

## Cannexus23 Virtual | Virtuel

- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Block - Bloc 2 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- V** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- N** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)    **H** Hybrid (virtual & in-person) | Hybride (virtuel et en personne)
- L** Live Session    **O** On-demand Sessions (Séances sur demande)    **R** Recorded Poster Sessions

**JANUARY 23 • MONDAY**

11:00 – 11:45	<p><b>MORNING MEETUP: Career Counsellors Unite - All are welcome</b></p> <p><i>Speakers: Priscilla Jabouin, Dawn Schell</i></p> <p>Join the Canadian Counselling and Psychotherapy Association (CCPA) Career Counsellor Chapter for an online networking and sharing opportunity! Learn about the new chapter vision, and provide your input on what you would like to see from the chapter over the next two years. It might be cold outside but grab a hot beverage and join us for a warm and welcoming event!</p>	TBA
11:00 – 11:45	<p><b>MORNING MEETUP: Insights into EDI - All are welcome</b></p> <p><i>Speakers: Jillian George, Alex Rascanu</i></p> <p>This interactive session will give participants the opportunity to brainstorm and learn from one another. We will explore what Equity, Diversity and Inclusion look like in the workplace and how you may already be implementing these concepts. Join us to gain some additional simple aspects that can be added into your current EDI plan. Participants will have the opportunity to breakout into smaller groups for think-tank sessions.</p>	TBA
11:00 – 11:45	<p><b>MORNING MEETUP: Let's Talk About Writing!</b></p> <p><i>Speakers: Lindsay Purchase</i></p> <p>Are you interested in writing about career development for your peers or clients – but something has been holding you back? Do you already write blogs, articles or social media posts and want to chat about this with others? In this interactive session, we invite aspiring and experienced writers alike to come together to share their writing challenges, brainstorm solutions and connect with colleagues.</p>	TBA
11:00 – 11:45	<p><b>MORNING MEETUP: Regulated Career Colleges – Future of Workforce Development - All are welcome</b></p> <p><i>Speakers: Dean Tremain, Victor Tesan, Ari Laskin</i></p> <p>Labour shortages are not just a 2023 problem and networking and partnerships are the key to building long-term, reliable and sustainable solutions. Let's put our heads together to discuss best practices and creative solutions.</p>	TBA

12:00 – 13:00

**H Keynote Address | Allocation: Two Spirit Diversity - Race, Gender, Sexuality & Unconscious Bias | La diversité bispirituel - Le genre, la sexualité, la race et les préjugés inconscients**

*Speakers: Dr. James Makokis*

Dr. James Makokis has an incredible first-hand experience in growing up as a Two-Spirit in a segregated and marginalized community. He has one of the most unique perspectives on the importance of acceptance and equal treatment regarding cultural, gender, sexuality and racial differences. Two-Spirit is a contemporary English term to reflect gender diversity that Indigenous nations have always had. Canada is one of the most diverse countries in the world yet many individuals face personal challenges in achieving success. Dr. Makokis combines his story with practical insights on how to create accepting spaces where EVERYONE can prosper by incorporating an accepting attitude to anyone that is outside of social norms. He will share how to identify and acknowledge our unconscious bias, which often creates and reinforces stereotypes and stigmas which then negatively impact our relationships. Dr. Makokis teaches how to become an ally to refocus our relationships to be accepting, safe and supportive. This presentation will provide key learnings for individuals and organizations that work to create new inclusive programs for diverse populations.

Le Dr James Makokis a vécu une expérience personnelle extraordinaire en tant que bispirituel qui a grandi dans une communauté ségréguée et marginalisée. Il a une perspective des plus uniques sur l'importance de l'acceptation et de l'égalité de traitement en ce qui concerne les différences liées à la culture, au genre, à la sexualité et à la race. « Bispirituel » est un terme français contemporain qui reflète la diversité de genre qui existe depuis toujours au sein des nations autochtones. Nombreux sont ceux qui doivent encore relever des défis personnels pour réussir au Canada, qui est pourtant l'un des pays les plus diversifiés au monde. Le Dr Makokis nous racontera son histoire en y intégrant des idées pratiques sur la manière de créer des espaces d'acceptation où TOUT LE MONDE peut prospérer en adoptant une attitude d'acceptation à l'égard de quiconque se trouve en dehors des normes sociales. Il nous expliquera comment cerner et reconnaître nos préjugés inconscients, qui créent et renforcent souvent les stéréotypes et la stigmatisation qui ont ensuite des répercussions négatives sur nos relations. Il nous enseignera à devenir un allié pour recentrer nos relations afin qu'elles reposent sur l'acceptation, la sécurité et l'entraide. Cette présentation fournira des apprentissages clés aux personnes et aux organisations qui travaillent à la création de nouveaux programmes inclusifs pour des populations diversifiées.

13:00 – 13:15

**Break | Pause**

TBA

13:00 – 13:15

**R (Affiche d'étudiant) (Séance sur demand diffusée) Comment naviguer le choix de carrière? L'autocompassion, une boussole vers des objectifs plus autodéterminés et l'autoefficacité de carrière**

*Speakers: Viviane Poirier*

TBA

13:00 – 13:15

**R (Student poster) (On demand session released) Engaged Scholarship and Critical Realism: A Bricolage Methodological Approach for Career Development Research**

*Speakers: Joel Murphy*

TBA

13:00 – 13:15

**R (Student poster) (On demand session released) Exploring the Impact of a Public Speaking Workshop on the Career Adaptability Resources of Undecided University Students**

*Speakers: Michael Ford*

TBA

13:00 – 13:15

**R (Student poster) (On demand session released) Logiques de participation de jeunes sans diplôme d'études secondaires dans un modèle d'obligation de participation aux programmes d'intégration sociale et professionnelle au Québec**

*Speakers: Mouhamadou Moustapha Sow*

TBA

13:00 – 13:15

**R (Student Poster) (On-Demand Session Release) Legacy Learning & Career Development: Students as Agents of Change**

*Speakers: Hannah Celinski*

TBA

13:00 – 13:15

**R (Student poster) (On-demand session released) Study of the Impact of Adaptive Learning, Literature Review**

*Speakers: Aziz Mimoudi*

TBA

13:00 – 13:15

**R (Student Poster) (On-demand session released) Teleworking Couples Cultivating Work-life Wellness: Preliminary Results**

*Speakers: Rebecca Como*

TBA

13:00 – 13:15

**R (Student Poster) (On-demand session released) Winning in Open Learning Relationships: A Partnership in Higher Education with Industry**

*Speakers: Sonja Johnston*

TBA

13:15 – 14:00

**B A Roadmap to Success: Equity & Youth Employment**

TBA

*Speakers: Adela Colhon, Ellah Mangwiza, Naureen Islam, Samantha Adebiji*

We will be presenting the core areas of delivery for the Black Achievers Program, focusing on understanding the positive impact of employment/education mentorship programs for Black Youth & 2SLGBTQIA+ youth to remove barriers to employment. Furthermore, we will explore how to effectively offer employment programs to racialized newcomer youth.

Learning Outcomes:

- Understand the positive impact of employment/education mentorship programs for Black youth
- Work with 2SLGBTQIA+ youth to remove barriers to employment
- How to effectively offer employment programs for racialized newcomer youth

13:15 – 14:00

**B Career Development as a Lever for Poverty Reduction | Le développement de carrière comme levier de réduction de la pauvreté**

TBA

*Speakers: Donnalee Bell, Andrew Reddin, Sareena Hopkins*

The rise in precarious work and the cost of living are threatening to widen Canada's poverty gap. We know anecdotally that career strategies and services can help reduce poverty in our communities, but where's the hard evidence? This session examines the evidence tracked by three demonstration projects and invites participants to share best practices and co-strategize on building the evidence base.

Learning Outcomes:

- Explore how career development can contribute to poverty reduction
- Examine the data points that inform practice and build evidence
- Co-conceive of ways to create, share and promote an evidence-base

L'augmentation de la précarité de l'emploi et du coût de la vie menace de creuser le fossé de la pauvreté au Canada. Nous savons de manière anecdotique que les stratégies et les services d'orientation professionnelle peuvent contribuer à réduire la pauvreté dans nos collectivités, mais où se trouvent les données probantes tangibles de cette tendance? Cette séance porte sur les données probantes suivies dans le cadre de trois projets de démonstration et invite les participants à mettre en commun leurs meilleures pratiques et à élaborer ensemble une stratégie pour créer une base de données probantes.

Objectifs d'apprentissage :

- Explorer comment le développement de carrière peut contribuer à la réduction de la pauvreté
- Examiner les points de données qui viennent éclairer la pratique et constituent des données probantes
- Concevoir ensemble des moyens de créer, de partager et de promouvoir une base de données probantes

13:15 – 14:00

**B L'intervention psychosociale en contexte de nature et d'aventure en orientation**

TBA

*Speakers: Élyse Joubert, Sébastien Rojo*

Présentation des bénéfices de l'approche innovante de l'intervention par la nature et l'aventure pour le développement de la connaissance de soi, la prise de conscience des compétences/des limites, le développement de l'estime personnelle, l'autorégulation, la consolidation d'équipe et bien plus. Nous vous ferons découvrir les leviers importants de cette approche et comment l'utiliser à bon escient.

Objectifs d'apprentissage :

- Les bases de l'approche IPNA
- Les bénéfices de l'approche en orientation
- Des outils et conseils pour les projets en nature

**about:** Je suis conseillère d'orientation en pratique privée et j'ai développé une expertise pour travailler auprès de la clientèle d'athlètes. Je détiens baccalauréat en psychologie et une Maîtrise en science de l'orientation.

13:15 – 14:00	<p><b>B Reclaim Your Empathy!</b>  <i>Speakers: Crystal Dolliver, Jacqueline Smith-Jordan</i>  Empathy holds the key to greater resilience. As we navigate an unstable labour market and witness global decreases in wellness, reclaiming your empathy and building compassion has never been more important. Whether you're a leader or career practitioner, understanding and developing empathy benefits you and others personally and professionally. Discover strategies for growing your empathy and turning it into action.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Define and explore the importance of empathy</li> <li>• Review how empathy increases individual, team, and organizational resilience</li> <li>• Identify strategies for developing and turning empathy into action</li> </ul>	TBA
13:15 – 14:00	<p><b>B The New Vocabulary of Careers</b>  <i>Speakers: Saul Carliner</i>  Side hustle. New collar job. Breadcrumbing. The Great Resignation. Snaplications. The Internet, post-pandemic era has generated a new language of careers. In this interactive session, familiarize yourself with some of the most common new terms in careers and the implications of the concepts underlying these terms for the clients and others whom you serve.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Define at least 7 emerging career development terms</li> <li>• Describe the impact of each term on current and future workers</li> <li>• Suggest how issues underlying term might affect your work</li> </ul>	
14:00 – 14:15	<p><b>Break   Pause</b></p>	
14:15 – 15:15	<p><b>C How Does Transformative Reflective Practice Unlock Career Clarity?</b>  <i>Speakers: Catherine McCormick, Margaux Wolfe, Mark Franklin, Augustina Charles</i>  From experiential learning to workplace experiences, any "story" contains clarification value. Four leaders embed narrative tools into programs to optimize the interaction among reflection, career development and lived experience: Tech Stewardship for undergrad work-integrated learning, graduate non-academic OPTIONS, Canadian military spouses, US foreign service. Session draws on OneLifeTools' CERIC-funded Wayfinder project. Find and share promising practices to embed in your programs.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand design/outcomes of four career programs embedding HEROIC reflective framework</li> <li>• Describe reflective practice benefits, gaps for EL-WIL and lived experience</li> <li>• Appreciate usefulness of OneLifeTools' CERIC-funded Wayfinder site for practitioner resources</li> </ul>	
14:15 – 15:15	<p><b>C How to Make Labour Market Information More Inclusive</b>  <i>Speakers: Wendy Cukier</i>  Timely labour market information (LMI) is important in any discussion about skills development but the question remains how LMI can advance equity, diversity and inclusion. This session will identify the top in-demand skills sought by Canadian employers and draw upon the principles of behavioural economics to discuss how career and skills training services can make LMI more inclusive.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand the top skills sought by employers by occupation type</li> <li>• Apply a behavioural economics perspective to career services programming</li> <li>• Recommendations for designing inclusive skills training and career development services</li> </ul>	TBA
14:15 – 15:15	<p><b>C Indigenous Career Navigators Program (ICNP)</b>  <i>Speakers: April J. Adams (she/her)</i>  The ICNP assists Indigenous employees, who are working in the federal public service, to navigate their careers. They offer career advice and recommendations. They also support Indigenous recruitment, retention and advancement in a culturally safe environment.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Encourage Indigenous peoples to come work in the public service</li> <li>• Showcase Indigenous recruitment, retention, and career advancement efforts</li> <li>• Promote supports for Indigenous employees for an inclusive workplace</li> </ul>	TBA

14:15 – 15:15

**C Real World LMI, the Classroom and Career Development***Speakers: Rebecca McCarthy, Tricia Berry*

The Real World LMI Challenge asks high school students to respond to labour market challenges the New Brunswick government faces every day. Using LMI and project-based learning, students offer potential solutions supported by teachers, community leaders and the career development sector. Learn how student solutions to the Real World LMI Challenge spark career conversations in any classroom setting.

Learning Outcomes:

- Career-connected experiential learning impacts for students and teachers
- How project/problem based learning can support skill/competency development
- The positive effects of collaboration between sectors, governments and education

14:15 – 15:15

**C Well-being and the Impact of Career | Le bien-être et l'effet du développement de carrière**

TBA

*Speakers: Paula Allen*

Crisis often sharpens the impact of the things that matter most. The pandemic accelerated many workplace trends, and intensified many factors that impact well-being and work. There has been an increase in the overlap of work and "life," which goes well beyond the impact of working from home to include an increase in sensitivity to stress and a sense of instability in the employee-employer relationship.

Learning Outcomes:

- An understanding of the shift in mental well-being and workplace relationships
- Knowledge of the key factors that make a difference in work experience and employee well-being
- Recommendations for both employees and employers

Une crise accentue souvent l'incidence des choses qui comptent le plus. La pandémie a accéléré de nombreuses tendances en milieu de travail et a intensifié plusieurs facteurs ayant une incidence sur le bien-être et le travail. Le travail et la « vie de tous les jours » font de plus en plus partie d'une même réalité et ce phénomène va bien au-delà de l'incidence du travail à domicile. Il se traduit par une sensibilité accrue au stress et par un sentiment d'instabilité dans le cadre de la relation employé-employeur.

Objectifs d'apprentissage

- Une compréhension de l'évolution du bien-être mental et des relations sur le lieu de travail
- La connaissance des facteurs clés qui changent le cours des choses au niveau de l'expérience de travail et du bien-être des employés
- Des recommandations pour les employés et les employeurs

15:15 – 15:45

**Break, Hallway Meetings | Pause, rencontres informelles**

TBA

These video-based group (4-5 people) matchmaking sessions take place during one break each day. If you sign up for Hallway Meetings, CERIC will randomly match you with other attendees and schedule the Zoom Meeting in your personal schedule in the virtual conference platform. Attendees interested in participating in Hallway Meetings can sign up when they register on the Cannexus registration form.

Il s'agit de séances vidéo de jumelage avec un groupe de 4-5 participants qui ont lieu pendant une pause chaque jour. Si vous vous inscrivez aux réunions informelles, le CERIC vous jumellera au hasard avec un groupe des participants et inscrira une réunion Zoom à votre calendrier personnel dans la plateforme virtuelle du congrès. Les participants souhaitant prendre part aux rencontres informelles peuvent s'y inscrire au moment de remplir le formulaire d'inscription au congrès Cannexus.

15:45 – 16:30

**H Around the World Session | Séance Autour du monde: Importance of Career Counselling for Migrants' Social and Professional Integration | L'importance de l'orientation professionnelle pour l'intégration sociale et professionnelle des migrants**

*Speakers: Germán A. Cadenas, Jérôme Rossier, Lisa Y. Flores, Shagini Udayar*

Demographic growth, climate change overall globalization impact migration flows, which are constantly increasing. Career counselling has an important role to play to facilitate and help the social and professional integration of migrants and immigrants but the tools and interventions need to be adapted and contextualized for this population. This session aims to present and discuss these challenges, tools, and interventions in providing career counselling services to migrant/immigrant populations.

Learning Outcomes:

- Discuss the role of career guidance for migrants and immigrants
- Discuss how to adapt interventions for migrants and immigrants
- Discuss new tools for career guidance for migrants and immigrants

La croissance démographique, les changements climatiques et la mondialisation dans son ensemble ont une incidence sur les flux migratoires, qui sont en constante augmentation. L'orientation professionnelle a un rôle important à jouer pour faciliter et aider l'intégration sociale et professionnelle des migrants et des immigrants, mais les outils et les interventions doivent être adaptés et mis en contexte pour cette population. Cette séance vise à discuter de ces difficultés, de ces outils et de ces interventions dans la prestation de services d'orientation professionnelle aux populations de migrants et d'immigrants.

Objectifs d'apprentissage :

- Discuter du rôle des services d'orientation professionnelle offerts aux migrants et aux immigrants
- Discuter de la manière d'adapter les interventions pour les migrants et les immigrants
- Discuter des nouveaux outils d'orientation professionnelle destinés aux migrants et aux immigrants

15:45 – 16:30

**O (On-demand session released) "Micro-credentials and Me" for Career Practitioners**

TBA

*Speakers: Don Presant*

Micro-credentials and digital badges are fast becoming a great way to develop and recognize skills in workers and connect them with employer needs for rewarding careers. As a career practitioner, find out how you can harness the power of this recognition technology for your clients, and for your own career. Earn a badge for your professional learning in this session!

Learning Outcomes:

- Define Open Badges with examples such as micro-credentials
- Describe how micro-credentials and other badges can make skills visible
- Explain how badges can help under-represented populations advance their careers

15:45 – 16:30

**O (On-demand session released) A Multi-Discipline Collaboration in Co-operative Education Course Development**

TBA

*Speakers: Leanne Mihalicz, Sarah Gibson, Jamie Noakes, Harshita Dhiman*

Co-operative education has a long history in Canada and is based on experiential learning (EL) theory. This presentation is inspired by recent research and work, *Unlocking the Career Development Value Within Experiential Learning*, by One LifeWorks and CERIC (2021). Building on this work and others, this project explores best practices for EL pedagogy to design innovative and inclusive curriculum.

Learning Outcomes:

- Identify best practices in EL course development
- Develop new reflective pedagogy for co-op courses
- Integrate meaningful, innovative and inclusive curriculum

15:45 – 16:30

**O (On-demand session released) An Indigenous Skills for Success Journey**

TBA

*Speakers: Francesca de Bastiani, Pamela Tetarenko, Colleen Yamamoto, Danica Isherwood*

Funded by the Office of Skills for Success, Douglas College and Paintedstone & Associates Learning Systems are in the process of refreshing the original "An Aboriginal Essential Skills Journey: Planting the Seeds for Growth" to reflect the new Skills for Success framework. This is a national project and there is an opportunity to pilot the curriculum in spring 2023.

Learning Outcomes:

- Understand the transition from Essential Skills to Skills for Success
- Be aware that a new tool will be available
- Learn about an opportunity to test the material

15:45 – 16:30	<p><b>O (On-demand session released) Building Pathways to Employment and Further Education</b>  <i>Speakers: Andrew Lafford, Michael Yue, Tracy Brant, Lorraine McKellar, Emily Ecker, B. Comm., M.A. Ed</i>  Four colleges from across Canada have partnered to address barriers to post-secondary education and employment for equity-deserving communities. They will share their journey of implementing the innovative City School model by Mohawk College. They will examine their experience of building partnerships and sharing knowledge, the importance of creating community-driven programming, and share what is next for the consortium.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• The value of pan-Canadian partnerships between institutions and workforce partners</li> <li>• Importance of reaching underserved communities and supporting their success</li> <li>• Strategies and supports to promote industry success and student success</li> </ul>	
15:45 – 16:30	<p><b>O (On-demand session released) CareerAtlas: Unlocking Career Potential Through AI Technology</b>  <i>Speakers: Anja Moore-Heighington, Dr. Jane Rowan</i>  CareerAtlas is an intelligent online platform specially designed to support career coaches, employment counsellors and jobseekers to unlock their career potential. Using AI and LMI, CareerAtlas guides users through their career journey, providing personalized job recommendations, learning programs and next steps. Join us to learn more about using enhanced LMI data and employment projections to support your clients career path.</p>	TBA
15:45 – 16:30	<p><b>O (On-demand session released) Championing International Students: A Collaborative Career Development Model</b>  <i>Speakers: Ashley Pinsent-Tobin, Chantal Brine, Jennifer Wesman</i>  Through two cross-sectoral models and the award-winning Atantic Canada Study and Stay project, EduNova, EnPoint and NSCC International have collaborated to support 1,000+ international students in Atlantic Canada. Sharing learnings from helping students build skills, connections and confidence to start careers here post-graduation, we portray the transformation from international student to international talent and implications for employers and post-secondary institutes.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Provide inspiration for cross-sector projects using models pillars and results</li> <li>• Understand challenges faced by international students entering the Canadian workforce</li> <li>• Share opportunities to engage potential employers in student success</li> </ul>	
15:45 – 16:30	<p><b>O (On-demand session released) Cracking Career Literacy! Engaging Youth in Portfolio Creation</b>  <i>Speakers: Hoda Kilani</i>  Research continues to show the value of self-knowledge when making career decisions. The reality is that youth don't need to know where they are exactly headed since life throws obstacles and opportunities that change any set career plan. However, they need to be able to confidently make career decisions. Using an Education Career Portfolio will help them do that!</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Learn the value of creating an Education Career Portfolio</li> <li>• Tips to determine what to include in a Portfolio</li> <li>• Engage youth in creating an Education Career Portfolio</li> </ul>	TBA
15:45 – 16:30	<p><b>O (On-demand session released) Going Further, Faster. Global Collaboration Powers CareersEd Innovation</b>  <i>Speakers: Leigh Gray, Liv Pennie</i>  This experiential case study showcases how New Zealand educators teamed up with BECOME Education to deliver a technology-infused careers education program that reinvigorated student engagement, transferred across geographical and cultural barriers and prepared a diverse cadre of students for a future that will require them to be more flexible, more self-aware and have mastery over their own future.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Learnings from delivering careers education delivered early, often and integrated</li> <li>• The positive impacts on student engagement, agency and well-being</li> <li>• The power of global collaboration rather than reinventing the wheel</li> </ul>	

15:45 – 16:30

O **(On-demand session released) Leading for Greater Impact: A Systems Approach**

TBA

*Speakers: Jess Popp, Jack Kennedy*

Effective leadership within career development organizations is critical to best support staff and community members, especially amidst uncertainty and change. This session will focus on the Nova Scotia Works system's approach to strengthening leadership capacities across the province. We'll highlight the participatory design process as well as key leadership competencies/development opportunities that emerged from interviews, communities of practice and research.

Learning Outcomes:

- Understand emerging best practices for effectively leading career development organizations
- Explore a case study for implementing province-wide, responsive leadership development
- Resources/approaches to strengthen relationships, collaboration and impact within your organization

15:45 – 16:30

O **(On-demand session released) Living with Mental Illness**

*Speakers: Nikki Langdon*

This is one person's first-hand experience of living and working with mental illness. Nikki has helped others with career exploration for over 23 years at the Neil Squire Society and through that time shared her journey with her clients. She has published a memoir, *Shades, Living with Mental Illness* and now speaks publicly about her continual journey.

Learning Outcomes:

- Destigmatizing mental illness
- Sharing lived experience
- Answer questions about living with mental illness

15:45 – 16:30

O **(On-demand session released) New Canadian Food Entrepreneurs: The OAFVC Experience**

*Speakers: Emilio Ojeda*

New Canadians Food Entrepreneurship is a program that trains newcomers in scaling recipes, production, labelling and marketing their own products with a five-week theory course and hands-on production in the Ontario Agri-Food Venture Centre (OAFVC).

Learning Objectives:

- Understanding food entrepreneurship
- Small-batch production and market testing
- Measuring the outcome

15:45 – 16:30

O **(On-demand session released) Older Workers: Well-being and Career Engagement**

TBA

*Speakers: Jennifer Luke, William Borgen, Roberta Borgen*

Career engagement and support is important throughout an individual's career life. Career re-engagement of post-retirement age workers is a growing trend and has potential shared benefits for employers and employees, including increased productivity, intergenerational knowledge sharing, and job satisfaction. To support mature workers' career engagement (or re-engagement), an understanding is needed of their motivations, including financial, social and well-being.

Learning Outcomes:

- Conceptualize the needs and motivations of older workers
- Practical techniques for supporting well-being and career engagement
- Promote policy and advocacy for older workers

15:45 – 16:30

O **(On-demand session released) Online Psychological Flexibility Training for Career Development**

*Speakers: Angela Russo*

The study involved future support teachers who participated in a pilot training program on "psychological flexibility" (Hayes et al., 1999), aimed at mindfully contacting the present moment, accepting painful emotions, defusing problematic thoughts, noticing unnecessary self-descriptions – which could impede career development – and engaging in value-based committed action. The pre-post comparison results of the synchronous training will be discussed.

Learning Outcomes:

- Future support teachers could benefit from online psychological flexibility training
- Psychological flexibility could be developed through six online synchronous sessions
- Create a warm, compassionate and validating relationship with participants



15:45 – 16:30

O **(On-demand session released) Preparing for Digitization: Strategies to Support Young Canadians**

*Speakers: Deepak Mathew, Divyasri Chakraborty, Esther Nordin*

As a career professional, are you equipped to support your clients with career concerns in a job market increasingly influenced by digitization and technology? An ongoing study sponsored by the Social Sciences and Humanities Research Council of Canada identifies helpful strategies and challenges as experienced by career professionals. Insights and tools for application will be shared in this workshop-style presentation

Learning Outcomes:

- Understanding shifting priorities for career professionals in a digital economy
- Raising awareness of career development strategies for young people
- Applying models of career development in the context of digitization

15:45 – 16:30

O **(On-demand session released) Preparing Jobseekers for the New Normal: Virtual Work**

*Speakers: Ivana Popadic, Talitha Pegus*

Virtual/hybrid working models are here to stay in the post-pandemic era. Workforce development programs can better prepare participants by adapting their models to fit with new work standards. Ensuring groups under-represented in tech, such as Indigenous individuals or women, have the tools and skills necessary to overcome the digital divide and gain remote employment can diversify and strengthen our workforce.

Learning Outcomes:

- Virtual/hybrid programs prepare jobseekers for similar work environments
- VirtRemote training provides barriered groups employment access wherever they are
- Diminishing digital divide equips all for opportunities to strengthen economy

15:45 – 16:30

O **(On-demand session released) The Role of Accompaniment in Career Practice**

TBA

*Speakers: Bernie McFarlane*

Effective career practice cannot be reduced to output. The client has a deep need to be, and to feel, accompanied. This presentation shares qualitative data from clients on what makes them feel accompanied, and whether online work enables a sense of accompaniment. Also covered are practical recommendations for increasing the client experience of accompaniment.

Learning Outcomes:

- An understanding of what the client perceives as accompaniment
- Acquire actionable recommendations regarding accompaniment in practice
- A sense of how accompaniment works in delivering services online

15:45 – 16:30

O **(On-demand session released) The Shape of Career Practice in Aotearoa NZ**

*Speakers: Heather Lowery-Kappes, Sam Young*

This is a tale of difference: from a survey conducted in late 2021, we look at what career development professionals look like in Aotearoa New Zealand today, and how have things changed since we last surveyed ourselves in 2012. Join us to hear the story of the findings from CDANZ President, Heather Lowery-Kappes and NMIT researcher, Sam Young.

Learning Outcomes:

- The shape of career development in Aotearoa New Zealand
- The differences in views across the survey groups
- Common challenges across the sector and ideas for future-proofing

15:45 – 16:30

O **(On-demand session released) They're Here! Generation Z Career Directions**

TBA

*Speakers: Tara Beaton*

As Generation Z continues its entry into the workforce, its members bring fresh perspectives for work, along with unique career expectations. In this session, we tap into what is known so far about this Generation, and how this information informs effective career development support for Gen Z, now and into the future.

Learning Outcomes:

- Define who Generation Z is and what makes them unique
- Separate the facts from some myths about Generation Z
- Identify what Generation Z values most about their career futures

15:45 – 16:30

O **(On-demand session released) Understanding the Government Narrative Around Work-integrated Learning**

*Speakers: Hilary Krygsman, Noah Arney*

Based on research into post-structural analysis of government WIL policies and discussions with WIL practitioners about the narrative in their provinces, this session will explore the practical implications of work-integrated learning governmental policy and initiatives from British Columbia, Alberta and Ontario. It will critically examine the purposes and intended outcomes of WIL and the underlying assumptions of government WIL policy.

Learning Outcomes:

- Identify how governments across Canada discuss the purpose of WIL
- Respond to the narratives presented with current research into WIL
- Reflect the future of WIL as accessible and transformative

15:45 – 16:30

O **(On-demand session released) Why Communicating What You Do Matters**

TBA

*Speakers: Kristin Vandegriend*

Career development work is important. As CDPs, we often excel at supporting our clients, but focus less on communicating the value we bring to other audiences such as funders, employers, senior leadership and the broader community. This session focuses on how all CDPs can tell their stories, share meaningful metrics, and leverage communications and marketing techniques to reach key stakeholders.

Learning Outcomes:

- Identifying your key stakeholders and what's important to them
- Adjusting your stories/metrics so that they resonate with stakeholders
- Understanding practical strategies you can implement right away

15:45 – 16:30

O **(On-demand session released) Wild West or Way of the Future: Navigating Micro-credentials**

*Speakers: Mandie Abrams*

Globally we have seen the growth of micro-credentials as a means of validating skills and competencies. HWTC has been exploring the micro-credentialing ecosystem and asking; What is the impact of micro-credentials on workers and employers? Who validates what and how? How equitable and accessible are micro-credentials for our most vulnerable workers? Join us in a discussion of our learnings.

Learning Outcomes:

- What are micro-credentials
- What does the current Canadian micro-credential landscape look like
- What do workers and employers have to say about micro-credentials

15:45 – 16:30

O **(On-demand session released) Workforce Development Initiatives in Supporting Under-Represented Individuals**

*Speakers: Ann Reinhart, Lori Hall, Michele Ellingsen Ailsby, Rhonda Kitsch*

We'll share successes and learnings in supporting under-represented, unemployed, and/or under-employed individuals in skills training and/or post-secondary education. By providing supported programming, individuals were able to participate and complete education/training, while also developing their Skills for Success, and make a positive and meaningful connection to the Saskatchewan labour market.

Learning Outcomes:

- The importance of human connection across different modalities of learning
- Ways to incorporate Skills for Success into career training
- Comprehensive support techniques to bridge individuals from education/training to employment

15:45 – 16:30

O **(On-demand session released) Workforce Development: Pathways to Work for Youth with Disabilities**

TBA

*Speakers: Aleksandra Popovic, Bernadette Beaupre*

This session presents highlights of an initiative led by PTP Adult Learning and Employment Programs in partnership with George Brown College, to create an integrated workforce program model with the goal of achieving direct, measurable and sustainable employment for youth with intellectual disabilities. The partnership model supports youths' seamless transition from skills training and employment services through to gainful employment.

Learning Outcomes:

- Better understand the PTP-GBC program model currently in pilot phase
- Learn about the unique approaches used by employment services staff
- Learn about the unique integration of education, services and supports

15:45 – 16:30

**O (Séance sur demande diffusée) Accompagnement distance: transfert et adaptation des savoirs professionnels** TBA*Speakers: Michel Turcotte*

Les mesures sanitaires imposées afin de contrer la Covid 19 ont fait en sorte d'accélérer l'apport des technologies numériques dans l'accompagnement de diverses clientèles. Nous présenterons les résultats d'une recherche menée avant la Covid 19 auprès de conseillères et conseillers d'orientation du Québec, portant sur le transfert et l'adaptation des savoirs professionnels acquis de la formation initiale et de l'expérience.

Objectifs d'apprentissage :

- Réfléchir aux enjeux déontologiques
- S'informer sur les données probantes portant sur l'accompagnement à distance
- Réfléchir sur sa propre pratique

15:45 – 16:30

**O (Séance sur demande diffusée) Le CV tendance: du prêt-à-porter à la haute couture!***Speakers: Catherine Plante*

Les bouleversements du marché du travail exigent que les conseillers adaptent leurs façons de faire. Les candidats ont dorénavant besoin de faire connaître leur plein potentiel d'une nouvelle façon. Les traditionnels CV ont été repensés et des CV tendances leurs sont maintenant offerts. Ce nouvel outil a fait ses preuves partout au Québec et ce, dans tous les secteurs d'activité.

Objectifs d'apprentissage :

- Répondre au besoin actuel en matière de CV
- Faciliter le recrutement avec des outils renouvelés
- Faire rayonner la profession

15:45 – 16:30

**O (Séance sur demande diffusée) Les expériences de la transformation numérique des gestionnaires et des employées du secteur des services***Speakers: Émilie Giguère, Jade Avoine, Mireille Sirois Gagné*

Au courant des dernières années, le marché du travail et les organisations ont subi d'importantes mutations. Cette communication propose d'étayer les résultats d'un projet de recherche qui témoignent des facettes de la transformation numérique à partir des expériences vécues par les gestionnaires et les employées. Elle outillera les participant.e.s afin qu'ils/elles puissent intégrer ces dimensions à l'intervention.

Objectifs d'apprentissage :

- Comprendre les réalités de la transformation numérique
- Cerner les spécificités pour les gestionnaires et les employées
- Réfléchir aux apports de la recherche pour penser l'intervention

16:30 – 17:30

**K A New Canadian Occupational and Skills Information System***Speakers: Diane Lemieux, Laura Sauer*

Employment and Social Development Canada produces labour market information to help Canadians make informed career and labour market decisions. This session will be presenting the Occupational and Skills Information System (OaSIS), which is the new source of information that describes the competencies, work characteristics and other information required by Canadian occupations.

Learning Outcomes:

- User increased awareness of ESDC OaSIS resources
- User increased ability to navigate through ESDC OaSIS resources
- Feedback received on the user needs for future updates

16:30 – 17:30

**K Career Building for Changemakers: 10 Strategies for Shaping Change***Speakers: Albert Fung, Jill Eddy*

Career educators will have a chance to participate in a popular Career Building for Changemakers workshop – one of the first of its kind in Canadian post-secondary. Originally developed at Simon Fraser University, participants will be guided through 10 Career Building Strategies for changemaking and be equipped with actionable tools and ideas to support both themselves and their clients in shaping change.

Learning Outcomes:

- Explore actionable strategies for embedding JEDI principles into career workshops
- Design a plan for elevating social impact as career professionals
- Co-create ways to incorporate social justice into career education programming

16:30 – 17:30

**K Exploring Strategies for Building Anti-oppressive Service Systems***Speakers: Dinuka Gunaratne, Jessica Lang, Tammy Kim-Newman*

As our campuses embark on the important and necessary work of anti-racism and decolonization, one lens with which to analyze our service delivery is through anti-oppression. Presenters from the University of Toronto, the University of Waterloo and York University will highlight strategies that their units have embedded within the service ecosystem to better support clients with differing identities.

Learning Outcomes:

- Describe how service systems can both oppress and empower
- List five strategies for building anti-oppressive service systems
- Identify opportunities for growth within one's unique service system

16:30 – 17:30

**K La génération Z et sa vision du travail | Generation Z and Their Vision of Work***Speakers: Maude Lajeunesse*

Pendant que de nombreuses organisations tentent toujours de s'adapter à l'arrivée des milléniaux parmi leurs employés, les jeunes de la génération Z s'apprentent déjà à prendre d'assaut le marché du travail. Cette présentation vous amènera à mieux connaître la vision des jeunes quant à leur vie professionnelle future.

Objectifs d'apprentissage :

- Comment les intervenants peuvent mieux préparer au marché du travail
- Quelles sont leurs attentes face à la vie professionnelle?
- Quels métiers souhaitent-ils exercer?

While many organizations are still trying to adapt to the arrival of millennials among their employees, the young people of Generation Z are already about to take the job market by storm. This presentation will give you a better understanding of how young people see their future professional life.

Learning Outcomes:

- How the stakeholders can better prepare for the job market
- What are their expectations for working life?
- What jobs do they want to do?

16:30 – 17:30

**K Research Circle: Teaching Careers to Grades 4-6? Pilot Our Toolkit!***Speakers: Heather Coe-Nesbitt, Nicki Moore, Stefan Merchant*

In this community consultation interactive session, we propose to pilot a teacher toolkit we have developed to support the teaching of career-related constructs with students in grades 4-6. Evidence gathered to support toolkit development will be shared with attendees, who will also sample different class-based activities and will provide feedback to support development of the final toolkit.

Learning Outcomes

- Assess toolkit designed for grades 4-6
- Examine current practices for teaching careers in grades 4-6
- Know current career-related educational policies and curriculum

- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Block - Bloc 2 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- V** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- N** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)    **H** Hybrid (virtual & in-person) | Hybride (virtuel et en personne)
- L** Live Session    **O** On-demand Sessions (Séances sur demande)    **R** Recorded Poster Sessions

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**JANUARY 24 • TUESDAY**


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- 10:00 – 10:30    **V**    **Quality Workforce Opportunities: Bringing Youth and Employers Together**  
*Speakers: Ashley Igboanugo, Dane Ferry, Nathalie Blanchet, Nicole Stogrin, Layla Belmahi*  
 Using key findings from the Future of Work Survey (a collaboration between Tamarack Institute, Youthful Cities, The Co-Operators and CCYP), participants will learn more about what youth want in the workforce and how organizations can best support young workers. This session will include a discussion on current practices, emerging strategies, and how to recruit, retain and develop young talent effectively.
- Learning Outcomes:
- Understand what youth and employers prefer in a work environment
  - Discover youth feelings about how their skills match employer's requirements
  - Discover what the "New Normal" of work could look like
- 
- 10:00 – 10:45    **V**    **#ImmigrantsWork: Activating Employers in Co-Designing Inclusive Hiring Practices**    TBA  
*Speakers: Angelique Reddy-Kalala, Daniel Cervan-Gil, David Yan, Nora Whittington, Sarah Hickman*  
 Activating employers and industry/employer-facing organizations in building inclusive recruitment and hiring strategies that incorporate immigrant talent is critical to Canada's economy. WES has partnered with several communities to implement a community engagement initiative driven by local stakeholders focused on immigrant employment. As WES scales the initiative across the country, some participants will share their experience, insights and lessons learned.
- Learning Outcomes:
- Approaches to engaging local employers on co-designing strategies and tools
  - Strategies to support relationship-building among employers and community organizations
  - How to build employer awareness about skilled immigrant talent pools
- 
- 10:00 – 10:45    **V**    **Climate-aware Careers: Cultivating Hope Amidst the Climate Crisis**  
*Speakers: Trevor Lehmann, Brian Hutchison*  
 Concerned about the environment? Us too! Join us in exploring how mental health and ecological change impact career decision-making and how we can respond effectively. Learn how to help clients motivated or resistant towards ecological change through times of transition and towards a more equitable and socially just future.
- Learning Outcomes:
- Learn about potential career impacts of ecological change
  - Participate in exercises exploring our feelings about a changing world
  - Explore practices for self-care and supporting others
-

10:00 – 10:45

**V Navigating a Post-Pandemic Job Market | Naviguer dans un marché du travail post-pandémique**

TBA

*Speakers: Sunee Samuel*

The pandemic has brought both positive and challenging changes to the local job market where new industries have emerged and older industries have had to evolve. Priority industries have changed in hierarchy and professionals have had to adjust or diversify their skillset to stay employed. We will be going over some of these changes and how to navigate them successfully.

Learning Outcomes

- Importance of skills development (hard, soft and transferrable)
- Newcomer job market integration points for success
- Diversifying skillsets and wearing multiple hats (age of technology)

La pandémie a apporté des changements à la fois positifs et négatifs au marché du travail local : de nouvelles industries sont apparues et les anciennes ont dû évoluer. La hiérarchie a changé au sein des industries prioritaires et les professionnels ont dû s'adapter ou diversifier leurs compétences pour garder leur emploi. Nous allons passer en revue certains de ces changements et la manière de s'y retrouver.

Objectifs d'apprentissage

- Importance du perfectionnement des compétences (techniques, non techniques et transférables)
- Points pour favoriser la réussite de l'intégration des nouveaux arrivants sur le marché du travail
- Diversification des compétences et port de plusieurs chapeaux (ère de la technologie)

10:00 – 10:45

**V Professionalizing CD: Investigating the Potential for Royal Chartership**

*Speakers: Nicki Moore*

The UK Career Development Institute is investigating the question "should career development be a chartered profession?? This is fundamentally a question about professionalizing the workforce, raising the profile of career development workers and ensuring excellent outcomes for clients. The session will explore the outcomes of the research and the implications for the global career workforce.

Learning Outcomes:

- Explain the history and processes associated with Royal Charters
- Understand the implications of Chartership for the career's workforce
- Relate the arguments for professionalization to the Canadian context

11:00 – 11:45

**H Around the World- Session I Séance Autour du monde: Finding Career Clarity Beyond Vocational Assessments I Trouver la lucidité professionnelle au-delà des évaluations professionnelles**

TBA

*Speakers: Silviu Cojocaru, Steve Miller*

This session will focus on how to build on the contribution provided by vocational assessments, what's changed post-pandemic, where the career planning industry is heading and how to use new methods to help clients find careers with a purpose that also pays well.

These methods are also proven to help people bounce back from unemployment faster and manage toxic environments so they're "recession/pandemic proof".

Learning Outcomes:

- Understand how to adjust vocational assessments for today's market
- Learn the 5 pillars for finding career clarity
- Apply one tool to help clients bounce-back from unemployment faster

Cette séance portera sur les sujets suivants : tirer profit des évaluations professionnelles, ce qui a changé après la pandémie, l'orientation du secteur de la planification de carrière et comment utiliser de nouvelles méthodes pour aider les clients à trouver une carrière enrichissante et bien rémunérée.

Ces méthodes sont également éprouvées pour aider les gens à se remettre plus rapidement d'une période de chômage et à gérer les milieux toxiques, de sorte qu'ils sont « à l'épreuve des récessions et des pandémies ».

Objectifs d'apprentissage :

- Comprenez comment adapter les évaluations professionnelles au marché d'aujourd'hui
- Apprenez les cinq piliers pour trouver la lucidité professionnelle
- Utilisez un seul outil pour aider vos clients à se remettre plus rapidement d'une période de chômage

11:00 – 11:45	<p><b>O (On-demand session released) Addressing Talent Gaps in Emerging Fields: Cybersecurity Example</b></p> <p><i>Speakers: Rushmi Hasham, Randy Purse</i></p> <p>This interactive session discusses lessons learned related to cybersecurity talent generation in Canada and presents an example of a proven cohort-based talent pipeline strategy that draws from non-traditional talent pools to meet industry need. The session will finish with an exploration of how the model can be applied to different emerging fields.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Identify talent development requirements in emerging fields</li> <li>• Explore using different talent pools to address skill gaps</li> <li>• Examine alternative pathways for talent development</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Career Launcher Internships: The Evolution of EDI</b></p> <p><i>Speakers: John Thomas, Mireille Watts</i></p> <p>Funded by the Government of Canada as part of their Youth Employment and Skills Strategy (YESS), Career Launcher gives jobseekers access to training and meaningful employment. As YESS evolved, increasing its focus on supporting youth facing barriers to employment, our program has shifted to meet new targets and increased representation of these youth to help launch their careers.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand Career Launcher's approach to EDI</li> <li>• Impact on internships provided</li> <li>• Strengthening college/partner relationships through EDI</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Certification: Does It Really Improve Practice?</b></p> <p><i>Speakers: Marian Turniawan, Lindsay Guitard, Paula Romanow, Teresa Francis</i></p> <p>With growing interest in a national Certified Career Development Practitioner (CCDP) certification program, this session will share preliminary findings of a research project examining the impact of Nova Scotia's CCDP Certification process on career development practice in the province. Project partners are the Nova Scotia Career Development Association and the Centre for Employment Innovation, Coady Institute, St. Francis Xavier University.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand impacts of the practitioner-led approach to program development</li> <li>• Connect the use of recognition of prior learning (RPL) and mentorship to program success</li> <li>• Examine the CCDP process's impacts on career development practice</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Changing the Conversation for Career Readiness</b></p> <p><i>Speakers: Maria Vitoratos</i></p> <p>Student debt, doubts about degrees, and fears of unemployment are three components that I have identified as the challenges faced by the youth when considering their future career aspirations. Education builds knowledge and capacity, but poor career guidance makes career readiness unachievable. This presentation will discuss the importance of closing the gap between secondary education and the world of work.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• To create career readiness awareness</li> <li>• To ignite intentions to build career guidance</li> <li>• To inspire actions for collaboration</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Co-Designing a Youth Engagement Framework</b></p> <p><i>Speakers: Addy Strickland</i></p> <p>This session highlights the Centre for Employment Innovation's new Youth Engagement Framework, and how youth voices were the driving force in bringing it to life. It will cover the process of co-creation, key learnings and offer insight on the impact of doing youth engagement well. Participants will be provided with tools to take away and apply to their own contexts.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand the benefits of co-creation when working with youth</li> <li>• Hear about strategies for deepening youth engagement in practice</li> <li>• Gain tools to apply learnings to different contexts</li> </ul>	TBA

11:00 – 11:45	<p><b>O (On-demand session released) Don't Forget Your Sunscreen! Post-Pandemic Interview Strategies</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Lidia Siino</i></p> <p>While many elements of how we work have changed, one thing remains the same. The fear and anxiety associated with job interviews! During this session, participants will learn to adapt to the SPF (Skills, Passion &amp; Fit) interview philosophy. By applying "sunscreen," we can learn more about ourselves and be able to answer all sorts of job interview questions effectively.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Develop a sense of self-awareness</li> <li>• Review how to answer difficult interview questions</li> <li>• Apply the SPF concept to any kind of job interview</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Dysfunctional Beliefs and Career Counselling: A Case Study</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: André Borges, Marine Cerantola, Nimrod Levin</i></p> <p>This presentation focuses on the issue of career-related dysfunctional beliefs. Although among the most frequently experienced difficulties, clients are often unaware of their dysfunctional beliefs, which may lead to premature commitment, stress or regret. The case of a 20-year-old woman who failed medical school and sought career counselling will be discussed to explore assessments and interventions relevant to dysfunctional beliefs.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Identify different types of career-related dysfunctional beliefs</li> <li>• Make use of quantitative and qualitative assessments of dysfunctional beliefs</li> <li>• Develop competence in delivering interventions to address dysfunctional beliefs</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Effective Communication in the Multi-generational Workplace</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Erin Fenton</i></p> <p>Every generation is shaped by the shared experiences of their respective eras, resulting in unique "generation personalities." Our collective experiences impact how we adapt to change, what we think will motivate a colleague and how we communicate with one another. Bridging the gap of communication between generations starts with understanding what differentiates and unites the five generations in the workplace.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> <li>• Differentiate between the five working generations</li> <li>• Examine tools for how to bridge communication gaps</li> <li>• Discuss the "millennial bias" and how to overcome it</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Emerging Insights: Supporting Autistic Jobseekers in Employment</b></p> <p><i>Speakers: Sarah Southey, Rae Morris, Megan Pilatzke, David Nicholas</i></p> <p>Autistic individuals experience significant un/underemployment rates. Vocational services offer support to address the needs of autistic jobseekers in the workplace. This presentation explores findings from a scoping review of research on the experiences of autistic adults in the workplace. Presenters describe barriers and facilitators in the workplace, and strategies for services to better prepare autistic jobseekers for employment.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Learn key barriers and facilitators experienced by autistic adults</li> <li>• Discuss considerations gleaned from research and clinical practice</li> <li>• Gain practical strategies for use in employment counselling practice</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Empowering Doctoral Students to Own Their Future Careers</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Nafisa Gillani, David Feeney</i></p> <p>The employment landscape for PhD graduates has changed, with non-academic careers increasingly relevant. Doctoral career workshops designed to address their career needs are few. With funding from HEQCO, Western University has designed, piloted, and evaluated a Career Preparation Series that helps doctoral students understand, articulate, and assess their competencies and skills, while gaining experience networking and in interview settings.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Motivate doctoral students to understand the value of their degree</li> <li>• Recognize what doctoral students find valuable in career workshops</li> <li>• Identify successful and unsuccessful career workshop components</li> </ul>



11:00 – 11:45

O **(On-demand session released) Impact of a Formative Approach to Skill Development**

*Speakers: Jeffrey Landine, Mukhtar Rahemtulla, Sandi Howell*

We will present results from research at the Manitoba Institute of Trades and Technology that used the Employment Readiness Scale and a measure of self-efficacy to validate the impact of the Employability Skills Assessment Tool on skill development. Findings demonstrate the relationship between soft skills and employment readiness as well as provide support for a formative approach to skill development.

Learning Outcomes:

- Examine the relationship between soft skills and employment readiness
- Consider how formative approach to skill development impacts employment readiness
- Apply this knowledge to the needs of future jobseekers

11:00 – 11:45

O **(On-demand session released) Innovation and the Future: New Career Opportunities**

*Speakers: Ann Nakaska*

This in-depth session explores how practitioners can help clients of all ages align themselves with exciting new innovations in industry. We will explore the fourth industrial revolution and how it is creating opportunities in the fields of transportation, education, the arts and customer service. We will explore career opportunities for a wide range of clients.

Learning Outcomes:

- Explore how innovation is creating many new career opportunities
- Identify what clients need to know beyond basic LMI
- Explore in depth career opportunities in four major industries

11:00 – 11:45

O **(On-demand session released) Knowledge and Skill Translation in Interdisciplinary Educational Communities**

TBA

*Speakers: Colleen Knechtel*

Canada is ranked 10th of 36 countries in preparedness for the demand of future skills (OECD, 2022). What are future skills? Advanced knowledge/technology societies value human, interdisciplinary and higher order thinking skills. How can knowledge and skills be developed, identified, and translated to support employability as individuals prepare for changing economies? How can career development professionals support individual career advancement?

Learning Outcomes:

- To understand preliminary research findings of a career-integrated educational framework
- To understand human, interdisciplinary and higher order thinking skills
- To understand the interconnections between these interdisciplinary mindsets and skillsets

11:00 – 11:45

O **(On-demand session released) Making Workplaces More Inclusive for Persons with Disabilities**

*Speakers: Lori Leach, Pina D'Intino, Rich Donovan*

Persons with disabilities remain far too excluded from workplaces in Canada despite being ready and willing to work. Improving the lives and livelihoods for persons with disabilities is a key priority for the Government of Canada. This panel will explore how employers can champion inclusive workplaces by helping to remove barriers.

Learning Outcomes:

- Increasing awareness of workplace barriers; promising practices to address them
- Exploring possibilities for employers' actions to facilitate PWD workplace inclusion
- Raising awareness of invisible disabilities (i.e., learning disabilities)

11:00 – 11:45

O **(On-demand session released) Mapping the Future of Career: A New Textbook**

TBA

*Speakers: Michael Stebleton, Mark Franklin, JP Michel*

Life design, first-generation students, global citizenship, the challenge mindset, narrative approaches, and the future of work. Meet the authors of Mapping the Future of Undergraduate Career Education, published by Routledge, 2022) and discover the unique insights and promising practices for addressing the need for equity and innovation in career education. Authors will share their insights and contributions in this engaging session.

Learning Outcomes:

- Gain strategies to incorporate social justice practices into current work
- Learn more about current trends impacting the career development profession
- Engage in dialogue with authors from the new career textbook

11:00 – 11:45	<p><b>O (On-demand session released) Neurodiversity at Work</b>  <i>Speakers: Alison Reaves, Amelia Hone, Selena Seguin</i>          Neurodiversity encompasses highly skilled individuals with limited supports in education and the workplace. Autism CanTech! bridges gaps in employment, specializing in autistic youth. The program provides individualized supports to transition learning into earning. We will discuss program design, outcomes, successes, lessons learned and best practices. Our hope is to guide future practitioners in curriculum design, supports and inclusive practices.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand various methods to provide supports to neurodiverse students</li> <li>• Learn about benefits of supports to neurodiverse participants and employers</li> <li>• Find ways to support neurodiverse students for WIL and employment</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Overview of the Soft Skills Solutions® Program</b>  <i>Speakers: Samantha Timbers</i>          Participants will learn about the Soft Skills Solutions® program and how to become a certified facilitator. The SSS program addresses the soft skills gap that employers have stated exists in the potential labour pool. Participants will learn how to become certified to train their clients in this 30-hour specialized curriculum, and gain insight into the need for soft skills.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Gain knowledge regarding importance of soft skills in the workforce</li> <li>• Understand how to become a Soft Skills Solutions certified facilitator</li> <li>• Apply soft skills learning to one's own workplace team</li> </ul>	
11:00 – 11:45	<p><b>O (On-demand session released) Preparing International Students to Work in North America</b>  <i>Speakers: Farzaneh Irani, Josie Cucciniello</i>          Graduate-level international students bring forth a wealth of expertise and past industry experience, yet they face several hurdles acclimatizing to and finding work in the North American workplace. This session will offer an understanding of the challenges this population faces and how educators and industry professionals can support them in bringing their talents to the workforce.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Identify the challenges International students face finding employment</li> <li>• Understanding the organizational value and globalized perspectives international students bring</li> <li>• Identify and break the bias of interviewing/hiring ESL workers</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Promising Practices: Knowledge Translation in Developmental Services</b>  <i>Speakers: Ingrid Muschta, Derek Roy</i>          Designed with busy service providers in mind, the Real Xchange is a knowledge transfer hub for people in the developmental and employment services sector. It contains resources and learnings to promote promising practices and collaboration in the sector. This presentation will explore how to engage with the Real Xchange, and will promote new and exciting content on the platform.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• What is Real Xchange? How does it serve developmental services sector?</li> <li>• Learn why knowledge transfer and collaboration are essential to sector</li> <li>• Learn how to use and support Real Xchange hub</li> </ul>	TBA
11:00 – 11:45	<p><b>O (On-demand session released) Rainbow Resumes: Supporting 2SLGBTQIA+ Jobseekers</b>  <i>Speakers: Bri Denicola</i>          Rainbow resumes are resumes that include content that out one's 2SLGBTQIA+ identity. In this session, we will use community research and case studies to discuss the importance of applying client-centred practices. Participants will receive tips and access resources to help build their confidence in providing 2SLGBTQIA+ informed career support.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Identify common employment barriers experienced by 2SLGBTQIA+ people</li> <li>• Practice providing client-centred support on rainbow resumes</li> <li>• Access resources and information on supporting 2SLGBTQIA+ jobseekers</li> </ul>	

11:00 – 11:45	<p><b>O (On-demand session released) Supporting Military-connected Students in Post-Secondary Career Pursuits</b> TBA</p> <p><i>Speakers: Darlene O'Neill, Darryl Cathcart</i></p> <p>Military-connected learners are an understudied group of students in higher education. Recent operations in the 21st century and the introduction of a federal benefit have reinvigorated interest. Fanshawe College with the support of Release Point Education is unlocking the potential of these students and has created unique partnerships and strategies to support their career decisions.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand why military-connected students are an underserved group</li> <li>• Create a military-connected campus that provides holistic services</li> <li>• Build a culture that supports military-connected students in career transitions</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Transforming Rural Immigrant Attraction and Career Development</b></p> <p><i>Speakers: Julie Rodier, Cameron Moser</i></p> <p>Connecting Canada is researching how pre-arrival employer engagement and customized career development supports influence the landing decisions of skilled immigrants. This presentation will explore the challenges and opportunities of rural immigration, highlight the importance of evidence-based research into rural immigrant attraction and spur action on helping more immigrants gain the benefits of living, working and growing in rural communities.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Participants will outline challenges and opportunities of rural immigration</li> <li>• Participants will explore how to integrate evidence-based research into practice</li> <li>• Participants reimagine immigrant attraction/career supports in rural communities</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Unmasking Imposter Syndrome</b></p> <p><i>Speakers: Greguyschka Félix</i></p> <p>Imposter syndrome is a phenomenon where high-achievers think they're inadequate or incapable, despite their accomplishments. It is estimated to impact 70% of people in their lifetime, yet it is often still misunderstood. Attendees will walk away with an understanding of their imposter syndrome origin story, build confidence to take on new assignments and make a greater contribution in the workplace.</p>
11:00 – 11:45	<p><b>O (On-demand session released) Work-integrated Learning in a Post-Pandemic World</b> TBA</p> <p><i>Speakers: Amy Kaufman, Ken Chatoor, Lena Balata</i></p> <p>Work Integrated Learning is changing in response to pandemic-induced shifts towards remote work and broader labour market trends in workplace culture and location. HEQCO surveyed employers, WIL administrators and students to learn about evolutions in WIL practice and experience. Findings from the survey provide insights regarding challenges and opportunities in remote/hybrid WIL. These findings can help inform WIL's future.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Best practices for remote WIL</li> <li>• Where challenges remain in remote WIL</li> <li>• Employer, student and WIL administrator perspectives on the remote shift</li> </ul>
11:00 – 11:45	<p><b>O (On-demand session released) Working Together to Support Youth Work Abroad Experiences</b> TBA</p> <p><i>Speakers: Daniel Pang, Maggie Darling, Mikaela Vandell</i></p> <p>International Experience Canada allows Canadians aged 18-35 to obtain a work permit to work and travel for up to two years in one of Canada's partner countries. As a reciprocal program, youth citizens from these countries can do the same in Canada. Hear from IEC youth ambassadors about how this cultural program supports the outbound mobility of Canadian youth.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understanding of the youth mobility arrangements available through IEC</li> <li>• Youth mobility partnerships and how they can be leveraged</li> <li>• Opportunities to work together so youth are aware of IEC</li> </ul>

11:00 – 11:45

**O (On-demand session released) Young Professionals and the Transition into the Workforce***Speakers: Hannah James*

This session will present findings from a research study that aimed to better understand the experiences of young professionals transitioning from post-secondary education into the workforce. A number of challenges and employer actions were identified as being especially relevant to the transition experience. The presentation will present these challenges and actions, along with important context.

Learning Outcomes:

- Gain an understanding of the challenges young professionals face.
- Gain an understanding of what contributes to these challenges.
- Gain an understanding of ways to support young professionals.

11:00 – 11:45

**O (Séance sur demande diffusée) Accès au soi en contexte de counseling de carrière***Speakers: Gabrielle Beaupré*

« Je ne sais pas ce que je veux » voilà un constat souvent entendu par les professionnels en counseling de carrière, alors que la majorité des gens qui consultent en orientation manifestent un niveau de détresse psychologique élevé. Cette présentation abordera le rôle de l'accès au soi pour guider la prise de décision, incluant ses antécédents et retombées.

Objectifs d'apprentissage :

- Connaître le concept d'accès au soi en contexte de carrière
- Identifier les antécédents et les prédicteurs de l'accès au soi
- Cibler les retombées de l'accès au soi sur le bien-être

11:00 – 11:45

**O (Seance sur demande diffusée) L'approche ludique comme moteur d'exploration et d'introspection***Speakers: Lucie Demers*

On sait depuis longtemps que le jeu permet d'intégrer les apprentissages. Comment en tirer profit dans un contexte de développement vocationnel? Cet atelier permettra de découvrir plusieurs façons d'intégrer le jeu dans le cadre d'une démarche d'orientation, autant chez les tout-petits qu'auprès de jeunes adultes.

Objectifs d'apprentissage :

- S'initier à l'approche ludique
- Comprendre le rôle du jeu en développement vocationnel
- Découvrir de nouveaux outils

12:00 – 12:30

**BREAK**

12:30 – 13:20

**H Spark! Session | Séance Spark!***Speakers: Joze Piranian***Conquering Fears, Building Resilience and Skyrocketing Potential**

Drawing from his personal journey of overcoming adversity, from holding back immensely due to a debilitating stutter to performing on stages worldwide, Joze Piranian will deliver his concrete blueprint for confronting challenges, building unshakeable resilience, defeating the discomfort of learning new skills to thrive, and reframing our relationship with fears in order to thrive amidst uncertainty. Moreover, Joze will share mental wellness strategies and empowering mindset shifts with actionable steps. The transformational insights of his award-winning talk will be infused with comedic moments

Spark! is the Cannexus-version of TED Talks. You will have the opportunity to listen to a unique speaker who will “spark” you to think differently about your work.

**Vaincre ses peurs, renforcer la résilience et faire monter son potentiel en flèche**

Joze Piranian s'est inspiré de son parcours personnel face à l'adversité. Souffrant auparavant d'un bégaiement très handicapant, il évolue désormais sur des scènes du monde entier et présentera son plan concret pour relever les défis, développer une résilience inébranlable, vaincre l'inconfort lié à l'apprentissage de nouvelles compétences et redéfinir notre perception des peurs afin de nous épanouir malgré l'incertitude. Joze abordera également des stratégies de bien-être mental et de changements d'état d'esprit stimulants, avec des mesures réalisables. Les idées transformatives présentées dans sa conférence primée sont accompagnées de touches d'humour.

Il s'agit de la version Cannexus des conférences TED. Vous aurez l'occasion d'entendre une allocution qui pourrait vous amener à penser différemment à votre travail.

13:15 – 13:30

**H Presentation of Wileman Award | Remise du prix Wileman**

CERIC's Etta St. John Wileman Award is designed to recognize and celebrate individuals who have devoted their lives to enhancing the field of career development.

The latest recipient of the prestigious Wileman Award was previously announced as Lynne Bezanson, Executive Director Emeritus of the Canadian Career Development Foundation (CCDF). Lynne was recognized for a remarkable career, devoting herself to strengthening the reach and impact of career development in Canada and internationally.

Lynne will now be presented with the award in-person in Ottawa at the Cannexus23 conference.

The award is given in the name of Etta St. John Wileman, a champion and crusader of career, work and workplace development in Canada in the early 20th century.

Le prix Etta St. John Wileman du CERIC vise à souligner et à célébrer l'apport des personnes qui ont consacré toute leur vie à améliorer le domaine du développement de carrière.

Le prestigieux prix Wileman a déjà été décerné à Lynne Bezanson, directrice générale émérite de la Fondation canadienne pour le développement de la carrière (FCDC). Lynne a reçu ce prix en reconnaissance de sa remarquable carrière à renforcer la portée et l'incidence du développement de carrière au Canada et à l'international.

Lynne recevra maintenant le prix en personne à Ottawa lors du congrès Cannexus23.

Ce prix rend hommage à Etta St John Wileman, championne et militante du développement de carrière, du travail et du milieu du travail au Canada au début du XXe siècle.

13:30 – 13:45

**BREAK**

13:45 – 14:30

**N Addressing the Skills Awareness Gap Through On-campus Employment**

*Speakers: Danielle Jackson, Jennifer Browne, Lisa Russell, Mher Mardoyan*

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 through experiences. With RBC Future Launch funding, Memorial University redesigned on-campus employment to increase skills awareness. Presenters will share program changes and findings captured over multiple semesters.

Learning Outcomes:

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

13:45 – 14:30

**N Hiring Across All Spectrums: Supporting 2SLGBTQIA+ Jobseekers**

TBA

*Speakers: Jade Pichette*

Barriers to employment for 2SLGBTQIA+ people continue to be high in Canada despite the creation of legal protections. During this session presented by Pride at Work Canada we will review current barriers to employment for 2SLGBTQIA+ jobseekers in Canada. The session will also cover legal rights of jobseekers, and how to advocate for a more inclusive workplace environment.

Learning Outcomes:

- Experiences of 2SLGBTQIA+ jobseekers
- How to build an inclusive workplace
- How to support 2SLGBTQIA+ jobseekers advocate

13:45 – 14:30

**N How a Continuum of Learning Continues to Learn**

TBA

*Speakers: Robin Liu Hopson*

Student success is dependent on navigating a disconnected, disjointed set of systems from early childhood through to post-secondary education and employment. We convened cross-sector experts to talk about how broken our systems are, and how we can work together to start fixing it. In this session, we'll share what we've learned and give you the opportunity to teach us something more.

Learning Outcomes:

- A disruptive perspective on the public education system
- Questions to ask youth in your lives
- Resources to talk about the continuum with your networks

13:45 – 14:30

**N Self-care for Career Development Practitioners**

TBA

*Speakers: Michael Sorsdahl, Michael Partridge*

This presentation focuses on a review of the challenges faced by career professionals by the nature of their work (including stress, compassion fatigue and burnout), and how to identify symptoms within themselves. Based on current research, the emphasis of this presentation is on the development of 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 stress, compassion fatigue and burnout in self and others
- Learn key building blocks of self-care strategies to build resilience

13:45 – 14:30

**N Social-emotional Skills for Career Development Service Providers | Les compétences socioémotionnelles que doivent acquérir les prestataires de services de développement de carrière***Speakers: Cindy Messaros, Micah Myers, Richard Roberts, Tamara Jorgic*

In this presentation, AWES and partner, RAD Science Solutions, will discuss the initial findings related to building reliable measures for the new Skills for Success domains of collaboration, communication, adaptability, and creativity. Through the Guided Pathways project, 100 career practitioners and 500 clients will have used the pool of test items. This presentation will discuss the findings.

Learning Objectives:

- Identify sub-skills within collaboration, communication, adaptability and creativity
- Understand how science-based assessment of skills can inform pedagogical content
- Learn the value of testing skills for matching employment goals

Dans cette présentation, AWES et son partenaire, RAD Science Solutions, discuteront des premiers résultats liés à l'établissement de mesures fiables pour les nouveaux domaines du cadre « Compétences pour réussir » : la collaboration, la communication, l'adaptabilité et la créativité. À la fin du projet Guided Pathways, 100 intervenants en développement de carrière et 500 clients auront utilisé le bassin d'éléments pilotes. Cette présentation portera sur les résultats de ce projet.

Objectifs d'apprentissage :

- Déterminer les compétences de base en matière de collaboration, de communication, d'adaptabilité et de créativité
- Comprendre comment l'évaluation scientifique des compétences peut éclairer le contenu pédagogique
- Découvrir l'importance de l'examen de compétences pour assurer l'adéquation entre ces dernières et les objectifs d'emploi

14:30 – 15:00

**Break, Hallway Meetings | Pause, rencontres informelles**

These video-based group (4-5 people) matchmaking sessions take place during one break each day. If you sign up for Hallway Meetings, CERIC will randomly match you with other attendees and schedule the Zoom Meeting in your personal schedule in the virtual conference platform. Attendees interested in participating in Hallway Meetings can sign up when they register on the Cannexus registration form.

Il s'agit de séances vidéo de jumelage avec un groupe de 4-5 participants qui ont lieu pendant une pause chaque jour. Si vous vous inscrivez aux réunions informelles, le CERIC vous jumellera au hasard avec un groupe des participants et inscrira une réunion Zoom à votre calendrier personnel dans la plateforme virtuelle du congrès. Les participants souhaitant prendre part aux rencontres informelles peuvent s'y inscrire au moment de remplir le formulaire d'inscription au congrès Cannexus.

15:00 – 16:30

**H Keynote Address | Allocution: Working it Out: How to be Ready for the Redefined World of Work | Comment se préparer à évoluer dans un monde du travail redéfini***Speakers: Linda Nazareth*

The pandemic has upturned our economy and our lives, and it has upturned work as well. We can work anywhere if we choose and that is a huge and dramatic development that many organizations are still not ready to navigate. As well, a series of megatrends including climate change, demographics and the fourth industrial revolution are about to disrupt work and force further changes. What should we expect and how should we get ready for what is ahead? In this presentation based on her upcoming book of the same title, economist and futurist Linda Nazareth gives you a succinct preview of what comes next and how to best get ready for a future of work that looks little like the past.

La pandémie a bouleversé notre économie et nos vies, mais le monde du travail également. Nous pouvons désormais travailler de n'importe où si nous le souhaitons, et il s'agit d'un changement considérable et radical auquel de nombreuses organisations ne sont pas encore prêtes à faire face. En outre, une série de grandes tendances, qui concernent notamment les changements climatiques, la démographie et la quatrième révolution industrielle, sont sur le point de bouleverser le monde du travail et d'imposer de nouveaux changements. À quoi s'attendre et comment se préparer pour l'avenir? Dans cette présentation fondée sur son prochain livre intitulé *Working it Out: How to be Ready for the Redefined World of Work*, l'économiste et futurologue Linda Nazareth présente un aperçu de ce qui va suivre et de la meilleure façon de se préparer à un avenir du travail qui ne ressemblera guère au passé.

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16:00 – 17:30

**FRANCOPHONE MEETUP : Rencontre virtuelle et discussions entre acteurs de l'orientation et du développement de carrière : grand réseautage franco-canadien animé par le CERIC et l'AQPDDC**

Le format hybride de Cannexus nous offre de nouveau l'opportunité d'organiser une rencontre virtuelle entre francophones et francophiles du secteur venant des quatre coins du pays et d'au-delà.

Cette séance virtuelle sera l'occasion de discuter, réfléchir et d'échanger ensemble sur 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.

**Plan de la rencontre :**

- Courtes présentations des organismes organisateurs : CERIC et l'AQPDDC
- Séance de réseautage et conversations thématiques en sous-groupe
  - Rôle et identité des praticiens de carrière, qu'est ce qui a changé et comment s'y adapter
  - Impacts sur la collaboration et réseautage entre praticiens de carrière - Comment vos besoins/préférences de réseautage ont changé?
- Retour en grand groupe et échange collectif par le biais de Mentimeter
- Mots de clôture et partage de contacts

**Avantages de participer :**

- Faire une pause 100% francophone pendant Cannexus23!
- Élargir votre réseau de contacts en revoyant ou rencontrant de nouveaux collègues francophones d'à travers le pays et d'au-delà
- S'engager dans des discussions thématiques passionnantes en lien avec votre réalité en tant que praticien de carrière
- Échanger sur vos réalités et apprendre des uns et des autres

**Conseils de participation :**

- Comme tout événement de réseautage, soyez prêts à présenter votre organisation et votre parcours en quelques minutes (quelques mots : votre nom, titre professionnel, nom de l'organisation que vous représentez, région du Canada que vous desservez, missions/valeurs, etc.)
- Nous vous invitons à avoir avec vous les coordonnées et liens (sites internet, réseaux sociaux, etc.) de ceux-ci, pour le partager si vous le souhaitez en fin de rencontre.
- Enfin, préparez-vous à utiliser votre cellulaire ou ordinateur durant la session pour vous rendre sur [www.menti.com](http://www.menti.com). Nous utiliserons cet outil collaboratif lors de la rencontre.

**Présentateurs :**

- Maxime Dumais, conseiller d'orientation, coach et membre professionnel de l'AQPDDC, président-fondateur de Création Carrière
- Cyrielle Filias, Chef Programmes, apprentissage et développement, CERIC
- Amélie Almonacil, Spécialiste, Réseautage avec les partenaires, Marketing et communications, CERIC

Pour rejoindre et participer à la rencontre, veuillez RSVP à l'événement ici. Vous nous rejoindrez ensuite de la même manière que pour les autres séances de Cannexus, c'est-à-dire en vous connectant à votre profil Cannexus et en cliquant sur "Joindre la réunion" depuis la plateforme.

Au plaisir de vous voir nombreux vous joindre à nous!

L'équipe du CERIC et de l'AQPDDC.

16:00 – 17:30

**Meetups, Virtual Exhibitor Showcase Presentations | Réunions, aire d'exposition virtuelle**

16:00 – 17:30

**STUDENT MEETUP: Connecting Beyond Studies: Opportunities in the Career Development Field**

TBA

*Speakers: Norman Valdez, Alexandra Manoliu*

This meetup is designed to provide students in the career development field a chance to connect with each other, as well as to learn about CERIC's resources and programs and how to benefit from and integrate them into their career paths. (Hint: You'll want to have known this sooner!)



- B** Block - Bloc 1 - Live Concurrent Sessions (Séances concomitantes en direct)
- C** Block - Bloc 2 - Live Concurrent Sessions (Séances concomitantes en direct)
- K** Block - Bloc 3 - Live Concurrent Sessions (Séances concomitantes en direct)
- V** Block - Bloc 4 - Live Concurrent Sessions (Séances concomitantes en direct)
- N** Block - Bloc 5 - Live Concurrent Sessions (Séances concomitantes en direct)
- T** Block - Bloc 6 - Live Concurrent Sessions (Séances concomitantes en direct)    **H** Hybrid (virtual & in-person) | Hybride (virtuel et en personne)
- L** Live Session    **O** On-demand Sessions (Séances sur demande)    **R** Recorded Poster Sessions

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**JANUARY 25 • WEDNESDAY**


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**10:00 – 10:45**      **O (On-demand session released) A Catalyst for Accessibility: Innovating Experiential Learning Programs**

*Speakers: Emily Duffett, Kimberly Drisdelle, Nicholas Collishaw*

A presentation on the development and implementation of provincially funded Experiential Learning Programs (ELPs) for post-secondary students with disabilities. Hear presenters from three separate institutions discuss the Accessible ELP unique to their regions. Discover their job development strategies, setbacks and solutions, lessons learned and the unexpected benefits of the post-pandemic job market for job seekers with disabilities.

Learning Objectives:

- How to create accessible ELPs in a changing labour market
- Understand the benefits of hiring students with disabilities
- Review variations in rural vs urban ELP opportunities

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**10:00 – 10:45**
**O (On-demand session released) Adapting Skills for Success for Marginalized Groups**

*Speakers: Cam Nguyen, Angela Briscoe, Adam Morrison, Pamela Tetarenko*

Skills for Success helps create opportunities for foundational and transferable skills training to support Canadians to adapt to changing labour market needs. To ensure adequate supports are in place for the most vulnerable population groups, SFS has undertaken research projects to better identify specific needs. Join us to learn more about how practitioners are working to address these.

Learning Outcomes:

- Understanding the learning needs of marginalized populations
- Identifying key approaches for gender-based analysis (GBA+)
- Highlighting key approaches of several specific sectors

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**10:00 – 10:45**
**O (On-demand session released) Anchoring Mentorship to Workforce Development Programs**

*Speakers: Azfar Islam*

WoodGreen Community Services has implemented mentoring to programs that focus on workforce development for newcomers and women so that they may have support in alleviating the feeling of isolation as they navigate a new labour market. This presentation shares the evaluation findings of the effects of mentorship in supporting marginalized communities in their search for meaningful work.

Learning Outcomes:

- Best practices when delivering mentorship to internationally trained professionals
- Identify the characteristics of mentorship programs for women in male-dominated careers
- Describe the importance of wrap-around services in mentor-based programs

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**10:00 – 10:45**
**O (On-demand session released) Anticipating a Successful Launch from Incarceration**

*Speakers: Mukhtar Rahemtulla, Heather Rolin, Lee Jost*

Correctional institutions have long provided vocational programming to prepare inmates for successful transitioning into their communities. Yet recidivism, a common measure of correctional program effectiveness, remains high. Employers of ex-inmates cite lack of soft skills as the main impediment to durable employment. By embedding soft skill training into its curriculum, NCircle is using a novel method to change outcomes.

Learning Outcomes:

- Challenges facing ex-inmates in seeking sustainable employment
- Creating partnerships with employers
- Measuring program effectiveness and how to track client progress

TBA

10:00 – 10:45	<p><b>O (On-demand session released) Build an Online Personal Brand for Counsellors</b>  <i>Speakers: Tuan Anh Le</i>  This presentation shares benefits and methods to help a career counsellor build an online personal brand. The presentation helps viewers understand how to make the most of existing social media platforms to reach more customers.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Benefits of building an online personal brand</li> <li>• 5 steps to build an effective online personal brand</li> <li>• Method to build a target public profiles</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Career Integration for Job-ready Post-secondary Graduates</b>  <i>Speakers: David Driver</i>  In 2016, Manitoba Institute of Trades &amp; Technology introduced integrated career services in every post-secondary program, resulting in every MITT student having career conversation as a part of their certificate or diploma program. In this session, we will outline the opportunities this presents for international and domestic post-secondary students, and ways to implement training in all programs on campus.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Learn what skills employers are looking for from post-secondary students</li> <li>• Learn different methods to implement training for all students</li> <li>• Gain ideas and strategies to establish an integrated career framework</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Closing the Skills Gap with Co-curricular Micro Experiences</b> TBA  <i>Speakers: Amelia Slone, Darlene Hnatchuk, Karla Perez, Lina Di Genova, Susan Ajersch</i>  Micro-ExP was designed as an ideal solution for early-year undergraduate students with no prior work experience who missed out on career-building opportunities due to COVID-19. Access to this free co-curricular WIL program allowed students to build essential career skills, develop networks and provide asynchronous experience in just one week.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Identify resources for micro-programs incorporating practical career training/experience</li> <li>• Create an online community through the Community of Inquiry framework</li> <li>• Assess participants' career confidence and interest in future career readiness</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) EDI: The Importance of a Brave Space</b>  <i>Speakers: Angeli Mehrtra</i>  I will go over the importance of creating a brave safe space for individuals to come to when engaging in their career and job search. Students engage more and partake in an environment that puts them at ease so that they can share stories of their job search journey, ask for additional help when needed, and listen and network.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Safe confidential environment leads to more engagement</li> <li>• Students thrive in an environment focused on them</li> <li>• More networking and employer engagement</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Foundational Learning - Addressing the Skills Gap</b> TBA  <i>Speakers: Rochelle Galeski</i>  One in five adult Canadians have inadequate or below-average literacy skills. The literacy gap is not limited to English as a Second Language. Literacy is the great enabler and the foundation on which more sophisticated skills are built. There are people without jobs and jobs without people. Knowledge of foundational learning can bridge the skills and employment gap.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Define foundation learning as it applies to skills gap</li> <li>• Define trauma and resilience for creating safe learning</li> <li>• Learn about pathways to upskill for foundational learners</li> </ul>

10:00 – 10:45

O **(On-demand session released) From Brain Injury to Thriving: Getting Encouraged**

*Speakers: Brent Pudsey*

In this session, I will be discussing my journey from brain injury in Grade 12 to finding work and a purpose. I hope to provide ideas for people who need to get out of a place of confusion and feeling in a rut, to finding hope and purpose.

Learning Outcomes:

- Discovering your superpower
- Finding your voice
- Learning to soar during difficult times

10:00 – 10:45

O **(On-demand session released) Future-proofing Students Through Work-integrated Learning**

TBA

*Speakers: Denise Amyot*

Colleges and institutes are at the forefront of educational change. We provide lifelong, skills-based learning and training opportunities that are highly accessible and rooted in employer needs. We are champions of work-integrated learning through internships, on-the-job learning, and applied research that provides students with hands-on experiences to jump-start their careers. We are vital to making Canada future-proof.

Learning Outcomes:

- A deeper understanding of the applied research ecosystem in Canada
- Learning what it means to be futureproof
- Introduction to CiCan programs supporting student success

10:00 – 10:45

O **(On-demand session released) Inclusive Career Education in New Brunswick**

*Speakers: Tricia Berry*

Learn about New Brunswick's journey in addressing career education inequities' and the development of a new model for an inclusive pre-K to 12th grade career development framework.

Learning Outcomes:

- How a career education framework can be inclusive
- How NB is a model for OECD Career Readiness research
- The role of career guidance in addressing inequities

10:00 – 10:45

O **(On-demand session released) Leveraging Experiential and Informal Learning: Creating a Currency**

TBA

*Speakers: Michelle Dittmer*

Formal schooling is not the only (or the most powerful) way to develop skills, explore potential careers or gain relevant experience. HOWEVER, many youth don't know how to translate their experience into a currency that employers, schools and scholarship grantors use. Come learn why BIPOC youth sign up with CanGap to authenticate their gap year and how they benefit.

Learning Outcomes:

- Discover why BIPOC youth benefit from third-party skill authentication
- Understand multiple methods to foster self-awareness of informal skill development
- Practice connecting youth experiential learning to tangible career development practices

10:00 – 10:45

O **(On-demand session released) Meeting Diverse Needs with Strength-Based, Learner-Centred, Trauma-Aware Practice**

*Speakers: Heather MacTaggart*

Most career development focuses on the "What." What's the curriculum? What is this person missing? Change it Up (CiU) shifts focus to the "How." How to deliver content? How to approach career development? How to help learners recognize their existing strengths. Make a difference! You're invited to experience the CiU approach and learn about the ESDC-sponsored online professional development.

Learning Outcomes:

- Why your approach matters even more than your content
- Why the Change it Up approach works
- How to access the Change It Up professional development, free

10:00 – 10:45	<p><b>O (On-demand session released) Onboarding: The Key to Successfully Integrating Immigrant Workers</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Alicia Piechowiak, Saul Carliner</i></p> <p>Throughout Canada, employers promote immigration as the key to filling vacant positions. But getting the workers in is only a small part of the challenge. Immigration is only successful when workers integrate into their workplaces. This session presents the insights from a recent study of the onboarding of immigrant workers into small and medium enterprises in non-gateway communities.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Working with newcomer and refugee communities</li> <li>• Distinguish the onboarding needs of different categories of immigrant workers</li> <li>• Distinguish onboarding needs of all workers from those of immigrants</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Person-Centered Care &amp; Information Dense Environments</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Vanya Gnanih, Alicia Flatt</i></p> <p>The Rogerian person-centered therapy has found its usefulness in career development spaces. However, practising active listening is challenging in information-dense environments. We aim to tackle two such scenarios: career development workshops and one-on-one appointments where CD practitioners are expected to provide core information for their clients to thrive in their careers while simultaneously maintaining a care-filled, empathetic space.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Applying a person-centered approach in information-dense environments</li> <li>• Understanding diverse clients' needs and providing accurate and necessary support</li> <li>• Applying active listening in both workshops and one-on-one appointments</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Re-entry Moms: Untapped Talent at its Finest</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Rebecca Tromsness</i></p> <p>In the age of pandemic-induced resume gaps + global skills gaps, re-entry moms are prime untapped talent. Recent employer surveys reveal an increased preference to hire candidates with soft skills to meet "culture fit" and a willingness to hire/train candidates with promising transferrable skills. This data paints a clear picture of the caregivers who comprised the bulk of the "she-cession."</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Moms have gaps #gapscreateNextGentalent. Can we acknowledge this unpaid work?</li> <li>• Be curious about resume gaps: Interview parents with transferrable skills</li> <li>• Childcare shortages mean moms/parents need flexible, part-time or remote arrangements</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) Review of JEDI's Indigenous Reconciliation Employer Action Plan</b></p> <p><i>Speakers: Nisa Kennedy</i></p> <p>A look at JEDI's Indigenous Reconciliation Employer Action Plan, the research, findings, tools and best practices. Examining the process for the project and how the outcomes will structure the future of Indigenous career development in New Brunswick.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Barriers to employment and how it affects career opportunities</li> <li>• The research methodologies and findings of the IREAP project</li> <li>• Tools and best practices for career development of Indigenous peoples</li> </ul>
10:00 – 10:45	<p><b>O (On-demand session released) STEM Hands-on Learning for Career Development</b> <span style="float: right;">TBA</span></p> <p><i>Speakers: Tina Leduc, Sarah Chisnell, Joseph Bertrand</i></p> <p>The pandemic has created a two-year gap and one of the main sufferers has been hands-on STEM learning. Using basic STEM hands-on learning practices, Science North will showcase two projects that aim to put experiential learning at the forefront of career exploration. This session will highlight engaging activities that students experience with our programs and our industry partners.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Benefit of involving industry partners in student programming</li> <li>• How to use hands-on learning to promote STEM careers</li> <li>• Utilizing sector specific real-world challenges as an engagement tool</li> </ul>

10:00 – 10:45	<p><b>O (On-demand session released) Stop &amp; Go Group Counselling: A Practical Handbook</b>  <i>Speakers: Timo Spangar</i>          Stop &amp; Go (SG) is an integrative group counselling method enhancing dialogical communication among the participants by dialogical episodes. The SG approach has a solid conceptual background (Keskinen &amp; Spangar 2013, "Stop and Go": In search of new ecology) and it has been successfully applied in practice. The presentation will introduce a hands-on SG handbook now released in English.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• The presentation describes the methods of organizing dialogical episodes</li> <li>• The presentation describes SG process as 5+1 day process</li> <li>• SG rhythm consists of thematic dialogical episodes, spaces and methods</li> </ul>	
10:00 – 10:45	<p><b>O (On-demand session released) Understanding Technology and Marketing: A System Thinking Approach</b>  <i>Speakers: Abdullah Al Qayyim</i>          New tools and trends are coming up every day. It can be a challenge to follow up with that especially for career development professionals and educators who want to focus on working with clients. So what are some ways to understand how technology and marketing actually work so we can always be ahead and make the right changes?</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand what all tech and marketing trends have in common</li> <li>• Apply insights to build a better digital marketing presence</li> <li>• Apply insights to transform an organization digitally more efficiently</li> </ul>	TBA
10:00 – 10:45	<p><b>O (On-demand session released) Universally Designed Career Services</b>  <i>Speakers: Becky Anderson, Phil Miletic</i>          Access to universal design and accessibility resources are scattered across campus unit websites. Throughout 2021, staff at the Centre for Career Action created a living universal design toolkit for staff. The document served to consolidate those resources and detail why they are relevant to Centre for Career Action, and career advising and workshops in particular.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Discuss process of integrating universal design in career advising spaces</li> <li>• Describe how to efficiently and effectively approach the process</li> <li>• Identify why/how universally designed career services support individuals</li> </ul>	TBA
10:00 – 10:45	<p><b>O (On-demand session released) Who Logic: A Practical Valuation Tool</b>  <i>Speakers: Tammison Smith, Jane Evarian</i>          As our clients grapple with recent tumultuous career experiences and clarify their future turbulent paths, they must remain capable of articulating their value to grasp opportunity. WHO Logic offers a deceptively simple format, deep in personal meaning. The presenters will give examples of their use of the remarkably flexible WHO Logic format from their own work with hands-on, take-home learning.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Understand WHO Logic framework</li> <li>• Understand the importance of valuation</li> <li>• Learn to apply the WHO Logic framework</li> </ul>	
10:00 – 10:45	<p><b>O (On-demand session released) Women &amp; Girls Circle Project: Addressing Gender-Based Violence</b>  <i>Speakers: Nidhi Khanna, Surranna Sandy</i>          A collaboration of six community organizations was formed to support 300+ women and girls from primarily racialized communities with holistic supports counselling services, wellness programs and referral supports. The report on the findings of the project summarizes and captures programmatic learnings that can be shared with others who are interested in supporting women and girls impacted by gender-based violence (GBV).</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> <li>• Learn the impact of community partnerships in addressing GBV</li> <li>• Design intergenerational content and approaches to deepen GBV understanding</li> <li>• Discuss systematic issues impacting women's choices and decision-making</li> </ul>	

10:00 – 10:45	<p><b>O (On-demand session released) Youth, Work and Post-Pandemic Futures</b></p> <p><i>Speakers: Carmine Chen, Sophia Koukoulas</i></p> <p>This session will address the question of <u>how can we realign employer approaches to hiring youth so that we can overcome Canada's disrupted labour markets?</u> Youth-led solutions to barriers to employment are essential for equitable economic prosperity. Leveraging youth-led solutions <b>for employer approaches to hiring and retention</b> are equally important. The presenters will invite discussion on recommendations to reduce barriers to employment for youth and showcase a solutioning example Ontario is taking on.</p> <p>Learning outcomes:</p> <ol style="list-style-type: none"> <li>1. Youth-led and other research insights into hiring/work experiences</li> <li>2. Employer approaches for hiring &amp; retention</li> <li>3. Utilizing <b>marketing</b> approaches to realign employer-worker motivations</li> </ol>	TBA
10:00 – 10:45	<p><b>O (Séance sur demand diffusée) L'EMT (eye movement technique) et ses applications en orientation</b></p> <p><i>Speakers: Stéphane Migneault</i></p> <p>Les personnes en processus d'orientation ou de recherche d'emploi vivent parfois des anticipations négatives: peur de ne pas trouver un emploi, peur de faire le mauvais choix, etc. Comment les aider de façon efficiente, autant en personne qu'en ligne? Dans ce contexte, l'EMT s'avère un outil pertinent et prometteur.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> <li>• Décrire l'EMT et ses origines</li> <li>• Situer l'EMT par rapport à l'EMDR, l'IMO et l'EFT</li> <li>• Nommer des applications de l'EMT</li> </ul>	TBA
10:00 – 10:45	<p><b>O (Séance sur demand diffusée) Problèmes de santé chez les personnes en transition de carrière</b></p> <p><i>Speakers: Mélanie Betty</i></p> <p>Suite un accident au travail (milieu de la construction, manufacturier ou clinique/hospitalier), les individus ayant des limitations physiques et psychologiques rencontrent plusieurs problèmes d'apprentissages. La présentation permettra de dresser un portrait de ces limitations tout en mettant de l'avant des solutions pour pallier à ces difficultés.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> <li>• Aider un individu selon ses limites physiques et psychologiques</li> <li>• Promouvoir le droit des personnes au travail</li> <li>• Documenter les conséquences physiques et psychologiques sur les individus</li> </ul>	TBA
10:00 – 10:45	<p><b>O (Séance sur demande diffusée) Conseil en LD et compétences à s'orienter en situation d'immigration</b></p> <p><i>Speakers: Marcelline Bangali</i></p> <p>Les services d'orientation offerts aux migrants leur offrent-ils la possibilité d'accéder à un emploi qui correspond à leurs choix de vie fondamentaux? Malgré l'importance de ce questionnement, peu d'études nous renseignent sur l'impact des pratiques en oeuvre. Pour y remédier, la présente communication propose une analyse des effets d'un dispositif d'accompagnement basé sur une approche constructiviste.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> <li>• Modèle d'intervention favorisant l'expertise du consultant</li> <li>• Méthode sur la narration, le récit de vie et l'autoconfrontation</li> <li>• Développement des compétences à s'orienter</li> </ul>	TBA
10:00 – 10:45	<p><b>O (Séance sur demande diffusée) Quand l'employabilité et la psychiatrie ne font qu'un!</b></p> <p><i>Speakers: Lynda Tessier</i></p> <p>Cet atelier présente les résultats d'un projet pilote de collaboration entre le centre d'emploi de Prescott-Russell et le centre de santé mentale de l'hôpital de Hawkesbury visant l'intégration professionnelle des personnes atteintes de troubles de santé mentale. Le modèle théorique Individual Placement and Support (IPS) sur lequel s'appuie le projet, les résultats obtenus, les avantages et les obstacles seront discutés.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> <li>• Connaître le modèle théorique de l'IPS</li> <li>• Partager un projet novateur et prometteur</li> <li>• Discuter des défis et éléments importants à considérer</li> </ul>	TBA

10:00 – 10:45

**O On-demand Session: Disadvantaged Backgrounds Impact Career Choices in Nepal, Pakistan and Taiwan***Speakers: Dr. Gulnaz Zahid, Mohit Jain, Hsiu-Lan (Shelley) Tien*

Representatives from Nepal, Pakistan and Taiwan will each discuss the impact of social inequities in their own country on secondary youth as they are making career choices.

Learning Outcomes:

- Understand how social inequities impact career choice
- Greater awareness of career issues in three Asian countries
- Understand the variety of approaches adopted in this region

10:45 – 11:15

**Break, Hallway Meetings | Pause, rencontres informelles**

These video-based group (4-5 people) matchmaking sessions take place during one break each day. If you sign up for Hallway Meetings, CERIC will randomly match you with other attendees and schedule the Zoom Meeting in your personal schedule in the virtual conference platform. Attendees interested in participating in Hallway Meetings can sign up when they register on the Cannexus registration form.

Il s'agit de séances vidéo de jumelage avec un groupe de 4-5 participants qui ont lieu pendant une pause chaque jour. Si vous vous inscrivez aux réunions informelles, le CERIC vous jumellera au hasard avec un groupe des participants et inscrira une réunion Zoom à votre calendrier personnel dans la plateforme virtuelle du congrès. Les participants souhaitant prendre part aux rencontres informelles peuvent s'y inscrire au moment de remplir le formulaire d'inscription au congrès Cannexus.

11:20 – 12:20

**H Keynote Address | Allocution: Resiliency Through Diversity | La résilience malgré l'adversité***Speakers: Tareq Hadhad*

Join Tareq on an emotional journey from Syria to Canada with heart-breaking and perspective-shaping stops along the way. From sunny days in Syria where the scent of roses filled the air to the beginning of conflict and war. Listen as Tareq shares the fear and confusion that came when violence and danger begin to slowly surround his family. Understand what it is really like to spend days hiding in your basement, praying for safety and food and medicine. Learn how a family made the decision to leave everything behind in search of safety outside of their homeland only to find more uncertainty and desperation as refugees in Lebanon. Witness the life-changing impact of being granted a family ticket to Canada and watch as that country's Prime Minister singles out the Hadhad family and their community for its perseverance and kindness. This is an emotional rollercoaster that will leave you feeling inspired and resolved to make your own impact on the world.

Accompagnez Tareq dans un voyage émouvant de la Syrie au Canada, ponctué d'arrêts qui brisent le cœur et ouvrent de nouvelles perspectives. Des journées ensoleillées en Syrie où le parfum des roses embaume l'air jusqu'au début du conflit et de la guerre, écoutez Tareq parler de la peur et de la confusion qu'il a ressenties lorsque la violence et le danger ont commencé à entourer lentement sa famille. Comprenez ce que signifie passer des jours à se cacher dans son sous-sol, à prier pour être en sécurité, pour avoir de la nourriture et des médicaments. Découvrez comment une famille a pris la décision de tout laisser derrière elle en quête de sécurité hors de son pays d'origine, pour finalement trouver plus d'incertitude et de désespoir en tant que réfugiée au Liban. Soyez témoin de l'impact de l'octroi d'un billet familial pour le Canada, qui a changé sa vie, et regardez le premier ministre de ce pays reconnaître la famille Hadhad et sa communauté pour leur persévérance et leur gentillesse. Cette montagne russe émotionnelle vous inspirera et vous donnera envie d'avoir à votre tour un impact sur le monde.

12:30 – 13:15

**T Building the Client-Practitioner Relationship | Tisser des liens avec vos clients en tant qu'intervenant**

TBA

*Speakers: Karen Begemann*

Do you ever find yourself wondering how you can better engage or connect with a client? Do you have clients who seem stuck and you're not sure what to do next? You are not alone! While we won't be doling out magic bullets, this session will be an opportunity to explore strengths-based approaches to counselling along with advanced communication skills.

Learning Outcomes:

- Understand what "stuck" looks like for us and for clients
- Understand role of "fight, flight, freeze and fawn" responses
- Draw from strengths-based approaches to build our relationships

Vous demandez-vous parfois comment améliorer votre communication avec un client? Aimeriez-vous avoir des conseils pour aider certains de vos clients qui semblent tourner en rond? Vous n'êtes pas seul! Bien que cette séance ne vise pas à vous présenter des solutions miracles, elle vous donnera l'occasion d'explorer des approches d'orientation fondées sur les points forts de vos clients, ainsi que des compétences avancées en matière de communication.

Objectifs d'apprentissage :

- Comprendre la signification de « tourner en rond » pour nous et pour les clients
- Comprendre le rôle des réactions de « lutte, de fuite, de paralysie et de servilité défensive »
- S'inspirer des approches axées sur les points forts de nos clients pour tisser des liens avec ces derniers

12:30 – 13:15

**T Designing Sustainable and Equitable Blended EL and WIL**

TBA

*Speakers: Carolyn Hoessler, Lorraine Godden*

After so many changes, how do you sustainably and equitably design for EL and WIL long-term? Based on the Outcome-Based Experiential Learning (OBEL) Framework and examining capacity and access implications, our workshop will engage attendees in considering their outcomes, wrestle with the elements of social and physical context needed, and examine existing practices and options for sustainable and equitable blending.

Learning Outcomes:

- Distinguish benefits of online and in-person for achieving EL-WIL outcomes
- Plan for social and physical context, intensity and other factors
- Examine equity implications for EL-WIL design decisions

12:30 – 13:15

**T How Mindfulness Can Support the Job Search**

TBA

*Speakers: Taryn Greig, Lindsay Sasaki Wood*

For many, the job search process can be overwhelming and stressful. This session will introduce mindfulness as an effective tool for jobseekers in cultivating self-awareness and reflection, reducing burnout, increasing motivation, and ultimately, helping refocus energy into a positive career search plan. Participants will be given an opportunity to practice mindfulness and experience its benefits directly.

Learning Outcomes:

- Recognize mindfulness as an effective tool for managing emotions
- Understand how mindfulness can support the job search
- Identify mindfulness tools and resources to support students/clients

12:30 – 13:15

**T Ontario's Evolving Employment Services: Impact on the Ground**

TBA

*Speakers: Akosua Alagaratnam, Karen Wilson,, Deanna Villella*

Ontario's modernization of employment services has created unique challenges. This new system must be flexible enough to cater to all jobseekers in various localized social and economic agencies to achieve the integrated workforce development ecosystem vision ascribed. As governments aim to strengthen inclusive talent development, the prosperity of community-based employability sectors must be recognized as vital to economic health.

Learning Outcomes:

- Understanding the effects of the transformation on social assistance clients
- Performance-based funding and lessons learned in Year 2 of transformation
- Understanding the change in partnerships in the workforce development sector



12:30 – 13:15

**T The Solution-Focused Career Practitioner**

TBA

*Speakers: Belinda Deenik, Ashley Hammond*

Our rapidly evolving global workforce requires career practitioners to move beyond a focus on immediate outcomes to creating collaborative solution-focused conversations that build client confidence and competence. By developing a reflective practice, career practitioners engage in a series of solution-focused tools and resources that encourage clients to harness their strengths and resources to achieve their career goals.

Learning Outcomes:

- Explore core principles and assumptions of the solution-focused approach
- Understand the power of harnessing jobseeker's preferred employment future
- Learn simple and effective solution-focused tools and techniques

12:30 – 13:45

**T Designing Engaging Career Learning Using Multi-modal Delivery***Speakers: Tannis Goddard*

Modern career development learning can be enhanced by conscious and thoughtful blending of face-to-face and online delivery to leverage the power of multi-modal learning. This session examines evidence-based opportunities for creating and delivering blended services that incorporate multiple forms of communication and connection. Explore strategies for designing effective services while considering specific practice approaches to enhance these new delivery channels.

Learning Outcomes:

- Define a comprehensive model of blended career development services
- Understand online pedagogical design practices that promote client engagement
- Learn how to effectively facilitate online career practice relationships

13:30 – 14:40

**L What Employers Need from Career Development Professionals | Les attentes des employeurs à l'égard des professionnels du développement de carrière**

TBA

*Speakers: Adam Morrison, Brooke Cromar, Christopher Duff, Corey Shaw, Evelyn Akselrod*

We've all heard it: "I want to hire young people, but can't find them." Career development professionals and employers are natural partners in the youth workforce development ecosystem. Join us to discuss the disconnect between what employers say they look for and their current hiring practices. Panellists will give insight into what employers want from career development professionals.

Goals of this session:

- To moderate a conversation with employers and employment service providers
- Explore the biggest challenges employers are facing in regards to hiring, training and retaining young people
- Deep dive into uncovering what has changed since March 2020
- Explore employers' long-term goals for investing in young talent

Learning outcomes:

- Gain insight into what employers require from talent and what their nice-to-haves are in candidates
- Identify common skill gaps employers perceive
- Explore best practices for how employers, career development practitioners and employment service providers can work more cohesively together

Nous l'avons tous entendu : « Je souhaite embaucher des jeunes, mais je n'arrive pas à en trouver. » Les professionnels du développement de carrière et les employeurs sont des partenaires naturels dans l'écosystème du développement de la main-d'œuvre jeunesse. Venez discuter avec nous du décalage entre les critères de recherche des employeurs et leurs pratiques d'embauche actuelles. Les experts invités vous donneront un aperçu des attentes des employeurs à l'égard des professionnels du développement de carrière.

Objectifs de cette séance :

- Animer une conversation avec les employeurs et les prestataires de services d'emploi
- Explorer les principales difficultés auxquelles les employeurs font face en matière de recrutement, de formation et de fidélisation des jeunes
- Examiner la situation en profondeur pour obtenir un portrait des changements survenus depuis mars 2020
- Explorer les objectifs à long terme des employeurs en matière d'investissement dans les jeunes talents

Objectifs d'apprentissage :

- Comprendre les attentes des employeurs à l'égard des talents et leurs critères de recherche de candidats
- Déterminer les lacunes courantes en matière de compétences perçues par les employeurs
- Explorer les meilleures pratiques afin que les employeurs, les intervenants en développement de carrière et les prestataires de services d'emploi puissent travailler ensemble avec plus de cohésion