations in our teaching and learning can prepare them for innovations in future professions. Results from English, History, Educational Studies courses, etc. highlight how these opportunities might be structured to empower students for effective engagement with workplace innovation.

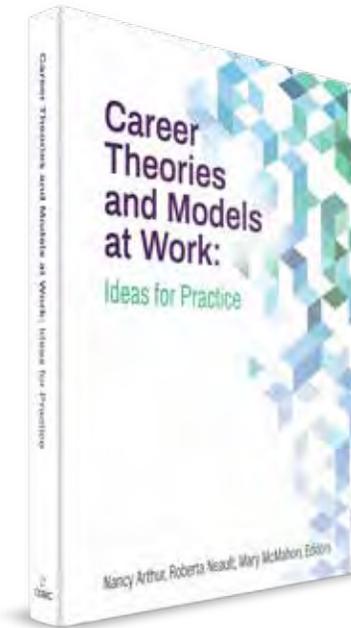
**What Career Services Do
International Students Wish They Had?**214
E**José Domene, Nancy Arthur** – University of Calgary
Natalee Popadiuk – University of Victoria

Many international students study in Canada with the goal of permanent immigration. We provide practical suggestions for improving career services for these international students, based on recent research evidence. We describe services and resources from their self-reported “wish list” for transitioning from university to post-degree employment in Canada. Case illustrations and time for interactive discussion will be included.

**Engaging Students Early: A
Post-Secondary Career Planning Group**215
E**Rebecca Balakrishnan** – University of Manitoba

University of Manitoba is engaging students in career planning sooner – even before university. We'll discuss how we attract students to our workshop and the tools used. Integration of established assessment tools, campus resources, and career information to identify occupations will be shared. The session emphasizes supporting students in creating a list of occupations connected to subject preferences, values and interests.

Launch of Career Theories and Models at Work!



Lancement de l'ouvrage Career Theories and Models at Work!

Be sure to join us **Monday at 5:00 pm** in the **Exhibitor Hall** to celebrate the launch of this new edited collection of career development theories and models.

Meet the co-editors Nancy Arthur, Roberta Neault and Mary McMahon as well as many of the contributing authors at a book signing during the Wine & Cheese.

All **conference attendees can pick up their complimentary copy!** Just bring the ticket you receive at Check-In to collect your book at the CERIC booth any time Monday or Tuesday.

Thank you to our Knowledge Champions for their support!

Joignez-vous à nous sans faute **lundi à 17 h dans l'aire d'exposition** pour célébrer le lancement d'un recueil des théories et des modèles du développement de carrière.

Vous pourrez rencontrer les directrices, Nancy Arthur, Roberta Neault et Mary McMahon, ainsi que plusieurs des collaborateurs lors d'une séance de signature pendant la dégustation de vins et fromages.

Tous les participants du congrès peuvent récupérer leur exemplaire gratuit!

Apportez simplement le billet qu'on vous remettra au moment de l'inscription afin de récupérer votre publication au kiosque du CERIC en tout temps lundi ou mardi.

Merci à nos champions des connaissances pour leur soutien!

Concurrent Sessions | Séances concomitantes

14:30 –
15:45**What's Known About Career
Development and Mental Health**201
E**David Redekopp** – Life Role Development Group Ltd.
Michael Huston – Mount Royal University

Building on last year's Mega Session on mental health, this session reviews a model of career development/well-being relationships, summarizes the research on mental health outcomes related to work and career development, identifies areas in which research is still needed, and offers practical ways by which practitioners can build mental health outcomes into their promotion and evaluation practices.

**Get Ready ICCDPP 2019:
Here Comes Canada!**202
E**Paula Wischoff Yerama** – Career Development Association of Alberta (CDA), **Lorraine Godden** – Queen's University
Kathy McDonald – Canadian Career Development Foundation (CCDF)

In this interactive session, members of Team Canada will share progress on the Country Action Plan formulated at the 8th International Symposium on Career Development and Public Policy (ICCDPP) in Seoul, Korea. Session participants will be invited to review Canada's 2017 Action Plan and provide input into the Country paper for Canada heading into ICCDPP 2019 Symposium in Norway.

**Extending Promising Practices:
Updating the FIMES Inventory Project**203
E**Suzanne Klinga, Lisa Semchuk** –
Canadian Career Development Foundation (CCDF)

The session focuses on the updating of the First Nations, Inuit, Métis Essential Skills (FIMES) Inventory Project (www.fimesip.ca). We will report on the inventory of innovative Aboriginal Essential Skills Initiatives across Canada and highlight the 12 Markers of Promising Practices, sharing a self-assessment tool based on the 12 Markers that can be used to develop and strengthen FIMES programming.

**Helping Career Seekers Navigate
the New Work Order**204
E**Laurie Edwards** – Nova Scotia Community College
Clarence DeSchiffart – Career Consultant

With automation and globalization, workforce disruption is driving opportunities for economic and personal growth. Our emerging role will be to help individuals navigate new, unpredictable and ambiguous career landscapes. We will contrast old work order concepts with newer ones highlighted in current Canadian and Australian research. This perspective emphasizes that career seekers carry more portable skills into future work.

**Career Counselling
with Soul**205
E**Spencer Niles** – National Career Development Association (NCDA)

This interactive session highlights strategies for encouraging clients to make career choices to honour their souls or authentic selves. Soul-based choices are grounded in authenticity, meaning and purpose. Emphasizing the psychology of use, we can facilitate the consideration of the most essential questions that guide us toward achieving our unique purpose.

Merci!

*Nous remercions le ministère
du Patrimoine canadien pour son
soutien financier aux services
d'interprétation de Cannexus.*

Canadian
HeritagePatrimoine
canadien

E English

 Carousel/Carrousel (choose two/choisir deux)

 Workforce Development Spotlight/

F Français

 CERIC-funded project/Projet financé par le CERIC

Développement de la main-d'œuvre en vedette

 Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

BLOCK
BLOC

4

14:30 –
15:45

MONDAY | LUNDI

Retention Skills Assessment Tool (R-SAT)

Outil d'évaluation des capacités de rétention des employés (R-SAT)

206



Mandie Abrams – Hospitality Workers Training Centre
Randy Lindsay – Futureworx

Mandie Abrams – Hospitality Workers Training Centre
Randy Lindsay – Futureworx

R-SAT is the first systematic and objective post-employment assessment tool in Canada. This tool assists employers and case workers to create structured, individualized post-employment and retention supports to vulnerable entry-level workers. Learn about how the R-SAT tool works and how it can better help you support highly barriered workers to retain employment and to advance in their careers.

R-SAT est le premier outil d'évaluation post-embauche systématique et objectif au Canada. Il aide les employeurs et les responsables de dossiers à créer des programmes structurés et personnalisés pour favoriser le maintien en poste des employés débutants plus vulnérables. Apprenez-en plus sur l'outil R-SAT et sur la façon dont il vous permettra d'aider les travailleurs qui doivent relever de grands défis pour conserver leur emploi et gravir les échelons.

I Can't Go Because Reasons

207



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

Career counsellors at Saint Mary's University conducted narrative research to explore how students engage with career services, and are now using the stories collected to improve service delivery. Join us for this interactive, activity-based presentation! Learn to work intuitively with student stories to draw out themes that inspire change, and hear about steps we've taken to translate research into action.

Indigenous Engagement in IT and Advanced Manufacturing Sectors

208



Trina Maher – Bridging Concepts

 The IT & Advanced Manufacturing sectors in Canada are growing at exponential rates. However, Indigenous talent has been a largely untapped talent source to meet this demand. The Ontario Linkages Project rose to this challenge and created opportunities for employers, post-secondary and Indigenous employment/higher education organizations to connect and collaborate to share best practices, and innovate new career development strategies.

Infusing Career Across the Curriculum

L'intégration du développement de carrière aux programmes d'études

209



Kris Magnusson – Simon Fraser University

Kris Magnusson – Simon Fraser University

Several K-12 jurisdictions are engaging in curricular revisions. These times of revision provide excellent opportunities for infusing career principles and practices, both within specific "career" courses as well as across subject and grade levels. Doing so requires a way to conceptualize age and stage appropriate activities and interventions. Come explore one framework for infusing modern career practices across curricular contexts.

De nombreux administrateurs du milieu scolaire, de la maternelle à la 5e secondaire, ont entrepris de réviser les programmes. Cette période de révision est une excellente occasion d'incorporer les principes et les méthodes de choix de carrières aux cours d'orientation professionnelle, ainsi qu'aux cours plus généraux, à tous les niveaux d'études. Étude d'un cadre de travail qui permet d'incorporer le développement de carrière aux programmes d'études.

Concurrent Sessions | Séances concomitantes

14:30 –
15:45**An Ecosystem Approach
to Career Development**210
E**Kim Kiloh, Karla Gouthro** – University of British Columbia

There are many factors that influence a student's career development. UBC's Centre for Student Involvement & Careers has adopted an accessible framework for conceptualizing career development, which values the breadth and depth of these influences across and beyond the university. The session will showcase how this approach has mobilized students, faculty and staff to help students design their lives.

**L'advocacie professionnelle
chez les conseillers d'orientation**211
F**Simon Viviers** – Université Laval
Patricia Dionne – Université de Sherbrooke

L'advocacie est devenue une compétence-clé de la pratique du développement de carrière (Arthur, 2013). Intervenir sur les contraintes systémiques nuisibles à l'exercice de sa profession fait partie des défis à relever pour assurer une réponse pertinente, juste et adaptée aux besoins des personnes, groupes ou organisations desservies. À partir d'une recherche menée auprès de groupes de conseiller.e.s d'orientation, cette communication présentera un portrait qualitatif de certaines pratiques pouvant être associées à des actions d'advocacie professionnelle.

**PANEL: Micro-Training in an
Age of Macro-Disruption**212
E**Moderator: John Horn** – Vancity
Panellists: **JD Dillon** – Axonify, **Denis Gravelle** – deVant Professional Group, **Sandra Larwill** – Algonquin College, **Jackie Pichette** – Higher Education Quality Council of Ontario (HEQCO)

 Human beings have never been expected to learn so much so quickly. And we've never had so little time for learning. More than ever, learners are expecting just-in-time, self-directed, and one-size-fits-one ways to build new skills and stay relevant amid spectacular disruptive forces. Join this panel discussion to understand the changing learning environment, how sectors and organizations are adapting, and what this means for your practice and your clients/constituents.

**Embedding Career Education
in the University Curriculum**213
E**Miguel Hahn, Leigha Covell** – Queen's University
Marisa Brown – Brock University

Embedding career in curriculum is a powerful strategy for reaching new students – especially those reluctant to seek out career services. Hear from our panel on their experiences embedding career into curriculum, strategies for building partnerships and instructional design, and career content and activities. Get new ideas and share in the discussion of moving career readiness forward on our campuses!

**Career Counsellor or Business Coach?
Evaluating Self-Employment**214-1
E **Nancy Wilson** – Canadian Women's Chamber of Commerce

By 2020, nearly half of Canadians will be self-employed. How do we help people transition from the gig economy to sustainable self-employment? What new skills are required to accommodate the changes in career and employment options? What resources exist (or should exist) to support the increase in self-employment and entrepreneurship?

**Check Out
the Exhibitors!**

Visit our 48 exhibitors, both returning and new to Cannexus. This is a great opportunity to learn about programs and services to help you in your work!

-  English
-  Carousel/Carrousel (choose two/choisir deux)
-  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français
-  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

Crafting Your Job to Increase Well-Being at Work

214-2
 

Jessica Londei-Shortall – Optimum Talent

Job crafting is about changing your job to make it more meaningful. It will build on research on how crafting your job can improve your well-being, performance and meaning at work. Through a series of exercises the objective of this session will be to have participants craft their own job, and learn how to help their clients craft theirs. Empirical data from my thesis will also be presented.

"Ignite": A Post-Secondary Experiential Learning Employment Program

214-3
 

Sydney Murray, Kerri Zold – University of Windsor

In 2017, the University of Windsor re-designed its on-campus work study program to focus on the principles of experiential learning. This new employment model, branded as "Ignite," provides students with opportunities to build skills relevant to their career development. Discover the University of Windsor's journey in "programizing" work study, including lessons learned, future plans, and the impact on international students.

Portfolio: One Amazing Career Development Tool!

214-4
 

Elizabeth Nicholas, Helene Cadotte-Gagnon – Trenton Military Family Resource Centre

The Trenton MFRC (Military Family Resource Centre) has been offering Portfolio Development Courses designed specifically for the unique needs of the military community for years. We are in awe realizing how amazing this tool is and the successes we have witnessed. Join us as we share our experiences and a chance to build your own "portfolio development toolbox."

Translating the Warrior: Supporting Military Career Transitions

214-5
 

Meghan Reid, Michael Sorsdahl – Canada Career Counselling

This session will provide career practitioners with insight into military culture and equip participants with strategies to engage military clients in career planning/development/transition conversations. Areas of focus will include: beliefs and messages (stemming from and about military), translating military skills into complimentary civilian skills, counselling do's and don'ts, key questions for military clients, and research resources for clients and practitioners.

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

- » The Winter 2019 issue of **Careering** magazine on the theme of STEM
- » The new edition of the **Canadian Journal of Career Development**

Sponsored by/Commandité par :



Regardez dans vos **sacs de délégué** pour découvrir les publications les plus récentes du CERIC qui vont vous informer et vous inspirer.

- » Le numéro d'hiver 2019 du magazine **Careering** sur le domaine des STIM
- » La dernière édition de la **Revue canadienne de développement de carrière**



Concurrent Sessions | Séances concomitantes

14:30 –
15:45**Is the Dream Job
a Ludicrous Idea?**215-1
 

Priscilla Jabouin – My Map to Happiness

In today's society and status quo mentality, it's challenging to imagine how to make the dream job become a reality. Especially when you have bills to pay and a mouth to feed! But, anything is possible when you have the right tools and method to set a strong foundation to create positive change in yours and your clients' careers.

**Making Self-Employment
A Realistic Option**215-2
 

Karen McDonald-Hurley – Opportunity Group

Traditional secure, full-time, year-round jobs are disappearing. How can you recognize if and when self-employment is the best fit? With the discontinuation of the Ontario Self Employment Benefit Program, what do you look for and how do you access training to ensure long-term success past startup? Come to this session to learn your clients' options.

**So You Want
to Write a Book**215-3
 

Sarah-Jane VandenBerg – Passionate Income

Have you ever wondered about writing a book or had a client ask about making a living as an author? Are you curious about where to begin for yourself or your client? Come explore the world of writing and publishing with the author of *Lost & Found: Empowering Teens To Make The Best Career Decisions* and demystify this career/income option.

**Strategies and Tips for Leading
Excellent Team Meetings**215-4
 

Cathy Ginsberg – People Focus Training Inc.

Team meetings are opportunities for colleagues to come together and pool their talents, knowledge and creativity to help move the team towards achieving its goals. All too often, though, they become just part of the regular routine, making less than optimum use of that valuable resource - time. Participants will learn how to lead productive, engaging and motivational team meetings.

**Allez voir les
exposants!**

Visitez nos 48 exposants, dont certains participent pour la première fois tandis que d'autres sont des vétérans de Cannexus. C'est une excellente occasion de découvrir des programmes et des services qui pourraient vous être utiles dans votre travail!

**Using Digital Portfolios
to Enhance Career Education**215-5
 

Colin Asuncion – myBlueprint

Join this session to learn more about using digital portfolios as a highly effective career education tool. Beyond its role in assessment, portfolio building supports reflective and strategic thinking, and preparing for jobs and the world of work. We will also share creative implementation ideas for using portfolios with your students/clients.



Free Internet!

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

Network: **CANNEXUS_2019**
Password: **cannexus**

Internet sans fil gratuit!

Les délégués de Cannexus pourront profiter d'une connexion Internet sans fil gratuite partout dans le Centre Shaw!

Sélectionnez le réseau :
CANNEXUS_2019

Mot de passe :
cannexus



Say Cheese!

*While at Cannexus, take advantage of our professional photographer to get an **updated headshot for your social media profile for only \$25!** Photos will be taken during the **Tuesday morning Networking Break**. Sign up and pay in advance at the Conference Check-In desk.*

Souriez!

*Pendant que vous serez à Cannexus, profitez de la présence de notre photographe professionnel pour obtenir une **nouvelle photo pour vos profils sur les médias sociaux pour seulement 25 \$!** Les photos seront prises durant la **pause de réseautage du mardi matin**. Inscrivez-vous et payez d'avance au kiosque d'enregistrement.*

CAPITALE DU CANADA
OTTAWA
CANADA'S CAPITAL

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.*

Montrez votre porte-nom de délégué

*Le programme Porte-nom de délégué permet aux délégués et aux invités d'avoir **accès à des rabais et à des offres spéciales dans les attractions, circuits et restaurants participants** d'Ottawa. Il n'y a pas d'inscription requise – les délégués peuvent simplement présenter leur porte-nom Cannexus chez les détaillants participants pour recevoir la réduction annoncée.*

CAPITALE DU CANADA
OTTAWA
CANADA'S CAPITAL

Concurrent Sessions | Séances concomitantes

16:10 –
17:00

Client-Focused E-Learning

201
E**Deborah Bromley, Tamara Cameron** –
ETHOS Career Management Group Ltd.

Employment and training organizations are being urged to cut back on face-to-face programs and enable learners to access resources and activities online at the time of need. Regardless of the format you use to deliver your e-courses, sound learning strategies are essential. Are clients acquiring new knowledge, developing skills or altering their perceptions? This is the challenge.

Professional Mentoring, Professional Practice and Employer Engagement

202
E**Ritu Ganju, Kyle Turner** –
Immigrant Services Association of Nova Scotia (ISANS)

We'll share best practices leading to the success of the Professional Mentorship Program, which matches internationally trained immigrants with established professionals - pre-arrival and after landing. The Professional Practice Program connects employers with skilled immigrants who offer up to six weeks of meaningful volunteer work. Skills Match online and on-site recruitment sessions helps employers to connect with pre-screened skilled immigrants.

Case Management: An Essential Specialization in Employment Services

203
E**Teresa Francis** – CCPA Career Counsellors Chapter
Connie Corse – Nova Scotia Career Development Association (NSCDA)

Recognizing the emergence of Case Management as a critical specialization within employment services, the Nova Scotia Career Development Association has developed a modular learning system that provides comprehensive, online content suitable for new and experienced career practitioners. The system supports the development of case management competencies through the demonstration and assessment of knowledge.

Career Pathways in K-12 at Edmonton Public Schools

204
E**Chelsea Erdmann, Sean Jones, Ann Parker** –
Edmonton Public Schools

Career Pathways is about supporting all students from early learning through to high school completion and beyond, by engaging students in meaningful and relevant learning opportunities that reduce barriers and open doors. Students develop a curiosity about the world around them through rigorous and relevant projects, activities and experiences that also make important connections to potential career pathways. These learning experiences elicit enduring understandings which, in turn, help students to become competent, successful and contributing citizens.

Save on
Cannexus20!

Register and pay for Cannexus20 during this year's conference and **pay \$395, a savings of more than \$200 off the Regular rate.** It's the lowest possible price – and available only during Cannexus! Come see us at the Conference Check-In desk.

Talent Revolution:
Longevity and the Future of Work205
E**Lisa Taylor** – Challenge Factory

HOT OFF THE PRESS! In early 2019 Lisa's newest book hits shelves, challenging outdated career thinking. Published by University of Toronto Press, this book delves into how demographic change is the catalyst for today's talent revolution, with field notes, theories and tips for practitioners, managers and leaders. Come be among the first audiences to dig into this new Canadian resource.

E English

 Carousel/Carrousel (choose two/choisir deux)

 Workforce Development Spotlight/

F Français

 CERIC-funded project/Projet financé par le CERIC

Développement de la main-d'œuvre en vedette

 Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

BLOCK
BLOC

5

16:10 –
17:00

MONDAY | LUNDI

Students with Disabilities: From Post-Secondary to Rewarding Careers

Les étudiants handicapés : des études postsecondaires à un travail enrichissant

206



Frank Smith, Roxana Jahani Aval – National Educational Association of Disabled Students (NEADS)

Frank Smith, Roxana Jahani Aval – Association nationale des étudiant(e)s handicapé(e)s au niveau postsecondaire (NEADS)



As part of NEADS' Landscape of Accessibility and Accommodation for Post-Secondary Students with Disabilities in Canada project, career service professionals at Canadian post-secondary institutions were surveyed to better understand current practices for students with disabilities. Findings from our career educators survey – with funding support from CERIC – will be shared.



Dans le cadre de son projet Accessibilité, conception universelle et de services d'orientation professionnelle, NEADS a posé des questions à des spécialistes de l'orientation professionnelle dans des établissements postsecondaires canadiens afin de mieux comprendre le quotidien des étudiants handicapés. Les résultats du sondage transmis aux spécialistes de l'orientation professionnelle, avec l'appui financier de CERIC, seront bientôt diffusés.

Conestoga Career Course Embeds Gamification, Experiential Learning

207



Lisa Bauman – Conestoga College
Mark Franklin – OneLifeTools

Conestoga College streamlined 25 career development courses in a pilot supported by MAESD's "Career Ready" project, resulting in four common-core courses featuring inventive localization, better aligned to the student context. Embedding narrative assessment tools – Who You Are Matters! game and Online Storyteller, in partnership with OneLifeTools, into curriculum engages students in career clarification, experiential learning and authentic workplace exposure.

#NLWIC Innovation Jam

208



Susanne Dawe, Sharon McLennon, Joanne Kendrick – NL Workforce Innovation Centre (NL WIC)



NL Workforce Innovation Centre provides a co-ordinated, central point of access to engage government, career and employment providers, skills development organizations and stakeholders in business and community sectors. The Centre's goal is to promote the research, testing and sharing of ideas and models of innovation in workforce development that will positively impact individual employability, entrepreneurship and attachment to the workforce.

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

Riz Ibrahim – CERIC

You've identified a need that must be met. You've got a project idea that addresses the need and you're ready to move forward but not sure where to go. Could it be to CERIC? Explore CERIC's current funding priorities for Project Partnerships, our online application portal and review processes, hints and tips, and supports available to applicants. Current project partners will also share their experiences.

Vous avez une bonne idée. Et maintenant?

Riz Ibrahim – CERIC

Vous avez décelé un besoin à combler. Vous avez un projet qui répondrait à ce besoin et êtes prêt à aller de l'avant, mais n'êtes pas bien certain de la suite. Le CERIC pourrait-il vous aider? Explorez les priorités de financement actuelles du CERIC en ce qui a trait aux partenariats de projets, son portail de demandes en ligne, ses processus, conseils et astuces en matière d'examen, ainsi que son soutien aux demandeurs. Les partenaires des projets actuels parleront aussi de leurs expériences.

209



Concurrent Sessions | Séances concomitantes

16:10 –
17:00**Making Meaningful Career Connections:
Leveraging Your Community Mentors** **210**
E**Carol Lam, Amelia Merrick** - University of Toronto

Since 2014, Career Exploration and Education has engaged more than 1,800 co-educators, exponentially leveraging and diversifying career conversations. Through this presentation, you will learn about mentor recruitment strategies, how community professionals were equipped as career co-educators in experiential learning programs, the challenges of managing stakeholder expectations while maintaining program integrity, and how students benefited from impactful conversations with career co-educators.

**Advocacy, femme immigrantes
et counseling de carrière groupal** **211**
F**Patricia Dionne** - Université de Sherbrooke

Plusieurs travaux de recherche mettent en lumière les injustices et la double stigmatisation vécue par les femmes immigrantes eu égard à l'appartenance ethnique et de genre. Dans un perspective d'advocacy et de justice sociale nous présentons des résultats d'une recherche et une vignette pratique traitant de l'intervention en counseling de carrière groupal auprès de cette population.

**Service Co-ordination
and Community Partnership** **212**
E**Paige Marlow** - Durham Workforce Authority
Jennine Agnew-Kata - Literacy Network of Durham Region

 The Durham Workforce Authority and Literacy Network of Durham Region has expanded service co-ordination activities for Employment Service, Literacy & Basic Skills and Job Development agencies. This session will provide a history of how support was extended beyond Literacy Service Planning to include employment and job development, and an overview of how strategic planning and design thinking have been utilized.

**Collaborative Innovations in Career
Development for Distinct Groups** **213**
E**Jessie Eulenberg, Korrie Belanger** - Wilfrid Laurier University

Laurier's Career Development Centre celebrates diversity by offering unique programming, expert advice, and additional support and resources for distinct student groups on campus. Learn from two dedicated career consultants as they share their programming ideas, strategies, successes and the challenges experienced while working with campus partners including: Accessible Learning, Laurier International, Indigenous Student Centre, and the Diversity and Equity Office.

**Work-Integrated Learning:
Exploring Challenges & Solutions** **214**
E**Wendy Cukier, Roger Pizarro-Milian, Brian Robson** - Ryerson University

This session will explore the paradoxical challenge of "jobs without people and people without jobs." The Diversity Institute will share its research exploring barriers and enablers to work-integrated learning faced by post-secondary students from marginalized groups across Ontario. Two innovative programs driving equitable access to skills training and employment, Advanced Digital Professional Training Program (ADaPT) and Magnet, will be discussed.

**Careers of the Future
and Challenges to Overcome** **215**
E**Abla Krouma** - Abu Dhabi Vocational Education and Training Institute (ADVETI)

Nowadays, there is a huge concern whether today's careers will be available in 10 years. This is due to the rapid technological development which dictates a remarkable transformation in tomorrow's labour market. In this session, participants will have an overview of careers which are expected to vanish or to be created. Additionally, challenges and suggested solutions will be presented.



Etta St John Wileman Award

This award for lifetime achievement is designed to recognize and celebrate individuals who have devoted their lives to furthering the profession of career development.

*The award is not necessarily given out annually. But join us as a surprise recipient receives the Wileman Award at this year's **Tuesday morning Opening Assembly.***

Le prix Etta St John Wileman

Ce prix pour l'œuvre d'une vie vise à souligner et à célébrer l'apport des personnes qui ont consacré leur vie à améliorer le domaine du développement de carrière.

*Ce prix n'est pas nécessairement remis chaque année. Joignez-vous à nous pour la remise du prix Wileman à un lauréat surprise lors de l'**assemblée d'ouverture mardi matin.***



Downloaded the App Yet?

*Use the Cannexus19 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 (\$45.00 value)**, made by the Ottawa-based social enterprise Eco Equitable that empowers immigrant and underemployed women to join the Canadian labour market through sewing. Every Flagbarer product is made from a recycled flag which has been on display somewhere in Canada.*

Check the app (and screen in the Plenary) for leaderboard updates.

Plus, watch for a great prize from App Sponsor Douglas College!



Avez-vous téléchargé l'application?

*Utilisez (souvent) l'application Cannexus19 et courez la chance de **gagner un prix formidable!***

- » **Publier : 4 points**
- » **Commenter : 2 points**
- » **Aimer : 1 point**
- » **Si on aime ce que vous avez publié : 2 points**
- » **Si on commente ce que vous avez publié : 3 points**

*Les 10 participants ayant obtenu le plus de points gagneront chacun une pochette **Flagbarer Robson (d'une valeur de 45,00 \$)** fabriquée par l'organisme social Eco Equitable, situé à Ottawa, qui encourage les femmes immigrantes et sous-employées à entrer sur le marché du travail canadien grâce à la couture. Chaque produit Flagbarer est fabriqué avec un drapeau recyclé ayant déjà été déployé quelque part au Canada.*

Surveillez l'évolution du tableau de pointage dans l'application (et à l'écran de la salle plénière).

Vous pourrez aussi surveiller la remise d'un prix formidable par le commanditaire de l'application, le Collège Douglas!

Day/jour 02

TUESDAY, JANUARY 29

MARDI 29 JANVIER

07:00 – 17:00	Conference Check-In Enregistrement	Level 3: Foyer 2 ^e étage: Hall
07:00 – 08:00	Networking Breakfast Déjeuner et réseautage	Level 3: Plenary 3 ^e étage : Salle plénière
08:00 – 08:30	Assembly and Announcements Accueil officiel et annonces du jour	Level 3: Plenary 3 ^e étage : Salle plénière
08:30 – 09:30	KEYNOTE / ALLOCUTION Mary McMahon <i>Systems Thinking, Storytelling, Identity and Career Counselling</i> <i>Pensée systémique, récit, identité et orientation de carrière</i>	Level 3: Plenary 3 ^e étage : Salle plénière
09:40 – 10:30	Concurrent Sessions : Block 6 Séances concomitantes : Bloc 6	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
10:30 – 11:00	Exhibitor Showcase / Networking Break Pause et visite des exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
11:00 – 12:15	Concurrent Sessions : Block 7 Séances concomitantes : Bloc 7	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
12:15 – 13:30	Cannexus Connections Networking Luncheon Dîner réseautage Connexions Cannexus	Level 2 Meeting Rooms 2 ^e étage : Salons de réunion
13:30 – 14:20	Concurrent Sessions : Block 8 Séances concomitantes : Bloc 8	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
14:30 – 15:45	Spark! Spark!	Level 3: Plenary 3 ^e étage : Salle plénière
15:45 – 16:10	Final Exhibitor Showcase / Networking Break Pause et dernière chance de visiter les exposants	Level 3: Foyer / Exhibitor Hall 3 ^e étage : Hall / Aire d'exposition
16:10 – 17:00	Concurrent Sessions : Block 9 Séances concomitantes : Bloc 9	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion



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Come see us at Booth 113!

17-350

Day/jour 02

TUESDAY | MARDI



AKSELROD
Evelyn



AMUNDSON
Norman



ANDREWS
Joy



ANSTED
Ronda



ASCENCIO
Yessica



ASH
Stephanie



AYAD
Wessam



BEEMANS
Adriana



BELAN
Suzana



BELL
Donnalee



BHAGSAW
Elina



BITEEN
Andrew



BLUMKE
Zach



BOYD
Ann



BRINKHURST
Paul



BROWN
Christine



BROWNRIGG
Jeff



BUTT
Zahiruddin



CALDWELL
Karen



CAMPBELL
Jeannette



CARLSON
Elisa



CHUNG
Esther



COUSINEAU
Linda P.



DASILVA
Pinder



DELOYER
Shellie



DENOMME
Katie



DESCHIFFART
Clarence



DESKA
Ryan



DI MAULO
Sonia



DITTMER
Michelle



DUFF
Chris



DUNCH
Cynthia Gracey



DYRDA
April



EVANS
Amy



FERNANDES
Phonda



FOURNIER
Geneviève



FRASER
Don



GHANAM
Denise



GODDARD
Tannis



GODDEN
Lorraine



GOSSELEIN
Jay



GRAHAM
Sharon



GRANT
Victoria



HAHN
Miguel



HAJNAL
Catherine



HAMBLEY
Laura



HIRSH SPENCE
Helen



HITIMANA
Amani



HOLMES
Aimee



HONEYWELL
Peter



HOPKINS
Sareena



HUDSON-BREEN
Rebecca



HUSTON
Michael



JAKUBEC
Colin



JONES
Emily



KARIM
Atifa



KELLY
Lisa



KELLY
Tiffany

KING
Patricia

KIRSON
Jill

KLASSEN
Kristen

KOLTERMANN
Iren

KONG
Sherman

LAGUEUX
Mythra

LAWSON
Bruce

LÉGARÉ
Catherine

LEO
Jennifer

LINDSAY
Randy

LOKOTKOVA
Ana

LUDGATE
Catherine

MACNAB
Maddy

MACORETTA
Shannon

MAGNIFICO
Adriano

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Tammy

MATHESON
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MATTEI
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Tyree

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MICHEL
Jean-Philippe

MILLER
Deborah

MILLIN
Deirdre

MORRISON
Adam

MUSGROVE
Sheila

NEULT
Roberta

NERENBERG
Madeleine

OH
Byung

OKINE
Gladys

OLAJOS
Harrison

PEUKASSA
Yaye

PICKERELL
Deirdre

POWELL
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Eric

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Maribeth

TAYLOR
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TINGLING
Jodi

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Catherine

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Amber

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Simon

WALMSELY
Dan

WARD
Valerie

WARKENTIN
Carolyn

WATTS
Sue

WILLIAMS
Ciara

WILSON
Barbara

WONG
Sonny

WOOLSEY
Roger

WRIGHT
Daisy

YEARWOOD
Debra

YEE
Kate

YOMANS
Sandy



Keynote Speaker

08:30 – 09:30, Level 3 Plenary



Mary McMahon

Systems Thinking, Storytelling, Identity and Career Counselling

Systems thinking is found all around us through applications such as education systems, computer systems and transport systems. Even the human body is comprised of interconnected systems including the skeletal, muscular, nervous and respiratory systems. As we know, people live and work in complex familial, social, historical, cultural, geographic and socio-political systems. During their daily lives people interact with these systems and construct and tell stories to make meaning of their experiences. Identity is constructed in context and through the telling of stories. Storytelling is a valuable process in career guidance through which clients can construct future stories. Systems thinking can support career practitioners to avoid over-simplification and make sense of the complexity of their clients' lives and their own work. The Systems Theory Framework of career development provides a map that can guide career practitioners to think systemically about their clients and also about themselves and their work contexts. Through examples and stories, this presentation will explore the relationship between systems thinking, storytelling, identity and career counselling.

Dr **Mary McMahon** is an Honorary Senior Lecturer in the School of Education at The University of Queensland, Australia where she lectured in career development and career counselling at undergraduate and post-graduate level. She is a developer and co-author of the internationally recognized Systems Theory Framework of Career Development which takes a holistic “individual in context” view of career development. She applies systems theory and systems thinking in her work on narrative career counselling and qualitative career assessment. Dr McMahon is also co-editor (along with Dr Nancy Arthur and Dr Roberta Neault) of a CERIC-funded book on applying career theories and models to practice.

Allocution

08:30 – 09:30, 3^e étage, Salle plénière



Mary McMahon

Pensée systémique, récit, identité et orientation de carrière

La pensée systémique fait partie intégrante de notre monde, trouvant des applications concrètes dans le système d'éducation, les systèmes informatiques et le système de transport. Le corps humain lui-même est fait de systèmes interconnectés, dont les systèmes squelettique, musculaire, nerveux et respiratoire. De même, les gens vivent et travaillent au sein d'un réseau complexe de systèmes familiaux, sociaux, historiques, culturels, géographiques et sociopolitiques. Dans leur quotidien, les gens interagissent avec ces systèmes, et ils construisent et racontent des histoires pour donner un sens à leur expérience. L'identité se bâtit ainsi en interrelation avec l'environnement et par le truchement de récits. Le récit constitue un processus utile en orientation de carrière, permettant aux clients de construire l'histoire de leur avenir. La pensée systémique aide les intervenants en développement de carrière à éviter le piège de la simplification excessive et à comprendre plus clairement la complexité de la vie de leurs clients et de leur propre travail. L'approche systémique en développement de carrière aide les intervenants en développement de carrière à appliquer la pensée systémique dans la compréhension de leurs clients et de leurs propres pratiques professionnelles. Au moyen d'exemples et d'histoires, cette présentation explorera la relation entre la pensée systémique, le récit, l'identité et l'orientation de carrière.

Mary McMahon est chargée de cours principale honoraire à la Faculté d'éducation de l'Université du Queensland, en Australie. Elle y a donné des cours de premier et de deuxième cycle en développement de carrière et en orientation professionnelle. Elle est conceptrice et coauteure du cadre théorique des systèmes du développement de carrière, reconnu à l'international, qui adopte une vue holistique de « la personne en contexte » en matière de développement de carrière. Elle applique la théorie des systèmes et la pensée systémique à ses travaux sur l'orientation de carrière narrative et l'évaluation de carrière qualitative. Mme McMahon est également coauteure (avec Nancy Arthur et Roberta Neault) d'un ouvrage sur l'application pratique des théories et des modèles de carrière, financé par le CERIC.

Concurrent Sessions | Séances concomitantes

09:40 –
10:30

Engage Clients with eLearning: Getting Started

201
E

Christine Brown – BBMD Consulting Inc.

A traditional learning approach is said to suit baby boomers while recent research suggests that millennials embrace technology in their learning experience. Transferring some of your instructor-led training (ILT) to elearning is a great way to engage clients of all ages, and it doesn't need to be complicated and expensive to be effective.

What's So Different About Autism Anyways?

202
E

Sarah Taylor – Autism Calgary

Invisible disabilities speak to bigger challenges in the workplace because many of the features inherent in diagnosis may appear to be an attitude or behaviour problem rather than a disability. As a result, people living with autism spectrum disorder (ASD) have the lowest employment rates among any disability groups in North America, even when controlling for impairment severity, household income and social demographics.

Adult and Continuing Education: A Culture of Care

203
E

Lorraine Godden, Sandy Youmans – Queen's University

This presentation will draw upon the findings of a year-long investigation into Adult and Continuing Education (ACE) provision in the eastern Ontario region. We highlight that when career and life planning is provided within a culture of care, ACE becomes a vehicle to provide appropriate and ongoing education, lifelong learning, and career development opportunities for Ontarian adults.

Big Picture Learning: One Student at a Time

204
E

Maribeth Tabanera –
Seven Oaks Met School and Maples Met School

The Big Picture Learning model has been breaking down the walls between education and the working world since 1995, with the mission of putting students directly at the centre of their own education. Learn about the only two Met Schools in Canada and their journey towards promoting and creating personalized education programs for each student through relationships, relevance and rigour.

Recharge Station



*Battery running low? Bring your mobile device to the **Recharge Station located at Booth 105.** Get charged up and learn more about Skills Canada while you wait!*

Sponsored by:



You're Hired: No Resume, Just Resiliency and Skills

205
E

Pinder DaSilva – Abilities Centre
Lisa Kelly – Canadian Business SenseAbility

Youth with disabilities face high unemployment rates and barriers to work. The Abilities Centre and SenseAbility have partnered on a pilot program that combines Therapeutic Recreation with a unique job matching technology and experiential learning. No resume is required - just resiliency and skills. Learn about the pilot program and explore the implications for all jobseekers.

-  English  Carousel/Carrousel (choose two/choisir deux)  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

When Career Development Meets Curriculum

Kimberly Matheson, John Ault – University of Saskatchewan

Bringing career development concepts into post-secondary classrooms can offer students powerful learning experiences, assist faculty in meeting course objectives, and broaden career services' reach. This session will explore our experiences as we have worked with faculty to embed career development learning into curriculum and help students bridge the connection between course work and career.

Quand l'orientation professionnelle fait partie du programme d'études

Kimberly Matheson, John Ault – University of Saskatchewan

Intégrer les concepts de développement de carrière à la formation postsecondaire donne aux étudiants des occasions d'apprentissage exceptionnelles, aide les professeurs à atteindre les objectifs du programme et élargit la portée des services d'orientation. Cette séance porte sur notre travail avec les professeurs visant à intégrer les principes du développement de carrière aux programmes d'études en vue de faciliter la transition entre les études et le travail.

206



From Barriers to Resilience: Building Sustainable Youth Employment

207



Mythra Lagueux, Zach Blumke – Douglas College

SEED is delivering youth employment services for at-risk youth in BC and achieving sustainable employment. Using innovative and responsive approaches, SEED helps at-risk youth re-frame barriers and develop resiliency. This session will review the successes and best practices of the program, with a focus on hidden barriers, support systems, action planning and job carving.

Popular Vote Goes to ESC's Common Assessment Process!

208



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

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

Resilience: Key to Work-Life Success

Valerie Ward – Valerie G. Ward Consulting Ltd.

Resilience, or the ability to bounce back from adversity, is a key factor in work-life success. Low resilience is characteristic of individuals caught in a cycle of intergenerational poverty and social assistance dependence. But one's resilience is not static. This session will present data on the links between resilience and key soft skills, and the implications for employment services.

La résilience : clé de l'équilibre travail-famille

Valerie Ward – Valerie G. Ward Consulting Ltd.

La résilience, ou la capacité à se remettre d'une épreuve, est un élément essentiel de l'équilibre travail-famille. Les personnes prisonnières du cycle de la pauvreté intergénérationnelle ou d'une dépendance à l'aide sociale ont souvent une faible résilience. Mais la résilience n'est pas statique. Cette séance porte sur les liens entre la résilience, les compétences non techniques essentielles et la participation des services d'emploi.

209



Concurrent Sessions | Séances concomitantes

09:40 –
10:30**Virtual Reality: The Future Tools
for Career Practitioners**210
E**Sue Watts** - Employment + Education Centre
Harrison Olajos - UP360
Karen Caldwell - Caldwell Training and Development

Making career decisions is tough, especially with all the choices out there. Career Labs, our virtual reality (VR) tool, puts jobseekers in the driver's seat to not only get tailored job information, but to see, hear and experience the job itself.... without ever leaving the career coach's office. Career savvy decision-making has never been so hands-on or easy.

**Indigenous Engagement
and Economic Inclusion**211
E**Sherman Kong, Christie Spencer** - AMIK

In addition to fundamental content such as cultural sensitivity training, recruitment & retention, soft skills training for the workplace, and cultural support for hired candidates, this enhanced presentation will also cover: request for proposals (RFPs), National Indigenous Hiring Week, the Indigenous workforce vs the new "gig" economy, Indigenous women in non-traditional roles (trades) - and ongoing systemic & cultural barriers to employment.

**New and Critical Skills Competencies
for Employment Practitioners**212
E**Gladys Okine, Evelyn Akselrod** - First Work

 As career counsellors and job developers, we are no longer able to adequately prepare youth for the workforce by delivering employment preparation training and matching them with open vacancies. The growing skills gap demands more of us and requires new ways of engaging with employers in designing solutions that directly train young workers and address the real labour market needs.

**Graduate Student Internship Program:
Insights from Four-Year Pilot**213
E**Andrea Spevak, Tyree McCrackin** - University of Alberta

In 2016, the U of A launched a paid internship program (GSIP) to provide graduate students with work outside of academia. We have seen the program strengthen students' skills and confidence, and act as a bridge to employment. We presented at Cannexus 2017 on first year insights. This is an update as we enter the final year of the pilot.

**From Hidden Sorrow to
Acknowledgement and Support**214
E**Catherine Hajnal** - Life Fundamentals

Individuals feeling unseen and unheard in the context of their losses may experience disenfranchised grief. This can negatively impact their ability to find meaning in their life and career journey. This session will define disenfranchised grief, identify typical ways that career professionals may unknowingly contribute to it, and provide alternatives to better support our clients in any sense of loss.

**A Professional Development Accelerator:
Achieving Engagement and Results**215
E**Kate Yee** - Career Services
Roger Woolsey - Center for Professional Development

Increase your student engagement and success by starting early and providing a guided roadmap. Dartmouth College created a customized Professional Development Accelerator (PDA) to capture students even before they step onto campus. This session will review the planning, implementation, adjustments, results and key takeaways. Join an interactive discussion on how this model can be implemented across public and private campuses.



Cannexus Connections Networking Luncheon

Tuesday, 12:15 PM – 1:30 PM

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

*Grab your boxed lunch on **Level 2**, choose your topic and join the conversation! Or take the opportunity to bring your lunch to the Exhibitor Hall and talk with some of our many exhibitors.*

Dîner de réseautage Connexions Cannexus

Mardi, 12 h 15 – 13 h 30

Ces séances de réseautage animées vous offrent une occasion unique d'échanger des idées et de tisser des liens avec vos collègues de partout au Canada qui partagent les mêmes intérêts que vous.

*Ramassez votre boîte à lunch au **2^e étage**, choisissez votre sujet et joignez-vous à la conversation! Ou bien apportez votre boîte à l'aire d'exposition et profitez de l'occasion pour discuter avec quelques-uns de nos nombreux exposants.*



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 your free copy of our just-launched **Career Theories and Models at Work: Ideas for Practice**.*

We'll also be showcasing our new CareerWise and OrientAction content websites at the booth. Find out how you can contribute!

Passez nous voir au kiosque du CERIC!

Venez vous renseigner sur nos plus récents projets et programmes ainsi que sur les possibilités de financement.

*Vous pouvez aussi vous procurer nos plus récentes publications, y compris votre exemplaire gratuit de **Career Theories and Models at Work: Ideas for Practice** (Application pratique de la théorie et des modèles de développement de carrière), tout juste lancé.*

Nous allons aussi présenter nos nouveaux sites Web OrientAction et CareerWise au kiosque. Découvrez comment vous pouvez contribuer!

Concurrent Sessions | Séances concomitantes

11:00 –
12:15**Linking Improved Career Development
and Mental Health Together**201
E

Clarence DeSchiffart – Career Consultant

In reviewing mental health and career development concepts, it appears the principles are striving for the same outcome – helping someone to a better and happier life! A detailed examination and comparison of specific core mental health and career development principles will be reviewed. Together, we'll re-think the mutual delivery of career and mental health rather than separate causes.

**The Brain Science of Communication
in Today's Workplace**202
E

Laura Hambley, Meghan Reid – Canada Career Counselling

Psychometric assessment tools serve to effectively accelerate success for individuals, teams and entire organizations. This session explores the use of a cutting-edge, neuroscience-based assessment called Emergenetics, the best tool for team and culture development that we've come across in 20 years. We will share the fascinating neuroscience behind the model, and how it has helped organizations worldwide.

**Expanding Horizons: Creating
Middle Schoolers' Career Paths**203
EElisa Carlson – Cmolik Foundation
Michelle Nilson – Simon Fraser University

The middle years are an often neglected but powerful time to engage in meaningful career exploration. The Expanding Horizon's Program immerses young learners in authentic community career experiences and exposes them to the potential training pathways. Has this had an impact? Learn about the program design, the founding principles, and the essential findings in the 10-year longitudinal research.

**Career Practitioners' Well-Being:
Clinical vs Administration Supervision**204
E

Sonny Wong – Ryerson University Faculty of Arts

Organizational administration policies offer guidance for managers to address clients' needs/service delivery. However, as the demands on career practitioners to address complex client issues continue to increase, are supervisors equipped to prevent professional burnout? This session addresses the skill set/capacity needed to establish clinical supervision services to foster career practitioners' well-being in the workplace.

**Station de
recharge**

Batterie faible? Apportez votre
appareil mobile à la **station de
recharge située au kiosque 105.**

Rechargez vos batteries et apprenez-
en davantage sur Compétences
Canada pendant que vous attendez!

Commandité par :

**Job Search Zombies**205
E

Dan Walmsely – KEYS Job Centre

A workshop for front-line practitioners and managers, focused on how to cure the unmotivated jobseeker, ie, Job Search Zombie. An unmotivated jobseeker is doomed to wander the job market like a Job Search Zombie. Participants will leave prepared to motivate themselves and to cure their next Job Search Zombie.

Let's Talk About Ethics! Navigating Ethical Dilemmas

Roberta Neault, Deirdre Pickerell - Life Strategies Ltd.

Ethical codes tend to be static; however, ethical practice is dynamic and, at times, messy. In practice, ethical challenges aren't black and white but rather shades of grey. Come prepared to collaboratively work through real-world ethical dilemmas in a safe environment. Leave with a deepened understanding of how ethical conversations can help maintain ethical practice and address/avoid ethical dilemmas.

Parlons éthique! Composer avec les dilemmes éthiques

Roberta Neault, Deirdre Pickerell - Life Strategies Ltd.

Les codes d'éthiques sont souvent statiques, mais les pratiques d'éthique sont dynamiques et parfois même complexes. Dans la réalité, les questions d'éthique ne sont pas noires ou blanches. Un atelier où les participants travailleront en collaboration pour résoudre des dilemmes éthiques réels. Au terme de l'atelier, les participants comprendront comment des conversations sur l'éthique peuvent aider à maintenir des pratiques éthiques tout en réglant ou évitant les dilemmes éthiques.

206
 

Creating & Delivering Integrated Programming: A Guide

Ann Boyd - Futureworx

Futureworx will present their proven Integrated Program Model (IPM) for connecting people to employment opportunities through the development of the right soft, essential and technical skills. Discussion will cover working with employers to build and deliver programming, key element and tools, and practical suggestions for success.

207-1
 

Career Professionals: Promote Character and Well-Being

Sonia Di Maulo - Harvest Performance

The session will address positive education to help clients increase happiness and well-being in their careers using their core character strengths. Learn how to introduce the VIA Character Strength classification to identify core strengths and build a career path that leverages these strengths; this cultivates a focus on healthy functioning, positive experiences and well-being.

207-2
 

Quality Assurance for Supported Employment Services

Jeannette Campbell - Ontario Disability Employment Network

We know we do good work but can we validate it? Tell clients, funders and employers that we provide superior service? In 2018 ODEN launched an initiative focused on the key components of vision, mission and values of our employment service providers who serve people with a disability. Findings, benchmarks and methods for other provinces to engage in similar work will be shared.

207-3
 

The Disability Confident Employer Program

Tiffany Kelly, Ciara Williams -
The Canadian Council on Rehabilitation and Work

Funded by the Government of Canada, CCRW will produce the pilot Disability Confident Employer Program consisting of an interactive online training of best practices that will educate and train 50 employers, collectively, in Alberta, Ontario and New Brunswick who are currently hiring persons with disabilities and recognize them as Disability Confident.

207-4
 

Concurrent Sessions | Séances concomitantes

11:00 –
12:15**The Soft Skills Edge:
Training for Resilience**

207-5

**Maddy Macnab** – ABC Life Literacy Canada

We know soft skills are in demand. So how do we train for them? Research shows that these are the skills that employers are seeking, and the skills that workers need to thrive and adapt to change. This session presents the results of a new, workplace-embedded soft skills training program piloted by non-profit ABC Life Literacy Canada in fall 2018.

**ALiGN: A Sector-Based Model
for Addressing Talent Shortages**

208-1

**Adam Morrison** – OTEC
Gladys Okine – First Work

 In 2017-18, OTEC and its partner, Magnet, developed an online talent assessment and job-matching system and delivery network that could respond to labour shortages. This session will introduce the core components of the ALiGN model, review key research findings and case studies from the field, and explore how community and sector-based partners can leverage the system as it expands nationally.

**Digital Disruption and the
Supply Chain Labour Force**

208-2

**Pina Melchionna** – Canadian Institute of Traffic and Transportation

 The Canadian supply chain industry employs nearly a million people, and is currently undergoing massive disruption from technology such as blockchain, big data analytics and AI/machine learning. This session will examine the skills gap these changes are creating and discuss concrete ways supply chain professionals can develop their skills to remain competitive and in-demand.

**Northern Ontario:
The Sleeping Giant Awakening**

208-3

**Stephanie Ash** – Firedog Communication
Yaye Peukassa – Société économique de l'Ontario

 Northern Ontario is the land of career opportunity; a region the size of France where the number of jobs is greater than the number of qualified candidates. Whether you're looking for a professional career or have a skilled trade, Northern Ontario needs you. Offering well-paid employment and a high quality of life, Northern Ontario is the final career frontier.

**Outcomes-Based Contract
Management: Empowering Suppliers**

208-4

**Yessica Ascencio, Shannon Macoretta** –
Government of Saskatchewan

 The Ministry of Immigration and Career Training implemented an Outcomes-Based Contract Management process focused on the achievement of client outcomes. Ministry contracts: Identify specific client outcomes that are being purchased, incorporate rating criteria and acceptability standards to ensure that quantifiable improvements are made for clients, and provide flexibility for suppliers to adopt innovative practices to achieve client outcomes.

**The Superpower
of Success Stories**

208-5

**Ana Lokotkova** – CV LABS

 In the job market of tomorrow, career development professionals need to see beyond the ways the younger generation of jobseekers explore career opportunities. How can we inspire our clients to navigate confidently in the new reality of career search and be prepared for any unexpected turn?

-  English
-  Carousel/Carrousel (choose two/choisir deux)
-  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français
-  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

Comment saisir les rapports au travail contemporains?

Geneviève Fournier, Simon Viviers – Université Laval

Les transformations structurelles (p.ex., nouvelles formes d'organisation du travail) et culturelles (p.ex., valeurs en émergence) du travail contemporain ont engendré une diversification des rapports au travail (Mercure & Vultur, 2010). Cette communication présentera le questionnaire développé par notre équipe de recherche avec l'objectif de saisir plus finement les différentes facettes de la relation de l'individu au travail en général et à sa vie de travail ainsi que les nuances possibles dans leurs articulations.

Understanding Contemporary Attitudes Toward Work

Geneviève Fournier, Simon Viviers – Université Laval

Contemporary transformations in work, both structural (such as new forms of work organization) and cultural (such as emerging values), have diversified attitudes toward work (Mercure & Vultur, 2010). This session will present the questionnaire that our research team has developed in order to more clearly understand the various facets of individuals' attitudes toward work in general and toward their work lives, as well as possible nuances in how these facets are manifested.

209
 

Using Metaphors for Exploration, Extension and Engagement

Norman Amundson – University of British Columbia

Metaphors are commonly used in conversation and can be incorporated as an effective career counselling tool. In this presentation, I will be focusing on how to identify metaphors, how to explore their meaning, finding ways to extend this exploration over time, and finally how to engage and work with metaphors to develop effective action planning strategies.

210


Look Beyond Job Titles: A New Approach

JP Michel – SparkPath

To prepare youth for the future of work, we need to move them away from considering only the jobs and careers available to them, and shift their attention to the problems and opportunities that exist in the world. This simple shift will unlock new opportunities, a different way to see the world and a powerful approach to preparing for success.

211


PANEL: Community Collaboration for a Thriving Workforce

Moderator: Adriana Beamans – Metcalf Foundation
Panellists: Ryan Deska – Rural Ontario Institute, **Peter Honeywell** – Ottawa Arts Council, **Catherine Ludgate** – Vancity, **Rosemarie Powell** – Toronto Community Benefits Network

 With today's labour market and changing demographics, system-focused responses are needed to have a sustainable workforce and thriving communities. How might communities intervene and collaborate to ensure economic inclusion and community prosperity? Join our panellists as they share their expertise in advancing decent work, a living wage, workforce development, attraction and retention strategies, and the community intervention and collaboration that is required.

212


Future Skills: Preparing for the Future of Work

Rhonda Fernandes – Employment and Social Development Canada

New and emerging technologies (e.g. automation, artificial intelligence) affect every aspect of Canadians' lives, including the workplace. This session will highlight how the Government of Canada is responding to the changing nature of work by encouraging collaboration amongst public, private and not-for-profit organizations to identify emerging skills and effective skills development approaches to ensure Canadians are prepared for the future.

213


Concurrent Sessions | Séances concomitantes

11:00 –
12:15**Career Boost Connections:
Holistic Support for Student Success**

214-1



Emily Jones – Ryerson University Career & Co-op Centre

Ryerson University's work-study program, Career Boost, has grown from strength to strength. Building on that success, a wrap-around model of support has been designed to offer student staff and employers a range of resources and support. Learn how your institution can create a similar model of support to maximize the benefits student staff gain from your work study program.

**Employer Engagement:
Tips and Tools for Success**

214-2



Catherine Tosello – Sault College

Job developers work with two caseloads, our clients and employers. Engaging employers is critical in order to successfully match clients. Understanding how to engage employers is key for anyone working in employment services. This presentation shows how inclusion of employers as central stakeholders will open more doors for all clients.

**How to Adapt Concept-Mapping
Intervention to Client Needs**

214-3

Katie Denomme – University of Waterloo
Miguel Hahn, Amy Evans – Queen's University

The "It All Adds Up" concept-mapping intervention is designed to foster student wellness in the realm of careers. Learn how Queen's University and the University of Waterloo have each adapted and refined it to meet their distinct campus/student cultures and needs, and identify how your organization, too, can play with this method to support client wellness.

**Pre-Employment Training
for Job Fit and Retention**

214-4

Denise Ghanam – Ghanam Consulting Inc.
Carolyn Warkentin – South Essex Community Council
Michelle Suchiu – Workforce Windsor Essex

Based on a pilot project funded by the Local Employment Planning Council, and overseen by South Essex Community Council, we will share lessons learned and best practices developed by a pre-hiring soft skills training initiative. The program was supported by employers with job sampling, in the agri-business sector in small town Ontario. Pre- and post-testing helped to validate results.

Spark!

Tuesday, 2:30 PM – 3:45 PM

Spark! brings you five short TED-style talks in the Plenary. From Olympic athletes to youth activists, speakers on diverse topics will provide the "spark" for you to think differently about your work.

Présentations Spark!

Mardi, 14 h 30 - 15 h 45

Cette initiative consiste en une série de cinq courtes présentations de style TED dans la salle plénière. Données autant par des athlètes olympiques que par des jeunes activistes, ces présentations sur des sujets variés vous donneront l'étincelle qu'il vous fallait pour penser différemment à votre travail.



-  English
-  Français
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)
-  Carousel/Carrousel (choose two/choisir deux)
-  ★ CERIC-funded project/Projet financé par le CERIC
-  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette

Accessing Credit: How Microloans Are Getting People Jobs

215-1
 

Laura Diaz – Momentum Community Economic Development Society

Despite the availability of career practitioners and resources, many people are not finding work. Often, the barriers to employment are not because of a lack of opportunities, but rather the financial costs of obtaining employment. This session will discuss the Job Boost program, and how issuing small microloans to under/unemployed individuals who need financial assistance is improving their employability.

Mobilizing Work Study Supervisors as Career Champions

215-2
 

Atifa Karim – University of Toronto

U of T's Work Study program provides diverse work-integrated learning opportunities for 3,500 students each year. Learn about the resources and training program, Career Exploration and Education, U of T has developed to equip and support staff and faculty Work Study supervisors in having meaningful career conversations throughout the Work Study period.

Designing for Student Career Development and Success

215-3
 

Joy Andrews – University of Victoria

UVic applied design thinking to develop an experiential learning program; students discover their purpose by reflecting on these questions: What do you love? What are you great at? What does the world need? What can you be paid for? Learn how these questions engaged students, faculty and staff across campus, resulting in a program that supports student and institutional success.

Factors Enhancing Organization-Based Self-Esteem Among PWD

215-4
 

Amani Hitimana – Ontario Disability Employment Network (ODEN)

16% of Canadians have a disability. Previous studies have mostly focused on workplace accommodation. This study will investigate job factors as predictors of organization-based self-esteem (OBSE) among employees with disabilities. The expected result is that the greater the satisfaction that PWDs find in the selected job factors, the higher the OBSE level. Hence, if organizations succeed in optimizing these factors, they will engage and retain PWDs.

The Begin Again Group: Empowering Refugee Women Through Microenterprise

215-5
 

Wessam Ayad, Madeleine Nerenberg – KEYS Job Centre

The Begin Again Group represents a new beginning for both the eight participants and the recycled rubber used to fabricate unique purses. The BAG project was made possible by leveraging the talents and resilience of refugee women in combination with the enthusiasm of an artist-mentor, contributions from community partners, and the creative vision and co-ordination provided by KEYS staff.

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!



Cannexus Connections Networking Luncheon Dîner réseautage Connexions Cannexus

12:15 –
13:30

A unique opportunity to share ideas with your colleagues from across the country. Grab your lunch and take part in the facilitated networking discussion that interests you the most!

Ces séances vous offrent une occasion unique d'échanger des idées avec vos collègues de partout au Canada. Passez prendre votre dîner et participez à la séance qui vous intéresse le plus!

Career Counselling: Experiences of Entering the Profession

201
E

Teresa Francis – Teresa Francis Consulting
Rebecca Hudson-Breen – University of Alberta

Career counselling is exciting and transformative work, and yet there remain questions about public perceptions of career supports and services and the nature of the profession. This session is designed for new career practitioners to connect about their hopes, concerns, questions and ideas for advocacy for clients and the future of the profession.

Inspire to Aspire: An Employment Practitioners' Challenge

202
E

Gladys Okine – First Work
Chris Duff – CD Ventures Group

As leaders in the career development and employment sector, the world in which we operate is so driven by outputs and outcomes that, at times, we miss the opportunity to help young people aspire for greatness. Join us as we explore how can we encourage and support the career aspirations of young people?

Serving Clients with Disabilities: Doing My Job on Purpose

203
E

Annette Borrows –
Canadian Association for Supported Employment (CASE)

When serving people with disabilities to employment, do you find yourself waiting for jobs to happen by accident? It can be daunting to find the right time, method and match for employment success. Being purpose driven, whether you are a consumer, investor, employee or employer is becoming more prevalent. Are you capitalizing on this purpose-driven society?

On Our Terms: Meaningful Employment for Indigenous Youth

204
E

Andrew Biteen – Rideau Hall Foundation

Indigenous populations are the youngest and fastest-growing in Canada, with increasing educational accomplishment. However, Indigenous youth rarely see their aspirations reflected in the labour market. Participants will share challenges and opportunities for Indigenous youth to find careers that advance their personal and community values and goals.

Shoemaker's Children? Career Management for Your Team

205
E

Lisa Taylor – Challenge Factory

★ You know the old adage: shoemaker's children often go without new shoes. This conversation is for Executive Directors who are curious to learn how others approach career management with staff. Come ready to share practices and challenges. This session will use CERIC's new resource: *Retain and Gain: Career Management for Non-Profits and Charities*. Come to receive your copy!

 English

 Carousel/Carrousel (choose two/choisir deux)

 Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette

 Français

 CERIC-funded project/Projet financé par le CERIC

 Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)



Optimizing Resumes: Extinguishing Myths and Misconceptions

207


Sharon Graham – Career Professionals of Canada
Maureen McCann – ProMotion Career Solutions

Many of our assumptions about resume writing are outdated and need to be updated. It's time to get beyond myths and misconceptions. Join us for a robust discussion on current strategies for resume writing. We'll uncover new ideas in resume optimization for client barriers, applicant tracking systems (ATS), social media and more. Let's optimize our clients' resumes!

Experiential Learning: The Changing Landscape of Career Development

208


Lauren Shanahan – Canadian Association of Career Educators and Employers (CACEE)/SSENSE

With over four decades of leading the national discussion between educators, employers and community partners, CACEE has seen a recent shift from a transactional relationship in the career space to a growing ecosystem of interdependent professionals. Join us for a conversation on experiential learning. How is it changing the career development landscape, employer expectations and, most importantly, how we can build a stronger ecosystem together?

12:15 –
13:30

Language in the Era of Reconciliation

210


Victoria Grant – Moving Red Canoe
Bruce Lawson – The Counselling Foundation of Canada

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

Mentorat et nouvelles générations : défis et opportunités

211


Catherine Légaré – Academos

79% des milléniaux voient le mentorat comme crucial à leur succès professionnel. Le mentorat devient donc populaire dans les milieux de travail et auprès des étudiants. Or, les formules traditionnelles conviennent-elles à cette génération impatiente, qui souhaite être connectée et recevoir de la rétroaction en continu? Cette table-ronde permettra d'explorer ces enjeux et de partager de nouvelles pratiques en mentorat.

Career Decisions of Immigrants: Who Is Choosing?

212


Iren Koltermann – eCaliber Group

Immigrants have career goals and aspire to secure meaningful work. In this discussion, we will explore how employment counsellors communicate, perceive and explore the career goals of new immigrants? How do they guide immigrants through the systemic barriers that limit them from reaching their goal of meaningful employment? What is needed to address consistent unemployment and underemployment of new immigrants?

Mobilizing Locally to Step-Up Globally: The 2030 Challenge

213


Diana Wickham – Civilis Consulting

The UN's fourth SDG goal for 2030 aims to ensure inclusive and quality education for all, extending for the first time to post-secondary education. Canada is called on to ensure our own cradle-to-career learning systems are inclusive, equitable and enabling of learning access and success for everyone. Communities play an important role. How can we mobilize locally? With what support?

TUESDAY | MARDI

Concurrent Sessions | Séances concomitantes

13:30 –
14:20**Our Career Practitioner Role
in Mental Health Intervention**201
E**Michael Huston** – Mount Royal University
David Redekopp – Life Role Development Group Ltd.

Our work has impact far beyond assisting clients with career plans. In fall 2018, the Career Development Association of Alberta hosted professional-development workshops linking career intervention with mental health outcomes. This session presents an overview of the workshop, feedback gathered from practitioners about their role supporting client mental health and well-being, and implications for practitioner training and practice.

A LEAN Career Canvas202
E**Adriano Magnifico** – Louis Riel School Division

Adriano has created the LEAN Career Canvas to help students engage problem-solving in their career development processes. The Canvas is an adaptation of the entrepreneurial LEAN Canvas that emphasizes problem-solving, planning and customer focus. The session will include an explanation of the Canvas and examples of how it has been used in primarily a high school setting. Adriano invites feedback about how to pivot and iterate with this entrepreneurial career development tool.

**Creating a Strengths-Based, Coaching
Climate with Multi-Barriered Clients**203
E**Deborah Miller** – PersonaGrata Consulting
Patricia King – DIG Insights
Cindy Roemer – Brands for Canada

The EDGE at Brands for Canada is a pre-employment program for people with disabilities where participants benefit from the latest science in character strengths, applied positive psychology interventions and support in a 1 to 1 coaching relationship. This workshop will help you explore these tools which enable clients to realize their full potential in the world of work.

**Client-Centred
Approach Model**204
E**Tammy Martin, Brenda Ross-Jerome** –
First Nation's Regional Adult Education Center

The model supports the rebuilding of policies around the client's needs to ensure success. It is designed with the client at the centre, working through their needs, building services around their barriers to empower successful independent citizens. The model is based around the 7 sacred teachings of a community. The end result is an action plan based on client's needs.

**Magasinez
au carrefour!**

*Le carrefour des carrières des entreprises sociales regroupe des organismes qui produisent et vendent une variété de produits dans le cadre d'initiatives de formation et d'emploi. Procurez-vous des objets géniaux pendant **Cannexus** tout en soutenant le développement des compétences!*

**Entrepreneurship:
If You Build It, Will They Come?**205
E**Jill Kirson** – The Kirson Group
Barbara Wilson – Thrive Career Consulting

You have a business name, you have a website, but where are your clients? Join us to learn about establishing and sustaining a successful career coaching practice. Hear from two independent practitioners on what's worked and what hasn't. Learn how to establish referral partners, refine your business infrastructure, and use strategies and tactics to build or improve a profitable business.

-  English  Carousel/Carrousel (choose two/choisir deux)  Workforce Development Spotlight/
Développement de la main-d'œuvre en vedette
-  Français  CERIC-funded project/Projet financé par le CERIC
-  Interpretation/Interprétation (Headsets available on Level 3/Procurez-vous vos écouteurs au 3^e étage)

Navigating the Development of an Online Career Course

Dorothy Ritz, Cynthia Gracey Dunch –
MacEwan University

In 2017, MacEwan University developed an online career course, Navigating My Career Journey. Like a hiker climbing up a mountain, we faced challenges in determining the course focus, gathering institutional support, and getting “buy-in” from the university community. Post-secondary career practitioners will gain insights through the mutual sharing of our experiences navigating the vagaries of the career course development process.

Savoir préparer un cours d'orientation professionnelle en ligne

Dorothy Ritz, Cynthia Gracey Dunch –
MacEwan University

En 2017, l'Université MacEwan a créé le cours en ligne Navigating My Career Journey. Comme un randonneur qui grimpe une montagne, nous avons dû déployer de nombreux efforts pour établir l'objectif du cours, obtenir l'appui de l'administration et mobiliser la communauté universitaire. Les intervenants en développement de carrière au niveau postsecondaire obtiendront des renseignements précieux grâce au partage mutuel des expériences.

206



From 21 Million Web Views to a Classroom Experience

Don Fraser – Durham College

"The 8 Secrets of Career Success Seminar" Based on Richard St John's #1 TED talk on Career Success. This train-the-trainer seminar creates a high-impact experience on career perceptions, anxiety, the Quarter Life Crisis and finally to what really leads to career success. "Passion, Work, Focus, Push, Ideas, Improve, Serve, Persist". Every participant will receive a complete training package.

207



It's Time to Get Decent: Advocacy in Action

Donnalee Bell, Sareena Hopkins –
Canadian Career Development Foundation (CCDF)

 Canada has an immense talent pool ready for action. We have one of the most educated and skilled populations in the world. Yet, underemployment, temporary, precarious, contract and gigged work is on the rise. This session looks at why this is happening and invites participants to explore the field's role in advocating for a decent work agenda.

208



Brand Building for Clients with No Work History

Deirdre Millin – Canadian Business SenseAbility

How do you build a credible employment story or resume for clients with little to no work history? For youth, jobseekers with a disability, or those out of the workforce a long time, it can be a challenge. Discover how to successfully pitch any client to a potential employer, and how to build that message across multiple platforms.

Créer une image de marque pour les clients sans expérience de travail

Deirdre Millin – Entreprises Canadiennes SenseAbility

Comment créer un profil d'emploi ou un curriculum vitæ crédible pour des clients qui ont très peu, voire pas du tout, d'expérience de travail? Pour les jeunes, les chercheurs d'emploi handicapés et les personnes qui ont quitté le marché du travail depuis un bon moment, cette tâche peut être un défi. Découvrez comment bien « vendre » un client à un employeur potentiel et diffuser le message sur différentes plateformes.

209



Concurrent Sessions | Séances concomitantes

13:30 –
14:20**The Learning Cycle, Culture Shock
and Change Adaptation**210
E

Eric Pye - CPA Alberta

Career practitioners work with clients adjusting to change. One example is immigrants learning and adapting as part of cultural integration. This presentation uses learning and culture shock as examples of change adaptation. We'll look at how these link together, and examine other client contexts where learning cycle knowledge can be applied to help clients understand and adapt to change.

**Perceived Competence
of School Counsellors of Ontario**211
E

André Samson - University of Ottawa

This presentation describes tasks accomplished by 73 career and guidance counsellors working in secondary schools. Results suggest that participants spend a great deal of time on tasks unrelated to career and guidance counselling. Furthermore, results suggest that participants often perceive themselves as being incompetent when it comes to some of the essential tasks associated with career and guidance counselling.

**Creating a Canadian Soft Skills
Consensus: Project Results**212
E

Randy Lindsay, Paul Brinkhurst - Futureworx

 Futureworx will present results of its OLES project on creating a pan-Canadian soft skills consensus. The presentation will share results of a national survey on "soft" skills, a literature review, and recommendations made regarding the integration of soft skills with the essential skills, language suggestions etc. The project will form the basis for the next step in building the consensus.

**Gap Years as
Skill-Building Experiences**213
E

Michelle Dittmer - Canadian Gap Year Association

With an understanding of the value of experiential learning, people are taking gap years before entering post-secondary, mid-post-secondary, prior to entering the workforce or as a sabbatical or mid-career break. We will discuss who is benefiting, what specific foundational skills are learned and why more people should pursue this pathway.

**Innovative Approaches to
Supporting Newcomer Jobseekers**214
E

Aimee Holmes, Suzana Belan - ACCES Employment

This interactive workshop will explore innovation in program design and delivery to respond to emerging client needs, test concepts, and capitalize on career counsellors' skills. It will cover programs for both internationally trained professionals and refugees, using proven examples from ACCES Employment's experience. Small group discussions will allow participants to identify clients' needs, program gaps and how to engage local partners.

**Engaging the Online Generation
by Gamifying Career Development**215
E

Ronda Ansted - Be the Change Career Consulting

Almost all generations are now online, especially the internet "natives." This gives career professionals opportunities to gamify the career development process to increase engagement and motivation. Research demonstrates the power of gamification to utilize both intrinsic motivation and extrinsic rewards for task completion. This presentation will provide gamification strategies, trends and tools to enhance career services and increase engagement.



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.*

Prix des études supérieures

*Ce prix, remis chaque année à des étudiants du cycle supérieur, offre une **inscription gratuite à Cannexus et jusqu'à 1 000 \$ pour couvrir les frais de présence**. Pour les critères d'admissibilité et de plus amples renseignements, visitez ceric.ca/prix_etudes.*



Continuing Education Credits

The following associations are offering Continuing Education Credits (CECs) to their members who attend Cannexus19:



Vocational Rehabilitation Association of Canada (VRA Canada)



la Vocational Rehabilitation Association of Canada (VRA Canada)



Canadian Counselling and Psychotherapy Association (CCPA)



l'Association canadienne de counseling et de psychothérapie (ACCP)

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.

Les formulaires sont disponibles au kiosque d'enregistrement au 3e étage.

Plusieurs autres associations professionnelles accordent des crédits de formation continue pour Cannexus. Renseignez-vous auprès de votre association.



Spark! 14:30 – 15:45

Hear five unique speakers each give a 10-minute talk that will “spark” you to think differently about your work.

Social Media for Social Good

As a youth activist, Hannah uses the most powerful tools available to her: her voice + social media. At 16 years old, she knows the many things that her generation gets called out for includes the time spent on their screens. What people miss is that they are using social media for social good. Hannah shares how she has used digital platforms to amplify her voice, create positive change and encourage others to do the same.

Hannah Alper is an impassioned public speaker, activist and author. In November 2017 Hannah released her book, *Momentus: Small Acts, Big Change*, based on her conviction that one person, one action, one moment can make a difference. Through sharing her own journey and stories from her role models, Hannah provides tangible, real-life and current examples that back up this idea. At the age of nine, Hannah launched her blog, Call Me Hannah, to share her growing concern for environmental issues and show that small, everyday actions can lead to big change.

Building the Google Maps for the Future of Work & Learning

Beginning with an exploration of automation and demographic trends defining the future of work and learning, this talk will explore why most of our approaches to upskilling and reskilling are flawed and propose a fundamentally different model for closing the talent and opportunity gap in life, organizations and society.

Hamoon Ekhtiari is the Founder & CEO of Audacious Futures, a global innovation engine for re-imagining the future at the intersection of technology, humanity and philosophy. Previously, he was the Director of Strategy and Innovation at TELUS, and the Founding Director of Studio [Y] at MaRS. Hamoon is a member of the Governor General's Canadian Leadership Conference, an AdR Fellow at University of Cambridge, a recipient of University of Waterloo's Alumni Achievement Medal, and a Canada Millennium Scholar.



Say Yes to Hardships

This talk focuses on the importance of sacrifice and dedication. You will hear Sekou speak about how he transformed all the negative energy in his life into something greater and impactful by taking the hard road to success. His message: We are all hurdlers. We will all encounter setbacks and we will all have to overcome many hurdles to accomplish our goals.

Sekou Kaba is a 2016 Olympian, professional speaker and Canada 150 award recipient. He represented Canada in the 110m Hurdles at the Rio Games. Having a long history of overcoming obstacles, Sekou shares his tools of looking beyond barriers to accomplish lifelong goals. When he is not training, Sekou keeps busy with community engagements. He motivates and inspires individuals from all walks of life. He has presented to thousands of people across different communities, schools and organizations.

Learning Today, Leading Tomorrow

Caitlin will explain the importance of supporting youth on their leadership journeys. She will also speak about the long-term impacts that receiving support can have on their career trajectories. Caitlin will discuss the unique challenges that Indigenous peoples face as a result of their life circumstances. She hopes to inspire others to continue learning, having hope and working together.

Caitlin Tolley is Algonquin Anishinabe from Kitigan-Zibi, Quebec. She graduated with her Juris Doctor from the University of Ottawa in 2017. During law school, Caitlin was privileged to receive a Fulbright Canada Foundation Fellowship Award. Caitlin recently completed her articling requirements with the Royal Bank of Canada. The Public Policy Forum recognized her as the Emerging Leader Award Recipient for 2018. Caitlin is a strong advocate for the preservation of languages and cultures. She was selected as runner up to Miss Indian World at the Gathering of Nations Pow-Wow.

Own Your Genius

What happens when a teacher tells a 12-year-old he probably won't graduate high school? Abenezer took responsibility for his dreams, taught himself to make the music he loves and in the process became a software engineer. He shares how his passion for music drove his curiosity for technology, business and beyond. Soundtracking the talk with songs from his journey, he demonstrates how to own your genius.

Abenezer Abebe is a Canadian software engineer and TEDx speaker based in Stockholm, Sweden. Previously he has consulted for Universal Music and participated in Spotify's developer experience and innovation awards. He is an advocate for self-directed learning and lectures students at Bergs, Hyper Island and independently organized meetups. In addition to his engineering work, Abenezer supports internal teams at Epidemic Sound with prototyping and testing processes.



Spark! 14:30 – 15:45

Vous aurez l'opportunité d'entendre cinq présentations uniques d'une durée de 10 minutes qui vous donneront l'étincelle qu'il vous fallait pour penser différemment à votre travail.

Les médias sociaux au service de la société

En tant que jeune activiste, Hannah utilise les outils les plus puissants à sa disposition : sa voix et les médias sociaux. À 16 ans, elle sait bien que sa génération se fait reprocher de passer trop de temps devant les écrans. Mais les gens passent à côté du fait que les jeunes utilisent les médias sociaux pour le bien de la société. Hannah explique comment elle utilise les plateformes numériques pour amplifier sa voix, créer des changements positifs et encourager les autres à faire de même.

Hannah Alper est une conférencière, activiste et auteure passionnée. En novembre 2017, elle a publié un livre intitulé *Momentus: Small Acts, Big Change*, fondé sur sa conviction qu'une personne, un geste ou un moment peuvent changer le cours des choses. En faisant part de sa propre histoire et d'anecdotes de ses modèles, Hannah donne des exemples tangibles, réels et actuels pour appuyer cette idée. À l'âge de neuf ans, Hannah a lancé son blogue, Call Me Hannah, pour faire part de ses préoccupations grandissantes à l'égard des problèmes environnementaux et montrer que de petits gestes au quotidien peuvent être initiateurs de changements.

Créer le Google Maps de l'avenir du travail et de l'apprentissage

Partant d'une exploration de l'automatisation et des tendances démographiques de l'avenir du travail et de l'apprentissage, cette conférence abordera les raisons de la faillibilité de la plupart des approches de perfectionnement ou de rééducation professionnels, et proposera un modèle fondamentalement différent pour pallier la pénurie de talents et d'occasions dans la vie, les entreprises et la société.

Hamoon Ekhtiari est le fondateur et le directeur général d'Audacious Futures, un moteur d'innovation mondial conçu pour repenser l'avenir d'un point de vue technologique, humaniste et philosophique. Il a été auparavant directeur de la stratégie et de l'innovation chez TELUS, et directeur fondateur du Studio [Y] de MaRS. M. Ekhtiari est membre de la Conférence canadienne du Gouverneur général sur le leadership, membre de l'Ariane de Rothschild Fellowship à l'Université de Cambridge, récipiendaire de la médaille Alumni Achievement de l'Université de Waterloo et chercheur lauréat d'une bourse d'études du millénaire.



Dites oui aux épreuves

Cette conférence se penchera sur l'importance du sacrifice et du dévouement. M. Kaba parlera de la façon dont il a su transformer toute l'énergie négative dans sa vie en quelque chose de plus positif et de plus significatif alors qu'il était engagé sur l'éprouvante voie du succès. Son message : nous sommes tous des coureurs de haies. Nous ferons tous face à des revers et nous aurons tous à surmonter de nombreux obstacles pour accomplir nos objectifs.

Sekou Kaba est un athlète ayant participé aux Jeux olympiques de 2016, un conférencier professionnel et le lauréat d'un prix Inspiration Canada 150. Il a représenté le Canada aux Jeux de Rio à l'épreuve du 110 mètres haies. Son parcours étant jalonné d'obstacles, il partage à présent ses outils de dépassement de soi pour atteindre des objectifs de longue date. Lorsqu'il n'est pas à l'entraînement, M. Kaba est occupé par ses engagements communautaires. Il motive et inspire des personnes dans toutes les sphères de la vie. Il a présenté des conférences devant des milliers de personnes dans diverses collectivités, écoles et organisations.

Apprendre aujourd'hui, diriger demain

Caitlin expliquera l'importance de soutenir les jeunes dans leur cheminement vers le leadership. Elle parlera également des conséquences que le soutien peut avoir sur les perspectives de carrière des jeunes à long terme. Elle abordera les défis uniques auxquels font face les Premières Nations en raison de circonstances indépendantes de leur volonté. Elle espère inspirer les autres à continuer d'apprendre, d'avoir de l'espoir et de travailler ensemble.

Caitlin Tolley est une Algonquine Anishinabe de Kitigan-Zibi, au Québec. Elle a obtenu son diplôme de Juris Doctor de l'Université d'Ottawa en 2017. Durant ses études en droit, Mme Tolley a eu l'honneur de recevoir un prix Fellowship de la fondation Fulbright Canada. Elle a récemment satisfait les exigences de son stage à la Banque Royale du Canada. Le Forum des politiques publiques lui a remis un prix des leaders émergents en 2018. Mme Tolley est une ardente défenseuse de la préservation des langues et des cultures. Elle a été nommée au deuxième rang du concours Miss Indian World, à l'événement Gathering of Nations Pow-Wow.

Déployer son génie

Qu'arrive-t-il lorsqu'un enseignant dit à un jeune de 12 ans qu'il n'obtiendra probablement jamais son diplôme d'études secondaires? Abenezer a pris ses rêves en main, en apprenant par lui-même comment produire la musique qu'il aime, ce qui l'a amené à devenir ingénieur en logiciels. Il raconte comment sa passion pour la musique a éveillé son intérêt pour les technologies, les affaires et plus encore. Lors de ses conférences, qu'il agrémente de pièces musicales découvertes durant son parcours, il explique comment mettre ses talents en valeur afin de déployer son génie.

Abenezer Abebe est un ingénieur en logiciels et un conférencier TEDx de Stockholm, en Suède. Il a été consultant chez Universal Music. Il a également participé à l'expérience pour développeurs de Spotify et été finaliste aux prix d'innovation. Il défend l'apprentissage autodirigé, donne des cours aux étudiants de Berghs et de l'Hyper Island, et organise des rencontres de façon indépendante. En plus de son travail en génie logiciel, M. Abebe aide les équipes internes d'Epidemic Sound en élaborant des prototypes et en testant des processus.

Concurrent Sessions | Séances concomitantes

16:10 –
17:00**Trauma-Informed
Career Development Practice**201
E**Seanna Quressette** – Douglas College

This session will present strategies for career practitioners to create a trauma-informed practice in their service delivery settings. As more clients come into career services with a history of trauma it is essential that career practitioners have the tools to work effectively with these clients. The session will provide tangible tools for working with clients who have experienced trauma.

**Beyond Generation Jobless:
Navigating School-to-Work Transition**202
E**April Dyrda** – Calgary Career Counselling

Obtaining meaningful employment is a common goal for university graduates; however, students are finding the school-to-work transition increasingly difficult. This presentation 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.

**Using Credential Evaluation to Integrate
Internationally Educated Professionals**203
E**Jodi Tingling** – World Education Services

The Government of Canada has announced its intention to settle nearly one million immigrants by 2020. Now more than ever, practitioners need tools to help internationally educated professionals meet their career goals. This session will provide career practitioners with resources, tips, and tools to help prepare clients for their career in Canada.

**Engaging Faculty: The Good,
the Challenges, the Unexpected**204
E**Byung Oh, Esther Chung** – University of Toronto Scarborough

Have you had challenges or unexpected outcomes working with faculties? Hear about our unique model in combining academic and career services to get faculty buy-in. This model helps us to deliver high-impact services directly in-class to students. We will share our experience in building collaborative working relationships with the academic departments at the University of Toronto Scarborough.

**Économisez pour
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Inscrivez-vous et payez vos frais d'inscription pour Cannexus20 pendant le congrès cette année et ne payez que 395 \$, soit une économie de plus de 200 \$ par rapport au prix normal. C'est le prix le plus bas possible – et il est disponible seulement pendant Cannexus! Passez nous voir au kiosque d'enregistrement.

**How Effective Are You
at Connecting?**205
E**Linda P. Cousineau** – LPC and Associates Inc.
Jay Gosselin – Mentor U and Discover Year

We are all very different, therefore connecting with everyone is not always easy! In 90 seconds, you can now identify your clients' values and customize your approach accordingly. This proven and easy-to-use personality-based, people-focused and profit-driven communication tool helps you develop strong relationships and connect with ease through respect and understanding. Increase your success and help them do the same!

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Concurrent Sessions | Séances concomitantes

16:10 –
17:00**19 Productivity Hacks Every
Career Practitioner Should Know****Daisy Wright** – The Wright Career Solution

Do you sometimes struggle to serve your clients while bogged down by constant distractions? Productivity hacks could provide the answer you are looking for. These tools are becoming more popular as people seek to work faster and smarter. This session introduces you to free and inexpensive online tools that will significantly increase your productivity and support the work.

**Dix-neuf conseils pour améliorer
la productivité des intervenants****Daisy Wright** – The Wright Career Solution

Vous arrive-t-il d'avoir de la difficulté à servir vos clients à cause de sources de distractions permanentes? Ces conseils pour améliorer la productivité pourraient vous aider. Ces outils connaissent une popularité croissante en cette ère où nous voulons tous travailler plus rapidement et plus intelligemment. Cette formation présente des outils en ligne gratuits ou peu coûteux qui augmenteront vraiment votre productivité et faciliteront votre travail.

206
E**Hired!
How to Get the Zippy Gig****Sheila Musgrove** – TAG Recruitment Group Inc.

Did you know that 80% of resumes FAIL within 11 seconds! I'll share my insider secrets including: 6 surprising resume sections that get ZERO attention; a 2-step resume formula that will get you noticed; terminations, gaps & 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.

207
E**Demystifying the
Demand Side****Barbara Wilson** – Thrive Career Consulting
Deirdre Pickerell – Life Strategies Ltd.

 Career development professionals are uniquely positioned to help employers build workplaces that support career development, as workers adapt and reinvent their careers in an ever-changing market. Yet, many CDPs struggle to understand the realities of business and make a compelling case for career services. Let's explore how business views careers and "talent," helping solve the mystery of the "demand side."

208
E**Maximize Impact of e-Career Services:
A Research-Based Model****Tannis Goddard** – MixtMode

Although integration of technology and online services continues to grow in our field, there is little empirical research about the most effective ways to design and deliver client-centred online services. Sharing findings from recent doctoral research on the perceptions of practitioners and clients engaged in e-career services, this session will provide tangible design and practice recommendations for online career counselling.

**Maximiser l'impact des services de
développement de carrière en ligne****Tannis Goddard** – MixtMode

Même si l'intégration de la technologie et des services en ligne connaît une croissance continue dans notre secteur, il y a peu de recherches empiriques sur les méthodes de conception et de livraison efficaces des services en ligne axés sur le client. Cette séance porte sur les résultats de récents travaux de recherche doctorale sur la perception des intervenants et des clients qui utilisent des services d'orientation en ligne. Elle présente des recommandations concrètes pour concevoir et proposer un programme d'orientation professionnelle en ligne.

209
E

CAUTION: CAREER AHEAD



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Concurrent Sessions | Séances concomitantes

16:10 –
17:00**Addressing Ageism
in Older Entrepreneurs**210
E**Helen Hirsh Spence** – Top 60 Over 60
Debra Yearwood – CommStorm

Presenters will share findings from their research study done in 2018 supported by OCWI and Ryerson with older and retired workers considering entrepreneurial activity. The qualitative research considers the implications of ageism and the entrepreneurial mindset.

**Stages en entreprise :
vecteurs d'intégration en emploi?**211
F**Gabrielle St-Cyr, Mylène Mattei** –
AXTRA - Alliance des centres-conseils en emploi

Au cours des dernières années, les stages ont fait l'objet de nombreux débats et controverses, tant sur la scène médiatique qu'académique. La multiplication des occasions de stage, dans divers environnements et secteurs d'activité, a projeté cette pratique à l'avant-plan, en mettant en lumière ses effets bénéfiques et les défis associés. Dans ce contexte, il apparaît important d'identifier les facteurs de succès et les bonnes pratiques qui favorisent une intégration durable sur le marché du travail.

**Internationally Trained Professionals:
They're Here, Now What?**212
E**Jeff Brownrigg, Colin Jakubec** – Bredin Centre for Learning

 Immigration is vital to Canada's future economic growth. As a nation, we recruit the "best of the best." Professionals arrive ready to put their education and expertise to work, only to find there may be many barriers to overcome. Take a peek into how this award-winning program supports them through their pursuit of licensure and into the workforce.

**Finding Meaning
and Motivation**213
E**Shellie Deloyer** – Bright Futures Solutions

Connecting with your WHY allows you to connect your work with purpose, fulfillment and motivation. Learn the secrets that top leaders have known for generations. You'll gain clarity on your WHY as well as HOW best to achieve it. Then use this process to guide your clients, colleagues and students toward connecting with their meaningful and motivating work as well.

**Your Organization
and People with Disabilities**214
E**Kristen Klassen** – Brickstorming
Peter Tonge – Robert Rasmussen Consulting

This session will focus on your organizations's opportunities to work with people with disabilities, as employees and as your clients. The presenters will outline what to expect when working with persons with disabilities, some resources available to you, and your legal requirements as an employer of a person with a disability. The session will also look at the benefits of building relationships with this diverse group of 1.3 billion people worldwide.

**Creating a Career Learning
Framework and Curriculum Map**215
E**Karen McCrank, Amelia Merrick** – University of Toronto

Learn how Career Exploration and Education created a career-learning framework and adapted a curriculum-mapping process to organize all our services. We will share how we used the framework to create 3 pathways to help students navigate our services and how the framework created a shared and consistent approach across all our teams in working with students and partners.



BREAKFAST PANEL:

Preparing Youth to Thrive in an Age of Disruption

Wednesday, 7:30 AM - 8:15 AM

Join us bright and early to kick off your final day at Cannexus19 with a stellar group of panellists sharing perspectives on how education, training and employment programs need to evolve to help youth succeed in the future of work.

Sponsored by:



DÉJEUNER-CAUSERIE :

Préparer les jeunes à prospérer dans une ère de perturbations

Mercredi, 7 h 30 - 8 h 15

Joignez-vous à nous de bon matin le dernier jour de Cannexus19 pour une discussion où des experts de grande renommée nous feront part de leur point de vue sur la manière dont les programmes d'éducation, de formation et d'emploi doivent évoluer pour aider les jeunes à réussir sur le marché du travail de l'avenir.

Commandité par :



Can't Miss Megs!

Wednesday, 8:30 AM - 10:00 AM

Attend a Mega session or participate in the interactive KAIROS Blanket Exercise, back after delivering a powerful experience last year. Note: All sessions have limited seating (no pre-registration required) and begin promptly.

Les mégas, à ne pas manquer!

Mercredi, 8 h 30 - 10 h

Assistez à une mégaséance ou participez à un exercice interactif avec couverture de KAIROS, qui est de retour après avoir fait forte impression l'an dernier. Remarque : Toutes les séances offrent un nombre limité de places et commencent à l'heure (pas de préinscription requise).



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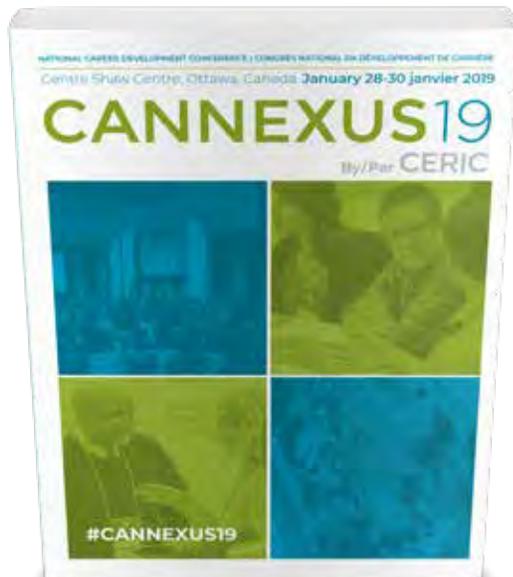


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Through this program, graduate students will be introduced to CERIC and invited to:

- **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 the CareerWise website**, featuring the top career news and views, with a popular weekly newsletter curating the best of the site;
- **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.

2019 APPLICATION DEADLINE: MARCH 29, 2019

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);
- **écrivez pour le site Web OrientAction**, qui présente les derniers points de vue et nouvelles en matière de carrière, avec de populaires bulletins hebdomadaires regroupant le meilleur du site;
- **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 2019 : 29 MARS 2019

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Day/jour 03

WEDNESDAY JANUARY 30

MERCREDI 30 JANVIER

07:00 – 11:45	Conference Check-In Enregistrement	Level 3: Foyer 3 ^e étage: Hall
07:00 – 08:30	Networking Breakfast Déjeuner et réseautage	Level 3: Plenary 3 ^e étage : Salle plénière
07:30 – 08:15	Breakfast Panel: Preparing Youth to Thrive in an Age of Disruption Déjeuner-causerie : Préparer les jeunes à prospérer dans une ère de perturbations SPONSORED BY COMMANDITÉ PAR: RBC FUTURE LAUNCH / OBJECTIF AVENIR RBC	Level 3: Plenary 3 ^e étage : Salle plénière
08:30 – 10:00	Mega Sessions Méga séances	Level 2: Meeting Rooms 2 ^e étage : Salons de réunion
10:00 – 10:30	Networking Break Pause et réseautage	Level 3: Foyer 3 ^e étage: Hall
10:30 – 11:30	CLOSING KEYNOTE / ALLOCUTION DE CLÔTURE The Right Honourable David Johnston, in conversation with Alex Johnston Le très honorable David Johnston, en conversation avec Alex Johnston <i>Trust: Building a Better Country</i> <i>Bâtir un meilleur pays</i>	Level 3: Plenary 3 ^e étage : Salle plénière
11:30 – 11:45	Closing Comments Remerciements et mot de la fin	Level 3: Plenary 3 ^e étage : Salle plénière



Breakfast Panel | Déjeuner-causerie

07:30 - 08:15

Preparing Youth to Thrive in an Age of Disruption

In the coming decade, half of all jobs will be disrupted by technology and automation. Some will change dramatically. Others will disappear completely, replaced by jobs that are yet to be invented. We are living through an era of radical change, with the latest advancements in artificial intelligence and automation transforming the way we work, even in unexpected fields such as law and customer service. How will we prepare Canadian youth for the workplace of the future? Join us for a discussion, as panellists share their perspectives on topics including: thriving in a skills economy; employers hiring for skills over credentials; the role of post-secondary institution and the impact of meaningful work-integrated learning; and how education, training and employment programs need to evolve to help youth succeed in the future of work.

Moderator:

Madeleine Barker - Senior Director,
Strategic Workforce Initiatives, RBC

Panellists:

Jocelyne Voisin - Director General of Youth and Skills Innovation,
Employment and Social Development Canada

Shaun Thorson - CEO, Skills Canada

Jan Basso, Assistant Vice-President, Experiential Learning & Career
Development, Wilfrid Laurier University

Sareena Hopkins - Executive Director, Canadian Career
Development Foundation (CCDF)

Préparer les jeunes à prospérer dans une ère de perturbations

Au cours de la prochaine décennie, la moitié des emplois connaîtront des perturbations causées par la technologie et l'automatisation. Certains emplois subiront une transformation radicale. D'autres disparaîtront complètement, remplacés par des emplois qui n'ont pas encore été inventés. Nous vivons une époque de métamorphose, alors que les plus récents progrès en intelligence artificielle et en automatisation transforment notre façon de travailler, même dans des domaines inattendus comme le droit et le service à la clientèle. Comment allons-nous préparer les jeunes Canadiens au marché du travail du futur? Joignez-vous à nous pour une discussion où des experts nous feront part de leur point de vue sur des sujets comme : prospérer dans une économie axée sur les compétences; les employeurs qui favorisent les compétences plutôt que les diplômes au moment de l'embauche; le rôle des établissements d'études postsecondaires et les effets d'un apprentissage significatif intégré au travail; et la manière dont les programmes d'éducation, de formation et d'emploi doivent évoluer pour aider les jeunes à réussir sur le marché du travail de l'avenir.

Moderatrice :

Madeleine Barker, Directrice générale principale,
Initiatives stratégiques, Effectif, RBC

Panélistes :

Jocelyne Voisin, Directrice générale, Jeunesse et innovation en
matière de compétences, Emploi et Développement social Canada

Shaun Thorson, PDG, Compétences Canada

Jan Basso, Vice-présidente adjointe, apprentissage par l'expérience
et développement de carrière, Wilfrid Laurier University

Sareena Hopkins, Directrice générale, Fondation canadienne pour
le développement de carrière (FCDC)



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Mega Sessions | Méga séances

08:30 –
10:00

Mega sessions feature well-known presenters and highly pertinent subjects.
Les Méga séances présentent des conférenciers de renommée abordant des sujets pertinents.

205



Non-Traditional Assessment Tools That Rock!

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 creates rich experiences for his clients by providing relevant and provocative content through a lens of humour, music, enthusiasm and authenticity. Participants will laugh, cry, they may leave, but they will never fall asleep!

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PANEL: Theories and Models at Work – Ideas for Practice

★ Update your love/like/reluctance about theory and learn new ways to enhance your career development practices! In this Mega session, five contemporary theories and models are featured from the new edited collection, *Theories and Models at Work*, launching at Cannexus19. The presenters will showcase what is new, what is different, and what is practical.

Nancy Arthur is a Professor, Werklund School of Education, University of Calgary. A keynote speaker at Cannexus in 2015, Nancy’s research focuses on the Culture-Infused Career Counselling Model, social justice and international career transitions.

Mary McMahon is an honorary Senior Lecturer in the School of Education at The University of Queensland, Australia. Mary is a developer and co-author of the Systems Theory Framework of Career Development.

Roberta Neault is President of Life Strategies Ltd. and Past-President of the Counsellor Educators Chapter of the Canadian Counselling and Psychotherapy Association (CCPA). With Nancy and Mary, she co-edited *Theories and Models at Work*.

France Picard is Professor, Département des fondements et pratiques en éducation at Université Laval, and Director of the Centre de recherche et d’intervention sur l’éducation à la vie au travail (CRIEVAT). France’s scientific investigations centre on the challenges faced by at-risk students when entering and integrating into higher education, through the lens of social justice.

Michel Turcotte is a career counsellor, psychologist and doctoral student. Michel is a member of the Centre de recherche et d’intervention sur l’éducation et la vie au travail (CRIEVAT). His current doctoral research is on distance career counselling.

Louis Cournoyer is a Professor at the Université du Québec à Montréal. His main area of research includes career decision-making processes for youth and adults, the influence of social relationships on career projects, and professional career development practices. As a career counsellor and guidance counsellor, he maintains an active professional practice of more than 20 years.

Headset Required



Note: Some panellists will present in English and others in French, so please acquire a headset in advance (available Level 3, Plenary) to benefit from simultaneous interpretation.

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(CONT'D/SUITE)



PANEL :
**Application pratique de la théorie
et des modèles de développement de carrière**

 Apprenez à aimer la théorie et faites l'apprentissage de nouvelles façons d'améliorer vos pratiques de développement de carrière! Au cours de cette méga séance, cinq théories et modèles contemporains tirés du nouveau recueil *Theories and Models at Work*, qui sera lancé au congrès Cannexus19, seront présentés. On mettra en évidence les aspects nouveaux, différents et pratiques de ces théories et modèles.

Nancy Arthur est professeure à la Faculté d'éducation Werklund, de l'Université de Calgary. Conférencière d'honneur à Cannexus en 2015, Nancy étudie principalement le modèle de l'orientation professionnelle fondé sur la culture, la justice sociale et les transitions de carrière internationales.

Mary McMahon est chargée de cours principale honoraire à la Faculté d'éducation de l'Université du Queensland, en Australie. Elle est conceptrice et coauteure du cadre théorique des systèmes du développement de carrière.

Roberta Neault est présidente de Life Strategies Ltd. et présidente sortante de la section des Formateurs de conseillers de l'Association canadienne de counseling et de psychothérapie. En collaboration avec Mme Arthur et Mme McMahon, elle a dirigé le recueil *Theories and Models at Work*.

France Picard est professeure au Département des fondements et pratiques en éducation de l'Université Laval et directrice du Centre de recherche et d'intervention sur l'éducation et la vie au travail (CRIEVAT). Les recherches de Mme Picard portent sur les défis qu'ont à relever les étudiants à risque qui cherchent à s'insérer et à s'intégrer dans les programmes d'études supérieures, dans une perspective de justice sociale.

Michel Turcotte est conseiller d'orientation, psychologue et étudiant au doctorat. Il est membre du Centre de recherche et d'intervention sur l'éducation et la vie au travail (CRIEVAT). Sa thèse porte sur l'orientation de carrière à distance.

Louis Cournoyer est professeur à l'Université du Québec à Montréal. Ses recherches portent principalement sur les processus de prise de décisions relatives à la carrière pour les jeunes et les adultes, l'influence des relations sociales sur les projets de carrière et les pratiques en matière de développement de carrière professionnelle. Il agit comme conseiller d'orientation professionnelle depuis plus de 20 ans.

**Écouteurs
requis**



Remarque : Certains panélistes s'exprimeront en anglais ou en français. Veuillez vous procurer des écouteurs à l'avance (à la salle plénière, au 3^e étage) pour profiter d'une interprétation simultanée.

08:30 –
10:00

207

E



OYÀ:NA:

Building Futures in Indigenous Youth Employment

This session will focus on the continuum of training to employment in relation to the unique needs and experiences of urban Indigenous youth. The presenters will identify the steps to employability and successful attachment to the labour market that frame the work of NPAAMB, the only Indigenous employment and training organization in Ontario that focuses solely on youth career development. A long-term lens will examine five key areas for successful outcomes: 1. Employability skills building 2. The need for coaches and mentors 3. Experiential learning opportunities. 4. Evaluation and reflection 5. Reciprocal partnership development.

Shari St Peter is the Executive Director of NPAAMB – Niagara Peninsula Aboriginal Area Management Board, one of 18 ASETS agreement holders in Ontario. NPAAMB serves the employment and training needs of urban Indigenous youth in southern Ontario, offering service to youth ages 15-30 in five service centres.

Brandi Jonathan is Mohawk, turtle clan and lives on the Six Nations Reserve in Southern Ontario. She has worked in employment and training over the past 15 years and has been very successful in developing and co-ordinating various Indigenous youth programs. In 1999, she graduated with a BA from Trent University and in 2004 she graduated from Mohawk College's Advanced Career Counsellor Certificate program.

208

E



Putting Values at the Centre of Your Leadership

Kofi will draw on his work at CEE, where the heart of the initiative was a focus on reaching youth who could be labelled “hard to serve” and were facing significant barriers to employment, as well as his time as a student activist and his graduate studies on Canadian non-profits in Africa. He will provide his views on how to be a values-based leader, explore how values are critical to success in social change work, and consider the challenge of turning values into daily practice.

Kofi Hope is a Rhodes Scholar and Doctor of Philosophy in Politics. Starting in September 2018, he will be working as a Senior Policy Advisor at the Wellesley Institute, and as a Bousfield Distinguished Visitor in Planning at University of Toronto's School of Urban Planning. Kofi is the Founding Executive Director of the CEE Centre for Young Black Professionals (CEE), a non-profit which creates economic opportunities for Black youth in Toronto.



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font la promotion des métiers spécialisés et des technologies au moyen de multiples programmes et activités:

- Camps des métiers spécialisés
- Ateliers sur les compétences essentielles
- Conférences pour les jeunes femmes
- Concours: régionaux, provinciaux, nationaux, et le Mondial des métiers

Renseignez-vous sur les activités locales auprès du bureau de Skills/Compétences Canada de votre région.

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#CRÉERDESPOSSIBILITÉS**

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08:30 –
10:00

213



Future Ready:

Young Leaders on Keeping the Next Generation in School

K-12 systems across Canada are not meeting the needs of all young people. Many of these underserved youth are missing education milestones and are not staying in school. Successfully engaging these youth can be a challenge, but several innovative programs have emerged to work with these young people. This panel will showcase bold young leaders whose programs move beyond the classroom to keep the next generation in school and open up future career pathways. Their fresh perspectives will be explored and panellists will offer their recommendations to address systemic challenges.

Rebecca Darwent (Moderator) is a dedicated civic leader and non-profit consultant with over 10 years of community development experience. Her career has included roles at all levels such as front-line intervention, program and grants management, and public policy development.

Annalie Bonda is an entrepreneur working at the helm of the charitable sector. Since joining The Remix Project as Executive Director, she initiated the expansion of programming nationally and brought in high-profile social enterprise opportunities for Remix's graduates.

Tesfai Mengesha is part of senior leadership at Success Beyond Limits, an organization based in the Jane and Finch community of Toronto, that re-imagines education and schools as sites of possibility. He is a Civic Action DiverseCity Fellow and a Maytree's Public Policy School graduate.

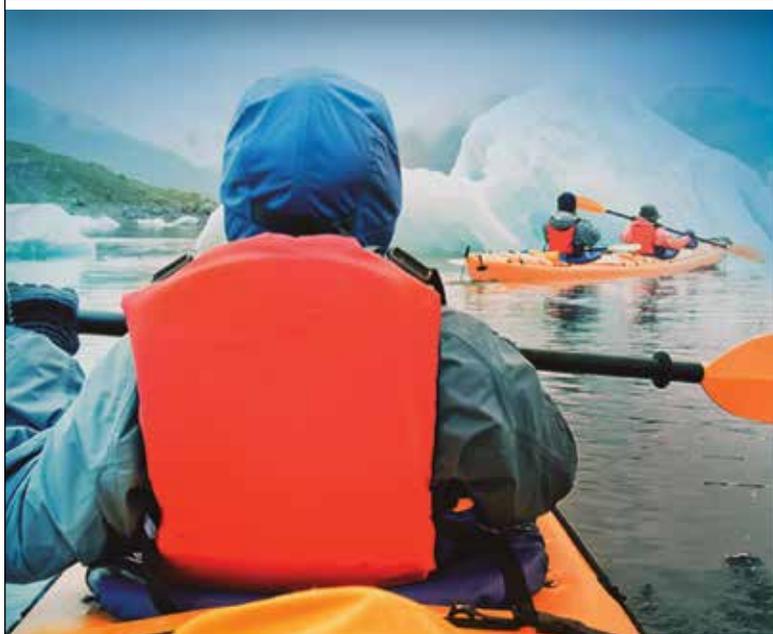
Fabrice Vil is the co-founder and President of Pour 3 Points, an organization that transforms sports coaches so that they also play a role as life coaches for young athletes in underprivileged areas. He is a member of the Order of Excellence in Education as well as Ashoka Fellow.

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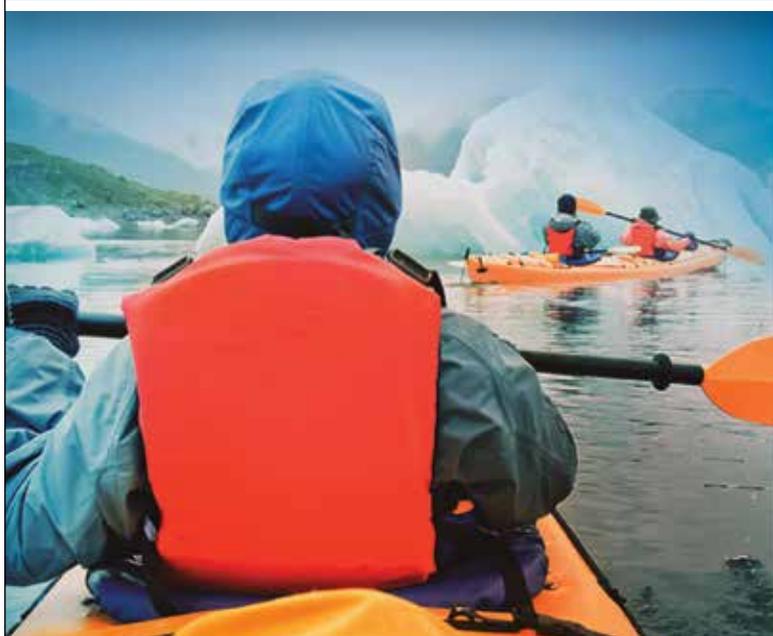


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08:30 –
10:00

214



KAIROS Blanket Exercise: The Relationship Between Indigenous and Non-Indigenous Peoples

The KAIROS Blanket Exercise is an interactive learning experience that builds awareness and understanding of our shared history as Indigenous and non-Indigenous peoples in Canada by having participants literally walk through situations that include pre-contact, treaty-making, colonization and resistance. Participants step onto blankets representing the land, and into the role of First Nations, Inuit and later Métis peoples. They are drawn into their roles by reading scrolls and carrying cards which ultimately determine their outcomes. Facilitators read a script and assume the role of Narrator and European settlers. By engaging on an emotional and intellectual level, the exercise contributes to a movement for reconciliation through education across the country.

NOTE: Participation is limited to 80 spots on a first-come, first-served basis. No pre-registration is available.

Tell Us How We Did!

Fill out your Cannexus19 online evaluation form by **February 8** for a chance to **win a \$300 Air Canada travel voucher!** Take the survey at cannexus.ca/survey2019

Dites-nous ce que vous en pensez!

Remplissez votre formulaire d'évaluation en ligne pour Cannexus19 d'ici le **8 février** pour courir la chance de **gagner un chèque-voyage Air Canada d'une valeur de 300 \$!** Répondez au sondage en allant à cannexus.ca/sondage2019.



AIR CANADA

INTERNATIONAL EXPERIENCE CANADA

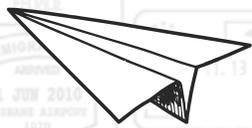
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IEC allows Canadian youth – aged 18 to 35 – to work and travel in any of IEC's 30+ partner countries for up to 2 years, through the facilitation of work permits. Foreign youth from these countries may also come to Canada to do the same.

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EXPÉRIENCE INTERNATIONALE CANADA (EIC)

est fier de s'associer à Cannexus19.

EIC permet aux jeunes Canadiens âgés de 18 à 35 ans de travailler et de voyager dans plus de 30 pays partenaires d'EIC pour une période maximale de deux ans, en facilitant l'obtention des permis de travail. En retour, les jeunes de ces pays peuvent venir au Canada pour y faire de même.

Pour obtenir plus de renseignements sur EIC et pour savoir comment cela pourrait fonctionner pour votre organisation, visitez canada.ca/eic ou venez nous rencontrer au kiosque 204.



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Keynote Speaker

10:30 – 11:30, Level 3 Plenary



The Right Honourable David Johnston

Trust: Building a Better Country

The Right Honourable David Johnston, in conversation with Alex Johnston

After serving seven years as Canada's 28th Governor General and a life-long career in academia, The Rt Hon David Johnston has some ideas about the importance and status of trust in Canada today. He speaks on stage with one of his five daughters, Alex Johnston, to talk about his lessons learned and unique experiences to help us better understand how to be more worthy of trust, and in doing so build a better Canada for all.

The Right Honourable **David Johnston** was Canada's 28th Governor General. During his mandate, he established the Rideau Hall Foundation (RHF), a registered charity that supports and amplifies the Office of the Governor General in its work to connect, honour and inspire Canadians. Today, he is actively involved as Chair of the RHF Board of Directors, and serves as an Executive Advisor at Deloitte. Prior to his installation as governor general, Johnston was a professor of law for over 30 years, and served as President of the University of Waterloo from 1999 to 2010. He was President of the Association of Universities and Colleges of Canada and of the Conférence des recteurs et des principaux des universités du Québec. He was the founding chair of the National Round Table on the Environment and the Economy and chaired the federal government's Information Highway Advisory Council. He has served on many provincial and federal task forces and committees, and has served on the boards of a number of public companies.

Allocution

10:30 – 11:30, 3^e étage, Salle plénière



Le très honorable David Johnston

Bâtir un meilleur pays

Le très honorable David Johnston, en entretien avec Alex Johnston

Après sept ans de service en tant que 28^e gouverneur général et une longue carrière dans le milieu universitaire, le très honorable David Johnston partage ses idées sur l'importance et l'état de la confiance envers le Canada aujourd'hui. Sur scène, avec l'une de ses cinq filles, Alex Johnston, il nous fait découvrir son expérience unique et les leçons qu'il a apprises, afin de nous aider à comprendre comment être plus dignes de confiance, et ainsi, bâtir un Canada meilleur pour tous.

Le très honorable **David Johnston** a été le 28^e gouverneur général du Canada. Durant son mandat, il a créé la Fondation Rideau Hall (FRH), un organisme de bienfaisance enregistré qui soutient le Bureau du gouverneur général dans sa volonté de rapprocher les Canadiens, de leur rendre hommage et de les inspirer. Il assume à l'heure actuelle la présidence du conseil d'administration de la FRH, en plus d'agir à titre de conseiller de direction à Deloitte. Avant son investiture au poste de gouverneur général, il a enseigné le droit pendant plus de 30 ans et occupé les fonctions de président de l'Université de Waterloo de 1999 à 2010. Il a également présidé l'Association des universités et collèges du Canada et la Conférence des recteurs et des principaux des universités du Québec. Il a été président fondateur de la Table ronde sur l'environnement et l'économie. Il a aussi dirigé le Comité consultatif de l'autoroute de l'information du gouvernement fédéral. Enfin, il a participé à de nombreux groupes de travail et comités provinciaux et fédéraux, en plus de siéger au conseil d'administration de plusieurs sociétés publiques.



In Memory of Jean Hamm (1923–2018)

Jean's journey of lifelong learning came to an end in May, 2018 at the age of 94. Mother to three, and Nana to six, Jean was a familiar face to many Cannexus participants, roaming the hallways of the Shaw Centre and attending more sessions than many people half her age. She took delight in catching up with old friends and learning about emerging areas of career development.

Jean's father, Frank Lawson, established The Counselling Foundation of Canada ("Foundation") in 1959, championing career counselling to help individuals better understand their natural gifts and talents. Following Frank's passing in 1984, Jean served as Vice-Chair of the Foundation's Board of Directors from 1984-1998 and remained actively engaged as an Honorary Director thereafter. The Foundation has been funding CERIC since its creation in 2004 and is the Founding Sponsor of Cannexus.



**The Counselling
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CANNEXUS

Mark Your Calendars!

*Plan to join us once again for Cannexus
at the Shaw Centre in Ottawa:*

À noter dans vos agendas!

*Joignez-vous à nous encore une fois pour
Cannexus au Centre Shaw d'Ottawa :*

January 27 – 29, 2020 | du 27 au 29 janvier 2020

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January 24 – 26, 2022 | du 24 au 26 janvier 2022

January 23 – 25, 2023 | du 23 au 25 janvier 2023

January 29 – 31, 2024 | du 29 au 31 janvier 2024

Centre Shaw Centre, Ottawa, Canada **January 27-29 janvier 2020**

CANNEXUS20

Join us at **Cannexus20**, Canada's largest bilingual conference for exchanging information and exploring innovative approaches in career counselling and career development!

Rejoignez-nous à **Cannexus20**, le plus grand congrès bilingue pour échanger de l'information et explorer des approches innovantes dans le domaine de l'orientation professionnelle et du développement de carrière!



Plan to attend...



Planifiez dès maintenant votre participation...

WATCH FOR THE CALL FOR PRESENTERS TO OPEN IN LATE MARCH.

Submission deadline: June 7, 2019

"Highly recommend the Cannexus experience to my colleagues in the field of training, employment, skills development and career services professionals!"

– Randy Lindsay, Executive Director,
Futureworx Society

Check Cannexus.ca regularly for the latest information!

SURVEILLEZ L'APPEL AUX CONFÉRENCIERS À LA FIN DU MOIS DE MARS.

Date limite de soumission : 7 juin 2019

« Participer à Cannexus équivaut à retrouver, d'année en année, une famille professionnelle qui partage nos valeurs et nos intérêts, tout en rencontrant de nouvelles connaissances. »

– Gabrielle St-Cyr, Chargée de projet en recherche, AXTRA

Visitez régulièrement le site Cannexus.ca pour les dernières informations!

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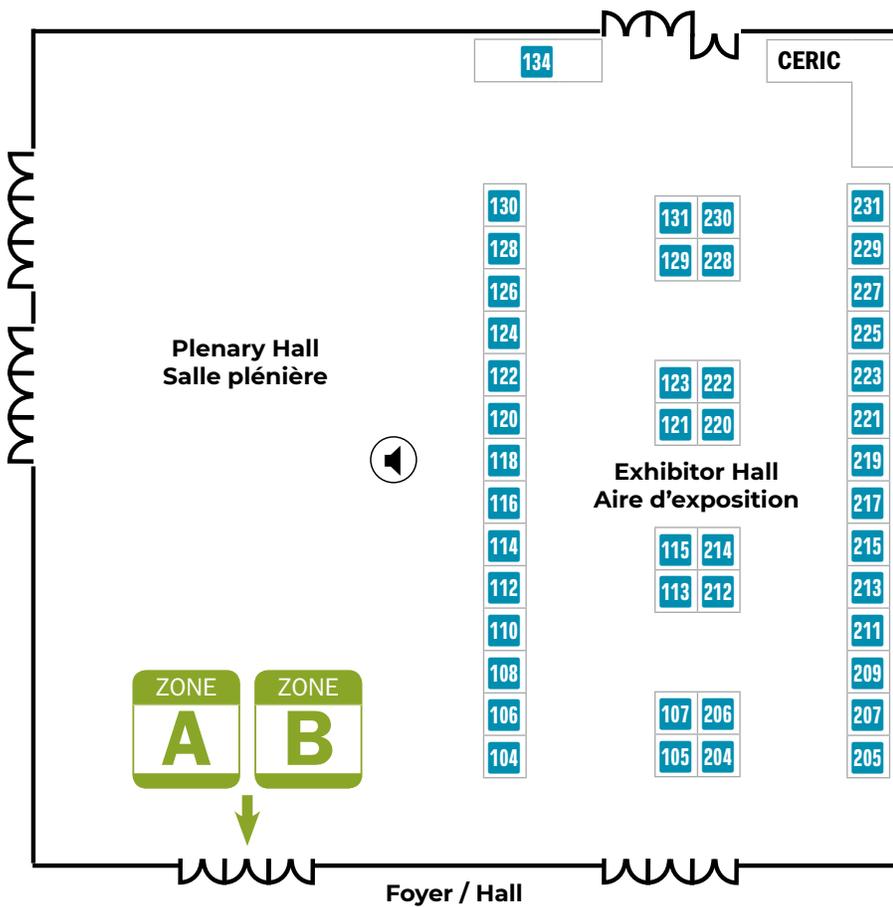
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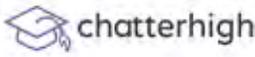
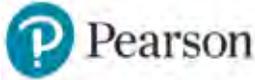
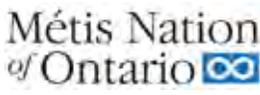
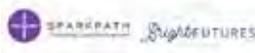
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- > Indspire
- > Ontario Federation of Indigenous
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- > Vancouver Island University
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Project Partnership Funding Available Financement de projet 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.

Project partners have included / Les partenaires de projets ont inclus



The following priority areas have been identified:

- Career practicing 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.

Nous avons identifié les domaines prioritaires suivants :

- La pratique du développement de carrières 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.

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