

Cannexus21

- A** Around the World Sessions | Séances Autour du monde **L** Live Concurrent Sessions | Séances concomitantes en direct
- V** Live Keynote Sessions | Allocution d'ouverture en direct
- P** Live Pandemic Recovery Series | Série en direct sur la reprise et rétablissement post-pandémie
- N** Live Plenary Session | Séance plénières en direct **C** Live Sector Meetups | Rencontres sectorielles en direct
- W** Live Workforce Development Spotlight | Développement de la main-d'œuvre en vedette en direct
- O** On-demand Sessions | Séances sur demande **S** Spark! Sessions | Séances Spark!

JANUARY 25 • MONDAY

12:00 – 12:45

V Building a Future of Work that Works for All | Bâtir un avenir du travail qui fonctionne pour tous
Keynotes | Conférenciers d'hon...: Zabeen Hirji

The Future of Work is Human. A light has been turned on, revealing our shared humanity, inter-connectedness and also our inequities. We are boldly re-imagining “work from anywhere” and encouraging employee agency and responsibility. After the pandemic hit, people from all walks of life united in common predicament and purpose. That said, I am seeing early signs of declining collaboration. We must reverse that.

The Future of Leadership is Human. We've seen leaders recognize the importance of establishing trust through transparency and authenticity. Leaders are turning empathy into connection, inclusion, structural and strategic change, compassion and health and well-being for all.

The Future of Prosperity is Human. This is a pivotal moment for us to grasp with passion and courage. Our challenge is to create *Work that works for All*, establishing inclusive prosperity in Canada that will power our country for generations. This is your time to multiply your impact. We will talk about how to hold and start these conversations.

L'avenir du travail est humain. Un déclic s'est produit, révélant notre humanité commune, les liens qui nous unissent, mais aussi nos inégalités. Nous réimaginons avec audace le « télétravail de n'importe où » et encourageons la représentation et la responsabilisation des employés. Après le début de la pandémie, des gens de tous horizons se sont retrouvés en même temps dans une situation difficile, et avec un défi commun à relever. Toutefois, on commence à voir un déclin de la collaboration. Il faut inverser cette tendance.

L'avenir du leadership est humain. Nous avons vu des dirigeants reconnaître l'importance d'établir la confiance par la transparence et l'authenticité. Les dirigeants transforment l'empathie en connexion, en inclusion, en changement structurel et stratégique, en compassion et en santé et bien-être pour tous.

L'avenir de la prospérité est humain. C'est un moment crucial qui représente une occasion à saisir avec passion et courage. Notre défi est de créer *un monde du travail qui fonctionne pour tous*, en travaillant pour établir une prospérité inclusive au Canada afin de propulser notre pays pendant des générations. C'est le moment de maximiser votre influence. Nous parlerons de la manière d'entamer et de mener de telles conversations.

12:45 – 13:00

Break I Pause

Activities & Networking | Activités et réseautage

- Hallway Meetings

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- Virtual Community Mosaic

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13:00 – 13:45

L Fostering Positive Indigenous Community Engagement with Purpose*Speakers / Conférenciers: Trina Maher*

Creating a positive environment for the exchange of ideas is foundational in developing Indigenous community engagement for the purpose of delivering community workshops and projects. Understanding how each partner envisions "success" is key to building cross-cultural partnerships. This session will share Indigenous partnership worldview concepts and practical advice to help agencies respectfully engage with Indigenous organizations for career development activities.

Learning Outcomes:

- Indigenous community engagement processes
- Cross-cultural cation aspects for partnership development
- How the medicine wheel is a guide to partnership development

13:00 – 13:45

L Optimiser sa télépratique en counseling de carrière*Speakers / Conférenciers: Chloe Lacoursière, Louis Cournoyer, Lise Lachance*

La télépratique a connu un essor fulgurant au sein des professions de la relation d'aide des suites de la pandémie de la COVID-19. Cela s'est répercuté notamment chez les conseillers d'orientation (OCCOQ, 2020). Cet atelier vise à mieux comprendre les opportunités et les défis de la télépratique, de même que les stratégies permettant d'optimiser l'intervention en counseling de carrière.

Objectifs d'apprentissage :

- Circonscrire ce qu'est la télépratique en counseling de carrière
- Connaître les meilleures pratiques d'intervention à distance
- Adapter sa télépratique selon les clientèles et les problématiques

13:00 – 13:45

L Pivoting in Times of Uncertainty*Speakers / Conférenciers: Andrea Fruhling, Norman Amundson*

Living in difficult times heightens reactions to unemployment/underemployment, creating a need for us to “pivot” interventions and training. Pivoting includes a grounding in values and strengths while being flexible, creative and adaptable. Come hear about our national and international experiences as we pivot interventions and training systems, supporting others to increase their abilities to pivot in uncertain times.

Learning Outcomes:

- Expand your practical creativity and adaptability skills
- Learn to take positive action by pivoting interventions and training
- Understand reactions to unemployment and underemployment in uncertain times

13:00 – 13:45

L The Quest for Purpose: A Self-Discovery Process to Live It!*Speakers / Conférenciers: Ken Keis*

If we are going to Lead The Way then the status quo is not working. According to Gallup’s study, less than 13% of the global workforce is engaged at work! Why? Simply put, people lack a sense of purpose but is also suggests that our career development processes can be improved. The answer is by discovering our purpose and passions which includes our interests, gifts and natural talents. The Quest for Purpose is an interactive session that teaches individuals how to discover and live their life “On Purpose” and assist them to help others do the same.

Learning Outcomes:

- Core mindsets and character traits required to live On Purpose!
- The Quest for Purpose career development roadmap
- Debunking career development myths

13:00 – 13:45

L Trauma and Resilience: A Career Professional’s Guide | Traumatisme et résilience : guide du professionnel de la carrière*Speakers / Conférenciers: Seanna Quressette, Catherine Hajnal*

Being a trauma-informed career professional is served by two domains. First to understand what trauma is and how it may impact our clients’ physical and mental health, behaviours and choices. Second to appreciate our clients’ capacity for resilience and post-traumatic growth. We’ll share practices to combine these domains while expanding resilience, fostering safety, belonging and possibility for any client.

Learning Outcomes:

- Define what constitutes trauma and its potential impacts on individuals
- Identify approaches that are trauma informed and that foster resilience
- Explore and apply these approaches through case studies

Être un professionnel de la carrière informé en matière de traumatismes est utile dans deux domaines. D’abord, pour comprendre ce qu’est un traumatisme et comment il peut avoir une incidence sur la santé physique et mentale, les comportements et les choix de nos clients. Ensuite, pour évaluer leur capacité de résilience et de croissance post-traumatique. Nous partagerons des pratiques afin de combiner ces domaines tout en augmentant la résilience et en favorisant la sécurité, l’appartenance et les possibilités pour tout client.

Objectifs d’apprentissage :

- Définir ce qui constitue un traumatisme et son incidence possible sur les personnes
- Déterminer les approches qui sont fondées sur le traumatisme et qui favorisent la résilience
- Explorer et appliquer ces approches par le biais d’études de cas

13:00 – 13:45

P Building Back Better: How Work Needs to Change for Good After COVID*Speakers / Conférenciers: Jim Stanford*

Governments, employers and unions must all work urgently to address several critical weaknesses in Canada's employment laws and policies to ensure the post-COVID re-opening of the economy can be safe and sustained. This presentation will consider specific ways jobs need to be protected and strengthened in the wake of the coronavirus pandemic, which has shut down large sections of the national economy. It will take years to rebuild the quantity of work back up to a level that fully occupies Canadian workers; at the same time we need to repair some obvious and damaging flaws in the quality of work, if we want that re-opening to last and succeed.

Learning Outcomes:

- Understanding specific areas for improving work: protections for people working from home; limits on multiple job-holding; and other precarious work practices
- How to achieve an expansion of public sector jobs; more comprehensive income support; and better wages for low-wage essential workers
- Developing stronger mechanisms of worker representation to ensure safe practices

13:45 – 14:15

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13:45 – 14:15

O (Affiche d'étudiant) Favoriser le bien-être et le développement professionnel par la mise en commun de l'expérience: une étude de cas multiple menée auprès

Étudiante : Caterina Mamprin, candidate au doctorat

Établissement d'études : Université de Montréal

Programme d'études : Doctorat en psychopédagogie

13:45 – 14:15

O (Affiche d'étudiant) La formation éthique du personnel enseignant : à la recherche de leviers pour une formation durable

Étudiante : Audrey Weir, Étudiante au 2e cycle

Établissement d'études : Université de Sherbrooke

Programme d'études : Maîtrise en sciences de l'éducation (M.A.)

13:45 – 14:15	<p>○ (Affiche d'étudiant) Poursuite d'objectifs de carrière et impasses professionnelles en contexte de crise Étudiante : Gabrielle Beaupre Établissement d'études : Université du Québec à Montréal Programme d'études : Doctorat en éducation</p>
13:45 – 14:15	<p>○ (Student Poster) Career Pathways After a Crisis for Youth Student: Aryan Esgandanian, 2nd Year Master of Arts Institution of Study: Ryerson University Program of Study: Masters of Arts, Public Policy and Administration</p>
13:45 – 14:15	<p>○ (Student Poster) Creating Need-Based Opportunities and Job Roles To Fight High Teacher Turnover Rates Student: Qurratulain Anjum, MA Candidate Institution of Study: McGill University Program of Study: Educational Leadership (thesis)</p>
13:45 – 14:15	<p>○ (Student Poster) Exploring Muslim Clients' Counselling Experiences in a Canadian Context Student: Walaa Taha, 2nd Year MSc Institution of Study: Werklund School of Education at the University of Calgary Program of Study: Educational Psychology with a specialization in Counselling Psychology</p>
13:45 – 14:15	<p>○ (Student Poster) Graduate Education in the 21st Century Student: Nadine Bekkouche, PhD Candidate Institution of Study: Concordia University Program of Study: Education</p>
13:45 – 14:15	<p>○ (Student Poster) Play It by Ear or Develop a Game Plan? Use of Disability Disclosure Strategies among Youth at Work Student: Roxy Merkand, PhD Candidate Institution of Study: University of Waterloo Program of Study: Industrial/Organizational Psychology</p>
13:45 – 14:15	<p>○ (Student Poster) Reasonable Accommodations in the Workplace: Advocating and Accommodating Student: Margaret Janse Van Rensburg, BA (Hons), MSW, RSW Institution of Study: Carleton University Program of Study: PhD in Social Work, Year 1</p>
13:45 – 14:15	<p>○ (Student Poster) The Role of Sport-Life Balance on Athletic Performance of Canadian Olympic and Paralympic Athletes Student: Katrina Monton, Graduate Student Institution of Study: McGill University Program of Study: Desautels Management Program</p>

14:15 – 15:00

L A National Strategy for Youth Achievement*Speakers / Conférenciers: Ikem Opara, Léandre Nawej, Teresa Marques, Fiona Deller*

Significant gaps persist in post-secondary participation and attainment across Canada. Groups of vulnerable and disengaged youth continue to experience complex barriers, which COVID-19 will only reinforce. Evidence supports that investing in a pan-Canadian approach across institutions, community groups, employers, governments and foundations will yield positive results to help narrow the gaps for youth at risk. In this session, we'll explore the pressing needs and opportunities realizable through large-scale collaboration, co-ordination, and the building of innovative communities of practice that deliver positive, systemic change.

Learning Outcomes:

- How Rideau Hall Foundation (RHF) and key partners are building an inclusive, “multi-stakeholder network”
- How we can support youth achievement, channel resources and mobilize knowledge
- How to help community programs launch and scale, and foster a community of practice

14:15 – 15:00

L Becoming a 21st Century Leader*Speakers / Conférenciers: Josh Davies*

The skills of yesterday need to evolve to prepare for the coming reality. The future will have a greater need for leaders at all levels in an organization, and they will require a different set of skills and abilities. As the world becomes more and more High Tech, leaders must become more High Touch. Learn how to develop the seven skills that will make leaders more effective today and invaluable in the future. Don't sit back and wait for change to come – choose instead to build the leaders of tomorrow today!

Learning Outcomes:

- How 30-year technology waves decouple traditional workplace norms
- The impact of automation and AI on the workplace
- Strategies for developing the leadership skills of the future

14:15 – 15:00

L Future Skills – Preparing Canadians for Future Jobs | Compétences futures – Préparer les Canadiens aux emplois de demain*Speakers / Conférenciers: Gladys Okine Ahovi, David Ticoll*

The Future Skills Council brings together multi-sectoral leaders to advise the federal government on emerging skills and workforce trends of pan-Canadian significance. Council members will engage conference participants in a discussion on priority action areas they have identified and explore opportunities for collaboration to ensure jobseekers, workers and employers are ready to seize opportunities into the future.

Learning Outcomes:

- Cross sectoral collaboration
- Skills development priorities
- Diverse needs of Canadians

Le Conseil des Compétences futures réunit des leaders multisectoriels pour conseiller le gouvernement fédéral sur les nouvelles compétences et les tendances de la main-d'œuvre d'importance à l'échelle du pays. Les membres du Conseil entameront un dialogue avec les participants du congrès sur les domaines d'action prioritaires qu'ils ont déterminés et étudieront les possibilités de collaboration afin de s'assurer que les chercheurs d'emploi, les travailleurs et les employeurs sont prêts à saisir les occasions qui se présenteront à eux à l'avenir.

Objectifs d'apprentissage :

- Collaboration intersectorielle
- Priorités en matière de perfectionnement
- Besoins variés des Canadiens

14:15 – 15:00

L La mindfulness au service d'objectifs de carrière autoconcordants | Mindfulness as a Tool for Setting Career Goals in Line with Your Values

Speakers / Conférenciers: Geneviève Taylor, Gabrielle Beaupré

Se fixer des objectifs de carrière reflétant ses propres intérêts et valeurs plutôt que ceux des autres – voilà une recommandation qu'on entend souvent. Mais comment faire pour reconnaître ses véritables valeurs et intérêts? Cette présentation abordera le rôle de la présence attentive (mindfulness) pour approfondir la connaissance de soi et se fixer des objectifs menant à un bien-être durable.

Objectifs d'apprentissage :

- Connaître les recherches sur la présence attentive et la carrière
- Expérimenter différents exercices pour développer la présence attentive
- Intégrer la présence attentive dans sa pratique

It's a common refrain: you should set career goals that reflect your own interests and values rather than those of others. But how do you recognize your true values and interests? This presentation will address the role of mindfulness in deepening self-knowledge and setting goals for sustainable well-being.

Learning Outcomes:

- Learn about research on mindfulness and career development
- Try various exercises to develop mindfulness
- Incorporate mindfulness into your practice

14:15 – 15:00

L The Art of Career Development: REACH for the Stars!

Speakers / Conférenciers: Herky Cutler

Anyone who is a CDP in this day and age has access to a myriad of resources, information, education, theory and practical tools. These things are what I call the "science" of career development, and they are relatively useless, unto themselves. Practitioners need to expand their focus and understand the "art" of career development. The art of career development is the very "stuff" that dictates why and how we do things with our clients. It is the foundation for what drives us, and it's what distinguishes one practitioner from another. Herky has developed a 5-step model to illustrate this.

Learning Outcomes:

- Gaining new insights into how personal lives affect professional practice
- Developing new ways to engage clients at the deepest level
- Honing the art of career development practice

14:15 – 15:00

P What Is Needed for a Tech-ready Future?

Speakers / Conférenciers: Hamoon Ekhtiari, Jason Shim, Helena Shimeles

There is an accelerated need for accessible, reliable, and appropriate technology for people and communities – particularly those in more rural and remote areas as well as those with lower incomes – to connect, learn and work together. COVID has further exposed the gaps in our technology infrastructure raising a host of issues related to equity, access, need and funding. In this session, hear from experts about what's needed and how we can build a tech-ready future.

Learning Outcomes:

- Better understand the different challenges and opportunities for building a tech-ready future
- Learn how connectivity and access to technology are critical to a tech-ready future
- Learn about interesting initiatives different stakeholders are taking to support a tech-ready future

15:00 – 15:15

Break I Pause

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15:00 – 15:15

○ **(On-demand session released) Accessible Transition: From the Classroom to Boardroom – 45 minutes**

Speakers / Conférenciers: Michelle Buckland, Shakira Rouse

Understanding the various kinds of diversity that exist in our society and are vital for the transition from the classroom into the workforce. This topic will cover ways on how to optimize students' success, the benefits of building inclusion, and how it would increase your organization's ROI.

Learning Outcomes:

- How to create accessible space in the classroom
- Increase the untapped labour market
- How accessibility and inclusion improves ROI

15:00 – 15:15

○ **(On-demand session released) Career Moves: Developing Skills in Mature Workers Remotely – 45 minutes**

Speakers / Conférenciers: Alison Reaves, Megan Stannard

Career Moves is career development program for 100+ mid-career workers experiencing career transitions. This program, funded by the Future Skills Centre, combines career development and coaching with skill development and work-integrated learning (WIL). The virtual program utilizes technology to enhance learning, build community and develop skills. This session discusses the successes and challenges of an online adult education career development program.

Learning Outcomes:

- Identify ways to merge WIL and career education delivery
- Generate ideas for skill development and assessment for transitioning adults
- Examine ways to engage adults through technology and virtual learning

15:00 – 15:15	<p>○ (On-demand session released) Career Recovery: Creating Careers with Hope – 45 minutes <i>Speakers / Conférenciers: Andrea Fruhling, Norman Amundson, Spencer Niles</i> We have recently published a new book describing career recovery and how our Hope-Action Theory can be applied during difficult times. Some of this work has been incorporated into a new Kuder program called Hope Central. We demonstrate some of the interventions (Hope Action Inventory; balancing; stepping stones) that are part of the Hope Central approach.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understanding the Hope-Action Theory • Understanding how Hope-Action fits into Kuder's Hope-Central • Learning interventions connected to Hope-Central program
15:00 – 15:15	<p>○ (On-demand session released) ChatterHigh Adds Mental Health & Wellness Modules to Career Exploration Platform - 45 minutes <i>Speakers / Conférenciers: Lee Taal</i> ChatterHigh.com for K-12 and introducing ChatterHigh.io for career practitioners! Listen to NB educators talk about getting teens engaged in a CCDF research-proven exploration activity in classes, and see student feedback from the new Mental Health & Wellness Modules. Learn also about this year's Skills/Compétences Canada competition coupled with the Let's Talk Careers national competition for middle and high schools.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn how divergent thinking is largely missing from most assessments • Discover new free resource for Mental Health & Wellness • Discover activity for career practitioner toolkit
15:00 – 15:15	<p>○ (On-demand session released) Demystifying the Numbers: Learning to Navigate LMI Data – 45 minutes <i>Speakers / Conférenciers: Tony Bonen</i> Labour market information is central to every career practitioner's toolbox; yet wrestling insights from data that is often imperfect can be challenging. This session will serve as a how-to guide to working with LMI data and present tools that will help all career practitioner's use LMI data more effectively.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • A clear framework to think about data (timeliness, localness, granularity etc.) • Understand common LMI classification structures, such as NOC and NAICS • Learn how to find and navigate the LMI data source that is right for you
15:00 – 15:15	<p>○ (On-demand Session Released) Everybody, Anybody and Nobody: Who Delivers Employability Skills? – 45 minutes <i>Speakers / Conférenciers: Jeff Landine, Adina Lipsett</i> It is generally accepted that soft skills are necessary in today's changing work world. But who is responsible for ensuring that people looking to enter the workforce have the opportunity to develop these skills? This interactive presentation will consider the most recent research, along with a growing body of professional literature, and attempt to assign accountability for this important role.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Consider who the various stakeholders might be. • Identify the potential role each stakeholder might play • Insight into where employability skills should and can be developed

15:00 – 15:15	<p>○ (On-demand session released) From Fear to Future: Create Positive Work Visions – 45 minutes <i>Speakers / Conférenciers: Sarah-Jane Vandenberg</i> Our clients are afraid and worried about their future work opportunities. Their negative emotions take up their energy and they are unable to think positively about the Future. Have fun while learning practical tools to your clients from the negative to the positive where they feel more hopeful, energized, enthusiastic, encouraged and empowered.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • More confidence to move clients to excitement about their future • How to turn "don't wants" into "wants" about jobs • Will access resources in the palm of their hand
15:00 – 15:15	<p>○ (On-demand session released) Future of Work: Positively Impacting Career Development Programming - 45 minutes <i>Speakers / Conférenciers: Han Tran (Moderator), Ginger Grant, Jeremy Staples, Ajai Datta</i> This panel will demonstrate how evolving industry, roles and skills will drive the future of work; draw on research that measures the impact of 21st century experiential learning on workplace performance; and provide comprehensive workforce solutions that leverage industry experts, employers and post-secondary institutions to produce leading edge programming that safeguards against under-utilizing newcomer skills.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Engage industry experts to gain insight into labour market needs • Promote learner engagement through future skills training • Use evidence-based research to advance program design
15:00 – 15:15	<p>○ (On-demand session released) Green Jobs in Green Spaces – 45 minutes <i>Speakers / Conférenciers: Tara Topping, Maria Chiarella</i> What are green jobs and why should you care? The green economy represents the biggest job market that you haven't considered. PLT Canada is becoming synonymous with youth workforce development in the forest and conservation sector and we want to share the work that we are doing to connect youth with their future green career pathway.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand diverse job opportunities in the growing green job sector • Support tools/services are available to connect youth with green jobs • There is something for everybody in the green jobs sector
15:00 – 15:15	<p>○ (On-demand session released) Hindsight is 2020: Youth Transition in Uncertain Times – 45 minutes <i>Speakers / Conférenciers: Tony Botelho, Erin Thrift, Michael Ford</i> The class of 2020 has an uncertain and murky road ahead. How should we support today's youth in these unprecedented times? Presenters suggest there is much to learn about the path forward from previous economic crises and from contemporary career development frameworks. Come to this engaging session ready to learn and contribute your own experiences, ideas, strategies and tools.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • How students' career preferences been impacted by COVID-19 • Explore ways career theories, insights and frameworks address uncertainty • Identify new approaches and tools for your own setting

15:00 – 15:15	<p>○ (On-demand session released) How to Engage in Ethical Advocacy – 45 minutes <i>Speakers / Conférenciers: Andrew Bassingthwaite</i> Advocacy is an essential part of the career development professional's toolkit. However, when engaging in this work, it is important that career professionals be aware of ethical considerations such as informed consent. This session provides career professionals with an understanding of the roles advocacy plays within supporting clients and how to deal with these areas of concern.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understanding of different areas of advocacy • Issues to be aware of when engaging in advocacy • Identify how advocacy intersects with career development
15:00 – 15:15	<p>○ (On-demand session released) Integrating Career Development in the Early Grades – 45 minutes <i>Speakers / Conférenciers: Ed Hidalgo, David Miyashiro</i> Career development is a human process and yet over the past 20 years many schools have neglected or outsourced the process to computer software. In a radical departure, the Cajon Valley School District in San Diego, California, has tapped its teachers to integrate a systemic, research-based, career development framework for every child, in every grade across their 27 schools.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Building community, board and administrator support for career development • Classroom methods for integrating career development in the early grades • Integrating career development for immigrant families
15:00 – 15:15	<p>○ (On-demand session released) Mastering Video: Give Yourself More Time for Clients – 45 minutes <i>Speakers / Conférenciers: Ana Lokotkova, Maureen McCann</i> How many times do you repeat the same thing to different clients? Imagine if there was a way to share your expertise more efficiently and modernize the way you deliver your services. Join us to learn how to repurpose your knowledge with the help of video and spend more time with clients who need you.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • How video transforms career services delivery • 5 secrets to mastering video creation • How to repurpose your expertise with ease
15:00 – 15:15	<p>○ (On-demand session released) Navigating Youth Employment Using a HUB Model – 45 minutes <i>Speakers / Conférenciers: Caryn Birch, Kerby Reimer</i> This presentation will discuss the benefits of supporting youth to successfully gain employment with a holistic approach where a majority of the supports for youth are located centrally. We will discuss how we can support people through the stages of change and ensure the best supports for people if they need to focus on other elements of their life.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • The benefits of HUB model supports • Career development for youth • Youth advocacy

15:00 – 15:15	<p>O (On-demand session released) Opening the Path for Indigenous People with Disabilities – 45 minutes</p> <p><i>Speakers / Conférenciers: Shannah McInnis, Rose-Anne Gosselin</i></p> <p>We will first present a summary of interview data collected from over 20 First Nations communities across Quebec, regarding the intersection of barriers to inclusion faced by people with disabilities (FNPWD). Second, we will share the training tools created for supporting professionals in employment and education, to promote an Indigenous perspective on social and professional inclusion.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Recognize the emerging understandings of Indigenous experiences of disability • Identify barriers and facilitators to finding employment for FNPWD • Develop strategies empowering FNPWD in accessing employment and inclusion
15:00 – 15:15	<p>O (On-demand session released) Pathway to the Future: Career Exploration for Youth – 45 minutes</p> <p><i>Speakers / Conférenciers: Allison Kirkland</i></p> <p>Youth today face an increasingly uncertain labour market due to fast-paced technological change, greater competition for jobs and the need for increasingly skilled employees. Learn how Career Trek helps students gain employability skills, confidence, and the ability to assess themselves and their environment, in order to develop the adaptability that is crucial to continuous employment in an ever-changing economy.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Convey the value of accessible, community-based career exploration • Design a framework for progressive, experiential career development programming • Evaluate the impact of career exploration on middle-years students
15:00 – 15:15	<p>O (On-demand session released) Recognizing and Communicating Skills: Micro-credentials, Training & Technology – 45 minutes</p> <p><i>Speakers / Conférenciers: Jake Hirsch-Allen</i></p> <p>A significant consensus has emerged amongst the hyper niche community of micro-certification and badging experts and the broader community of labour market information professionals about the true problem with skills gaps. While in a limited number of fields there is truly a mismatch between the supply and demand of labour, in most cases teachers, learners and employers do a poor job of communicating and recognizing skills. This presentation will help career developers train, match and place their clients more effectively by understanding badging and micro-credentialing and how to close skills gaps effectively.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand leading practices in online learning • Understand leading practices in online job matching • Understand leading practices in recognition
15:00 – 15:15	<p>O (On-demand session released) The Evidence That Tells Our Story – 45 minutes</p> <p><i>Speakers / Conférenciers: Lynne Bezanson (Moderator), Deirdre Pickerell, Sareena Hopkins</i></p> <p>Our economy will be hugely challenged in recovering from COVID. Demonstrating our impacts will be increasingly important. Panellists will share recent pan-Canadian research showcasing the success indicators being tracked and the innovative systems being used to demonstrate that career development not only matters – it is a wise investment in our road to recovery.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Explore recent pan-Canadian research on evidence-based practice • Uncover success indicators being tracked, and how • Increased understanding of easy data collecting/tracking systems

15:00 – 15:15

O (Séance sur demande diffusées) Renforcer l'engagement et la mobilisation des employeurs – 45 minutes

Speakers / Conférenciers: Aissatou Sonko

RDÉE Canada vise à renforcer les capacités des fournisseurs de services francophones qui sont impliqués dans la mobilisation et l'engagement des employeurs. Dans cet atelier nous allons mettre en avant des pistes de réflexion suivant l'impact du COVID-19 sur le marché du travail. Nous tenterons d'analyser la réponse des employeurs face au besoin de main dans un contexte d'immigration.

Objectifs d'apprentissage :

- Développement d'une communauté de pratiques virtuelle
- Renforcement des capacités pour l'engagement et la mobilisation des employeurs
- Perfectionnement de vos outils grâce aux partages des bonnes pratiques

15:15 – 16:00

L Creating Sustainable Career Development Services: Blending Online & F2F Delivery

Speakers / Conférenciers: Tannis Goddard

COVID-19 required the careers sector to respond rapidly in how we reach and serve our clients. Now, months after this initial response, we have an opportunity to consider how our learnings from embracing remote and virtual services can combine with face-to-face (F2F) delivery to create a viable and more sustainable delivery model. This session will review evidence-based opportunities for creating and delivering blended services that incorporate multiple forms of communication and connection.

Learning Outcomes:

- Learn how to effectively facilitate online career practice relationships
- Consider the ethical factors and implications for online services
- Establish sustainability goals and strategies for virtual/blended services

15:15 – 16:00

L Inclusive Supported Employment Practices for LGBTQ2S+

Speakers / Conférenciers: Tara Buchanan

This session will help build your confidence in working with lesbian, gay, bisexual, transgender, queer, two-spirit, + (LGBTQ2S+) people who experience intellectual disabilities. We will discuss the importance of inclusive services and employers. Followed by practical tips for supporting LGBTQ2S+ people through the employment process.

Learning Outcomes:

- Understanding LGBTQ2S+ identities and the importance of creating inclusive services
- Better awareness of how intersecting identities affect employment
- Practical tools for supporting LGBTQ2S+ individuals who experience intellectual diagnoses

15:15 – 16:00

L Psychologie du sens et conseil en orientation

Speakers / Conférenciers: Jean-Luc Bernaud

La psychologie du sens (Proulx et al., 2013) et la psychologie existentielle (Bernaud, 2018 ; 2021) permettent des évolutions substantielles dans le conseil en orientation. En quoi consiste ces innovations et quelles problèmes ou défis posent-elles ? Cette présentation vise à examiner les processus et les effets des approches interventionnelles basées sur le sens de la vie et du travail.

Objectifs d'apprentissage :

- Comprendre l'importance du sens du travail et de la vie pour accompagner les publics en orientation
- Identifier quels exercices thématiques et thématiques proposer pour contribuer à développer le sens
- Analyser les effets des interventions basées sur le se

15:15 – 16:00

L Students' Perspectives on Careers & Career Development: 2021*Speakers / Conférenciers: Graham Donald*

This presentation will feature insights from our annual survey of thousands of post-secondary students regarding their career development, career aspirations and selection of opportunities. This year's survey was conducted in the early months of COVID-19 (March-June, 2020) and therefore will provide clear insights into how students' attitudes and goals have been impacted and changed over time.

Learning Outcomes:

- How students' career preferences been impacted by COVID-19
- How to make a stronger case student career development
- What today's students want from their careers

15:15 – 16:00

L Thriving with Mental & Emotional Well-being*Speakers / Conférenciers: Shellie Deloyer*

Effectively managing mental and emotional wellness is key for thriving in both work and life. Learn how to empower yourself and the clients you work with by practicing the top tools for mastering mindset and amplifying potential! In this session, you'll gain insight and specific tools for developing strength and resiliency, building confidence, and finding new possibilities.

Learning Outcomes:

- Mastering your mindset and helping your clients do the same
- Navigating emotional management to build strength and resilience
- Turning challenges into new opportunities and possibilities

15:15 – 16:00

P Social Justice Advocacy: Reactive and Proactive Action for Now and for the Future | Défense de la justice sociale : action réactive et proactive pour le présent et l'avenir

Speakers / Conférenciers: Nancy Arthur

As the world of work undergoes unpredictable and rapid change, there are many uncertainties about what the future will hold. What is certain is that some individuals and groups will fare better than others will, in navigating volatile labour market conditions and finding sustainable employment. As the gaps widen between employment and unemployment/underemployment, what could happen if career practitioners' strategically applied their knowledge about social justice and their skills for social advocacy? Along with being reactive to meeting the immediate needs of clients, career practitioners have important roles to play in responding to current challenges and influencing structural and systemic change for the future. In this presentation, I will overview approaches to social justice that are foundational for informing career development practices. Examples of social advocacy will highlight ways to be reactive for now, while influencing proactive change for the future.

Learning Outcomes:

- Critically examine global trends on disparities in employment/unemployment/underemployment
- Gain foundational knowledge about five approaches to social justice that offer lenses for framing people's career-related issues and designing interventions
- Select one goal for strategically enacting social justice advocacy

Alors que le monde du travail connaît des changements rapides et imprévisibles, il existe de nombreuses incertitudes quant à ce que l'avenir nous réserve. Une chose est sûre, c'est que certaines personnes et certains groupes s'en sortiront mieux que d'autres, en s'adaptant aux conditions volatiles du marché du travail et en trouvant un emploi durable. Alors que les écarts se creusent sur le plan de l'emploi, du chômage et du sous-emploi, que se passerait-il si les intervenants en développement de carrière appliquaient stratégiquement leurs connaissances en matière de justice sociale et leurs compétences en matière de défense sociale? En plus de devoir être réactifs pour répondre aux besoins immédiats des clients, les intervenants en développement de carrière ont un rôle important à jouer pour relever les défis actuels et influencer les changements structurels et systémiques pour l'avenir. Dans cette présentation, je passerai en revue les approches de la justice sociale qui sont fondamentales pour définir les pratiques de développement de carrière. Des exemples de défense sociale mettront en évidence les moyens d'être réactif au présent, tout en influençant un changement proactif pour l'avenir.

Objectifs d'apprentissage :

- Examiner de manière critique les tendances mondiales en matière de disparités sur le plan de l'emploi, du chômage et du sous-emploi
- Acquérir des connaissances fondamentales sur cinq approches de la justice sociale qui offrent des perspectives pour définir les problèmes personnels liés à la carrière et concevoir des interventions
- Sélectionner un objectif pour défendre la justice sociale de manière stratégique

17:00 – 17:45

A Using Chaos to Build Student Agency

Speakers / Conférenciers: Jim Bright, Liv Pennie

It's never been more apparent that life and careers are indeed chaotic. Careers education in schools must transform to prepare young people with the skills not just to survive but to thrive through a lifetime of change and uncertainty. Australian schools are using BECOME to enable a whole school approach to careers education from the critical primary years up. Built on the tenets of Chaos Theory, this innovative solution makes it easy for schools to build student AWARENESS, ASPIRATION & AGENCY.

Learning Outcomes:

- Using Chaos Theory to prepare young people for an uncertain world
- Incorporating the principles of Chaos Theory into a K-12 program
- Overcoming the challenges of a whole school approach to careers education

- A** Around the World Sessions | Séances Autour du monde **L** Live Concurrent Sessions | Séances concomitantes en direct
- V** Live Keynote Sessions | Allocution d'ouverture en direct
- P** Live Pandemic Recovery Series | Série en direct sur la reprise et rétablissement post-pandémie
- N** Live Plenary Session | Séance plénières en direct **C** Live Sector Meetups | Rencontres sectorielles en direct
- W** Live Workforce Development Spotlight | Développement de la main-d'œuvre en vedette en direct
- O** On-demand Sessions | Séances sur demande **S** Spark! Sessions | Séances Spark!

JANUARY 27 • WEDNESDAY

09:00 – 09:45

A **Career Planning in India, Indonesia and South China**

Speakers | Conférenciers: Marilyn Maze (Moderator), Arun Mittal, William Gunawan, Elisabeth Montgomery

Arun Mittal will present on Career Education in India – Gaps & Opportunities, describing the status of career planning services in Indian Schools. Dr. William Gunawan will present on The Past and Future of Career Development in Indonesia, sharing his goals for the future in this country with limited resources and huge need for career planning services. Dr. Elisabeth Montgomery will present on Parent Influences on Career Exploration in Chinese Public Schools, describing her efforts to expand career planning in the Shenzhen, China by engaging the help of parents.

Learning Outcomes:

- Understand career planning in Indian schools
- Awareness of career development in Indonesia
- Role of parents in career exploration in China

12:00 – 12:45

L **Challenge Mindset: Who Works on a Pandemic?**

Speakers | Conférenciers: JP Michel

Use a real-world example to help students discover a new approach to career exploration: the Challenge mindset. By looking beyond the job titles working on the pandemic, students can identify the challenges we need to solve. This more meaningful approach will unlock new possibilities and will change the way they see their future, for the rest of their lives.

Learning Outcomes:

- Discover labour market information about pandemic work opportunities
- Learn to "flip the model" of career development
- Acquire innovative, practical strategies to use with your students

12:00 – 12:45

L **Engaging Workers in an Age of Uncertainty**

Speakers | Conférenciers: Deirdre Pickerell, Roberta Borgen (Neault)

In times of uncertainty, increased challenges in work and life can result in diminished capacity, creating the opportunity for disengagement to fester and careers to be neglected. Join Drs. Neault & Pickerell, co-authors of the Career Engagement model, as they share strategies employers, and workers, can turn to in order to help stabilize career engagement during chaotic times.

Learning Outcomes:

- Consider all life roles within a career context
- Uncover appropriate levels of challenge and identify/access supports and resources
- Leave with tips for maximizing career engagement during uncertain times

12:00 – 12:45

L Essential Skills: Supporting Learning for All Canadians | Compétences essentielles : soutenir l'apprentissage pour tous les Canadiens

Speakers / Conférenciers: David Gyarmati, Randy Lindsay, Jean-Pierre Giroux, Annette Vermaeten (Moderator)

Essential skills are the foundational and social-emotional skills needed to participate, adapt and thrive in learning, work and life. This panel discussion will delve into diverse perspectives and experiences of experts to increase awareness of ESDC's skills framework and its relevance to all Canadians.

Learning Outcomes:

- The essential skills framework and the importance of social-emotional skills.
- How upskilling and reskilling supports Canada's labour market.
- Essential skills impacts on economic, social and health outcomes

Les compétences essentielles sont les compétences fondamentales et socio-émotionnelles nécessaires pour participer, s'adapter et s'épanouir dans l'apprentissage, le travail et la vie. Cette table ronde se penchera sur diverses perspectives et expériences d'experts afin de mieux connaître le cadre des compétences d'EDSC et sa pertinence pour tous les Canadiens.

Objectifs d'apprentissage :

- Le cadre des compétences essentielles et l'importance des compétences socioémotionnelles;
- La façon dont le perfectionnement des compétences ou le recyclage soutient le marché du travail canadien;
- Les incidences des compétences essentielles sur les résultats économiques, sociaux et sanitaires.

12:00 – 12:45

L Le counseling de carrière au service du travail décent

Speakers / Conférenciers: Jonas Masdonati

S'appuyant sur de récentes recherches qui visaient à saisir les caractéristiques, le déterminants et les effets d'un travail « décent », la contribution propose une compréhension de cette notion depuis la perspective de la psychologie de l'orientation et du développement de carrière. À partir du regard de travailleurs. ses de divers âges, situations professionnelles et origines, il sera alors question de dessiner les contours de ce qui rend un travail subjectivement décent. En point de mire, il s'agira d'en déduire des implications pour un accompagnement d'orientation qui promeuve l'accès à des emplois et à des carrières préservant la dignité de la personne.

Objectifs d'apprentissage :

- Identifier les antécédents et conséquences d'un travail décent
- Saisir ce qui caractérise un travail décent et digne du point de vue des travailleurs
- Réfléchir à la manière dont l'orientation peut promouvoir la dignité au travail

12:00 – 12:45

L Words & Actions: Building Blocks for Life/Work

Speakers / Conférenciers: Gray Poehnell

Words and actions matter; they have power. They feed off each other on our life/career journeys and express our thoughts, emotions and choices. This session will explore how to take small steps to identify, choose and cultivate the words and actions that will enable us to do more than just survive or even succeed – but to thrive by living well.

Learning outcomes:

- Understanding the power of our words and actions in life
- Exploring how to cultivate small word/action habits that matter
- Discussing what it means to thrive by living well

12:00 – 12:45

P Transition Leadership for a Stronger and More Resilient Canada*Speakers / Conférenciers: Frances Edmonds, Chami Akmeemana, Nicole Doray, Urshian Khalid*

Building back better means laying a resilient foundation: one which accounts for both current and future disruptions. Irrespective of industry, all professionals must now hold the skills, knowledge and capacities drive Canada's transition to a socially inclusive, low-carbon economy. In short, we need transition leadership. Together, we must strengthen and support the next generation of professionals, creating learning opportunities which build long-term resilience and competitiveness with clean growth.

Learning Outcomes:

- Identify the key competencies and practices required of leaders and young professionals to leverage disruption and build back better
- Understand how these competencies and leadership practices are being deployed across industry to accelerate the transition to a socially equitable, low-carbon economy
- Explore new educational opportunities that transcend disciplinary and institutional barriers and provide transition leadership development and learning at key leverage points throughout the career trajectory

12:45 – 13:00

Break I Pause

Activities & Networking | Activités et réseautage

- Hallway Meetings

Hallway Meetings are generously brought to you by Douglas College. These video-based peer-to-peer matchmaking sessions take place during all breaks at Cannexus. To participate, you will be required to build your "Want to Meet" list in the platform by January 9, 2021. After this date, we will not be able to accommodate the peer-to-peer matchmaking functionality within your profile. If you complete your "Want to Meet" list by January 9, your meetings will be automatically scheduled in your personal agenda in the platform. After this date, we will not be able to accommodate the peer-to-peer matchmaking functionality within your profile. If you are unable to participate in Hallway Meetings, you will still be able to connect directly (by video or chat) with other attendees within the platform.

- Virtual Community Mosaic

The need for Canada's career development communities to be united and working towards the common goal of Career Development for Public Good has never been more critical. The Virtual Community Mosaic is a powerful collaborative process where participants actually produce a small work of art that creates ONE LARGE COMMUNITY MOSAIC, in real time. Our unique Virtual Community Mosaic will bring us together through creativity and the expression of a shared vision.

Participants will be delighted with the final image – to be unveiled post-Cannexus – and the power of their individual contribution to the collective masterpiece. This fun anchoring experience will reinforce what is possible as we collectively re-imagine career services as a gateway to social and economic justice. Each of us will leave the experience not only aligned, connected and accountable for our "piece" of the picture but also more ambitious for the future.

13:00 – 14:00

W Les compétences du futur à l'ère de l'Intelligence artificielle | Skills of the Future in the Age of Artificial Intelligence

Speakers / Conférenciers: Benoit Desgroseillers

Cette présentation est le résultat de nombreuses recherches et études menées par notre grappe industrielle afin de mieux comprendre les impacts sur l'industrie financier de l'intelligence artificielle et son corollaire, l'impact sur compétences du futur pour les travailleurs.

Objectifs d'apprentissage :

- Un aperçu des tendances technologiques de fond
- Un portrait des compétences futures
- Des pistes de solutions explorées par l'industrie

This presentation is the result of numerous research and studies conducted by our industry cluster to better understand the impacts of artificial intelligence on the financial industry and its corollary, the impact on future skills for workers.

Learning Outcomes:

- An overview of underlying technology trends
- A snapshot of future skills
- Solutions explored by the industry

13:00 – 14:00

W Pandemic, Anti-Globalization and Economic Collapse; Understanding the Labour Market Impact

Speakers / Conférenciers: Christian Saint Cyr

The long-term implications of COVID-19 have yet to be fully understood and yet the implications for the labour market linger. A weakened economy will transform occupations, workplaces, education and training. Career professionals will need to understand the driving forces in this transformation and where these forces are leading Canada. This session will explore the impact of the pandemic and provide the latest research and resources to assist professionals in understanding the expected transformations across the nation.

Learning outcomes:

- Details on the impact of COVID-19 on the labour market
- Projections for the labour market in 2021 and beyond
- Specific occupations impacted by our changed labour market and industries thriving in a post-COVID world

13:00 – 14:00

W Redeploying Talent: Industry-responsive Upskilling During COVID

Speakers / Conférenciers: AJ Tibando

Supporting innovative companies find the talent they need and helping people get meaningful employment can be two sides of the same strategy – one that engages, trains and redeploys talent across the economy into high growth jobs in a way that is nimble and responsive to industry demand. This has always been the case but is even more true as we look at ways to recover and rebuild our workforce in a post-COVID world.

Learning outcomes:

- Insights into what it takes to help workers make cross-sector career transitions rapidly
- Employer perspectives on engaging in upskilling programs
- Ideas for mitigating the different hiring biases and barriers non-traditional workers confront during a career transition

13:00 – 14:00

W When Training Works – In a Pandemic

Speakers / Conférenciers: Sue Sadler, Andrew Reddin, Adriana Beemans, Marc Soberano, Mike Hewitt
ACCESS Employment, Building Up, Elevate Plus Manufacturing and NPOWER Canada share key characteristics of innovative workforce program design, described in Metcalf Foundation's recent report, ***When Training Works: Promising Workforce Development Practices***. Join us as each organization shares how they have adapted their workforce strategies under COVID-19.

Learning Outcomes:

- Innovative workforce program design characteristics
- Pandemic adaptation of community-based workforce strategy
- Four workforce organization profiles

13:00 – 14:00

W Workforce Development 101

Speakers / Conférenciers: Surabhi Jain

High unemployment rates, lack of decent work, low employability skills – all these challenges and others – have forced community-service organizations to identify how they can best support their community and help them navigate through the employment uncertainty. During this session, get a primer on how to start your workforce development programs, what role do partnerships play, and if labour market data is still needed. Come prepared to learn, discuss, network and leave with a sample program model to get your workforce program going.

Learning outcomes:

- Understand the role of partnerships
- Learn to analyse data to implement workforce training programs
- Create program models specific to your community and needs

13:00 – 14:00

W Workforce Development and the Role of University Continuing Education

Speakers / Conférenciers: Sheila LeBlanc, Danelle Greebe

What is University Continuing Education? How can University Continuing Education support individuals, organizations and government with their workforce development needs? This session will provide insight into the scope and functions of University Continuing Education. Specific examples, from the University of Calgary, will elaborate on the role Continuing Education plays in individual career development, partner organization workforce development and regional workforce development initiatives.

Learning Outcomes:

- Describe University Continuing Education
- Identify individuals that can benefit from targeted University Continuing Education skills training courses
- Explore workforce development partnership ideas between organizations and University Continuing Education

14:00 – 14:30

Break I Pause

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14:00 – 14:30

○ **(On-demand session released) A Self-Care Planning Tool for Career Professionals – 45 minutes**

Speakers / Conférenciers: Jennifer Gaudette

This session is designed to guide individuals through the process of creating a customized plan to address priority health and wellness needs. It is designed for career professionals to offer as a resource to assist clients in taking consistent action to support their well-being during a career transition. Session participants will complete their own personalized self-care plan in the session.

Learning outcome:

- Learn to create a self-care plan for clients and yourself
- Understand relevant factors in the selection of appropriate self-care activities
- Learn strategies to help you start and maintain wellness routines

14:00 – 14:30

○ **(On-demand session released) Aboriginal Peoples Employment Program: A Pathway to Reconciliation – 45 minutes**

Speakers / Conférenciers: Rodney Hester

Learn best practices from the Aboriginal Peoples Employment Program (APEP) of the First Nations and Inuit Health Branch (FNIHB) of Indigenous Services Canada. Regarded as a role model program in a growing number of federal circles, APEP is designed to increase Aboriginal workforce representation and increase Indigenous cultural competence within the federal department of Indigenous Services Canada, resulting in better outcomes to Aboriginal peoples across Canada.

Learning Outcomes:

- Learn about becoming an "employer of choice" for Indigenous candidates
- Learn about programs and supports that can support Indigenous employees
- Learn about the importance of career navigation for Indigenous employees

14:00 – 14:30	<p>○ (On-demand session released) Actua's Instructors: Post-secondary Work Integrated Learning – 45 minutes</p> <p><i>Speakers / Conférenciers: Tracy Ross</i></p> <p>Actua is a Canadian STEM outreach charity representing 40 post-secondary member institutions. Undergraduate and high-school students are hired as instructors to deliver science and technology programs to youth. Future Skills was a two-year project to develop the training and work experience of those 1,000 instructors. This session shares project learnings and progress on a new experiential learning program.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Actua has engaged youth in STEM for 20+ years • New research shows competency development by secondary and post-secondary students • New training and tools are developing consistency across the network
14:00 – 14:30	<p>○ (On-demand session released) Are Students Foreseeing the Future or Enabling It? – 45 minutes</p> <p><i>Speakers / Conférenciers: Hoda Kilani</i></p> <p>How do you commence a successful career? A question often asked by students. Simply put, with an action plan. This can be an engaging experience if students come with the right mindset. I encourage students to consider it a remarkable journey of intense reflection. What if students are not interested? How do we motivate them? Join me to find out!</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Challenges and opportunities for empowering students with career literacy • Value of planned educational and leisure experiences • Tips to empower students to enable the future
14:00 – 14:30	<p>○ (On-demand session released) Assessing the Effectiveness of a Career Development Program – 45 minutes</p> <p><i>Speakers / Conférenciers: Lisa Higashi, Natalia Soloshchenko</i></p> <p>We, as career practitioners and educators, hope that our programs and workshops are benefiting our clients. This session will share the learning from a research project evaluating a mandatory career development program for undergraduate business students. Join us to see how students' career indecision profile, performance in the program, and industry professionals' perspectives (i.e. recruiters, hiring managers) were incorporated.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn about the outcomes of a funded career research project • Gain knowledge on how to assess a career preparation program • Discuss the successes and challenges when conducting assessment
14:00 – 14:30	<p>○ (On-demand session released) Blurred Boundaries: Work-life Wellness Strategies for Remote Workers – 45 minutes</p> <p><i>Speakers / Conférenciers: Laura Hambley, Rebecca Como</i></p> <p>This session builds understanding of work-life wellness while working remotely. The audience will learn about their personal work-life integration style. There will also be practical, evidence-based tips for improving work-life wellness in our post-COVID society, where some degree of remote work will likely continue. A link to an assessment with real-time feedback on work-life wellness will be provided to attendees.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand challenges/opportunities around work-life wellness faced by remote workers • Learn practical tools for improving work-life wellness • Reflect on your and your clients' work-life wellness

14:00 – 14:30	<p>○ (On-demand session released) Creative Entrepreneurship for Newcomer Women – 45 minutes <i>Speakers / Conférenciers: Reem Ali</i></p> <p>This project emPOWERed newcomer women with opportunities to learn about creative entrepreneurship and work in collectives as a pathway to overcome barriers in a supportive setting while being inspired by women mentors. It also provided them with an integral place to find their way in a new language and culture, heal from trauma, build community and acquire a supplemental income.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Individual: provided customized business skills training for newcomer women • Organizational: increased capacity for leading work that advances gender equality • Community: presented networking opportunities between participants and community partners
14:00 – 14:30	<p>○ (On-demand session released) Engaged Stakeholders Key to Creating Institutional Competency Framework – 45 minutes <i>Speakers / Conférenciers: Nicole Miller, Geneviève Gauthier, Olivia Faucher-Tatu</i></p> <p>Given challenges related to the conceptualization and implementation of generic skills, the University of Ottawa recently devised its bilingual institutional competency framework through the utilization of the Delphi method to garner participatory feedback from all key stakeholders. This interactive presentation will present the research, the methodology, the participants, and more importantly, how best you can reproduce this in your institutions!</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understanding the Delphi methodology and how it was applied • Ability to quickly identify the major stakeholders at any institution • Recognition of how institutional core competencies are intertwined with learning
14:00 – 14:30	<p>○ (On-demand session released) Guided Pathways: Integrating Essential Skills into Practice – 45 minutes <i>Speakers / Conférenciers: Maureen Souply</i></p> <p>Working closely with stakeholders in the career development sector, AWES has developed a customized training framework. This session will provide an overview of the essential skills and their relevance to career development, take participants through a selection of the training available, and allow for discussion of the benefit of integrating essential skills for career development practitioners and their clients.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • How do ES levels impact clients' employment success • How can ES tools be used in career development • Preview tailored online learning tools for Guided Pathways project
14:00 – 14:30	<p>○ (On-demand session released) Helping Students Thrive Beyond School – 45 minutes <i>Speakers / Conférenciers: Jay Gosselin</i></p> <p>Too many young people are struggling under the weight of debilitating stress and anxiety. We will explore innovative strategies and programs that help young adults thrive through experiential learning, self-reflection and intentional skill development. We will also share the Discover Year approach to helping students develop self-awareness, confidence and adaptability that they transfer to their lives and careers.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Identification of barriers to students thriving in the knowledge economy • Understanding of what organizations can do to improve thriving • How to create purposeful experiences away from formal education

14:00 – 14:30	<p>○ (On-demand session released) How to Create a Completely Inclusive Workplace Culture – 45 minutes <i>Speakers / Conférenciers: Kelly Bron Johnson</i> This talk presents the value of inclusive workplace cultures and gives advice on how to best accommodate for all disabilities, visible and invisible, and how that positively changes the productivity and happiness of all employees.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Common accommodations for disabilities and their cost • Benefits of creating an inclusive workplace culture • What accessible and inclusive workplaces look like
14:00 – 14:30	<p>○ (On-demand session released) Publishing Your Work & Research in 2021 – 45 minutes <i>Speakers / Conférenciers: Roberta Borgen (Neault), Diana Boyd (Moderator), Candy Ho, Michael Stebleton, Habib Ullah</i> This panel will provide information to faculty, graduate students, and practitioners on how to go about publishing your research and work. The panel consists of journal editors and new and established faculty, graduate student, and practitioner authors. We will guide you through both writing and steps to publishing, provide advice, share our publishing experiences, and answer your specific questions.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Gain information on how to write a strong article • Learn skills to craft an article to journal specifications • Be able to confidently engage with publishing journals
14:00 – 14:30	<p>○ (On-demand session released) Recognizing Purposeful Career Development with Gap Year Certifications – 45 minutes <i>Speakers / Conférenciers: Colin Lalonde, Michelle Ditmer</i> With disruptions in education and an increasingly competitive and globalized labour market, gap years are becoming an important option for youth to gain cultural awareness, get experience and develop skills that are sought after by today's employers. Presenters will discuss how micro-credentialing through a new Gap Year Certification can benefit young Canadians to purposefully navigate their personal and career development.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn how structured certification programs can aid in career development • Learn what options are available for gap years • Understand how international gap years support competency development
14:00 – 14:30	<p>○ (On-demand session released) Skills and Leadership Development: Opportunities for Indigenous Youth – 45 minutes <i>Speakers / Conférenciers: Tanya Tulus, Michele Young-Crook</i> Now more than ever youth need to consider innovative ways to empower themselves and prepare for an evolving workforce. This session engages participants to learn about activities Indigenous youth have undertaken to plan for international experience, including financial literacy. This in turn contributes to leadership and career development for broader life success, at home or abroad.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn about activities to use with youth, including financial literacy • Learn about global skills Indigenous youth developed from working abroad • Learn about work permits for youth to expand their opportunities

14:00 – 14:30

○ **(On-demand session released) Strategies for Job Search for Underemployed Individuals – 45 minutes**

Speakers / Conférenciers: Evelyn Klassen

This session develops an overview of varying factors in identifying skills and determining employment readiness, based on work history, and focused in on general challenges. It applies whether the jobseeker is part of an underemployed group such as mature worker, young worker, an immigrant, a person who faces health issues, etc.

Learning Outcomes:

- Knowledge of skill identification
- Knowledge of employment readiness
- Knowledge of labour market demands

14:00 – 14:30

○ **(On-demand session released) Thriving in Remote Work and Remote Job Search – 45 minutes**

Speakers / Conférenciers: Lara Marchionni Jones

COVID-19 has changed the way people work and look for work. It has forced organizations to adapt to remote working conditions and hiring practices. Jobseekers are facing challenges related to global competition, digital literacy and synchronous and asynchronous marketing tools. What knowledge, skills and technological tools should career development professionals acquire to support job-seekers in this new reality?

Learning Outcomes:

- Develop awareness on privacy, vulnerability and digital footprint
- Explore innovative remote job search and workplace strategies
- Assess fit: web-design, video production & editing, career e-portfolio

14:00 – 14:30

○ **(On-demand session released) Virtual Jobcycles: Encouraging Millennial Leadership in Online Workspaces – 45 minutes**

Speakers / Conférenciers: Ali Breen

Countless Gen-Z grads are being onboarded virtually, having never experienced in-person office environments, etiquette or watercooler conversations. Countless Gen-X/Baby Boomer employees plunged into working virtually, having never experienced remote work or digital communities. The lifecycle of a job is now completely online. Millennials are uniquely equipped to help everyone adapt. Learn how to help them level up into leadership.

Learning Outcome:

- Understand how to support engagement and accessibility in remote work
- Learn best practices for building relationships in virtual work spaces
- Gain new perspectives about online ethics and job-search strategies

14:00 – 14:30

○ **(On-demand session released) Working in a Diverse World: How to Develop Cultural Diplomacy for Success – 45 minutes**

Speakers / Conférenciers: Rodney Nelson

In an era of pandemic uncertainty what will the future of work look like? What are the youth of today facing for the next few years? This session will explore the future of work and the need for cultural diplomacy. More than ever, COVID-19 has brought together nations to fight against this disease. Understanding cultural differences intra-cultural communications, beyond language, is critical for working in an increasingly culturally diverse world. Most jobs of the future will require employees to have some knowledge of different nations and cultures. Yet we all know that first impressions can go terribly wrong. This session will have some fun looking at cultural intelligence and diplomacy and how these skills will be desired by employers in the future.

Learning Outcomes:

- Examining cultural diversity in the workforce
- Knowledge of cultural diplomacy
- Some fun examples and takeaways from different cultural interactions

14:00 – 14:30

O **(Séance sur demande diffusées) La pratique numérique : Adapter, adopter et partager – 45 minutes**

Speakers / Conférenciers: Annik De Celles

Adapter votre pratique au monde numérique est maintenant plus qu'un atout, c'est une nécessité. Mais quels sont les éléments qui feront en sorte que cette transition se fera avec succès pour vous et votre clientèle? Venez découvrir les astuces du métier d'une équipe de professionnels d'expérience qui vous aidera à mieux adapter votre matériel existant, bien choisir des ressources numériques et en comprendre les limites.

Objectifs d'apprentissage :

- Apprendre à adapter votre pratique au monde numérique
- Améliorer votre esprit critique lors du choix des outils numériques
- Mieux comprendre les limites de ce qui peut/ne peut pas être partagé

14:30 – 15:15

V **Working With – and Around – Emotions in Career Helping | Travailler – et vivre – avec les émotions dans le domaine des services de soutien professionnel**

Keynotes / Conférenciers d'hon...: Kris Magnusson

Career helping and career counselling are often thought to be largely cognitive processes, with emphases on self-assessment, occupational information and decision-making. This traditional narrative often dominates how funders think about career services provision. Service providers, on the other hand, recognize the powerful role of emotions in helping clients navigate career processes. Working with – and around – emotions in career helping begins with understanding the role that perceptual processes play in framing both the cognitive (ie, thinking/beliefs about engaging in career processes) and the affective (situational and enduring emotional) experiences of clients. In this engaging presentation, Kris will explore the dynamic interplay between feeling, thinking and doing, how those processes are expressed by clients, and how career practitioners can intentionally use these processes to improve results for clients.

On s'imagine souvent que les services d'orientation et de soutien professionnels sont principalement liés à des processus cognitifs qui mettent l'accent sur l'auto-évaluation, l'information sur les professions et la prise de décisions. Cette façon traditionnelle de voir les choses prédomine souvent dans l'idée que se font les bailleurs de fonds de la prestation des services d'orientation professionnelle. Quant à ceux qui fournissent de tels services, ils reconnaissent le puissant rôle des émotions pour aider les clients à s'y retrouver dans les processus d'orientation professionnelle. Pour bien travailler – et vivre – avec les émotions dans le domaine des services de soutien professionnel, il faut commencer par comprendre le rôle que jouent les processus de perception dans les expériences cognitives (p. ex. conception et croyances à l'égard des processus d'orientation professionnelle) et affectives (facteurs situationnels et émotifs persistants) des clients. Dans cette présentation fort intéressante, Kris explorera l'interaction dynamique entre les sentiments, la pensée et l'action, ainsi que la façon dont ces différents éléments sont exprimés par les clients. Il parlera également de la façon dont les intervenants en développement de carrière peuvent utiliser intentionnellement ces éléments pour aider les clients à obtenir de meilleurs résultats.

15:30 – 16:30

Exhibitor Visits | Visites d'exposants

15:30 – 16:30

C (Not Your Typical) Cocktail Party*Speakers / Conférenciers: Misha Glouberman*

Is there something you want to talk about at Cannexus, or a kind of conversation you are hoping to have? Then join us for this incredible Zoom cocktail room where you can interact with other conference participants interested in those same topics.

This Cocktail Party will be like nothing you have been to online. You'll be able to find people who you are interested in talking to, chat in small groups, and move fluidly between conversations – just like at a real cocktail party! Whether you're the kind of person who loves cocktail parties or someone who finds them kind of awkward, this fun and easy event is intended to provide a meaningful experience for everyone.

It will be hosted by Misha Glouberman, a professional facilitator who helps people run better meetings and conferences, and have more effective and authentic conversations, both online and face to face. He has spent the last 9 months experimenting with ways to create online gatherings that capture a lot of the vitality of real-world get-togethers.

Here are some things to know about the event:

- It is an event with a beginning, middle and end. We ask that you be on time, ready to start at 3:30 pm ET. It runs for 1-hour and ends at 4:30 pm ET.
- Parts of the event will be very structured, with facilitation by Misha. Parts will be more free-form.
- You need to log in using a computer: Many of the most important features we'll be using are unavailable on the Zoom tablet/phone software.
- You'll need to be running the latest version of Zoom (VERY IMPORTANT) so please be sure to update before the event. We'll be relying heavily on some features that are *only* available in the latest release.
- Show up with your camera on, and be ready to participate: This is a participatory, cameras-on event. You'll spend most of your time in small Zoom video-chat groups.
- Feel free to bring a time-zone-appropriate drink!

Note capacity will be limited and participation is first-come, first-served.

15:30 – 16:30

C Learning Lab: Career Decision-making in High Schools: The Whos, Whens and Hows*Speakers / Conférenciers: Greg Freethy, Tammy Strong, Jeff Landine, Reuben Ford, Audrey Appiah*

Let's do high school career education better! Join researchers and practitioners from across the country in a discussion on how young people make career decisions. We will draw on rich insights from a recent CERIC-funded study to share our learning about who to target, with what, and when. Help us build an agenda for future action in research and practice, including what works well, what needs to change, and what are the questions we still need to answer.

15:30 – 16:30

C Looking into the Future: What Students Need to Know Before Working in the Career Development Field*Speakers / Conférenciers: Patricia Salmon, Cathy Keates, Barbara Wilson*

The world of work is changing rapidly and new careers are emerging to meet the needs of the current labour market. If you are a student who is studying career development or thinking about transitioning into the field, it is essential to understand the role of career professionals. Join career leaders from community employment agencies, post-secondary career centres and private sector transition firms for a discussion on the current labour market, job searching skills required, how to get hired and what skillsets you need to move into the career development profession.

15:30 – 16:30

C Rencontre des acteurs de l'orientation et du développement de carrière francophone : découverte et partage*Speakers / Conférenciers: Maxime Dumais, Cyrielle Filias, Thierno Diouf*

Le format virtuel de Cannexus cette année nous offre l'immense opportunité d'avoir des francophones du secteur venant des quatre coins du pays et d'au-delà. Pourquoi ne pas profitez de l'occasion pour mettre un visage sur vos confrères et sur les différents acteurs qui composent le monde de l'orientation et du développement de carrière du Canada francophone? Rejoignez cette séance de découverte et de partages, où vous aurez l'occasion de converser sur ce qui composent notre pratique en tant que spécialiste francophone de la carrière (défis, enjeux, similitudes, etc.). C'est le réseautage francophone de Cannexus à travers lequel vous serez guider dans le partage de votre réalité, afin d'apprendre et de grandir collectivement.

- A** Around the World Sessions | Séances Autour du monde **L** Live Concurrent Sessions | Séances concomitantes en direct
- V** Live Keynote Sessions | Allocution d'ouverture en direct
- P** Live Pandemic Recovery Series | Série en direct sur la reprise et rétablissement post-pandémie
- N** Live Plenary Session | Séance plénière en direct **C** Live Sector Meetups | Rencontres sectorielles en direct
- W** Live Workforce Development Spotlight | Développement de la main-d'œuvre en vedette en direct
- O** On-demand Sessions | Séances sur demande **S** Spark! Sessions | Séances Spark!

FEBRUARY 1 • MONDAY

10:00 – 10:45

A Construction de soi des jeunes adultes en contexte de crise sanitaire*Speakers | Conférenciers: Valérie Cohen-Scali*

La session portera sur l'analyse de la situation des jeunes adultes en France depuis le démarrage de la crise sanitaire en mars 2020. Il s'agira de cerner les possibles conséquences de cette crise, qui peut constituer une menace identitaire, sur la construction de soi et les stratégies d'orientation et d'insertion des jeunes adultes. Des pratiques d'accompagnement, dans une perspective Life Design, seront également évoquées pour les aider à se projeter dans le futur et affronter les incertitudes générées par cette crise.

Objectifs d'apprentissage :

- Le fonctionnement des stratégies identitaires pour faire face aux menaces sociétales
- Les pratiques d'accompagnement notamment les Dialogues de Conseil en Life Design
- La situation des jeunes en France

12:00 – 12:45

L 6 Steps to Building Resilient Organizations*Speakers | Conférenciers: Michael Prosserman*

It is vital to build resilient organizations in today's changing world. This presentation breaks down practical steps to creating "responsible impact" and building an organization that is growth-minded, values-based and reflective of community need. It explores Mike's 6 steps to discovering impact that was used to build Unity Charity and demonstrates how you can apply this framework in your context.

Learning Outcomes:

- Access practical tools and examples to help build resilient organizations
 - Learn innovative strategies to build culture and lead from values
 - Apply Mike's 6 steps to discovering impact in your context
-

12:00 – 12:45

L Future of Public Education: Preparing Today's Students for Success Tomorrow | L'avenir de l'éducation publique : préparer les élèves d'aujourd'hui à la réussite de demain

Speakers / Conférenciers: Elyse K. Watkins, Annie Kidder (Moderator), Mark Beckles, Bruce Lawson, Ilona Dougherty

We need to think about the future of public education to ensure that Canada educates the next generations it needs to compete in the global economy, solve complex social problems, decrease social polarization, and ensure a fair, prosperous and sustainable society. This Mega session will start a dialogue with a panel of diverse leaders across related sectors on what's happening across Canada "beyond the 3R's" -- taking a deeper look at the skills revolution and counselling in K-12. The session will address the question: Where and how are Canada's education systems providing students with the skills to be "future-ready?"

Learning Outcomes:

- What are the skills students need to be "future-ready?"
- How does counselling in K to 12 have to change?
- What mechanisms exist to work across sectors on skills' policy?

Nous devons réfléchir à l'avenir de l'éducation publique pour que le Canada forme les prochaines générations dont il a besoin pour être compétitif dans l'économie mondiale, résoudre des problèmes sociaux complexes, réduire la polarisation sociale et assurer une société équitable, prospère et durable. Cette mégaséance permettra d'entamer un dialogue avec un panel de divers leaders de secteurs connexes sur ce qui se passe au Canada « au-delà des 3R » (Réduire, Réutiliser, Recycler), en examinant plus en profondeur la révolution des compétences et l'orientation de la maternelle à la 12e année. La séance abordera la question suivante : où et comment les systèmes éducatifs canadiens fournissent-ils aux étudiants les compétences nécessaires pour être « prêts pour l'avenir »?

Objectifs d'apprentissage:

- Quelles sont les compétences dont les étudiants ont besoin pour être « prêts pour l'avenir »?
- Comment l'orientation doit-elle évoluer de la maternelle à la 12e année?
- Quels sont les mécanismes qui existent pour travailler de manière intersectorielle sur une politique des compétences?

12:00 – 12:45

L Looking back: How COVID-19 affected career and employment services in 2020

Speakers / Conférenciers: Sue Watts, Lisa Taylor, Ben Liadsky

In 2020, CERIC conducted three online surveys to better understand how career and employment professionals confronted the challenges presented by the pandemic. People like you responded to our surveys from across the country and gave us rich insights into some of the issues, challenges, and even opportunities, that arose in the sector this past year. Join us as we look at some highlights from the surveys as well as engage with our panellists to make sense of the year that was and look ahead to what might be on people's radar in 2021.

12:00 – 12:45

L L'intervention en groupe à distance : Défis et enjeux

Speakers / Conférenciers: Patricia Dionne, Gabrielle St-Cyr

En raison de la pandémie, de nombreux professionnels en développement de carrière ont été contraints de suspendre temporairement leurs activités de groupe en présentiel, adoptant parfois des pratiques d'intervention groupale à distance. Mais que nous révèle la recherche sur la télépratique en groupe? Cet atelier fera le point sur l'état de la recherche, en explorant quelques défis et pratiques prometteuses.

Objectifs d'apprentissage :

- Présenter l'état de la recherche sur la télépratique en groupe
- Discuter des défis et éléments importants à prendre en considération
- Explorer quelques pratiques prometteuses en matière de télépratique en groupe"

12:00 – 12:45

L Taking the Career Development Ninja Challenge 2.0*Speakers / Conférenciers: Candy Ho, Jennifer Browne (Moderator), Atifa Karim, Linda Pardy*

At Cannexus20, participants who attended the session, Taking the Career Development Ninja Challenge, were challenged to use their ninja moves to infiltrate their organizations and work with new partners to collaboratively advance career development. The presenters also accepted this challenge and will showcase new allies in career development at various levels of their post-secondary organizations including faculty and senior administrators.

Learning outcomes:

- Explore transfer of learning from one conference to another
- Examine strategies for influencing career development across disciplines
- Develop creative ways to foster interdisciplinary career development allies

12:00 – 12:45

P Reconstructing Careers, Reconstructing Societies*Speakers / Conférenciers: Tristram Hooley*

COVID-19 has ravaged the world. While its primary effect has been on our health, it has also had a devastating impact on our working lives and our careers. Whole industries were shut down through the lockdown and many of them are struggling to re-emerge. For young people entering the labour market the impact has been particularly devastating. Inevitably career development practitioners are left to pick up the pieces and to help people to find their way in the new world. In this presentation, Professor Tristram Hooley will talk about how we can best help those most impacted by COVID to reconstruct their careers. We will also consider how career development can contribute towards the creation of a new normal that is fairer and more socially just.

Learning outcomes:

- The social and inter-connected nature of our careers highlighted by COVID
- In a period of recession what opportunities are available for young workers?
- How we are going to rebuild our society as we rebuild our careers

12:45 – 13:00

Break I Pause

Activities & Networking | Activités et réseautage

- Hallway Meetings

Hallway Meetings are generously brought to you by Douglas College. These video-based peer-to-peer matchmaking sessions take place during all breaks at Cannexus. To participate, you will be required to build your "Want to Meet" list in the platform by January 9, 2021. After this date, we will not be able to accommodate the peer-to-peer matchmaking functionality within your profile. If you complete your "Want to Meet" list by January 9, your meetings will be automatically scheduled in your personal agenda in the platform. After this date, we will not be able to accommodate the peer-to-peer matchmaking functionality within your profile. If you are unable to participate in Hallway Meetings, you will still be able to connect directly (by video or chat) with other attendees within the platform.

- Virtual Community Mosaic

The need for Canada's career development communities to be united and working towards the common goal of Career Development for Public Good has never been more critical. The Virtual Community Mosaic is a powerful collaborative process where participants actually produce a small work of art that creates ONE LARGE COMMUNITY MOSAIC, in real time. Our unique Virtual Community Mosaic will bring us together through creativity and the expression of a shared vision.

Participants will be delighted with the final image – to be unveiled post-Cannexus – and the power of their individual contribution to the collective masterpiece. This fun anchoring experience will reinforce what is possible as we collectively re-imagine career services as a gateway to social and economic justice. Each of us will leave the experience not only aligned, connected and accountable for our "piece" of the picture but also more ambitious for the future.

13:00 – 13:45

S Empowering Girls | Autonomisation des filles*Speakers | Conférenciers: Skye Ables*

I was a “smart girl,” struggling to accept who I was and what I wanted to become. Without female role models, my mental health suffered, and I lost my love for learning. Luckily, in high school I found teachers who believed in me and led me in the right direction. I therefore know that by encouraging teachers to teach more than what’s in the textbook we can empower girls, improve their mental health and help them solve world problems.

J’étais une « fille intelligente », mais j’avais du mal à accepter la personne que j’étais et ce que je voulais devenir. L’absence de modèles féminins dans ma vie avait un impact négatif sur ma santé mentale et j’avais perdu ma soif d’apprendre. Heureusement, j’ai eu des enseignants qui ont cru en moi à l’école secondaire et qui m’ont dirigée dans la bonne voie. Je sais donc qu’en encourageant les enseignants à voir au-delà de leurs manuels scolaires, nous pouvons contribuer à l’autonomisation des filles, améliorer leur santé mentale et les aider à résoudre les problèmes du monde.

13:00 – 13:45

S Spark! Session | Séance Spark!*Speakers | Conférenciers: Gabriel Bran Lopez*

13:00 – 13:45

S Status Quo to Social Impact | Du statu quo à une incidence sociale*Speakers | Conférenciers: Dillon Mendes*

So often young people put a limitation on their capability to make a change in society due to their age. They think that they are just one person, and their actions will not matter in the grand scheme of things. Dillon exemplifies the fact that this theory is absolutely false as he started a national movement when he was 17 years old!

A lot of students leave school unfulfilled and confused about what to do when they’re older. They put up “fronts” to impress their peers and end up leaving school having no idea who they truly are. Dillon breaks down these barriers, and relates to what they are going through.

Les jeunes sous-estiment souvent leur capacité à changer la société en raison de leur âge. Ils pensent que leurs actions prises isolément n’auront aucune importance dans le grand ordre des choses. L’histoire de Dillon démontre bien que cette théorie est absolument fausse puisqu’il a lancé un mouvement national à 17 ans!

Beaucoup d’étudiants quittent l’école insatisfaits et perplexes par rapport à leur avenir professionnel. Ils ont créé une « façade » pour impressionner leurs pairs et finissent par quitter l’école sans réellement se connaître. Dillon contribue à éliminer ces obstacles et comprend ce que ces jeunes vivent.

13:45 – 14:15

Break I Pause

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- Virtual Community Mosaic

The need for Canada’s career development communities to be united and working towards the common goal of Career Development for Public Good has never been more critical. The Virtual Community Mosaic is a powerful collaborative process where participants actually produce a small work of art that creates ONE LARGE COMMUNITY MOSAIC, in real time. Our unique Virtual Community Mosaic will bring us together through creativity and the expression of a shared vision.

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13:45 – 14:15

○ **(On-demand session released) Advancing Older Workers: Career Engagement and Adaptability – 45 minutes**

Speakers / Conférenciers: Jennifer Luke

Career planning for older clients has become a contemporary issue many career practitioners now encounter and highlights the importance of understanding the motivation of this cohort to engage (or re-engage) in the workforce and supporting them in adapting to a rapidly changing world of work. The aim of this presentation is to contribute research and recommendations that advocates this.

Learning Outcomes:

- Promoting policy and professional practice conversations about older worker value
- Career development interventions encouraging older workers to be active players
- Supporting mature clients in preparing and adapting to workforce

13:45 – 14:15

○ **(On-demand session released) Career Development and the Public Sector – 45 minutes**

Speakers / Conférenciers: Lisa Taylor, Taryn Blanchard

In 2020, Lisa and Taryn researched and wrote the forthcoming CERIC publication Retain & Gain: Career Management for the Public Sector, gaining a deeper appreciation for how career development can be better understood, practiced and applied by those in public sector careers and in policy development. This session shares these key learnings and explores opportunities for broader collaboration.

Learning Outcomes:

- Share experiences with career development practices within the public service
- Understand how career development can be integrated into policy development
- Gain a sneak-peak at a new CERIC publication

13:45 – 14:15	<p>○ (On-demand session released) Digitalization of Service Delivery: Approaches, Strategies and Challenges – 45 minutes</p> <p><i>Speakers / Conférenciers: Manjeet Dhiman, Ada Wong</i></p> <p>This session explores the digitalization of service delivery in the context of employment services organizations. Presenters will introduce the use of new AI (artificial intelligence) and other online tools to bridge and enhance learning and service pathways. The session will be presented using a series of case studies to demonstrate the effectiveness of blended and online learning and service models.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Tools and approaches for online and blended learning delivery • Strategies and capacity considerations when adopting technology across organizations • Developing leading-edge approaches to services in the sector
13:45 – 14:15	<p>○ (On-demand session released) Diversity and Inclusion Through Intersectionality and Universal Design – 45 minutes</p> <p><i>Speakers / Conférenciers: Kayley Marsh, Amanda Dorter</i></p> <p>Many programs that address employment barriers fail to see the nuanced realities that jobseekers might experience. Through understanding the intersections of different barriers, and how universal principles of anti-oppression and inclusion can create a new landscape, we can strengthen our relationship with clients and facilitate employers' abilities to put inclusion practices into place in a meaningful way.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Deepen understanding of intersectionality and its relationship to employment barriers • Develop strategies to build respectful, trusting relationships with multi-barriered people • Gain tools to advocate for meaningful diversity and inclusion programs
13:45 – 14:15	<p>○ (On-demand session released) Feeding the Spirit: Indigenous Women, Career and Mental Health – 45 minutes</p> <p><i>Speakers / Conférenciers: Kathy Offet-Gartner</i></p> <p>This session explores how an Indigenous women's group feeds the physical, emotional, spiritual, academic and career spirits of attendees. It highlights how Indigenous women come together in a weekly luncheon group to offer connections, resources, emotional and cultural supports, as well as career-life planning strategies to help build a sense of belonging that adds to their academic and career success.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • The power of culturally appropriate means of information sharing • Sense of belonging supports the success of Indigenous students • Significance of education as the bedrock of career-life planning
13:45 – 14:15	<p>○ (On-demand session released) Fostering Innovation & Agility in Uncertain Times – 45 minutes</p> <p><i>Speakers / Conférenciers: Julia Blackburn, Andrew Reddin</i></p> <p>COVID-19 has impacted how we work and deliver our programs, yet NPower Canada was able to effectively pivot to online, supporting youth to successfully complete our programs, while simultaneously scaling our operations nationally. A culture of innovation has been vital to our growth and success and was key to our ability to pivot quickly and establish new ways of working.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • An intentional approach to fostering organizational culture of innovation • Building the right team, developing leaders at every level • Preparedness and agility, what that looks like in practice

13:45 – 14:15

○ **(On-demand session released) Inside Career Development: Stress, Coping and Mental Health – 45 minutes**

Speakers / Conférenciers: Michael Huston, Dave Redekopp

The transactional model of stress and coping explains how career development supports mental health and may provide multi-faceted intervention for mental illness. In this session, we discuss the mechanisms underlying these influences and outline practitioner approaches to enhancing intentionality and effectiveness in relation to client well-being. It is possible to facilitate career development and promote client well-being simultaneously!

Learning Outcomes:

- The career development mechanisms that support positive mental health
- Explanation of how career development may be mental illness intervention
- Strategies for increasing intentionality and effectiveness in supporting client well-being

13:45 – 14:15

○ **(On-demand session released) Language Is Powerful: Are We Choosing Ours Wisely? – 45 minutes**

Speakers / Conférenciers: Catherine Hajnal

Our word choices with clients have the potential to foster a climate of safety and mattering, to empower, to plant seeds of possibility. They also have the potential to trigger and disempower. This session invites us to reconsider typical word choices and labels we use with clients. Language matters as we strive to move towards being trauma-informed professionals that value inclusion.

Learning Outcomes:

- Define the interplay of language, emotion and somatic responses
- Explore typical word choices and their possible impacts
- Identify strategies for tapping into the positive potential of language

13:45 – 14:15

○ **(On-demand session released) LinkedIn: Economic Modelling and Opportunities for All – 45 minutes**

Speakers / Conférenciers: Jake Hirsch-Allen, Kate Ovington (Moderator), Michael Page

LinkedIn is well known as a place to find jobs, but did you know we have a much bigger vision? Learn more about how the platform is used as arguably the most up-to-date source for labour market information and our most recent work to ensure LinkedIn is a global place for opportunities for all.

Learning Outcomes:

- Summary of LinkedIn's network and economic data
- Articulation of how LinkedIn currently partners with governments/non-profits/corporations
- Learning outcome
- Understand new work targeting disadvantaged populations

13:45 – 14:15

○ **(On-demand session released) Low-wage Workers: Learnings in a Time of Pandemic – 45 minutes**

Speakers / Conférenciers: Mandie Abrams, Ghazal Niknazar

Job losses as a result of COVID 19 impacted low-wage workers disproportionately and in the early days of the pandemic it was acknowledged that recovery for these workers would likely take longer and be more precarious. This session will: share stories and learnings of how crisis impacted low-wage workers, review the impact of different interventions and suggest future policy directions.

Learning Outcomes:

- The experiences of low-wage earners in a crisis
- The efficacy of "helping" interventions
- A vision for a different workforce system

13:45 – 14:15	<p>O (On-demand session released) MentorAbility Canada: A National Community of Practice – 45 minutes</p> <p><i>Speakers / Conférenciers: Marussia Paradis, Joanna Goode, Belinda Deenik (Moderator), Marcus Jamieson, Renate Burwash</i></p> <p>Communities of practice are integrated networks that address common challenges through the collective knowledge and expertise of their membership. The MentorAbility Canada initiative, offered through Canadian Association for Supported Employment, will demonstrate the power of mobilizing a national community of practice to develop promising practices around mentoring and inclusive employment strategies. Join our panel discussion as we share our findings.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Demonstrate the impact on employer outcomes, e.g. creating inclusive workforces • Share promising practices around mentoring, designed through collective input • Illustrate the facilitation and development of provincial inclusive employment approaches
13:45 – 14:15	<p>O (On-demand session released) Older Men and the Transition to Retirement – 45 minutes</p> <p><i>Speakers / Conférenciers: William Borgen, Deepak Mathew</i></p> <p>The focus will be on a study of how men age 55 or older, who have been highly work-identified, are able to find a new sense of community, discover meaning beyond work, and engage in activities that give them a renewed sense of purpose in retirement. Also discussed will be the complexity of the transition and its psychological impact.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Increased understanding of career/life transitions of older men • Implications for programs to support successful transitions for this group • Better understanding of issues related to high work identification
13:45 – 14:15	<p>O (On-demand session released) Online Workshops Helping Post-Secondary Students with Isolation and Uncertainty – 45 minutes</p> <p><i>Speakers / Conférenciers: Anna-Lisa Ciccocioppo</i></p> <p>Uncertainty in the world of work has long been a concern, as discussed in Blustein's (2019) recent book. Following the COVID-19 pandemic, post-secondary students' uncertainty is more front and centre than ever, coupled with the social isolation of remote learning. This presentation discusses the content and process of recent online workshops' development and facilitation, and best practices for future offerings.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand the current context of students' isolation and uncertainty • Understand the role and process of online workshop offerings • Learn about best practices as an outcome of these offerings
13:45 – 14:15	<p>O (On-demand session released) Scaling Virtual Career Development on Three Campuses: Courses, Programming, Co-op – 45 minutes</p> <p><i>Speakers / Conférenciers: Rich Feller, Mark Franklin, Jayne Greene-Black</i></p> <p>Numerous studies and reports call for innovative delivery of college and university career development. Traditional services are questioned regarding reach, impact and outcomes. Transactional models emphasizing time, resource-intensive counselling and presentations face decline. Referral activity is being replaced by virtual approaches to build campus-wide efforts, use peer support, feedback, interactive technology and partnerships to facilitate career development outcomes at scale. Leaders from three campuses will review how “digital by default,” leveraging new technologies to augment human capabilities, and building trust, engagement and connection within remote offices and interventions have changed their practice and increased outcomes.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Evaluate recommendations from studies about virtual career development services • Provide roadmap to scale campus virtual programs • Experience quick techniques used on campus to evaluate next steps

13:45 – 14:15

○ **(On-demand session released) Using an Holistic Approach to Support Immigrants in Mentorship – 45 minutes**

Speakers / Conférenciers: Jasmine Qi

Considering multiple barriers immigrants and refugees with lower level of education and language skills are facing in their job search, a holistic approach is emerging to enhance the traditional mentorship support. In this presentation, I will share information on IRCC's newest immigration levels plan, navigate multiple barriers immigrants face to integration especially COVID-19's impact, explore the holistic approach of mentorship, and world-wide mentorship practices.

Learning outcome:

- Optimize mentorship supports for immigrants and refugees with multiple barriers
- Build innovative, collaborative and dynamic partnership with versatile stakeholders
- Share best practices in mentorship support to immigrants

13:45 – 14:15

○ **(On-demand session released) Weaving Reflection into Transition & Pathway Planning (Grades 7-12) – 45 minutes**

Speakers / Conférenciers: Nicole Dolabaille, Jennette Walton

This session will add to your toolbox of reflection strategies to help students transfer learning beyond the classroom. Providing students the opportunity to reflect and debrief enables them to deepen their learning while promoting good metacognition. Through meaningful reflection activities, teachers can support students in developing the skills and knowledge they need to make informed education and career/life planning choices.

Learning Outcomes:

- Learn more about the experiential learning cycle
- Add to your "toolkit" of reflection strategies
- Ways to weave reflection into transition and pathway planning

13:45 – 14:15

○ **(On-demand session released) Work-life Wellness for Remote Entrepreneurs – 45 minutes**

Speakers / Conférenciers: Rebecca Como

Investigating work-life wellness is key to improving the mental health and productivity of entrepreneurs. This session introduces concepts related to wellness and working remotely and describes results from research on work-life wellness. The most significant result we found was that 39-54-year-olds had higher work-life wellness scores than 30-38-year-olds. Potential implications for working remotely in a post-pandemic world will be discussed.

Learning Outcomes:

- Differentiate the term work-life wellness from work-life balance
- Understand unique challenges/opportunities for remote entrepreneurial work and wellness
- Reflect on your own work-life wellness and improve it

13:45 – 14:15

○ **(Séance sur demande diffusées) Guider les intervenants-es en développement de carrière sur la pratique de l'accompagnement en ligne – 45 minutes**

Speakers / Conférenciers: Michel Turcotte

La pratique à distance offre une opportunité d'accompagner nos clients selon différentes modalités, que ce soit par téléphone, échange de courriels, clavardage ou vidéoconférence. Les recherches menées depuis plus de 25 ans sur la télépratique nous montrent que le praticien en développement de carrière peut s'appuyer sur des données probantes pour amorcer la télépratique.

Objectifs d'apprentissage :

- Quelques réflexions d'ordre déontologique – points de vigilance
- Quelques données probantes- une pratique légitime
- Quelques bonnes pratiques durant l'intervention

13:45 – 14:30

O (On-demand session released) Online Career Services: How-to and Why-to – 45 minutes*Speakers / Conférenciers: Jennifer Davies, Adrian Berg*

Our workshops have been moving online for a few years for students' convenience. When Ontario colleges and universities sent students and staff home, we moved our 3-day Get Hired career conference online in just six weeks, and doubled our reach from ~200 to 500+! Immediately after we launched a virtual Job Seekers Club, and began hosting networking events online. We did it all using well-known and low-cost technology!

Learning Outcomes:

- Develop appreciation for using learning outcomes for decision-making
- Understand interplay between technology and learning activities
- Apply the lessons we learned to your own services

14:15 – 15:00

V You're a Hurdler, You Just Don't Know It | Vous êtes un coureur de haies, mais vous ne le savez pas*Keynotes / Conférenciers d'hon....: Perdita Felicien*

While we may not all go over literal obstacles, we all face life's figurative hurdles. Learn how a world champion athlete has conquered barriers on and off the track and how you can use those same lessons to win in all areas of your life.

Même si, dans la vie, nous ne franchissons pas les obstacles en sautant littéralement par-dessus, comme des coureurs de haies, nous sommes tous confrontés à des défis pouvant se comparer à une course à obstacles. Découvrez comment une athlète championne du monde a surmonté les obstacles sur la piste et en dehors, et comment vous pouvez utiliser ces mêmes leçons pour gagner dans tous les domaines de votre vie.

- A** Around the World Sessions | Séances Autour du monde **L** Live Concurrent Sessions | Séances concomitantes en direct
- V** Live Keynote Sessions | Allocution d'ouverture en direct
- P** Live Pandemic Recovery Series | Série en direct sur la reprise et rétablissement post-pandémie
- N** Live Plenary Session | Séance plénières en direct **C** Live Sector Meetups | Rencontres sectorielles en direct
- W** Live Workforce Development Spotlight | Développement de la main-d'œuvre en vedette en direct
- O** On-demand Sessions | Séances sur demande **S** Spark! Sessions | Séances Spark!

FEBRUARY 3 • WEDNESDAY

10:00 – 10:45

A Educational Guidance and Career Counselling in Africa: The Case of South Africa and French-speaking Sub-Sahara African Countries

Speakers | Conférenciers: Gert van Brussel, Anouk Jasmine Albien, Jérôme Rossier, Kokou Amenyona Atitsogbe

Educational guidance and career counselling in South Africa

Unemployment is a major challenge for South Africans, with high rates of unemployment of between 27.7% and 36.8%. These unemployment rates are currently higher in COVID-19 because of the closure of businesses. The exclusion of the Black, Coloured and Indian populations from an effective educational system and a range of employment opportunities was one of the great injustices of apartheid, and residual disparities can still be witnessed. The practice of career counselling in South Africa is confronting the challenge of chronic unemployment over generations, which needs to be viewed within the historical context and migratory employment patterns within South Africa, and the notions of access, choice and careers need to be carefully unpacked.

Educational guidance and career counselling in French-speaking sub-Sahara African countries

The education systems of most French-speaking African countries underwent successive reforms soon after their independence. The main objectives were to guarantee education for all, the training of a teaching staff, and the greater professionalization of the education system. Career counselling and vocational guidance were supposed to help shape citizens capable of contributing to the economic development of their country. However, the economic crisis of the 80s did not allow career counselling services to develop as envisioned. The situation today is alarming and includes the lack of budget, staff (e.g., 1 career counsellor for 500 university students in Cameroon and 43,000 students in Togo), adequate intervention tools, and continuing training for counsellors.

Decent work and the psychology of working theory in West Africa

Decent work is crucial for an individual's life development and well-being. In the 2030 Agenda for Sustainable Development of the United Nations, decent work was made an explicit goal. In the field of vocational psychology, the *psychology of working theory* states that both contextual and individual factors have an impact on individual career paths and thus on people's ability to access decent work. This theory also suggests that appropriate educational and vocational guidance can support access to decent work and sustain well-being. Several studies have investigated how decent work is perceived in West Africa and the validity of the *psychology of working theory* in this African context.

12:00 – 12:45

L Building a Skills Playbook for the Recovery

Speakers | Conférenciers: Pedro Barata

With a potential vaccine for COVID-19 on the horizon, Canada's focus can now shift to rebuilding our economy. Of chief concern is how to avoid a K-shaped recovery: one that favours the highly skilled but leaves everyone else behind. This is a discussion of what skills we'll need for a balanced recovery and how best to deliver them.

12:00 – 12:45

L Employer Innovation for Newcomer Employment*Speakers / Conférenciers: Victoria Agyepong, Sampada Kukade*

Employers are encouraged to hire newcomers, yet newcomers face challenges with lack of recognition of their foreign education & work credentials. Highlights of this session are: strategies for employers to play a greater role in socioeconomic integration of newcomers; employer perspectives in bridging gaps between demand and supply of skills to accelerate labour market absorption; and promising practices to meet future skills needs.

Learning Outcomes:

- Breaking through the glass ceiling for newcomers' economic integration
- Building capacity in employment services for newcomers
- Targeted innovative employment and retention strategies for employers

12:00 – 12:45

L L'immigration stratégique : une part essentielle d'un vrai développement durable*Speakers / Conférenciers: Christian Howald*

Si le COVID-19 nous a montré une chose, c'est que tous nos systèmes (éducation, économie, santé) doivent être revus. Certains demandent un capitalisme 2.0, d'autres, une économie plus humaine, mais surtout un vrai développement durable. Nous proposons une approche stratégique, calculée et humaine pour guider le Canada vers l'avenir. CAUTION : Certains seront bousculés par la tension créative de cette discussion.

Objectifs d'apprentissage :

- Les failles du système et obstacles à l'immigration
- Pratiques gagnantes de la communauté d'accueil pour une intégration réussie
- Des stratégies de collaboration pour le succès de l'immigration

12:00 – 12:45

L Leading Virtual Team Career Conversations in the Work-from-Home Era*Speakers / Conférenciers: Mark Franklin, Shahrzad Arasteh, Susan Mulholland*

No water cooler? Work-from-home employees need alternatives to socialize, overcome isolation's mental toll and grow careers. Much effort on virtual teams focused on productivity at the expense of people. Post-COVID, we need to re-ignite the Me in We, help individuals thrive, build team resilience. Using narrative techniques, learn to pivot your career development skills to engage virtual teams with impactful career conversations.

Learning Outcomes:

- Gain three insights into workplace employee career management needs
- Create opportunities for employees to advance in their current role
- Develop structured conversational skills to build organizational virtual team engagement

12:00 – 12:45

L Radical Change in Career Education: Evidence-based Benchmarks | Changement radical dans l'éducation au choix de carrière : points de repère fondés sur des données probantes

Speakers / Conférenciers: Donnalee Bell, Lorraine Godden, Adriano Magnifico, Tricia Berry, Rhonda Taylor

Every Ministry of Education in Canada has endorsed evidence-based benchmarks intended to support career education in K-PSE. This session presents the Council of Ministers of Education, Canada (CMEC) Reference Framework for Successful Student Transitions, delineates the benchmarks and its assessment tool. It features a panel of career experts who are using and advocating for their application across Canada. Come and explore how you can use them too.

Learning Outcomes:

- To learn about benchmarks for good practice in career education
- To learn about possible applications in schools and institution
- To discuss ways to advocate for their use"

Tous les ministères de l'Éducation du Canada ont approuvé des points de repère fondés sur des données probantes et destinés à soutenir l'éducation au choix de carrière de la maternelle au niveau postsecondaire. Cette séance présente le cadre de référence du Conseil des ministres de l'Éducation (Canada) pour la réussite des transitions des élèves, en décrivant les points de repère et l'outil d'évaluation associés. Elle comprend un panel de spécialistes en gestion de carrière qui utilisent ces points de repère et plaident en faveur de leur application partout au Canada. Venez découvrir comment vous pouvez vous aussi en tirer avantage.

Objectifs d'apprentissage :

- Pour en savoir plus sur les points de repère des bonnes pratiques en matière d'éducation au choix de carrière
- Pour en savoir plus sur les applications possibles dans les écoles et les institutions
- Pour discuter des moyens de plaider en faveur de l'utilisation de ces points de repère

12:00 – 12:45

L Self-care for Career Development Practitioners

Speakers / Conférenciers: Michael Sorsdahl

This interactive session focuses on a review of the challenges faced by career professionals by the nature of their work (including vicarious trauma, compassion fatigue and burnout), and how to identify symptoms within themselves. Based on current research, the emphasis of this session is on practical self-care and personal wellness strategies as an ethical imperative to remain competent as practitioners.

Learning Outcomes:

- Understand the challenges of working in helping field
- Identify trauma, compassion fatigue and burnout in self and others
- Create strategies to build resilience against negative effects of work"

12:45 – 13:00

Break I Pause

Activities & Networking | Activités et réseautage

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13:00 – 13:45

N Pathways to Prosperity for BIPOC Youth*Speakers / Conférenciers: Mark Beckles*

This special plenary session will focus on RBC’s July 6 commitment to taking Action Against Systemic Racism, particularly around creating meaningful and transformative pathways to prosperity for 25,000 BIPOC youth.

13:45 – 14:15

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13:45 – 14:15

○ **(On-demand session released) 5 Ways to Boost Workplace Retention – 45 minutes**

Speakers / Conférenciers: Kim Davies, Crystal Dolliver

What does it take to assist individuals with multiple barriers to thrive at work? Learn five evidence-based strategies for building self-efficacy, emotional intelligence, and resilience. Based on the latest research into psychological and social well-being, motivation and emotional intelligence, this presentation touches on ways to support individuals to thrive at work, including finding meaning, overcoming setbacks and building personal resilience.

Learning Outcomes:

- Identify five strategies that assist individuals with multiple barriers
- Discuss strategies for supporting individuals to sustain and thrive
- Examine how to support individuals to retain employment

13:45 – 14:15

○ **(On-demand session released) A Catalyst for Virtual Employment Training and Services – 45 minutes**

Speakers / Conférenciers: Susanna Gurr, Magdalene Coomen-Maxwell, Sue Sadler, Mohja Alia

Career Pathways for Visible Minority Newcomer Women, a three-year pilot, responded quickly and suddenly to innovate their face-to-face services to virtual delivery as a response to COVID-19. Learn about impacts of the pandemic on participants’ experience with the virtual format, along with insights from partners. CPVMNW is implementing 11 initiatives across Canada designed to support employment programming for newcomer women.

Learning Outcomes:

- Learn about opportunities and challenges with virtual delivery for newcomers
- Practitioners’ insights on good practices for delivering online employment services
- Evidence to inform the adaption of technology in employment programs

13:45 – 14:15	<p>○ (On-demand session released) Developing Career Development Curriculum at the College Level – 45 minutes</p> <p><i>Speakers / Conférenciers: Sarah Ruttan</i></p> <p>After developing curriculum to support a new post-grad certificate, Fanshawe College piloted a partnership with its business school and Career Services to deliver an interactive and career-enhancing course delivered by career professionals.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understanding the relationships necessary for effective deployment • The importance of a career development-focused approach to learning • The affect on students and their futures
13:45 – 14:15	<p>○ (On-demand session released) Engaging Our Teams Through Change, Transition and Upheaval – 45 minutes</p> <p><i>Speakers / Conférenciers: Cathy Ginsberg</i></p> <p>Change, transition and upheaval have become features of our work and our lives as a whole. A combination of remote, online and more limited in-person service delivery, have brought new challenges for staff. We'll explore how to keep team members engaged with their work, clients and colleagues while dealing with uncertainty and adjusting to different ways of working.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • How to effectively connect with each individual on the team • How to keep the team focused on the vision • How to foster a positive team spirit
13:45 – 14:15	<p>○ (On-demand session released) Exploring Career Competencies in the Classroom – 45 minutes</p> <p><i>Speakers / Conférenciers: Lydia Awuah-Mensah</i></p> <p>Although university courses provide several opportunities to develop competencies, students often struggle with connecting academic experiences to career decisions. Laurier's Career-Integrated Learning (CIL) program, offered in 139 courses/sections in multiple disciplines over the past three years, explores career competencies developed inside the classroom. Using Laurier's competency framework, students learn how to identify, reflect and connect in-class experiences to career development.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Gain insights into the creation and delivery of CIL • Understand program successes and strategies to confront challenges • Identify practices for designing classroom activities that support competency development
13:45 – 14:15	<p>○ (On-demand session released) Innovations in Newcomer Employment Through Workplace Intercultural Intelligence – 45 minutes</p> <p><i>Speakers / Conférenciers: Amanda Dorter</i></p> <p>An interactive presentation that flips the way we address newcomer labour market challenges by coaching newcomers to deliver intercultural Intelligence training to local employers. This approach provides employers with tools for newcomer inclusion while highlighting the value and skills newcomers bring to our communities.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn innovative responses to newcomer labour market challenges • Apply strength-based solutions to common barriers facing newcomers and employers • Develop tools and strategies to connect newcomers and employers

13:45 – 14:15	<p>○ (On-demand session released) Meditation and Journaling for Career Exploration – 45 minutes <i>Speakers / Conférenciers: Michelle Precourt, Wayne Pagani, Carol Brochu</i> Meditation and journaling creates space for creativity and self-exploration while improving neuroplasticity and resilience. This interactive session explores techniques from a “teach-what-we-know” philosophy, enhancing career development practitioners’ work with clients. Participants will better understand the science behind meditation, benefits of journaling and gain practical tips about leveraging these tools to support career development and the capacity to guide others.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • The purpose and benefits of journaling our meditation thoughts and insights • Sample meditation practice to support career exploration/transition • Integration of meditation and journaling into your private practice/workplace
13:45 – 14:15	<p>○ (On-demand session released) Merging Self-employment and Employment Services for Client Success – 45 minutes <i>Speakers / Conférenciers: Anne-Marie Edgar, Louise Doyle, Tara Thom Burnett</i> Make A Change Canada’s anycareer.ca website offers online services and flexibility to clients with disabilities across Canada. Program participants have the opportunity to simultaneously explore employment options as well as self-employment prospects with an employment counsellor and a self-employment coach. This presentation explores the benefits of the co-coaching relationship in assisting clients to find meaningful careers with long-term sustainability.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Supporting ambivalent clients to make sound career decisions • Integrating seamless transitions between employment and self-employment coaching • Discovering how self-employment and employment services complement one another
13:45 – 14:15	<p>○ (On-demand session released) RPL: A Model for Certification, Catalyst for Change – 45 minutes <i>Speakers / Conférenciers: Teresa Francis, Phil Ward, Victoria Colley</i> In Nova Scotia, the use of a recognition of prior learning (RPL) model for Certified Career Development Practitioner (CCDP) certification was driven by the field – by practitioners whose significant knowledge and skills were acquired through experience. Today, certification is the cornerstone of the Nova Scotia Career Development Association and an integral component of practice. Hear our story and sample the RPL approach.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand the “fit” between RPL and CCDP certification • Be familiar with the components of NSCDA’s CCDP certification process • Recognize the potential for using RPL practices with clients
13:45 – 14:15	<p>○ (On-demand session released) Stigma and Essential Skills Training: The Essentials - 45 minutes <i>Speakers / Conférenciers: Erica Ruth Kelly</i> This presentation will be both theoretical and practical. Attendees will first learn about Activate Learning, a new literacy and essential skills program focused on supporting the population of Newfoundland and Labrador while reducing stigma around learning essential skills. Attendees will participate in an abbreviated version of an Activate Learning workshop as part of the session.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Better understanding of stigma around learning essential skills training • Hands-on approach to presenting essential and soft skills workshops • Importance of bringing empathy and mindfulness to essential skills training

13:45 – 14:15

O **(On-demand session released) The Benefits of Mentoring for Career Development – 45 minutes**

Speakers / Conférenciers: Christy Pettit

Mentoring programs create networks in and across organizations, professions and industries for the purposes of transferring knowledge and creating new connections. Research shows the benefits of mentoring for developing careers, enhancing recruiting efforts, on-boarding new team members and incentivizing professional development. Learn the specific tactics that will make a mentoring program produce multiple benefits for career development strategies.

Learning Outcomes:

- Understand how to run a mentoring program
- Learn how to calculate return on investment from mentoring programs
- Learn how to recruit and motivate mentors

13:45 – 14:15

O **(On-demand session released) The Intersection of Post-Secondary Credits, Career Development and Prior-Learning – 45 minutes**

Speakers / Conférenciers: Susan Forseille

What if there was a way for your mature students and clients to receive university credit for what they learned through work and life? How could receiving post-secondary credit for this learning impact their formal education? Their career development post-COVID (in the midst of the 4th industrial revolution)? This session answers these questions through exploring the PLAR (prior learning assessment and recognition) program at Thompson Rivers University.

Learning Outcomes:

- Learn how PLAR impacts completion rates, gpa, and career development.
- Challenge the mindset "learning can ONLY be done in PSI".
- Learn rigorous assessment methods for assessing informal and non-formal education.

13:45 – 14:15

O **(On-demand session released) Theory to Practice: Creative Tools for Coaching Clients – 45 minutes**

Speakers / Conférenciers: Karen Begemann

What do Nancy Schlossberg's Transition Theory, Planned Happenstance and Chaos Theory of Careers have in common and how are they relevant today, to you, and the people you serve? This fun, informative and interactive session offers you a greater understanding of the usefulness of these theories plus creative activities and tools readily applicable to your work.

Learning Outcomes:

- To be familiarized with Transition, Chaos and Happenstance theories
- To understand how the tools presented link to these theories
- To learn how to apply these tools in practice

14:15 – 15:00

**V The Future is Bright: Indigenous-led Conservation, Stewardship and Shared Prosperity |
L'avenir est prometteur : conservation, protection et prospérité partagée assurées par les
Autochtones**

Keynotes / Conférenciers d'hon...: The Hon. Ethel Blondin-Andrew / L'honorable Ethel Blondin-Andrew
The Hon. Ethel Blondin-Andrew is replacing Valérie Courtois as our Cannexus closing keynote.
L'honorable Ethel Blondin-Andrew remplace Valérie Courtois pour notre Allocution de clôture de Cannexus.

Indigenous Peoples in Canada have long been stewards of our lands and waters. That ethic of stewardship is the foundation of our relationship with the land. We are also in a process of re-appropriation of our roles and responsibilities as the Nations that we are, poised to be true and meaningful partners with Canada in ensuring our shared prosperity and sustainability into the future. Anchored in the tradition of storytelling, this keynote will explore the narrative of responsibility within the Indigenous approach to caring for lands and waters.

Les peuples autochtones du Canada sont depuis longtemps les protecteurs de nos terres et de nos eaux. Cette éthique de protection est le fondement de notre relation avec la terre. Nous sommes également dans un processus de réappropriation de nos rôles et responsabilités en tant que nations à part entière, et nous sommes prêts à travailler de concert avec le Canada comme de véritables partenaires ayant une importance significative, afin d'assurer notre prospérité partagée et un avenir durable. Ancrée dans la tradition du conte, cette allocution explorera le thème de la responsabilité dans l'approche autochtone de la protection des terres et des eaux.
