

Cannexus22 Virtual | Virtuel

- A** Around the World (Séances Autour du monde)
- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 2 - Live Workforce Development Spotlight (Développement de la main-d'œuvre en vedette en direct)
- N** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- R** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- M** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)
- D** Block - Bloc 7 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Cannexus Reflection Sessions (Séances concomitantes de réflexion)
- L** Live Keynote Sessions (Allocution d'ouverture en direct)
- P** Live Plenary Session (Séance plénières en direct)
- I** Live Sector Meetups (Rencontres sectorielles en direct)
- O** On-demand Sessions (Séances sur demande)
- H** One-on-One Matchmaking Sessions (Séances de jumelage individuelles)
- S** Sector Leaders Sessions (Séances des leaders sectoriels) **E** Spark! Sessions (Séances Spark!)
- V** Virtual KAIROS Blanket Exercise

JANUARY 24 • MONDAY

11:00 – **Morning Meetups, Virtual Exhibitor Showcase Presentations | Séances matinales, rencontres informelles, aire d'exposition virtuelle**

11:00 – | **Advocating for the Human Social Services Sector (brought to you by First Work, All Are Welcome)**
Speakers: Sophia Koukoulas, Carmine Chen, Carolyn Warkentin, Akosua Alagaratnam
 The social services sector has not had the opportunity to champion advocacy to the extent of the private sector. It is essential for this sector to intentionally convene, identify priorities and gaps, and action out next steps to advance our collective community goals.

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- 11:00 – I **Going to Career Island (brought to you by CEWIL, All Are Welcome)**
 11:45 *Speakers: Charlene Marion, Jennie Nilsson, Krista Steeves, Sean Elliott, Kim Bracken*
 Join the CEWIL team as they take you on a thrilling adventure to the fictitious world of Career Island. As passionate career professionals, you've been tasked to pack five essential career "must-haves" to bring along in setting up the island. Sadly, when you get to the plane, you'll have to work with your new-found career friends to repack the plane.
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- 11:00 – I **What Matters to You? (brought to you by CCPA, All Are Welcome)**
 11:45 *Speakers: Kathy Offet-Gartner, Dawn Schnell*
 Join us for an exciting values auction focused on what we value about our profession. Learn a new way to engage in this exercise, have fun and connect with terrific colleagues!
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- 12:00 – L **Keynote Address | Allocution: Athletics to Activism; Resilience to Reconciliation | De l'athlétisme au militantisme; de la résilience à la réconciliation**
 13:00 *Speakers: Waneek Horn-Miller*
 Waneek Horn-Miller's story didn't begin and end with being the first Mohawk woman to become an Olympic athlete; it started with the struggles her mother faced raising four daughters and instilling in them hope and resilience to navigate their life paths. This resilience allowed her to fight her way back from a near-death experience after being stabbed by a soldier during the Oka Crisis to propel her to be co-captain of the Canadian Olympic Water Polo Team. It would also propel her to become an entrepreneur, an activist, a bridge-builder between Indigenous and non-Indigenous Peoples, and someone who is working on empowering Indigenous women and economic reconciliation.
- "If we want reconciliation, for ourselves and our children, we need to have hard conversations, build common ground, and really listen to each other."
- L'histoire de Waneek Horn-Miller n'a pas commencé et ne s'est pas terminée par le fait d'être la première femme mohawk à devenir une athlète olympique; elle a commencé par les difficultés que sa mère a dû surmonter pour élever ses quatre filles et leur inculquer l'espoir et la résilience nécessaires pour se frayer un chemin dans la vie. Cette résilience lui a permis de se remettre d'une expérience de mort imminente après avoir été poignardée par un soldat pendant la crise d'Oka et de devenir cocapitaine de l'équipe olympique canadienne de water-polo. Elle l'a également poussée à devenir une entrepreneuse et une militante, et à jeter des ponts entre les Autochtones et les non-Autochtones; elle s'efforce en outre de faciliter l'autonomisation des femmes autochtones et la réconciliation économique :
- « si nous voulons la réconciliation, pour nous-mêmes et pour nos enfants, nous devons oser dire des choses difficiles, trouver un terrain d'entente et vraiment être à l'écoute des autres. »
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- 13:00 – **Break, On-demand Poster Sessions Released | Pause, séances de présentation d'affiche sur demande**
 13:15
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- 13:00 – O **(Affiche d'étudiant) (Séance sur demande diffusées) La mobilisation des interventions en art-thérapie au cours du processus de prise de décision en counseling de carrière**
 13:15 *Speakers: Hélène Brisebois*
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- 13:00 – O **(Student Poster) (On-demand session released) A Qualitative Exploration of Distress, Burnout and Self-Care Strategies Among Novice Psychotherapists**
 13:15 *Speakers: Lydie Masengo*
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- 13:00 – O **(Student Poster) (On-demand session released) Deception in Employment Interviews: Tempting, But Is It an Effective Strategy in the First Place?**
 13:15 *Speakers: Jordan Ho*
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13:00 – O **(Student Poster) (On-demand session released) Storying: Concepts for Future Directions in Career Development Research and Practice**
13:15
Speakers: Noah Arney

13:00 – O **(Student Poster) (On-demand session released) Supporting Neurodiverse Workplaces**
13:15
Speakers: Andrea Vincent

13:00 – O **(Student Poster) (On-demand session released) Work Meaning, Social Support and Mental Health in Adults Experiencing Mental Illness**
13:15
Speakers: Kristina Waldmann

13:15 – B **Career Guidance for Adults in Canada: An International Perspective**
14:00
Speakers: Katharine Mullock, Magdalena Burtscher

COVID-19 and ongoing megatrends are having an impact on the Canadian labour market, highlighting the crucial need for effective career guidance for adults to support retraining and career transitions. This presentation will share insights from a forthcoming OECD report on career guidance for adults in Canada. The report analyzes new survey data of service users across countries, including Canada, covering aspects of quality, access, governance and provision. It suggests areas and concrete actions for future improvement based on international best practice.

Learning Outcomes:

- An overview of the career development system in Canada, in international perspective
 - An assessment of the strengths and weaknesses of the career development system in Canada
 - Recommendations to improve the system based on international best practice
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13:15 – B **Les entraves à la mobilisation en counseling de carrière**
14:00
Speakers: Réginald Savard, Pawel Zaniewski

Le counseling de carrière est centré autour de la mobilisation des ressources de la personne à faire face à ses problèmes, grâce à l'établissement d'une relation optimale. Toutefois, plusieurs entraves peuvent contrer cette mobilisation et créer des ruptures relationnelles faisant vivre de l'impuissance, voire de la honte. Alors, comment intervenir en présence d'entraves à la mobilisation en counseling de carrière.

Objectifs d'apprentissage :

- Création et maintien de l'alliance de travail
 - Entraves à la mobilisation
 - Interventions pour favoriser la mobilisation
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13:15 – B **Multi-modal Career Service: Seizing a Transformational Opportunity**
14:00
Speakers: Tannis Goddard

The pandemic practice pivot to virtual delivery has transformed the fabric of career services. The significance of building sustainable career services, fit for purpose and available to all, has never been in sharper focus. This session will examine recently published PhD findings that identify design factors and practice engagement strategies that can inform the continued advancement of multi-modal career services.

Learning Outcomes:

- Apply a multi-modal service delivery model to your practice/services
 - Consider design factors that will strengthen multi-modal service development
 - Explore practice strategies for engagement across multiple delivery modes
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13:15 – B **Navigating Change : A Hope-Action Theory Meta-competency**

14:00 *Speakers: Norm Amundson, Andrea Fruhling, Spencer Niles*

Understanding the client and career practitioner's experience of adapting by drawing on the Hope-Action Theory provides a hope-based approach to navigating change. Join Andrea Fruhling, Dr. Norm Amundson, and Dr. Spencer Niles and learn more about adaptation as a meta-competency in your work with clients, as well as within your own personal and professional development.

Learning Outcomes:

- Understand the Hope-Action Theory in a career development context
 - Consider the Hope-Action Theory competency "Adapting" as a meta-competency
 - Learn practical strategies to identify strengths and support the process of adapting
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13:15 – B **The World Needs You – Choose Your Challenge**

14:00 *Speakers: JP Michel*

For too long, we've encouraged students to prepare for their future by choosing a job title. However, matching students with job titles creates issues in diversity, equity and inclusion. Focusing on job titles limits their perspective to what they already know, instead of broadening their horizons. By helping students find challenges to solve instead, you can help them truly thrive.

Learning Outcomes:

- Explain the DEI benefits of helping students look beyond occupations
 - Learn to "flip the model" of career development
 - Integrate the Challenge Mindset into your career work
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13:15 – B **Using Storytelling to Make Value-Based Career Decisions | Utiliser la narration pour prendre des décisions de carrière axées sur les valeurs**

14:00

Speakers: Iris Cai

Career indecision can be a source of anxiety for students. Values can help students clarify their identity and find a meaningful career. This roundtable shares a qualitative and narrative-based tool that promotes and adds structure to the value discovery process, and invites participants to discuss how values can help students improve self-awareness, confidence, career decision-making and well-being.

Learning Outcomes:

- How values can be discussed in a narrative approach
- How values can support students' career decision-making and job search
- How to use values to help students improve confidence

L'indécision en matière de carrière peut être une source d'anxiété pour les étudiants. L'exploration des valeurs peut aider les étudiants à clarifier leur identité et à trouver une carrière intéressante. Cette table ronde vise à fournir un outil qualitatif et fondé sur la narration qui facilite et permet de mieux encadrer le processus d'exploration des valeurs, en invitant les participants à discuter de la manière dont les valeurs peuvent aider les étudiants à améliorer la conscience de soi, la confiance, la prise de décision de carrière et le bien-être.

Objectifs d'apprentissage :

- Comment on peut discuter des valeurs dans le cadre d'une approche narrative
 - Comment les valeurs peuvent aider les étudiants à prendre des décisions de carrière et à rechercher un emploi
 - Comment utiliser les valeurs pour aider les étudiants à améliorer leur confiance en eux
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13:15 – B **What Now? What Next! Counsellor Education Amid COVID**

14:00 *Speakers: Bill Borgen*

COVID-19 has brought a myriad of unanticipated and unprecedented challenges. Counsellor educators and students, like so many others, have had to pivot, and pivot again! The pandemic has impacted all of us, but not equally or equitably. The session will examine the presenter's experiences through the lens of Bronfenbrenner's Ecological Systems Theory and his own research on career-life transitions.

Learning Outcomes:

- Navigating systems in times of change
- Self-care in response to unpredictable change
- Moving forward in the face of limited personal control

13:15 – S **Survey Says...What 500 Canadian Employers Think About Skills, Diversity & Careers**

14:00 *Speakers: Tony Coulson, John Horn (Moderator), Pedro Barata, Debroy Chan, Leah Nord*

In an effort to understand the evolving state of Career Development in the Canadian Workplace, CERIC commissioned Environics Research Group to survey 500 employers in late 2021. Join us for the release of the findings from our National Business Survey and to hear from a panel of leaders who will parse the results. Learn about 1) recruitment and retention in wake of "The Great Reshuffle" 2) hiring underrepresented groups as part of DEI strategies 3) current skills and talent gaps in the labour market 4) career management in the context of remote and hybrid work, and 5) how employers perceive the services of career development professionals. Select results will be compared with those from our 2013 survey to track changes over the past eight years.

Learning Outcomes:

- Top pain points for Canadian employers now in sourcing, hiring and keeping talent
- How CDPs and the sector can help employers meet their shifting labour challenges
- Ways to advise and prepare your clients and learners for skills that are in-demand

14:00 – **Break | Pause**

14:15

14:15 – K **Corporate Philanthropy's Role in Supporting Equitable Economic Opportunity**

15:15 *Speakers: Marina Nuri, Shannon Rowan, Marieke Vandekolk, Ruba Al-Nazer*

In recent years, companies have moved from charitable giving to more strategic philanthropy, realizing that their philanthropic work can advance social and business outcomes. In particular, funding workforce development can help companies enhance the competitive context they are in and improve their long-term business prospects, while meeting charitable goals. In this session, you'll hear from corporate funders on why they are investing in solutions that advance equitable economic opportunity for all and how it helps their triple bottom line. Panellists will also discuss the types of solutions they are interested in funding, and how they work with their partners to drive impact.

Learning Outcomes:

- Learn why corporate philanthropy is investing in workforce development
 - Hear about the kinds of solutions they are interested in supporting
 - Understand how corporate philanthropy supports their partners to achieve success
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14:15 – K **Employer Engagement for Successful Outcomes | L'engagement des employeurs pour des résultats fructueux**

15:15

Speakers: Denisse Alejo, Andrew Reddin

In response to the pandemic, NPower Canada pivoted its approach to employer engagement, shifting their partnership cultivation efforts toward the industry segments and types of companies that continued to hire digital talent. As a result of these pivots, NPower Canada has continued to achieve its 80% post-program job placement success target, and developed new, more agile employer engagement practices.

Learning Outcomes:

- Employer engagement during a pandemic
- Understanding evolving employer needs
- Refining workforce development programs to support improved employment outcomes

En réponse à la pandémie, NPower Canada a modifié son approche de l'engagement des employeurs, en orientant ses efforts de partenariat vers les segments industriels et les types d'entreprises qui continuent d'embaucher des talents dans le domaine des technologies numériques. Grâce à cette réorientation, NPower Canada a continué à atteindre son objectif de 80 % de réussite en matière de placement après le programme, en plus d'établir de nouvelles pratiques plus souples en matière d'engagement des employeurs.

Objectifs d'apprentissage :

- L'engagement des employeurs durant une pandémie
- Comprendre l'évolution des besoins des employeurs
- Affiner les programmes de développement de la main-d'œuvre afin de favoriser de meilleurs résultats en matière d'emploi

14:15 – K **How Can Educators and Industry Collaborate to Support Digital Transformation?**

15:15

Speakers: Amit Varma, Sangeeta Mehta, Sabrina Sullivan, Matthew Ravlich, Sara Struthers

How do we, as a digital talent ecosystem, prepare to deliver on the best of what a digital world will provide? This question, posed by SADT (SAIT's School for Advanced Digital Technology) Chief Catalyst Jim Gibson is at the heart of what will be required to support the digital economy in the years and decades to come. Our panellists will explore how educators and industry can collaborate through co-creation to ensure the talent, skills and experience is available to support digital transformation.

Learning Outcomes:

- Learn why an ecosystem approach is needed to develop digital talent
- Hear how SADT has partnered with industry to identify talent gaps and co-created programs to address ecosystem needs
- Establish the steps needed to further digital transformation across all industries.

14:15 – K **How Do Workforce Development Practices Reinforce Systemic Anti-Black Racism and What Can We Do About It?**

15:15

Speakers: Liban Abokor, Gladys Ahovi, Ingrid Wilson

What are the shifts in workforce development practices and policies that must take place to ensure we are advancing racial justice and addressing systemic anti-Black racism?

What does this mean to you as a practitioner? How do we build an equitable education system to prepare our Black youth for the Workforce Development field and create a safe environment to positively impact the workforce development experiences of Black communities? How do we develop an understanding of workforce development and the impact on Black Communities?

Learning Objectives:

- We must strengthen equity and inclusion as part of our existing workforce development practices.
- Exploring what accountability and transparency look like in terms of public and private sector workforce development efforts.
- Share approaches and tools to reimagine your Workforce Development services and training with an equity lens, namely addressing anti-Black racism.

14:15 – K **Linking Skills for Success to Career Development**

15:15

Speakers: Sareena Hopkins, Cindy Messaros, Boris Palameta, Andrea Horton, Riz Ibrahim, Tamara Jorgic

This panel of professionals and experts will:

- Provide an overview of the Skills for Success model and research framework
- Explore how essential skills and Skills for Success play an integral role in career development and CDP practice
- Outline the value of the Guided Pathways project by highlighting the accreditation features and the data collected to date

Learning Outcomes:

- Identify background of Skills for Success renewal framework/skills model
 - Discuss connection between Skills for Success framework/career development services
 - Recognize value of Guided Pathways by highlighting course data/accreditation features
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14:15 – K **What Good Workforce Development Looks Like in Indigenous Communities**

15:15 *Speakers: Kelly Lendsay, John DeGiacomo, Patricia Baxter*

Workforce development programs done well have the potential to advance the Truth and Reconciliation Commission of Canada's Call to Action #7: "to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians." Moreover, as the fastest-growing and youngest population in Canada, Indigenous Peoples and their participation in the workforce can have a major impact on the country's economy, including addressing labour shortages. This session will focus on what workforce development means to Indigenous communities, with particular attention to the cultural and social lens. It will highlight examples of successful programs as well as lessons learned.

Learning Outcomes:

- Beyond vocational training and/or job placement, what are the policies and strategies to enable the short- and long-term development of the Indigenous workforce
- Best practices for building partnerships among Indigenous communities and employers, service providers, governments and other funders in design/delivery of workforce development programs
- Addressing the biggest current barriers to the workforce participation of Indigenous peoples – skills and experience gaps, and historic and systemic discrimination

15:15 – **Break, Hallway Meetings | Pause, rencontres informelles**
15:45

15:15 – H **One-on-One Matchmaking Sessions | Séances de jumelage individuelles**
15:45

15:45 – O **(On -demand recorded released) EQ Development: A Critical Career Development Strategy**

16:30 *Speakers: Jesse Grimaldi, Colleen Egli*

Emotional intelligence (EQ) predicts salary outcomes, performance, promotion and even health outcomes. Learning how to develop EQ is paramount to career development, and yet there are still so many questions surrounding this topic. Learn how EQ is defined across disciplines and research, how it connects to employment success and why it is so important for the future of work.

Learning Outcomes:

- Learn how EQ is defined across disciplines and research
- Understand how EQ links to employment success in the workplace
- Understand how EQ development is a critical career development strategy

15:45 – O **(On-demand session released) Act Up: Nudging Career Practitioners Toward 'Good Trouble'**

16:30 *Speakers: Lisa Higashi, Micheal J. Stebleton*

The foundation of career development built itself on social justice principles and practices. As career educators, we need to embed these practices into our work to more equitably include and support marginalized individuals. John Lewis proclaimed, "It is time to get into good, necessary trouble." This interactive workshop will focus on exploring historical roots and strategies to promote social justice.

Learning Outcomes:

- Gain strategies to incorporate social justice practices into current work
 - Better understand the historical roots of the career development profession
 - Generate concrete ideas around supporting and advocating for marginalized groups
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15:45 – O **(On-demand session released) Addressing the Skills Awareness Gap Through On-campus Employment**
16:30

Speakers: Jennifer Browne, Lisa Russell

Employers indicate many new graduates lack career readiness to enter the workforce due to a skills gap. It is more likely a skills awareness gap, with graduates unaware/unable to articulate the skills gained from various experiences. With funding from RBC Future Launch, Memorial University redesigned on-campus employment to increase skills awareness. Presenters will share changes and findings from the pilot.

Learning Outcomes:

- Participants will examine on-campus employment as a high-impact practice
- Participants will identify actions to increase students' skills awareness
- Participants will examine data related to the skills debate

15:45 – O **(On-demand session released) Beyond Hybrid: Pathway to Your Blended Workforce**
16:30

Speakers: Tim Ragan

Significant increases in performance, agility and adaptability are possible with the thoughtful design of a blended workforce – a combination of F/T employees with independent contractors. Doing this effectively requires the organization to have a clear understanding of work flows and value contributors to business outcomes, which creates the foundation for a highly adaptive and more cost-effective workforce.

Learning Outcomes:

- New approach to workforce planning
- Better leveraging available (global) talent
- Strategies for "rent" vs. "own" workforce options

15:45 – O **(On-demand session released) Career Adaptation and Meaningfulness in Later Life**
16:30

Speakers: Jennifer Luke

The workforce has become a constantly changing environment where people of all ages seek meaning from both their life and career roles, in order to connect themselves into meaningful paths built upon personal values and a sense of purpose. How can older workers navigate career transitions and successfully adapt to challenges they may encounter during their search for meaningful work?

Learning Outcomes:

- Promoting policy and professional practice conversations
- Meaningful work provides experience, social connection and mental well-being
- The advantages of hiring experienced older workers

15:45 – O **(On-demand session released) Emotional Intelligence and Work-integrated Learning Success**
16:30

Speakers: Lindsay Wood, Khairunnisa Ali

Emotional intelligence is a vital skill in preparing students for the 21st-century workforce, yet it is not typically found in formal post-secondary curriculum. In this session, you will learn about a project which trained 75 educators and developed a Community of Practice to explore shared scholarship and innovation in integrating emotional intelligence into work-integrated learning programming and academia.

Learning Outcomes:

- Understand the connection between EI and WIL success
- Identify an idea to implement EI into your practice
- Learn about the project's scope and Community of Practice

15:45 – O **(On-demand session released) Entrepreneurial Thinking: A Key Component of Career Development**
16:30

Speakers: Emily Wyatt, Dr. Ghada Nafie

Focusing on integrating entrepreneurial thinking into engineering education, the Schulich School of Engineering will share their experiences creating a non-credit certificate program in technical entrepreneurship. Engaging 1,100 students in its pilot year, participants will learn how entrepreneurship is a key career development skill and how it can enhance the employability of your students through innovation, creativity and project management.

Learning Outcomes:

- How to integrate entrepreneurship into career development
- Entrepreneurial thinking and the value to future employers
- Increased understanding of best practices in entrepreneurial thinking

15:45 – O **(On-demand session released) Fearless Career Development in Rural K-12 Education!**
16:30

Speakers: Lettie Croskery

As a small team of career practitioners in rural southern Alberta, it is important to be innovative and fearless – creating simple, practical ways for students, parents and the local community to work cohesively in order for K-12 students to explore future career options and gain enthusiasm to "finish strong" in high school and beyond!

Learning Outcomes:

- Learn simple, practical ways to build community and career development
- Identify plans and strategies for future events in K-12
- Gain renewed enthusiasm for your practice through sharing experiences

15:45 – O **(On-demand session released) Industry Insight & Career Exploration**
16:30

Speakers: Rhonda Taylor, Allison Kirkland

Industry can play a vital role in career programming for youth. A connection to industry as part of the high school journey can help students answer the question, "So what?" In collaboration with community-based organizations or schools, industry leaders can share their insight into the future of work and what it will take to achieve success.

Learning Outcomes:

- A demonstration of how Career Trek engages with industry
- Examples of successful engagement between industry and Career Trek
- Insight into the benefits experienced or expressed by youth

15:45 – O **(On-demand session released) Intelligent Careers in Theory and Practice**
16:30

Speakers: Michael Arthur, Violetta Walker

The presentation will cover the emergence of intelligent career theory and practice in four chapters, beginning with the first article on the topic in 1995 and ending with new research and application opportunities for 2022 and beyond.

Learning Outcomes:

- An in-depth appreciation of the intelligent careers approach
- Awareness of the contrasts across related career development approaches
- Opportunities for using "intelligent careers" in your own practice

15:45 – O **(On-demand session released) Material Handling 4.0: Building Pathways to Employment**

16:30 *Speakers: Rida Masood, Natalie Shearer, Pam Ingleton*

There is a need to redefine skills requirements to address gaps in the material handling sector and remove barriers for underrepresented communities. The Material Handling 4.0 project leverages Mohawk College's City School initiative to deliver customized industry-driven education and training. MH4.0 is evaluating efficacy of innovative education and assessment strategies. The project has been scaled to three other colleges across Canada.

Learning Outcomes:

- Examine student success throughout the student lifecycle, from various perspectives
- Investigate evidence-based resources, strategies and supports to promote student success
- Foster collaboration to promote student success

15:45 – O **(On-demand session released) Me a Researcher? The Case for Practitioner Research**

16:30 *Speakers: Penny Freno, Tony Botelho, Imants Jaunarajs*

Career educators from Canada and the US will share their experiences with measuring student learning and how this has led them to practitioner research. They will demystify practitioner research, differentiate it from other forms of evaluation, provide simple tips on how to get started and highlight how the skills we all have as practitioners transfer to the research world.

Learning Outcomes:

- Identify at least three benefits of practitioner research
- Describe practitioner research skills that align with career practitioner skills
- Implement at least one action step toward a research project

15:45 – O **(On-demand session released) Minds@Work: Group Counselling for Job Tenure with Clients with Mental Illness**

16:30

Speakers: Geneviève Sauvé

Many individuals living with severe mental illness have difficulty remaining in employment. Recent meta-analyses demonstrate that existing supported employment programs benefit from being augmented with interventions addressing related factors (e.g. cognitive impairments). We present the results of a pilot study that tested the preliminary efficacy of a new integrative group counselling intervention for job tenure, named "Minds@Work."

Learning Outcomes:

- Identify predictors of job tenure in severe mental illness
- Identify predictors of job tenure in severe mental illness
- Explore how to integrate these strategies into your practice

15:45 – O **(On-demand session released) MUTE!: The Art of Online Facilitation**

16:30

Speakers: Lidia Siino

The world of online facilitation is more prevalent than ever. With the progressive return to work and hybrid working models in place, being online is now a choice for jobseekers. This session will provide you with key strategies to make sure your online experience is informative, educational and fun!

Learning Outcomes:

- Understand that their role as a facilitator is the group's compass
- Improve skills as an online facilitator
- Apply best practices and skills to their own online facilitation

15:45 – O **(On-demand session released) Rethinking the Aims of Career Development Policy**

16:30 *Speakers: Pete Robertson*

In the 21st century, some excellent research has been done to describe what governments are trying to achieve when they support career services. This has led to an international consensus as to the aims of public policy for career development. A framework will be presented to suggest that the potential social contribution of career development is wider than governments realize.

Learning Outcomes:

- Awareness of internationally accepted policy aims for career development
- Awareness of the United Nations Sustainable Development Goals
- Recognizing the potential for a new policy aims framework

15:45 – O **(On-demand session released) Shaping Careers, Changing the World: Elevating Your Impact**

16:30 *Speakers: Jill Eddy*

COVID, a climate crisis and calls for racial justice: the need for systems change is clear. Career professionals have a pivotal role to play. But how do we DO this? Social innovation provides proven approaches to leverage. Try out three tools and learn through case studies how they support social justice work and help individuals find purpose and impact.

Learning Outcomes:

- Explore how social innovation opens new possibilities for our field
- Practice tools to build students' or clients' capacity as changemakers
- Identify a path forward in your work driving positive change

15:45 – O **(On-demand session released) Transferable Skills and International Students at Graduate Level**

16:30 *Speakers: Magdalena Mot*

Hundreds of international students are accepted by graduate programs at various Canadian universities each semester. They bring a breadth of overseas experience and apply it to their studies. When transitioning into the labour market, this group faces several systemic barriers. This presentation will review existing roadblocks and propose avenues for change that are specific to the career transitions of this group.

Learning Outcomes:

- Discover systemic barriers encountered by international students
- Review proposed avenues for change for this specific group
- Support international students to transition into their specific industry

15:45 – O **(On-demand session released) Transitioning from Essential Skills to Skills for Success**

16:30 *Speakers: Kara Finney, Gita Zareikar, Kyle Downie, Annette Vermaeten*

Skills for Success is an initiative announced in the federal 2021 budget to help create foundational and transferable skills training opportunities for Canadians. This initiative will help Canadians meet on-the-job skills demands in the current and future labour market. This represents the largest historical investment (\$298 million over three years) by the federal government in foundational and transferable skills training.

Learning Outcomes:

- Exploring how Skills for Success responds to employers' skills needs
- How to efficiently reach and upskill under-represented groups
- Examining the requirements for becoming a Skills for Success practitioner

15:45 – O **(On-demand session released) Working Together to Support Youth Work Abroad Experiences**
16:30 *Speakers: Daniel Pang, Maggie Darling, Mikaela Vandell*

Though there are travel restrictions, Canadian youth are thinking about work-integrated learning abroad. International Experience Canada allows youth to obtain a work permit to work and travel for up to two years. Hear from IEC youth ambassadors about how IEC supports the outbound mobility of Canadian youth. Together, we can help youth work and travel when the time is right!

Learning Outcomes:

- Understanding of the youth mobility arrangements available through IEC
- Youth mobility partnerships and how they can be leveraged
- Opportunities to work together so youth are aware of IEC

15:45 – O **(On-demand session released) Workplace Belonging and Inclusion – and Why It Matters**
16:30 *Speakers: Cara Wallace*

As we prepare to return to the office or a hybrid form of remote work, the task ahead includes navigating a post-COVID reality shaped by disparities, trauma and injustice. This presentation explains how fostering an environment of belonging and inclusion humanizes workplace interactions and creates fundamental shifts within workplace cultures and how we derive value from the work we do.

Learning Outcomes:

- Explore how the pandemic changed our relationship to work/the workplace
- Develop inclusive HR strategies that recognize employees' full capabilities
- How to implement belonging and inclusion to transform workplace culture

15:45 – O **(On-demand session released) Youth Works: Employment Outcomes for Youth from Care**
16:30 *Speakers: Wendy Chan, Elizabeth Mueller*

Children's Aid Foundation of Canada's Youth Works program is a national employment program that helps youth in, and from, care in their employment journey. This presentation will explore how barriers and enabling factors have impacted the success of the program and led to the scaling of the program. Come to learn more about the employment journey of youth from care.

Learning Outcomes:

- Exploration into barriers youth from care face to employment
- Enabling factors that support youth employment programming
- Lessons learned in scaling a national youth employment program

15:45 – O **(Séance sur demande diffusées) Défis et enjeux de la télépratique groupale**
16:30 *Speakers: Patricia Dionne, Florence Desrochers*

Depuis le début de la pandémie, les interventions virtuelles font partie du quotidien d'une majorité de personnes professionnelles en développement de carrière (PDC). Mais qu'en est-il du counseling groupal à distance? Cet atelier présentera les conclusions d'une recherche exploratoire qui s'est intéressée à l'expérience de plus de 200 PDC œuvrant dans des organismes en employabilité au Québec.

Objectifs d'apprentissage :

- Présenter les conclusions de la recherche sur la télépratique groupale
- Discuter des défis et éléments facilitateurs entourant cette modalité d'intervention
- Réfléchir sur l'avenir postpandémique de la télépratique en groupe

15:45 – O **(Séance sur demande diffusées) L'orientation en milieu sportif**

16:30 *Speakers: Élyse Joubert*

Présentation des différents enjeux en terme de développement de carrière et d'orientation chez les athlètes de haut niveau. Discussion sur la retraite du monde de la compétition et de la transition d'après-carrière sportive. Présentation d'outils pour intervenir auprès de cette clientèle ("high achievers").

Objectifs d'apprentissage :

- Les enjeux dans le monde sportif
- Les difficultés rencontrées durant la transition d'après-carrière sportive
- Les outils pour mieux intervenir auprès des athlètes

16:30 – **Break | Pause**

16:45

16:45 – N **Cultivating Habits for Our Life/Career Journeys**

17:30 *Speakers: Gray Poehnell*

Career is more than a number of isolated activities or episodes addressed when necessary. Our life-long journey is to a large extent the sum of our habits, good or bad. How can we present career in a way that encourages the cultivating of conscious habits that are key to sustaining positive change and growth on our life/career journeys?

Learning Outcomes:

- Understanding the impact of habits in our life/career journey
- Setting forth the steps to cultivating conscious habits
- Leveraging habits into our career development tools and processes

16:45 – N **Deciding About Disclosure**

17:30 *Speakers: Annette Borrows*

Deciding about disclosing a disability to a potential employer is very complex and nuanced. You want to be honest and open, but there's the constant worry about what might happen. In this session, we will talk about the law and the pros and cons of disclosing and that timing is everything.

Learning Outcomes:

- Legal considerations of disclosing a disability
- Supporting individuals with choice in disclosing
- Recognizing the pros and cons in disclosing disability to employers

16:45 – N **Measuring the Mental Health Outcomes of Career Development**

17:30 *Speakers: Michael Huston, Dave Redekopp*

When we hear the words "mental health," most of us think of mental illness. Professionals, researchers and theoreticians share this confusion and research literature abounds with different conceptualizations and definitions of mental health. This session explores current definitions and evidence to clarify what mental health is. A measure is introduced along with evidence and feedback from Canadian career development practitioners.

Learning Outcomes:

- Current definitions of mental health and mental illness
 - Common elements of contemporary definitions of mental health
 - An evidence-based framework for developing a current measure
-

16:45 – N **NCDA's Harris Poll: Perceptions of Working America**

17:30 *Speakers: Sharon Givens*

The National Career Development Association (NCDA) commissioned Harris Poll to conduct a survey on Perceptions of Working America. The 2021 National Survey of Working America poll results have shown that career practitioners are vital in developing the US workforce, especially during the COVID recovery. Learn how data from the US may be used in the Canadian context.

Learning Outcomes:

- Understand the status of US perceptions of career services
 - Learn how this data is useful for advocacy work
 - Learn how to communicate the importance of career services
-

16:45 – N **Smoke and Mirrors: The Illusion of the Employment Services Sector**

17:30 *Speakers: Sarah Delicate, Angela Hoyt*

This presentation reveals the systemic flaws in government policy and service delivery for jobseekers with employment barriers, while proposing solutions to address them. It is cheeky and funny, while communicating the brutal and serious issues that need to be addressed, globally.

Learning Outcomes:

- Understanding the dark side of performance measurement and management
 - Reflection on effective career development practice
 - Solutions to solving the broader issues in policy and practice
-

16:45 – N **Staying Employable in an Era of Disruption**

17:30 *Speakers: Saul Carliner*

These days, finding a job is only part of the challenge. In an economic environment characterized by great speed, incessant change and much uncertainty, the real challenge is keeping jobs and remaining employable. This session explores some of the underlying societal issues affecting long-term employability and suggests strategies to assure that workers continue to offer the skills their employers need.

Learning Outcomes:

- Describe the shift from ladders to frameworks for conceptualizing careers
 - Explain how formal learning and informal developmental support employability
 - Describe a development model with learning, networking and side hustles
-

16:45 – S **After the Bell – Learning Outside the Classroom | Après la cloche – apprendre en dehors de la salle de classe**
17:30

Speakers: Léandre Nawej, Lois Phillip, Rebecca Harrison, Liz Robins, Annette Morgan

The Rideau Hall Foundation's Catapult Canada team alongside youth serving organizations Northern Youth Abroad (Northern Compass), Unity Charity and Dze L K'ant Friendship Centre will lead a discussion on learning supports that exist outside the classroom and their innovative approaches to supporting youth in their respective communities.

Learning Outcomes:

- Greater understanding of the challenges that exist in the education system
- Greater appreciation of the unique supports delivered to youth in rural and urban settings
- Confidence in adapting solutions that have emerged from the work of youth-serving organizations

L'équipe de Catapulte Canada, un programme de la Fondation Rideau Hall, ainsi que les organismes de service à la jeunesse Northern Youth Abroad (Northern Compass), Unity Charity et Dze L K'ant Friendship Centre, animeront une discussion sur les soutiens à l'apprentissage qui existent en dehors de la salle de classe et sur leurs approches novatrices pour soutenir les jeunes au sein de leurs communautés respectives.

Objectifs d'apprentissage :

- Meilleure compréhension des défis qui existent dans le système éducatif
- Meilleure appréciation des soutiens uniques apportés aux jeunes en milieu rural et urbain
- Confiance dans l'adaptation des solutions issues du travail des organisations au service de la jeunesse

17:30 – A **Enhanced Support for School Leavers in Australia | Soutien renforcé pour les jeunes quittant l'école en Australie**
18:15

Speakers: Robbie Beale, Katrina Unger

With the goal of helping young Australians understand education, training and work pathways, the Australian Government's Enhanced Support for School Leavers Measure provides tailored careers information and free phone career guidance sessions. Join us to explore how the National Careers Institute has harnessed the positive disruption of COVID-19 to have greater influence and create enhanced support for young Australians.

Learning Outcomes:

- Develop awareness around online career service delivery models
- Increase understanding of international career programs
- Understand results of in-practice pandemic recovery career programs

Dans le but d'aider les jeunes Australiens à comprendre les parcours liés aux études, à la formation et au travail, la mesure de soutien renforcé pour les jeunes quittant l'école du gouvernement australien fournit de l'information sur les carrières et des séances d'orientation professionnelle gratuites par téléphone. Joignez-vous à nous pour découvrir comment le National Careers Institute a tiré parti des perturbations positives de la COVID-19 pour avoir une plus grande influence et offrir un meilleur soutien aux jeunes Australiens.

Objectifs d'apprentissage :

- Accroître la sensibilisation aux modèles de prestation de services d'orientation professionnelle en ligne
- Améliorer la compréhension des programmes de développement professionnel internationaux
- Comprendre les résultats des programmes de développement professionnel mis en œuvre dans la pratique dans le contexte de la reprise après la pandémie

- A** Around the World (Séances Autour du monde)
- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 2 - Live Workforce Development Spotlight (Développement de la main-d'œuvre en vedette en direct)
- N** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- R** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- M** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)
- D** Block - Bloc 7 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Cannexus Reflection Sessions (Séances concomitantes de réflexion)
- L** Live Keynote Sessions (Allocution d'ouverture en direct)
- P** Live Plenary Session (Séance plénières en direct)
- I** Live Sector Meetups (Rencontres sectorielles en direct)
- O** On-demand Sessions (Séances sur demande)
- H** One-on-One Matchmaking Sessions (Séances de jumelage individuelles)
- S** Sector Leaders Sessions (Séances des leaders sectoriels) **E** Spark! Sessions (Séances Spark!)
- V** Virtual KAIROS Blanket Exercise

JANUARY 25 • TUESDAY

10:00 – **O (On-demand session released) An Intersectional Path to Inclusive Employment for Women**

10:45 *Speakers: Michelle Emson, Annette Vermaeten, Miia Suokonautio, Carol Moen*

Women continue to face barriers to employment. The pandemic highlighted and exacerbated these challenges. An inclusive recovery for women requires understanding how intersecting factors combine to benefit some, and leave others behind when integrating into the labour market. By applying an intersectional lens, we can better understand and address the unique barriers diverse women face in employment.

Learning Outcomes:

- Learn about systemic barriers women face in accessing the workforce
 - The disproportionate impact the pandemic had on women in employment
 - Intersectional lens provides insights to support women in gaining employment
-

- 10:00 – O **(On-demand session released) Career Competencies We Share: Building for the Future**
 10:45 *Speakers: Rebecca McCarthy, Rebecca Hudson-Breen, Sareena Hopkins, Kris Magnusson*
 The Pan-Canadian Career Development Professional Competency Framework provides the structure and foundation for training, advocacy, ethics and certification in the career development sector. The framework's nimbleness is its strength, as is its capacity in application to facilitate career growth. Learn how your use and application of the Competency Framework will build training programs, enhance job descriptions and advance the field.

Learning Outcomes:

- The development and application of the new CDP Framework
- The Framework's application for CDPs, education and career counselling
- The future of career competencies in Canada

-
- 10:00 – O **(On-demand session released) Career Development and Mental Health Culture in Organizations**
 10:45 *Speakers: Michael Huston, Dave Redekopp*
 Intentionally linking career development and mental health has far-reaching impact for organizational and institutional stakeholders. This session introduces and explores the capacity-building effect of targeted organizational interventions and the broader, long-term benefits to the organization and internal stakeholders, as well as potential benefits for families, communities and populations. School, post-secondary and organizational examples are provided with conceptual models.

Learning Outcomes:

- Capacity-building perspective of career development as mental health support
- A conceptual model of organizational/institutional intervention, current examples and evidence
- A conceptual model of organizational/institutional intervention, current examples and evidence

-
- 10:00 – O **(On-demand session released) Career Options and Aspirations: A K-12 Education Approach**
 10:45 *Speakers: Rick Kienlein, Allisson Badger, Robert Wielgoz*
 Creating opportunities for students to explore career options and build their aspirations is approached in a multitude of frameworks at School District No. 73. Students have numerous career exploration opportunities with community partnerships that can lead to dual credit career programs and early entrance into post-secondary. Students also partake in a robust implementation of career education through the K-12 system.

Learning Outcomes:

- Appreciate the strength of community partnership in supporting student experiences
- Identify frameworks for the creation and implementation of career education
- Analyze the impact of earlier experiences with post-secondary choices

10:00 – O **(On-demand session released) Change Your Organization with Your SEL Skills**

10:45 *Speakers: JP Michel, Andrew Culberson*

You are creating change in your organization and you want to increase your impact. Come discover how social and emotional learning (SEL) skills can help career practitioners catalyze change. Through case studies and interactive activities, participants will learn to leverage their strengths and skills to build a plan for action.

Learning Outcomes:

- Enhance your skills as an change agent in your organization
 - How to create a sense of urgency for change
 - How to leverage an inclusive and equitable roadmap for change
-

10:00 – O **(On-demand session released) Children's Play as Early Career Development**

10:45 *Speakers: Heather Nesbitt*

This session will present findings from a pilot study exploring play and career development in the early years. Preliminary findings indicate strong alignment between how play manifests within Canadian early years frameworks and prominent career development principles. Findings contribute to a developing understanding of how play underpins and supports early career development within kindergarten and early learning environments.

Learning Outcomes:

- Define play and examine its role within children's lives
 - Explore how early years curricula support children's learning and development
 - Demonstrate alignment between early years curricula and career development principles
-

10:00 – O **(On-demand session released) Coach/Counsellor/Advisor/Mentor/Specialist/Facilitator? What the Heck Are We Anyway?**

10:45

Speakers: Herky Cutler

In this interactive session, Herky explains the differences between these terms, and focuses on why he thinks "coaching" is what we ought to be doing. What is a coach? How does a coach interact with a client in the best way? What kinds of questions does a coach ask? What is a coach responsible for in the client/practitioner relationship?

Learning Outcomes:

- To have a clearer understanding of these terms
 - To learn effective coaching skills
 - To identify areas to improve on as a coach
-

10:00 – O **(On-demand session released) Diversity & Inclusion in the Workplace**

10:45

Speakers: Narine Dat Sookram

The session will focus on the benefits of having a diverse set of employees in terms of age, sex, race and colour, and how employers can benefit and have been losing out from great opportunities. Many employers have been working in a blind spot and pretend to be inclusive and but are really not. So, it's an opportunity for change.

Learning Outcomes:

- Will understand what diversity and inclusion really means
 - Will understand the benefits of diversity and inclusion
 - Help participants find their BLIND spot
-

10:00 – O **(On-demand session released) Engaging Employers in Workforce Solutions that Enhance Equity and Access in the Workplace**

10:45

Speakers: Danielle Olsen, Meg Saxby

In this session, Danielle Olsen and Meg Saxby of Purpose Co will share innovative approaches to employer engagement that can increase access to employment, skill development and mobility and improve employment retention. This session will include discussion of best practices and practical applications in working with employers to enhance their practices and develop solutions to attraction/recruitment, reskilling and employee retention.

Learning Outcomes:

- Be able to describe specific characteristics of effective employer partnerships that improve access, equity, skill development and retention
- Be able to describe specific tactics and strategies to engage employers to improve access, equity, skill development and retention
- Understanding of specific case study examples of how workforce partnerships and solutions can improve employer practices and increase access, equity and retention

10:00 – O **(On-demand session released) How Can Local Data Help Me?**

10:45

Speakers: Laura Greaves

Local labour market information is critical to understanding what jobs are available and what skills are necessary.

Learning Outcomes:

- How to access labour market information
- How it can be helpful in job search
- How it can be helpful in career planning

10:00 – O **(On-demand session released) Immediate Impacts of Employment Services for Newcomer Women**

10:45

Speakers: Kim Lehrer, Susanna Gurr

Visible minority newcomer women often face significant barriers to finding and keeping good jobs. The Career Pathways for Visible Minority Newcomer Women pilot is an IRCC-funded project that aims to help visible minority newcomer women in their integration in the Canadian labour market. We evaluate the short-term impacts of four models that have been implemented by eight service-provider organizations.

Learning Outcomes:

- Employment-related impacts of specialized programming for racialized newcomer women
- Differential employment-related impacts for women with diverse characteristics
- Use of photovoice by racialized newcomer women

10:00 – O **(On-demand session released) Implications of a Performance-based Employment Service Model**
10:45

Speakers: Anushka Shahjahan, Akosua Alagaratnam, Valerie Meaney

Ontario is undertaking an employment services transformation, moving oversight and funding of Employment Ontario from the Ministry to Service System Managers (SSMs). This presentation will provide an overview of transformation, including impacts of pandemic and BC transformation insights, the various SSM approaches to incentive-based funding and best practices for agency preparation into this new landscape.

Learning Outcomes:

- Lessons learned through Employment Ontario transformation transition
- Insights into the various SSM approaches and BC transition
- Best practices for agency preparation for future transformation

10:00 – O **(On-demand session released) Investigating the Effects of Disability Disclosure at Work**
10:45

Speakers: Roxy Merland

Individuals with invisible disabilities choose how to share disability-related information at work, yet have limited evidence-based resources to inform this decision. In this presentation, I describe my research on workplace disability disclosure including: disclosure strategies used, development and validation of a measure that assesses the extent to which strategies are used, and links between strategy use and individual/workplace outcomes.

Learning Outcomes:

- Learn disclosure strategies used by those with disabilities at work
- Explore the individual and workplace effects of disclosure strategies
- Discover the effectiveness of various disclosure behaviours at work

10:00 – O **(On-demand session released) Mature Workers and the New World of Work**
10:45

Speakers: Crystal Dolliver, Jacqueline Smith-Jordan

How do mature workers find their place in a changed world? This presentation focuses on identifying the effects of the current workplace disruption on mature workers and how career practitioners can support individuals to reimagine purpose and position themselves. Discover what mature workers can do to prepare and remain competitive in the new world of work.

Learning Outcomes:

- Identify unique challenges and opportunities in current labour market
- Strategies to use to find meaningful work, including rebranding
- Strategies for mature workers, career practitioners and employers

10:00 – O **(On-demand session released) Meeting Youth Where They Are: Differentiated Learning Pathways**
10:45

Speakers: Janelle Hinds, Lindsay Richardson, Sarah Pereira, Analisa Smit

Youth can be found at various stages of the learning process throughout their educational journey. Holistically, differentiated instruction and experiences can help ensure all students thrive by accounting for each student's individual comprehension, meeting all students where they are without isolating them. Various methods for early career exploration can also be pivotal in helping youth learn in a practical manner.

Learning Outcomes:

- Develop shared understanding of importance of differentiated teaching and learning
- Identify benefits and challenges of implementing differentiated instruction for youth
- Establish strategies in which differentiated experiences for learning could occur

10:00 – O **(On-demand session released) Micro-credentials and Digital Badges: Making Skills Visible**

10:45 *Speakers: Don Presant*

The rate of change in how people learn and work is accelerating in our technology-driven economy. Micro-credentials and digital badges are starting to fill the gaps in a landscape that spans formal and informal, lifewide learning. This workshop will map the territory for micro-credentials today and provide a roadmap for tomorrow, using authentic examples from across Canada and the globe.

Learning Outcomes:

- List the benefits of competency-based approaches to workforce development
- Describe the skills needed for success in 21st-century careers
- Explain how micro-credentials make skills more portable and learner-centred

10:00 – O **(On-demand session released) Mortifying Myths and Surprisingly Refreshing Truths About Work**

10:45 *Speakers: Sarah-Jane VandenBerg*

Obsolete ideas about work are still perpetuated by Western institutions, society, news and culture. Sometimes, we aren't even conscious of these ideas that no longer propel us towards success. Come and explore the top 10 most mortifying myths and surprisingly refreshing truths about work in the 21st century.

Learning Outcomes:

- 10 mortifying myths about work
- 10 surprisingly refreshing truths about work
- How to have fun at work

10:00 – O **(On-demand session released) Successful Career Decision-Making in a Digital Economy**

10:45 *Speakers: Deepak Mathew, Esther Nordin, Victor Lee*

The rapidly changing job market and unbalanced shift toward digital technologies, intensified by the COVID-19 pandemic, continues to impact young people's career decision-making. This presentation will highlight the outcome of an ongoing qualitative study funded by SSHRC. The results reflect factors that are helping and hindering young people's vocational choices within a labour market influenced by increasing digitization.

Learning Outcomes:

- Increase awareness of the impact of digitization on career decision-making
- Understand shifts in career decision-making in light of COVID-19
- Identify strategies leading to career success for young people

10:00 – O **(On-demand session released) Talking to Career Experts: Articulating Career Terms**

10:45 *Speakers: Hoda Kilani*

How can a career practitioner help me? I spent the past 12 months researching and interviewing career practitioners across the globe, gaining insight on over 300 years of combined expertise. I spent hours analyzing every word they said and narrowed their responses to the top 10 methods we use to help our clients. Join me to uncover the foundations of career work!

Learning Outcomes:

- Primary exploratory research results on available career services
 - Top 10 career terms used by career practitioners
 - Hands-on and practical trends in career approaches
-

10:00 – O **(On-demand session released) The Importance of Sharing Career Pivots**

10:45 *Speakers: Jonathan Collaton*

On the Career Crossroads podcast, I explore the career paths of individuals who have taken an unexpected path to their present careers. In this session, I will share the lessons I've learned from these career stories and talk about the value of sharing these lessons with those obtaining post-secondary education.

Learning Outcomes:

- An understanding of why people change careers
- The value of sharing the stories of career pivots
- The role of storytelling in career paths

10:00 – O **(On-demand session released) The Way Forward: Career Opportunities of the Future**

10:45 *Speakers: Ann Nakaska*

This in-depth session explores how practitioners can help clients of all ages align themselves with the exciting new innovations taking place in a wide variety of industries. We will explore technological and non-technological innovations relating to the fourth industrial revolution, aerospace, agriculture, energy and health sciences. We will explore career opportunities for highly barriered and non-technical people.

Learning Outcomes:

- Explore how innovation is creating many new career opportunities
- Identify what clients need to know beyond basic LMI
- Strengthen career skills to leverage opportunities created by innovation

10:00 – O **(On-demand session released) Understanding Hope and Hopelessness: Theory, Assessments and Interventions**

10:45 *Speakers: Anthony Scioli, Raza Abbas*

In this presentation, we introduce an integrative model of hope that incorporates humanity's four great needs: attachment, survival, mastery and spirituality. We also describe multiple assessment tools for hope and hopelessness and a hope-building intervention for youth.

Learning Outcomes:

- Learn about an integrative model of hope
- Learn how to assess hope and hopelessness
- Learn about a workshop to build hopefulness in youth

10:00 – O **(On-demand session released) Unlocking Canadian Career Paths for Internationally Trained Professionals**

10:45 *Speakers: Ayesha Bhikha, Tania Amaral*

The Foreign Credential Recognition Loans Programs at Achēv, funded by Employment and Social Development Canada, facilitates a financial loan up to \$15,000 and career counselling to 2,600 Internationally Trained Professionals (ITPs) in Ontario, Alberta and Saskatchewan. We support these professionals to successfully navigate the foreign credential recognition process and integrate into the Canadian workforce via their intended or alternate professions.

Learning Outcomes:

- Collective benefits of micro-lending for ITPs and the Canadian economy
 - Winning strategies on navigating the challenges of foreign credential recognition
 - Enhanced knowledge on navigating the Canadian financial landscape
-

10:00 – O **(On-demand session released) Work Abroad Experiences in a Post-pandemic World**

10:45 *Speakers: Melanie Gratton, Monique Comeau*

The pandemic has had a significant impact on our ability to travel and work abroad. The impacts on youth travel are likely to be felt long after travel restrictions are lifted. This has kept young Canadians from gaining valuable immersive intercultural experiences. Join International Experience Canada for a virtual workshop on overcoming the barriers to youth work abroad experiences post-COVID.

Learning Outcomes:

- Understanding of the youth mobility arrangements available through IEC
 - Identification of the post-COVID-19 barriers to youth mobility
 - Opportunities to restore youth confidence in travel abroad post-COVID
-

10:00 – O **(Séance sur demande diffusées) Enjeux et stratégies d'advocacie chez des conseillers d'orientation du Québec**

10:45

Speakers: Eddy Supeno, Patricia Dionne, Simon Viviers, Julie Chabot

Cette présentation exposera les résultats d'une recherche menée avec l'Ordre des conseillers et conseillères d'orientation (c.o.) du Québec, sur les manières dont des c.o., sans formation formelle en advocacie ou de balises sur la justice sociale dans leur code de déontologie, arrivent à identifier et à remédier aux obstacles structurelles ou culturelles qui nuisent aux populations desservies en matière d'orientation.

Objectifs d'apprentissage :

- S'informer des enjeux d'advocacie en orientation au Québec
 - Analyser sa pratique professionnelle en lien avec l'advocacie
 - Réfléchir à ses ressources et connaissances en matière d'advocacie
-

10:00 – O **(Séance sur demande diffusées) Production d'information : allier rigueur et collaboration, possible?**

10:45

Speakers: Annik De Celles

Tous les domaines cherchent à attirer des ressources compétentes. Les professionnels de l'orientation sont submergés d'information. Comme éditeur de contenus, nous avons besoin des partenaires du marché pour fournir et valider de l'information, tout en ayant le souci de représenter tous les domaines auprès du lecteur. Apprenez-en plus sur la production d'information, afin de mieux accompagner votre clientèle.

Objectifs d'apprentissage :

- Réflexion : enjeux éthiques de la valorisation de certains domaines
 - Amélioration de votre esprit critique lors de la recherche d'information
 - Mieux comprendre les choix de contenus de différentes ressources
-

11:00 – A **L'orientation professionnelle en Suisse : une nouvelle stratégie nationale | Career Guidance in Switzerland: A New National Strategy**

11:45

Speakers: Daniel Reumiller

Dans le système d'éducation suisse, l'orientation professionnelle publique occupe une place très importante. Cependant, l'élaboration des programmes d'orientation relève de chacun des 26 cantons, dont les approches très différentes ont conduit à une offre de services très différente. L'élaboration d'une stratégie commune en matière d'orientation professionnelle vise à améliorer la coordination et la qualité de l'orientation professionnelle en Suisse et à assurer son développement continu.

Objectifs d'apprentissage :

- Comprendre le contexte politique de l'orientation professionnelle en Suisse
- Comprendre la nécessité d'un développement coordonné de l'orientation professionnelle
- Découvrir les futurs développements de l'orientation professionnelle en Suisse

Due to the Swiss education system, public career guidance is very important. However, the 26 very different cantons are responsible for its development, which has led to very different approaches and services. The development of a common strategy for career guidance is intended to improve the co-ordination and quality of career guidance in Switzerland and to ensure their continuous development.

Learning Outcomes:

- Understand the political context of career guidance in Switzerland
- Understand the need for co-ordinated development of career counselling
- Learn about the future developments of career guidance in Switzerland

11:00 – R **Anti-Black Racism in the Workplace**

11:45

Speakers: Surranna Sandy, Justine Namara

The Black Leadership Institute on Social Action for Change (BLISC) is the flagship leadership development program of Skills for Change. Participants discover methods to navigate, challenge and influence diversity, inclusion, belonging and equity in the workplace. This session is for employers to understand the challenges the Black community face, based on findings of the project.

Learning Outcomes:

- Understand anti-Black racism in the workplace & solutions to change
- Learn anti-Black racism barriers to success
- Discover methods to navigate, challenge and influence workplace diversity

11:00 – R **Career Mapping: The Missing Link in Education Planning**

11:45

Speakers: Linda Pardy

As students seek support with the reality of having multiple education-to-employment transitions, they often turn to faculty and academic advisors. These career helpers can have limited education planning information that helps them expand or pivot their career options over a lifespan. The career mapping project is the missing link. This presentation demonstrates how and why it works.

Learning Outcomes:

- Explore how education planning impacts career planning
- Identify the information gaps faculty have as career helpers
- Discuss how non-linear career mapping will support students

11:00 – R **Connecting Career Development and Mental Health for Youth**

11:45 *Speakers: Kris Magnusson*

Learn about the CCDMHY, a collaborative and growing partnership among researchers, school districts, provincial ministries and community organizations in BC, Saskatchewan and New Brunswick. We provide training for school educators that links effective career development practices with mental health outcomes, document how the training influences teaching practice, measure the impact on student well-being and create a community of practice.

Learning Outcomes:

- Describe a model for connecting career development and mental health
- Understand the collaborative process for developing a pan-Canadian partnership
- Explain the preliminary results of career development and mental health training for educators

11:00 – R **Creating Trauma-Informed Organizations | Créer des organisations tenant compte des traumatismes**

11:45 *Speakers: Seanna Quressette, Catherine Hajnal*

Working in trauma-informed ways is achieved through a multi-layered, whole systems approach that includes, but is not limited to, trauma-informed career practitioners. We will look at how to create systems that are trauma-reducing and that support prevention and change. We will explore five domains for consideration as you engage in and take steps toward being a trauma-informed organization.

Learning Outcomes:

- Supporting practitioners in their trauma-informed engagement with clients
- Supporting practitioners working with trauma
- Aligning organizational policies, procedures and culture with trauma-informed approaches

Travailler en tenant compte des traumatismes est possible grâce à une approche systémique globale à plusieurs niveaux qui met notamment à contribution les intervenants en développement de carrière. Nous examinerons comment créer des systèmes qui réduisent les traumatismes et qui soutiennent la prévention et le changement. Nous allons explorer cinq domaines à prendre en considération lorsque vous vous engagez et prenez des mesures pour devenir une organisation tenant compte des traumatismes.

Objectifs d'apprentissage :

- Soutenir les intervenants dans leur engagement auprès des clients en tenant compte des traumatismes
- Soutenir les intervenants confrontés à des traumatismes dans leur travail
- Harmoniser les politiques, les procédures et la culture de l'organisation avec les approches tenant compte des traumatismes

11:00 – R **Digitizing Collaboration: LinkedIn, Partnership with Workforce Development Sector**

11:45 *Speakers: Jake Hirsch-Allen, Akosua Alagaratnam, Derrick An*

The pandemic has tested this sector in unique ways, requiring unique solutions to meet jobseekers and employers in an increasingly virtual space. To enhance practitioner capacity, First Work partnered with LinkedIn, providing access to LinkedIn Learning, Recruiter and Talent Insights. This presentation overviews the utilization of this platform to supplement programming, while increasing digitization and professionalization of the sector.

Learning Outcomes:

- Impacts of learning platform on client retention and motivation
 - Impacts of LinkedIn digital tool integration into service delivery
 - Impacts of platform utilization on sector talent pipeline
-

11:00 – R **Dying to Live: Breakthrough Stress Reduction/Wellness/Mental Health Strategies**

11:45 *Speakers: Ken Keis*

Over 90% of all illnesses are lifestyle-related and over 50% of the global workforce is highly stressed. Also, mental health has become a critical consideration for our well-being. There is good news – we can do something about it. In this highly interactive session, Dr. Keis will share leading-edge research on wellness (mental health) improvements and stress reduction.

Learning Outcomes:

- Identify key causes of our stress levels
 - Research and impact stress has on our health
 - Specific strategies to increase your (mental) health & wellness
-

11:00 – R **Social/Emotional Skills in Programming: Lessons Learned**

11:45 *Speakers: Randy Lindsay, Paul Brinkhurst, Jess McKeown*

Building on Canada's Skills for Success model, which emphasizes the importance of social and emotional skills (SES), Futureworx will share its lessons learned from over 35 years of integrating and assessing SES within workforce development programs. Preliminary research findings about Futureworx's Employability Skills Assessment Tool (ESAT) conducted in partnership with the Future Skills Centre will also be presented.

Learning Outcomes:

- Integration of SES into workforce development programming
 - Formative assessment of SES within programming using ESAT
 - Preliminary findings and proposed approach for ESAT evaluation
-

11:00 – S **Architecting Our Sector's Future of Work**

11:45 *Speakers: Lisa Taylor*

Recent revolutionary changes have shaken things we thought were immovable. Future predictions and workforce trends became irrelevant overnight. How do we plan when so much is shifting? We start now and shape the future of work that we want for ourselves and our sector. Immerse yourself in a hands-on communal imagining of what our sector could be in 2032.

Learning Outcomes:

- Unearth hidden needs of the career development sector
 - Co-create tools and assets to be shared with the Cannexus-community wide
 - Demonstrate creative facilitation that can be integrated into everyone's work
-

12:00 – **Break | Pause**

12:30

12:30 – E **Spark! : Building the Workforce of the Future | Bâtir la main-d'œuvre de l'avenir**

13:30 *Speakers: Mark Patterson, Brien Convery, Jan Basso, Ana Santos*

When organizations and post-secondary institutions work together, we can build a future of work that is not only economically beneficial for all but, most importantly, inclusive. Hear personal stories from three presenters on their journeys and how they effected change through perseverance, reflection and their ability to overcome challenges.

Learning Outcomes:

- Diversity is a must to thrive
- Each of us can instigate change
- Innovation is key

Lorsque les organisations et les établissements d'enseignement postsecondaire travaillent ensemble, nous pouvons bâtir un avenir du travail qui soit non seulement avantageux pour tous sur le plan économique, mais, d'abord et avant tout, inclusif. Écoutez les histoires personnelles de trois présentateurs sur leur cheminement et sur la manière dont ils ont apporté des changements dans leur vie grâce à leur persévérance, leur réflexion et leur capacité à surmonter les difficultés.

Objectifs d'apprentissage :

- La diversité est indispensable pour prospérer
- Chacun de nous peut être à l'origine du changement
- L'innovation est la clé

13:30 – **Break | Pause**

13:45

13:45 – T **Connecting Career, Experiential Learning and Reflective Practice: CERIC-OneLifeTools Project**

14:30 *Speakers: Mark Franklin, Suneet Sandhu, Lisa Bauman, Rich Feller, Micheal J. Stebleton*

Experiential learning ideally supports career development, but how? How can learners' reflective practice unlock career clarity? Hear about a OneLifeTools' CERIC-funded project resulting in a digital resource for program developers, educators and career specialists to find tools to optimize the interaction among experiential learning, reflective practice and career development. Learn, share and find promising practices to embed in your programs.

Learning Outcomes:

- Describe reflective practice benefits and gaps related to experiential learning
 - Engage in conversation at intersection of experiential learning, reflection and career
 - Explore new search tool to access reflective practice resources
-

13:45 – T **Cultivating Ritual to Shape the Future of Work**

14:30 *Speakers: Ali Breen, Lisa Taylor*

When we lost access to common social rituals like blowing out candles, graduations and lavish weddings, people got creative. Neighbours plastered signs in windows for birthday walkabouts. Milestones were marked with drive-by celebrations. Workplaces gave more space for connection. Our communal need for the warmth of ritual has been rekindled. Let's use it as we shape the Future of Work.

Learning Outcomes:

- Identifying social rituals that can enhance workplace culture and self-care
- Experimenting with hands-on examples of social ritual to build connection
- Reflecting on your signature Future of Work as a career development professional

13:45 – T **How Can We Help: Enhancing Pandemic Service Responsiveness**

14:30 *Speakers: Carol Stewart*

The Employment Sector Council collaboratively explores and identifies supports required by employment service providers (ESPs) and their staff, to build additional, necessary capacity and responsiveness during and beyond COVID-19. We examine our network-designed resources and strategies to assist our ESPs and their staff in effectively responding to the complex, dynamic pandemic service and recovery needs of jobseekers, workers and employers.

Learning Outcomes:

- Practices/processes to enhance ESP and staff responsiveness to COVID-19 challenges
- Collaboratively designed ESP resources that support pandemic recovery for employers/jobseekers
- Strategies that strengthen employment sector partnerships during COVID and beyond

13:45 – T **Increasing Workforce Participation Through Engaging with Indigenous Communities**

14:30 *Speakers: Evie Nance, Rebecca Kragnes*

Introduced March 2020, the Gitxaala/Bird training program develops a local workforce and provides new career paths for Indigenous people. Upon completion, participants have the skills and direct employment opportunity to begin an apprenticeship. The program is built on collaboration amongst industry, government, training providers and Indigenous communities to remove barriers, skills training and promote greater workforce participation.

Learning Outcomes:

- How to engage with Indigenous communities
- Positive collaboration between Indigenous communities government, industry and labour providers
- Learning to leave the colonized model

13:45 – T **L'anxiété face au choix de carrière : comment intervenir?**

14:30 *Speakers: Patricia Dionne, Audrey Dupuis*

L'anxiété est une problématique de santé mentale importante à considérer dans le cadre d'un processus d'orientation auprès d'élèves du secondaire. Un programme d'intervention groupal pour la prévention de l'anxiété face aux choix de carrière lors de l'adolescence a été développé et implanté auprès de trois groupes. Cette communication vise à présenter les résultats préliminaires obtenus.

Objectifs d'apprentissage :

- Intervenir en prévention de l'anxiété face au choix de carrière
 - Outils transmis et acquis dans le cadre du groupe d'intervention
 - Apport du groupe à l'intervention en prévention de cette problématique
-

13:45 – T **Self-care for Career Development Practitioners | Autogestion de la santé pour les intervenants en développement de carrière**

14:30

Speakers: Michael Sorsdahl, Michael Partridge

This interactive workshop 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 workshop 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 a helping field
- Identify compassion fatigue and burnout in self and others
- Create strategies to build resilience against negative effects of work

Cet atelier interactif examine les défis auxquels sont confrontés les professionnels du développement de carrière en raison de la nature de leur travail (notamment l'usure de compassion et l'épuisement professionnel), et la façon de reconnaître les symptômes quand surviennent des problèmes de santé. Sur la base des recherches actuelles, cet atelier met l'accent sur les stratégies pratiques d'autogestion de la santé et de bien-être personnel en tant qu'impératif éthique pour demeurer un intervenant compétent.

Objectifs d'apprentissage :

- Comprendre les défis du travail dans le domaine de l'aide
- Reconnaître les signes d'usure de compassion et d'épuisement chez soi et chez les autres
- Créer des stratégies pour renforcer la résilience contre les effets négatifs du travail

13:45 – T **The Problem Ecology Perspective on Career Development Assistance**

14:30

Speakers: John Thompson, Warren Thorngate

A problem ecology perspective proposes that people seek career development assistance when the fit between what they have and what they want becomes unbalanced. Helping clients regain their employment footing requires both flexibility and openness to variety. Our session will review both why and how this perspective can promote better outcomes for practitioners and their clients.

Learning Outcomes:

- Basic understanding of the ecology of problems and solutions
- Introduction to the concepts of requisite variety and equilibrium
- Ability to apply these ideas to career development practice

13:45 – S **International Advocacy Panel: Influencing Real Change**

14:30

Speakers: Sareena Hopkins, Tristram Hooley, Ingjerd Espolin Gaarder, Heather Lowery-Kappes

Career development is integral to strong educational and labour market systems and to individuals' well-being. Yet, globally, the career development sector faces common challenges: limiting policies impeding our work, unstable and inadequate funding, and minimal public awareness. Our panel of rock star experts will share how they have influenced change in policy, systems and public arenas. Come join the conversation!

Learning Outcomes:

- Learn about concrete actions to influence upstream macro-level change
- Explore strategies used by researchers, government officials and CDPs
- Engage in dialogue on how we can create change

14:30 – H **One-on-One Matchmaking Sessions | Séances de jumelage individuelles**
14:45

14:30 – **Break, Virtual Exhibitor Showcase | Pause, aire d'exposition virtuelle**
15:00

14:30 – **Hallway Meetings, Virtual Exhibitor Showcase Presentations | Rencontres informelles, aire d'exposition virtuelle**
15:00

15:00 – L **Keynote Address | Allocution: Joy in the Now! | La joie dans votre quotidien! & Presentation of Wileman Award | Remise du prix Wileman**
16:00

Speakers: Yvonne Rodney

What is your relationship with joy? Is it a state of mind that luck grants only to a few? Many of us identified with the term used to capture our emotional state as we endured the pandemic and multiple lockdowns. Languishing. A prolonged state that slowly saps our internal resources leaving us dragging through each day, one tired foot in front of the other. But why languish when we can choose joy! Join Yvonne Rodney for a practical, personal and pivotal presentation on experiencing joy in the now – during and despite our dire situations.

Quelle est votre relation avec la joie? Est-ce un état d'esprit que la chance n'accorde qu'à quelques personnes? Beaucoup d'entre nous se sont identifiés à ce terme utilisé pour décrire notre état émotionnel alors que nous endurons la pandémie et les multiples confinements. Langueur : état prolongé qui lentement épuise nos ressources internes, où chaque jour nous traînons un pied devant l'autre, sans entrain. Mais pourquoi se morfondre quand on peut choisir la joie! Joignez-vous à Yvonne Rodney pour une présentation pratique, personnelle et essentielle sur l'expérience de la joie maintenant – pendant et malgré les situations difficiles que nous vivons.

Join us to see one of Canada's foremost career development leaders honoured with the Etta St. John Wileman Award, to be presented at the conclusion of this keynote.

Joignez-vous à nous pour assister à la remise du prix Etta St. John Wileman à l'un des plus grands leaders du développement de carrière au Canada, qui sera présenté à la fin de cette conférence principale.

15:45 – V **Virtual KAIROS Blanket Exercise**

18:00 *Speakers: Zoe Aarden, Teresa Joudrey, Johnny Oum, Jessica Pichard*

The KAIROS Blanket Exercise invites you explore the historic and contemporary relationship between Indigenous and non-Indigenous peoples in Canada. It is an interactive learning experience that builds awareness and understanding of our shared history by having participants literally walk through situations that include pre-contact, treaty-making, colonization and resistance. Participants step onto blankets representing the land, and into the role of First Nations, Inuit and later Métis peoples.

16:00 – I **Shifting Perspectives on Career Services: What Students Need to Know Before Working in the Career Development Field**
17:00

Speakers: Tony Botelho, Barbara Wilson, Karen Hoffmann-Zak, Rachel So

Helping others achieve their career and life goals, and helping employers make the most of talent and potential, is the important work that career professionals do. If you are a student who is studying career development or thinking about transitioning into the field, it is essential to understand the many ways career professionals serve their communities. Join career leaders from community employment agencies, post-secondary career centres and private sector firms for a discussion on the current labour market, the shifting landscape of virtual and hybrid work, and what skillsets you need to move into different sectors of the career development profession.

Looking to network? The latter portion of this session will be an open Q&A with our panellists. Come ready with questions or join the conversation on camera/in the chat to engage with our experienced sector leaders.

16:00 – | **Virtual Cocktail Party**

17:00 *Speakers: Lindsay Purchase, Sharon Ferriss*

Is there something you want to talk about at Cannexus? Certain types of people you are hoping to meet? Then join us for this Zoom cocktail party where you can interact with other conference participants who want to discuss those same topics.

At this virtual gathering, you'll be able to find people who you are interested in talking to, chat in small groups, and move easily between conversations! Whether you love networking or find cocktail parties kind of awkward, this fun event is intended to provide a meaningful experience for all.

Here are a few things to know about the event:

- We ask that you arrive ready to start at 4:00 pm ET. The cocktail party runs for 1 hour and ends at 5:00 pm ET.
- Parts of the event will be more structured, with facilitation and parts will be more free-form.
- You need to log in using a computer: Some of the features we'll be using are unavailable on the Zoom tablet/phone software.
- You'll need to be running the latest version of Zoom on your computer (not in a browser) so please be sure to make sure the application is installed and updated before the event.
- Show up with your camera on and be ready to participate: You'll spend most of your time in small Zoom video-chat breakout groups.
- Feel free to bring a drink of your choice!

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

16:00 – | **Rencontre des acteurs de l'orientation et du développement de carrière : grand réseautage franco-canadien**

17:30 *Speakers: Maxime Dumais, Farzaneh Babazadeh Bedoustani, Cyrielle Filias*

Encore cette année, le format virtuel de Cannexus rend possible et accessible la connexion avec vos pairs de partout au pays! En effet, le mode virtuel nous donne la chance de vous offrir, pour une 3^e édition, la plus grande réunion des francophones du secteur venant des quatre coins du pays et d'au-delà... dans un même événement! Pourquoi ne pas profiter 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? Et si vous étiez des nôtres les années précédentes, ne manquez surtout pas l'occasion de continuer à développer votre réseau avec nous! Rejoignez cette séance de discussions et de réflexion, où vous aurez l'occasion d'échanger sur ce qui compose notre pratique en tant que spécialiste francophone de la carrière (défis, enjeux, similitudes, etc.). C'est LE réseautage francophone de Cannexus que vous ne voulez pas manquer, à travers lequel vous serez accompagné dans le partage de votre réalité, afin d'apprendre et de grandir ensemble.

- A** Around the World (Séances Autour du monde)
- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 2 - Live Workforce Development Spotlight (Développement de la main-d'œuvre en vedette en direct)
- N** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- R** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- M** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)
- D** Block - Bloc 7 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Cannexus Reflection Sessions (Séances concomitantes de réflexion)
- L** Live Keynote Sessions (Allocution d'ouverture en direct)
- P** Live Plenary Session (Séance plénières en direct)
- I** Live Sector Meetups (Rencontres sectorielles en direct)
- O** On-demand Sessions (Séances sur demande)
- H** One-on-One Matchmaking Sessions (Séances de jumelage individuelles)
- S** Sector Leaders Sessions (Séances des leaders sectoriels) **E** Spark! Sessions (Séances Spark!)
- V** Virtual KAIROS Blanket Exercise

JANUARY 26 • WEDNESDAY

10:00 – A **International Perspectives on Career Development | Perspectives internationales en matière de développement de carrière**

10:45

Speakers: Sachin Kumar, Gert Van Brussel, Soledad Romero-Rodríguez, Mary McMahon, Rayan Miranda, Guðbjörg Vilhjálmsdóttir, Kiyomi Banda

As the internationalization of career development progresses across the world, researchers, practitioners and policy-makers are finding their own ways of customizing career development for their national and local settings. This panel from different regions, including the Nordic countries, Australia, Spain, Japan and India will overview career development initiatives from their own settings. A synthesis of similarities and differences will conclude the panel presentation.

Learning Outcomes:

- Greater awareness of the similarities and differences in career development in different national settings
- Better understanding of the value of career development internationally
- Ideas from international settings that could be applied in their own settings

L'internationalisation du développement de carrière progresse partout dans le monde. De leur côté, chercheurs, intervenants et décideurs politiques trouvent des manières personnelles d'adapter le développement de carrière à leurs contextes nationaux et locaux. Ce panel réunissant des experts provenant de différentes régions, dont les pays nordiques, l'Australie, l'Espagne, le Japon et l'Inde, se penchera sur des initiatives de développement de carrière issues des contextes propres à chacun. Une synthèse des similitudes et des différences conclura la présentation du panel.

Objectifs d'apprentissage :

- Meilleure connaissance des similitudes et des différences dans le développement de carrière dans différents contextes nationaux
- Meilleure compréhension de la valeur du développement de carrière à l'échelle internationale
- Idées issues de contextes internationaux qui pourraient être adaptées à un contexte différent

10:00 – I **Research Circle: Career Across Canada with Students in Grades 4-6**

10:45

Speakers: Heather Nesbitt, Lorraine Godden, Stefan Merchant, Nicki Moore, Alexandra Manoliu

In this interactive research circle, we will share the initial findings from our CERIC-funded pan-Canadian study exploring career development among Grade 4 to 6 students. Through the research circle you will have the opportunity to learn more about the study, and how you can get involved and contribute to the project outputs. We welcome both English- and French-speaking participation.

10:00 – I **Tech Talk Meet Up (brought to you by ODEN, All Are Welcome)**

10:45

Speakers: Sue Dafoe, Chad Noonan, Jeannette Cambell

Join colleagues from across the country to talk about technology use in the disability sector for education and employment, and exchange promising practices and tips. Meet some Ontarians who are utilizing tech such as virtual reality, artificial intelligence and apps, to provide enhancement in their services, support and skill development.

10:00 – O **(On-demand session released) Connecting Youth to Future Pathways**

10:45 *Speakers: Janet Uchacz-Hart, Aaron Adari, Megan Unrau, Michelle Hardy, Shana Stewart*

The Saskatoon Industry Education Council (SIEC) provides a bridge between Saskatchewan's career opportunities and the youth in the province. Through a partnership among business, K-12 and post-secondary schools, unique hands-on career exploration events and programs are designed and delivered to students, helping them find a career that connects their passion and natural talents with current and future workforce needs.

Learning Outcomes:

- Learn about career development activities to foster exploration
- Discover unique experiential learning opportunities for youth
- Discover new ways to connect to labour market information

10:00 – O **(On-demand session released) Developing Skill Mastery Through Experiential Learning**

10:45 *Speakers: Rob Straby*

Are you interested in an effective model for mastering skills? In the field of career development, there are many training programs available. Yet, none of these can compare to the power of learning from your current work flow. Come learn a model of performance development you can use to develop mastery of any skill.

Learning Outcomes:

- Introduce a proactive performance development model
- Identify behavioural elements of change
- Encourage a self-directed learning orientation

about: Rob Straby has followed his passion for innovation in career development since 1986. A professor in the Career Development Professional program at Conestoga College, he has a keen interest in the development of skills mastery.

10:00 – O **(On-demand session released) EQ Programming for Student Career Development: Lessons Learned**

10:45

Speakers: Jesse Grimaldi, Colleen Egli

Emotional intelligence (EQ) is integral to the future of work and career outcomes, and paramount to career development. But how can we effectively implement EQ programming? We share how we implemented EQ programming within curricular/co-curricular university settings and at a large scale. The outcomes of this initiative inform best practices for implementing EQ within curricular/co-curricular settings based on the lessons learned.

Learning Outcomes:

- Learn one approach to implementing EQ in the classroom
- Understand best practices for implementing EQ curriculum
- Identify risks of omitting EQ programming for student career development

10:00 – O **(Séance sur demande diffusées) Transfert des savoirs professionnels d'une pratique en présentiel à distance**

10:45

Speakers: Michel Turcotte

La COVID-19 a amené la majorité des conseillers.ères à accentuer l'utilisation des TIC dans leur accompagnement. Nous présenterons les résultats d'une recherche menée auprès de conseillers.ères d'orientation qui accompagnent à distance leurs clients. Nous examinerons les savoirs professionnels développés par ces conseillers lorsqu'ils interviennent à distance.

Objectifs d'apprentissage :

- Réflexions déontologiques sur l'accompagnement à distance
- Savoirs professionnels
- Technologies de l'information et des communications

10:00 – O **(On-demand session released) Addressing Negative Career Thoughts via Cognitive Information Processing**

11:00

Speakers: Seth Hayden

Research indicates a link between negative career thoughts and effective navigation of career concerns. Given their impact on career decision-making, it is important to be aware of methods for identifying and modifying negative career thinking. Cognition Information Processing Theory offers a framework in which to address negative career thinking. Research and career interventions associated with this approach will be shared.

Learning Outcomes:

- Participants will learn of research on career and mental health
- Participants will learn of Cognitive Information Processing Theory
- Participants will learn of interventions to address negative career thoughts

10:00 – O **(On-demand session released) Big Data in Career Development: Utilizing and Contextualizing**

11:00

Speakers: Jennifer Luke

The capacity of career services to effectively address the needs of a diverse range of clients requires an understanding of both local and global job markets, workforce and social trends as well as the influences affecting targeted client cohorts. Sourcing and integrating labour market and societal data (including the UN's Sustainable Development Goals) is essential in community career services development.

Learning Outcomes:

- Linking UN's Sustainable Development Goals data to career program development
 - Techniques to source and contextualize local and global work trends
 - Identifying and mapping potential collaborative networks via data analytics
-

10:00 – O **(On-demand session released) Building the Dream Career**

11:00 *Speakers: Laurette Lee*

Career Development is the sum total of your life including work, personal and everything in between. In today's society, how do we create a life that is less miserable? The side hustle is an option, but does it really make us happy? What does it look like to create a legendary career where all your dreams come true?

Learning Outcomes:

- To get rejected and use resiliency to master your career
- Seven streams of income and seven streams of personal development
- Align with your top four values and others that synergize

10:00 – O **(On-demand session released) Career Development in a Professional World**

11:00 *Speakers: Katie Williams, Jessi Haley*

Jessi and Katie will share their personal journeys in creating a career development program for over 6,000 IT employees. Hear how they worked through an organizational transformation and used information gained at Cannexus to develop a comprehensive development program at State Farm Insurance Company. Their four-step approach provides insight into guiding others in their career journey.

Learning Outcomes:

- Understand how to establish a workforce career development program
- Understand the components of ongoing career development
- Learn the four steps in career development

10:00 – O **(On-demand session released) Career Development in East Asia: Korea, Singapore, Vietnam**

11:00 *Speakers: Lorraine Godden, Misug Jin, Sing Chee Wong, Phoenix Ho*

Reviewing career development in three nations: In Vietnam, social enterprise has brought career education and guidance to the Vietnamese people. In Singapore, the government is committed to assuring that all citizens contribute as they are able and provides the services and resources to reach this goal. In Korea, a school-industry-community partnership has developed to assure career development for Korean youth.

Learning Outcomes:

- Appreciate how career development practitioners in Vietnam strive to build career services
- Understand Singapore's current universal career development program
- Understand how stakeholders collaborate to support careers for Korean youth

10:00 – O **(On-demand session released) Careers Guidance for Students in England: Gatsby Benchmarks**

11:00 *Speakers: Jill Hanson, Siobhan Neary*

This presentation explores the identification of international best practice of CEIAG for young people and the consequent development and implementation of the Gatsby Benchmarks in England to support the delivery of high-quality careers programs to students in schools and colleges. It also presents student outcomes from participation in these programs, focusing on career readiness.

Learning Outcomes:

- Understand what the Gatsby Benchmarks are
- Understand how they have been implemented
- Understand the impacts of implementing the Gatsby Benchmarks on students

10:00 – O **(On-demand session released) COVID-19 and Young Workers in the UK**

11:00 *Speakers: Fiona Christie*

This paper reports on the progress of a small-scale qualitative longitudinal project conducted in the UK entitled "Young People and Work in and Age of Uncertainty." The research findings highlight implications for career guidance practice, making a number of recommendations for practitioners. Although conducted in the UK, our findings and recommendations seek to be relevant to other nations.

Learning Outcomes:

- To discover the consequences of pandemic for young people's work
- To explore how young people are resisting uncertainty
- To consider implications of research findings for practice

10:00 – O **(On-demand session released) Developing a Hope-centred Cohort Program Supporting Jobseekers**

11:00 *Speakers: Mary McAuliffe, Saddiya Rose*

This session discusses the application of a hope-centred career model in developing and delivering an online, cohort-based program for recent graduates navigating challenging labour markets. Presenters will share the benefits of this theory and format for building community and fostering motivation during job search. The session will also discuss lessons learned and opportunities to apply this format to other contexts.

Learning Outcomes:

- Describe the application of Hope-Centred Theory to promote mental wellness
- Understand the process of developing and delivering cohort-based programming
- Examine the strengths and challenges of this theory and format

10:00 – O **(On-demand session released) Disability Confidence in Careers and Employment**

11:00 *Speakers: Helen Cooke*

Disabled individuals are less likely to have obtained full-time employment than their non-disabled counterparts. Building disability confidence in careers and employment is crucial if staff are to have the capability to be able to support individuals as they transition into employment, and provide them with the expert advice required to enable them to successfully tackle the recruitment process.

Learning Outcomes:

- Understand the employment challenges facing disabled students
- Empower your students to positively position their disability with employers
- Enable your students to write their application's "openness statement"

10:00 – O **(On-demand session released) Ethics at the Core: Exploring the Updated Code**

11:00 *Speakers: Kathy Offet-Gartner, Rebecca McCarthy, Gillian Johnston, Mike Quinn, Cheryl Chapman*

At the core of effective and professional career service lies ethical practice. Developed by career development practitioners (CDPs) with guidance from the Canadian Counselling and Psychotherapy Association (CCPA), the new Code of Ethics for Career Development Professionals places emphasis on principles, values, virtues, as well as integrity, competence and responsibility. Woven inside is the Competency Framework for CDPs and updated standards for digital tools and service with diverse populations.

Learning Outcomes:

- Introduction to the new CDP Code of Ethics
- Understanding how to use the new CDP CoE
- Practical applications of the CoE to enhance career practice

10:00 – O **(On-demand session released) Indigenous Counsellor Programming and Online Training Bootcamp**

11:00

Speakers: Jacquie Latham, Roxane Manitowabi

Examine strategies and techniques for the delivery of professional learning for Indigenous school coaches/counsellors. Course titles include: School and Career Guidance Programs, Counselling Practice, Sociology, Education Systems, Native Issues and Indigenous Career Planning. The Bootcamp also provides information regarding onboarding for instructors, course roadmaps, adding video and audio to your course, including additional online applications, design tips and student engagement.

Learning Outcomes:

- Native counsellor training and certification
- Online learning: synchronous and asynchronous formats
- Indigenous programming

10:00 – O **(On-demand session released) Military Spouses: Intrepid Career Adventurers**

11:00

Speakers: Amanda McCue

Career paths of military spouses are more non-linear than most. Whether it's Australia's outback, North American wilderness or UK countryside, the adventurer/survivor metaphor reflects military spouse careers. The equipment, knowledge and environmental conditions influence career direction and success. Military spouses boldly and bravely navigate their uncharted career territories, and their global experiences contain many lessons for others in the current climate.

Learning Outcomes:

- Understanding the unique military spouse career experience
- Identification of career skills and attributes of military spouses
- Lessons for supporting other cohorts in changing world of work

10:00 – O **(On-demand session released) One-to-one Guidance: Higher Education Students' Difficulties and Practitioner Challenges**

11:00

Speakers: Julia Yates

In this session we report on the findings from a mixed-method study of the experiences of career professionals working in higher education (survey data n=600, interview data n=22). We offer a conceptual model of the aspects of career difficulties that practitioners observe in their student clients and an overview of the approaches they use and the challenges they face.

Learning Outcomes:

- The aspects of career difficulties students bring to one-to-one conversations
- The approaches that practitioners use in their one-to-one work
- The aspects of one-to-one work that practitioners find challenging

10:00 – O **(On-demand session released) Peer-led Services for Easier Access and Increased Capacity**

11:00 *Speakers: Byung Oh, E-Lin Chen*

Peer-to-peer learning offers students to learn from each other without overpowering each other. AA&CC increased student access to services at peak times and overall capacity for our growing campus by leveraging our student talent to offer job search and graduate school application support. We will outline our hiring processes, training processes and supervisory strategies, including for working remotely.

Learning Outcomes:

- Effective hiring and training strategies for student staff
- Understanding the meaning and intention of peer-supported learning
- Considerations for building a new peer-led program

10:00 – O **(On-demand session released) PrePAIR for the Future of Education: Partnerships Required**

11:00 *Speakers: Zoë MacLeod, Megan Hamlet*

Micro-credentials took centre stage as the new credential in 2020. Royal Roads University and ETHOS seized an opportunity and partnered on the delivery of programs. We asked ourselves: how might we come together to bridge the gap between academia and employment services and produce standalone offerings that are relevant, transferable and accessible to the candidate and actionable by the employer?

Learning Outcomes:

- Learn what was successful in our collaboration
- Understand how to construct a similar relationship for success
- Recognize the power of micro-credentials for organizational success

10:00 – O **(On-demand session released) Professional Skills for Launching and Developing Careers**

11:00 *Speakers: Mark Chapeskie*

Technical fields require specific knowledge and expertise, but the importance of professional skills for career development should not be overlooked. Young workers can begin to develop these skills while completing their education to give them a leg up in the job market. This session will explore the development of a professional skills training program for Canada's electricity sector.

Learning Outcomes:

- Gain familiarity with professional skills
- Understand the impact of developing these skills early
- Through case study, determine best practices for professional skills development

10:00 – O **(On-demand session released) Skills Cards: Hands-on Activities in a Virtual World**

11:00 *Speakers: Cathy Keates, Josh Zettel*

Clients often struggle to describe their own skills, but career exploration and job search require this ability. The Queen's Skills Cards are a free, online tool that helps bridge this gap. Attend this session to learn about and experience several activities using the Skills Cards, and reflect on options for how you could use these to meet your clients' needs.

Learning Outcomes:

- How skills cards support clients in articulating their skills
- Ideas of several activities to facilitate using the skills cards
- Steps and strategies for creating a skills card sort

10:00 – O **(On-demand session released) Skills to Succeed After High School: Student Perspective**

11:00 *Speakers: Jay Gosselin, Reid ten Den, Arielle Gatotos, Joshua Harris*

Join us to hear from Discover Year graduates who have experienced post-secondary studies in the COVID era and learn how they have been able to effectively navigate the many challenges that have come with it. They will share their perspectives on the skills, attitudes and supports that enabled them to persist and maintain a positive outlook during these challenging circumstances.

Learning Outcomes:

- The benefits of a purposeful gap year
- What is truly useful to young people in career education
- The skills that young adults consider to be essential

10:00 – O **(On-demand session released) The Case for Case Conferencing**

11:00 *Speakers: Malorie Moore*

Case conferencing is a practice that has historically been used in multidisciplinary fields such as mental health and youth protection. More recently, it has been successfully implemented across Canada to support homeless populations with accessing resources and securing housing. This workshop will explore the ways in which case conferencing can be successfully implemented in an employment counselling setting.

Learning Outcomes:

- Understand case conferencing structure and process
- Understand the benefits of implementing a case conference
- Learn strategies to use case conferencing effectively in the workplace

10:00 – O **(On-demand session released) Ties That Bind: Helping Parents Help Their Kids**

11:00 *Speakers: Michael Ford, Danielle Kershaw*

Today's parents worry more than ever about their kids' futures and struggle to support those who have paid the biggest price of the pandemic. How does research guide career professionals in helping parents help their kids? What's reasonable and feasible? What's at the heart of these issues? Join us as we engage and explore this often underserved group of parents.

Learning Outcomes:

- Gain a fresh perspective on parenting roles and challenges
- Explore ways theories, insights and frameworks inform practitioner roles
- Identify new approaches and tools for your own setting

10:00 – O **(On-demand session released) Universal Design and Inclusive Career Education**

11:00 *Speakers: Tricia Berry*

If we do not focus on universally designing career education in K-12, many young people, especially our most marginalized, will struggle to access the associated educational, societal and financial benefits. Therefore, we must consider diversity, equity and inclusion in our design and delivery of career education.

Learning Outcomes:

- Understanding universal design for learning (UDL)
 - Understanding universal design for career education
 - Gain practical examples of how to integrate UDL in practice
-

10:00 – O **(On-demand session released) Women in Leadership: Influencing Workplace Social Justice Advocacy**

11:00

Speakers: Courtney McKay

This session will present the findings from a study conducted on the relationship between the extraction industry and Missing and Murdered Indigenous Women and Girls (MMIWG) through an Appreciative Inquiry lens. It will focus on how leadership development and women's ability to increase corporate social responsibility efforts can benefit an organization's social justice advocacy work.

Learning Outcomes:

- How transformational leadership in the workplace supports social justice
- The link between the extraction industry and MMIWG
- How women leaders facilitate an increase in corporate social responsibility

11:00 – L **Keynote Address | Allocution : Transforming Adversity into Career Purpose Using the Growth Mindset | Transformer l'adversité en objectif professionnel grâce à une attitude de croissance**

12:00

Speakers: Randell Adjei

In life, adversity does not discriminate against anyone. Adversity doesn't care about how "good" or "bad" we are. It will find us all at one point or another. It will make us uncomfortable to help us grow. Because adversity is inevitable, there is something powerful in unearthing the opportunities they present. It has been said that smart people learn from their mistakes while wise people learn from others. We all have the propensity to transform our adversities and use them to serve others along our journey. I believe our careers have the ability to serve humanity and make the world a better place. Our experiences and the wisdom we gain from them can be solutions for others. They can also help us find our sense of purpose in life. Using design thinking and the growth mindset principles, this speech will provide insights, tools and mindsets to approach transforming our adversities into purposeful careers.

Dans la vie, l'adversité ne discrimine personne. L'adversité ne se soucie pas de savoir si nous sommes « bons » ou « mauvais ». Elle finira par nous tomber dessus à un moment ou à un autre. Elle est là pour nous mettre des bâtons dans les roues et nous aider à grandir. On ne peut rien faire pour éviter l'adversité, mais on peut s'en servir comme un puissant levier pour créer des occasions. On dit que les personnes intelligentes apprennent de leurs erreurs, tandis que les personnes sages apprennent des autres. Nous avons tous la possibilité de tirer des leçons des obstacles qui se trouvent sur notre chemin et d'en faire profiter les autres. Je crois que nos décisions de carrière ont le pouvoir de contribuer à un monde meilleur. Nos expériences et les apprentissages que nous en tirons peuvent être des pistes de solutions pour les autres. Ils peuvent également nous aider à trouver un sens à notre vie. En s'appuyant sur les principes de la pensée conceptuelle et de l'attitude de croissance, cette présentation fournira des idées, des outils et des approches pour transformer nos adversités en décisions de carrière utiles.

12:00 – **Break | Pause**

12:15

12:15 – M Building Work Ethic in a Post-COVID World**13:00** *Speakers: Josh Davies*

The COVID pandemic has forever changed the workplace as we know it. Millions of jobs are being lost as others have been radically transformed. While technical skills are still important, the biggest concern employers have are the diminishing soft skills of the emerging workforce. Learn five strategies to develop these skills, no matter what population you serve.

Learning Outcomes:

- Understand the evolution of work ethic in the post-COVID world
 - See the impact of the work ethic gap on performance
 - Learn five ways to develop work ethic in any population
-

12:15 – M Create Your Own Career Path in Career Development**13:00** *Speakers: Cathy Ginsberg*

As a career professional, you help clients in their career journeys. But how proactive are you in imagining and planning your own journey? This session will inspire you to consider your own unique path in the field of career development, set meaningful goals for yourself, seek out enriching and rewarding opportunities, and explore strategies for personal growth.

Learning Outcomes:

- How to be proactive about your own career plan
 - Identify strategies and opportunities for professional growth
 - Stay on track with your goals even in challenging times
-

12:15 – M Faculty Members as WIL Practitioners: VCC Case Study**13:00** *Speakers: Candy Ho, Pam Khinda, Rachel Warick*

What does work-integrated learning (WIL) look like at an institution without a dedicated department? At Vancouver Community College (VCC), WIL programs (e.g. apprenticeships, internships, clinical placements and work experiences) are facilitated and taught by faculty and co-ordinators with discipline-specific expertise. Gain insights from the perspectives of these "informal" WIL practitioners and how VCC is leveraging their practice to enhance the overall WIL student experience.

Learning Outcomes:

- Explore WIL pedagogy and assessment practices employed by faculty members
 - Identify support/resources to help them enhance their WIL practice
 - Develop institutional strategies to effectively highlight the importance of WIL
-

12:15 – M Inclusive Innovation in Career Development in Canada**13:00** *Speakers: Brian Robson, Charles Finlay, Beverly-Jean Daniel, Wendy Cukier*

Identifying gaps in employment programs for youth, this panel showcases innovative solutions using a diversity lens, including 1) Employment Support Programs for Diverse Youth by Dr. Wendy Cukier, 2) ADaPT for Youth by Brian Robson, 3) The Bridge for Black Youth by Dr. Beverly-Jean Daniel, and 4) Ryerson's Accelerated Cybersecurity Training Program: Driving Diversity in Cyber Security by Charles Finlay.

Learning Outcomes:

- Recommendations to advance diversity and inclusion in employment programs
 - Knowledge of future skills needed for diverse youth groups
 - Resources to provide youth with employment training and opportunities
-

12:15 – M **Onboarding Immigrant Employees in Gateway and Non-Gateway Locations**

13:00 *Speakers: Alicia Piechowiak, Saul Carliner*

Canadian small-to-medium enterprises represent 54.2% of the gross domestic product (Conference Board Canada, 2018) and are experiencing a worker shortage (BDC, 2018) exacerbated by the pandemic (LMIC, 2020) despite available workers: immigrants (BDC, 2018). Workplace onboarding, employee attraction, hiring and skills training programs adapted to immigrants may improve this situation, particularly for companies in non-gateway locations.

Learning Outcomes:

- To identify the common challenges and needs of immigrant workers
- To outline effective immigrant onboarding strategies that improve retention
- To identify effective immigrant onboarding in non-gateway locations

12:15 – M **The Role of Digital Technology in Career Development | Le rôle de la technologie numérique dans le développement de carrière**

13:00 *Speakers: Tristram Hooley, Thomas Staunton*

This presentation will aim to update and develop our understandings of the role of digital technologies in career development. The presentation will argue for the need to think of digital technology as both a tool and part of society. We will also focus on the metaphors that we can use to describe the relationship between digital technology and career.

Learning Outcomes:

- Understand technology as a tool and as part of society
- Understand six key metaphors that link technology and career
- Explore how technology links to career pedagogy

Cette présentation visera à actualiser et à développer notre compréhension du rôle des technologies numériques dans le développement de carrière. On y plaidera pour la nécessité de penser la technologie numérique à la fois comme un outil et comme une partie de la société. Nous nous concentrerons également sur les métaphores que nous pouvons utiliser pour décrire la relation entre la technologie numérique et la carrière.

Objectifs d'apprentissage :

- Comprendre la technologie comme un outil et comme une partie de la société
- Comprendre six métaphores clés qui relient technologie et carrière
- Examiner comment la technologie est liée à la pédagogie de la carrière

12:15 – S **A Future for Public Education Driven by Youth**

13:00 *Speakers: Joy Liu, Annie Kidder, Ilona Dougherty, Lisa Wolff, Stephen Mensah*

The world is changing and education is key to Canada's success. Education systems must evolve to prepare students with the skills and competencies they need to contribute to the country's future. Featuring a dialogue with students and youth-serving organizations, this session will emphasize the importance of centring young people in the conversation if necessary change is to be achieved.

Learning Outcomes:

- How can young people shape the future of public education?
- What does effective intergenerational collaboration look like?
- What changes would young people like to see in education?

13:00 – **Break, Hallway Meetings & Virtual Exhibitor Showcase Presentations | Pause, rencontres**
13:30 **informelles, aire d'exposition virtuelle**

13:00 – H **One-on-One Matchmaking Sessions | Séances de jumelage individuelles**
13:30

13:30 – D **Are Soft Skills Going the Way of POGS?**

14:15 *Speakers: Jeff Landine*

In a context of increasing concern about skills deficits in the workplace, discussion of soft skills (along with the various other terms used for the non-job specific skills needed to perform at work) has become inescapable. This session will provide an opportunity to take a critical look at the question of whether or not this attention is warranted.

Learning Outcomes:

- Able to differentiate the types of skills needed for employment
 - Have considered the relative importance of soft skills
 - Arrive at their own conclusion regarding the future of soft skills
-

13:30 – D **Career Services: Impact, Proof & New Evidence**

14:15 *Speakers: Deirdre Pickerell, Lynne Bezanson, Sareena Hopkins*

In 2005, a survey of Canadian career development practitioners highlighted how we measured and reported the impact of our services. In 2021, new data provides a fresh take on how we demonstrate impact. In this session, we'll explore our relationship with evaluation and how we can build on identified strengths to prove our value and further demonstrate our impact.

Learning Outcomes:

- Discuss the evolution of evaluation in the career development sector
 - Examine current evaluation strengths and challenges in the sector
 - Explore practical ways for the sector to demonstrate impact
-

13:30 – D **Enhancing Client Dignity within Career Development**

14:15 *Speakers: Andrew Basingthwaigthe*

Threats to client dignity are often unintentional, coming from well-meaning providers who are striving to help. This session provides career professionals with an understanding of the impact of their actions on client dignity and how they can use the guiding principles of career development to enhance rather than erode client dignity as they explore their career journey.

Learning Outcomes:

- Understanding of how client dignity impacts their interaction with CDP's
 - How the Guiding Principles can support and enhance client dignity
 - Practical techniques to enhance client dignity
-

13:30 – D Hired! How to Get the Zippy Gig**14:15** *Speakers: Sheila Musgrove*

Based on my best-selling book, *Hired!*, this session is presented to the audience as the jobseeker and will benefit your clients. Highlights include my two-step resume formula that's helped jobseekers globally to land their new gigs! I'll also demystify how to interview like a pro and how to make a lasting impression at the end of the interview!

Learning Outcomes:

- How to apply the 2-step resume formula to your resume
 - 5 questions interviewers never ask, yet want the answers to!
 - Clever ways to cover resume gaps & career pivots secrets
-

13:30 – D How to Improve Diversity and Inclusion with Mentoring**14:15** *Speakers: Catherine Légaré*

Mentoring is one of the most effective strategies for fostering an inclusive and diverse organizational culture, where employees can develop for their own benefit and that of their organization. In this presentation, mentoring expert Catherine Légaré will share cutting-edge practices in DEI (diversity, equity & inclusion) and mentoring.

Learning Outcomes:

- Best practices for fostering inclusion in the workplace
 - The benefits of mentoring to effectively foster inclusive environments
 - Conditions for a successful diversity and inclusion mentoring program
-

13:30 – D Students' Perspectives on Careers and Career Development: 2022**14:15** *Speakers: Graham Donald*

Featuring insights from the 2021 Student Career Interests Report (a survey of over 16,000 post-secondary students), this presentation will provide the most authoritative look at today's students' mindset. Learn how students' attitudes toward career development, employers and the world of work are evolving as well as their expectations of their schools in terms of career development support and work opportunities.

Learning Outcomes:

- How to best support students' career development
 - How to make a stronger case for student career development
 - What today's students want from their careers
-

13:30 – D The Game of (University) Life**14:15** *Speakers: Scott Preston, Nat Perry*

Can we do more to foster a mindset of curiosity, exploration and proactive planning as students navigate university life, juggling academic priorities, social and financial pressures, and progressing toward their desired career outcomes? In a unique collaboration, Scott Preston and Nat Perry are developing a game to highlight the importance of career planning for undergraduate students.

Learning Outcomes:

- Explore the use of serious games in career education
 - Learn how career centres/practitioners/organizations and game designers can collaborate creatively
 - Discover how games provide opportunities for new career/life planning conversations
-

13:30 – D **Virtual Services: Competencies CDPs Need for the Future | Services virtuels : les compétences dont les IDC ont besoin pour l'avenir**

14:15

Speakers: Janet Morris-Reade, Roberta Borgen (Neault), Deborah Bromley

Career development practitioners (CDPs) have responded to the pandemic by transitioning their in-person services to virtual delivery as a response to COVID-19. Some have thrived in this new virtual environment, but many have struggled. Based on the Future Skills Centre research of BC's employment services sector, this session will provide recommendations for CDPs to develop their virtual service delivery competencies.

Learning Outcomes:

- Understand emerging issues related to virtual services
- Self-evaluate competencies needed for virtual services
- Respond to building virtual service competencies within an organization

Les intervenants en développement de carrière (IDC) se sont adaptés à la pandémie de COVID-19 en faisant passer leurs services en personne à une prestation virtuelle. Certains ont bien réussi dans ce nouvel environnement virtuel, mais beaucoup d'autres ont eu de la difficulté. Basée sur la recherche du Future Skills Centre dans le domaine des services d'emploi de la Colombie-Britannique, cette séance fournira des recommandations pour aider les IDC à développer leurs compétences en matière de prestation de services virtuels.

Objectifs d'apprentissage :

- Comprendre les questions émergentes liées aux services virtuels
- Autoévaluer les compétences nécessaires pour les services virtuels
- Répondre à la création de compétences en matière de services virtuels au sein d'une organisation

13:30 – S **Mobilizing Workplace Values to Achieve Job-Career Fit**

14:15

Speakers: Jacques Gaumont, Sophie Ménard

In the context of "The Great Resignation," this session will use experiential discovery to highlight the importance of values and meaning at work and their contribution to employee engagement and wellness at work. The Inventory of Workplace Values (IWV) tool, part of the TRIMA psychometric system, will be presented.

Participants who opt to complete an assessment in advance will benefit from understanding their personal IWV results through a collective interpretation.

INVENTORY OF WORKPLACE VALUES: To take full advantage of this session, request your Inventory of Workplace Values in advance. It takes only 15 minutes to complete your questionnaire. A report will be sent to you in the days preceding the session. It is not necessary to complete the assessment to join the session but it will enhance the experience. The final date that a participant can request/complete the questionnaire will be the day before the event, January 25, at midnight.

Learning Outcomes:

- Understanding the linkage between values and meaning at work
- Appreciating the IWV framework based on a psychometric model in the realm of job fit
- Knowing how to use someone's top 5 values at work

14:15 – **Break | Pause**

14:30

14:30 – P **Geared to Grow – Enhancing Career Development in Schools and Closing Comments | Viser la croissance – améliorer le développement de carrière dans les écoles et remarques de conclusion**

15:45

Speakers: Christopher Duff, London Tanario Farris, Tracy Luca-Huger, Sarah Vickery

A panel discussion with a primary focus on exploring "next practices" in career development within secondary schools. During this conversation, we hear from youth and practitioners on ways we can better support young people towards a meaningful career.

Learning Outcomes:

- Increased understanding of what currently exists within secondary schools
- Comprehensive insight into where improvements can be made
- Understand the benefits of reconstructing current career development practices

Il s'agit d'une table ronde dont l'objectif principal est d'explorer les « prochaines pratiques » en matière de développement de carrière dans les écoles secondaires. Au cours de cette conversation, nous entendrons des jeunes et des intervenants nous parler de la façon dont nous pouvons mieux aider les jeunes à trouver une carrière intéressante.

Objectifs d'apprentissage :

- Avoir une meilleure compréhension de ce qui se fait actuellement dans les écoles secondaires
- Fournir un aperçu complet des améliorations possibles
- Comprendre les avantages d'une refonte des pratiques actuelles en matière de développement de carrière

FEBRUARY 4 • FRIDAY

12:00 – P **(Plenary Session: Introduction | Séance plénière : introduction) Crossing the Threshold into Liminal Space | Franchir le seuil de l'espace liminal**

12:30

Speakers: Norm Amundson, Andrea Fruhling

A time for reflection, creativity and the exploration of possibility. What are your next steps? How can you position yourself to leverage past learning and open up new options? Join us in crossing the threshold and prepare for the uncertainties of liminal space.

Un temps pour la réflexion, la créativité et l'exploration des possibilités Quelles sont les prochaines étapes pour vous? Comment pouvez-vous tirer parti des apprentissages passés et créer de nouvelles possibilités? Rejoignez-nous pour franchir le seuil et préparez-vous aux incertitudes de l'espace liminal.

12:30 – **Break | Pause**

12:45

12:45 – **Concurrent Reflection Sessions | Séances concomitantes de réflexion**

13:45

12:45 – C **Changing Concepts of Work**

13:45

Speakers: Hoda Kilani, Lisa Taylor

The value of work, the idea of the workplace, and the concept of the worker have all been challenged in the past two years. In reflecting on demographics, technology and changing values, what will the concepts of career and work mean to us in the next two years?

12:45 – C **Future of Learning**

13:45 *Speakers: Tannis Goddard, Linda Parly*

Learning in all its forms has been changing throughout the pandemic. From hybrid classes in post-secondary to the rise of micro-credentials in the upskilling of displaced workers, how are you rethinking the place of learning within existing and future career pathways?

12:45 – C **Research in Practice**

13:45 *Speakers: Seth Hayden, Roberta Borgen (Neault)*

Contemporary and emerging career development research and theory allows us to bring fresh perspectives to our work and increase our impact with clients and learners. How is the application of research, theories and methods changing your practice in new and different ways?

12:45 – C **Social Justice & Diversity | Justice sociale et diversité**

13:45 *Speakers: Surranna Sandy, JP Michel*

The past two years has brought a seismic shift in how career professionals view their role in the movement for social change. How can we advocate not only for social justice for clients and learners but also for equitable access to the field so that career developers are as diverse as the people they serve?

Ces deux dernières années, la façon dont les professionnels du développement de carrière considèrent leur rôle dans le mouvement pour le changement social a connu des transformations radicales. Comment pouvons-nous plaider non seulement pour la justice sociale pour les clients et les apprenants, mais aussi pour un accès équitable au domaine afin que les intervenants en développement de carrière soient aussi diversifiés que les personnes qu'ils servent?

13:45 – **Break | Pause**

14:00

14:00 – **Concurrent Reflection Sessions | Séances concomitantes de réflexion**

15:00

14:00 – C **Advocating for Career Development**

15:00 *Speakers: Sareena Hopkins, Sarah Delicate*

Career development still only gets limited recognition outside the field despite its transformative potential for peoples in Canada. Governments, employers and individuals need to better understand what it is and what it can do for them. How are we building the profile, vitality and sustainability for career development in this country?

14:00 – C **Innovations in Counselling | Innovations en matière d'orientation**

15:00 *Speakers: Patricia Dionne, Rob Straby*

In our fast-evolving world and labour markets, career development is needed more than ever to help people chart their career plans and navigate a multitude of transitions. What are some innovations in effective career counselling/coaching techniques that you feel are critical to the delivery of your services to clients or learners?

Dans notre monde et nos marchés du travail qui évoluent rapidement, le développement de carrière est plus que jamais nécessaire pour aider les gens à établir leurs plans de carrière et à faire face à une multitude de transitions. Quelles sont les innovations en matière de techniques efficaces d'orientation professionnelle et d'encadrement qui, selon vous, sont essentielles à la prestation de vos services aux clients ou aux apprenants?

14:00 – C **Reconciliation in Action**

15:00 *Speakers: Kathy Offet-Gartner, Gray Poehnell*

According to the TRC, reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous peoples and includes awareness of the past, acknowledgement of harm done, and action to change behaviour. How can career development contribute to reconciliation in Canada?

14:00 – C **Rethinking K-12**

15:00 *Speakers: Annie Kidder, Adriano Magnifico*

We know that the current system does not optimally prepare all young people to exit high school equipped with a sense of purpose, the social-emotional skills to succeed in life, and the resilience to reach their goals. How do we bring real-world relevance that drives student imagination into K-12?

15:00 – L **Keynote Address | Allocution : Redefining Resilience**

16:00 *Speakers: Dr. Rumeet Billan*

Resilience is a powerful skill that can be developed. It is the ability to bounce back from challenges and setbacks. It requires developing positive adaptation processes to help overcome the challenges we face and intentional reflection to build confidence in our strengths and abilities. It also involves interventions that support and develop objective reasoning, possibility thinking, perseverance and self-trust. This talk will focus not only on bouncing back from the difficulties we encounter, but also on learning and growing from them to achieve higher levels of performance. Resilience allows us to get back to the level of functionality that we were at before we experienced the challenge. Redefining it allows us to thrive. This is how we turn challenges into opportunities.
