

VIRTUAL PROGRAM

Please note that when a session description is in English, it means that the session itself will be presented in English. If the session description is in French, the session will be presented in French. Where descriptions are provided in both languages, the session will be presented in English (with captioning if being streamed in the virtual platform) and with simultaneous interpretation available in French.

On-demand sessions / Séances sur demande Keynotes / Allocutions

Block 1V / Bloc V1 Block 2V / Bloc V2 Block 3V / Bloc V3 Block 4V / Bloc V4

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Monday January 29 / Lundi 29 janvier

🕒
Monday
January 29,
2024 09:00

Main Stage: Opening Ceremonies / Séance principale : Cérémonie d'ouverture ▾

🕒
Monday
January 29,
2024 09:45

Break / Pause ▾

🕒
Monday
January 29,
2024 10:30

Main Stage: Are We There Yet? Mapping the Career Development Sector / Séance principale: Touchons- nous au but? Cartographier le secteur du développement de carrière ▾

Shaping the future requires experiential mindsets and DEI approaches. While mapping Canada's career development sector, Challenge Factory used creative, human-centric tools to help us first define the boundaries of the field. Only then could we accurately and feasibly map it. From the vital role of trust to using personas, join us to discover both key findings and innovative research methodologies./ Pour façonner l'avenir, il faut des approches axées sur l'expérience et la diversité, l'équité et l'inclusion. En cartographiant le secteur du développement de carrière au Canada, Challenge Factory a utilisé des outils créatifs et centrés sur l'humain pour nous aider à délimiter les frontières du domaine. C'est la seule façon de le cartographier de manière précise et réalisable. Du rôle vital de la confiance à l'utilisation des personas, soyez des nôtres pour découvrir à la fois des résultats clés et des méthodologies de recherche innovantes.

Learning Outcomes/ Résultats d'apprentissage:

Review highlights from our project mapping the career development sector/
Examiner les points forts de notre projet de cartographie du secteur du
développement de carrière

Explore use and impact cases based on key project findings/ Explorer les cas
d'utilisation et d'incidence en fonction des principaux résultats du projet

Examine innovative research methodologies to analyze impossibly large
datasets/ Examiner des méthodologies de recherche innovantes pour analyser
des ensembles de données extrêmement volumineux

**Area of Interest / Domaine d'intérêt : Application of Current Research,
Theory & Methodology/ Application de la recherche, de la théorie et de la
méthodologie actuelles**



Lisa Taylor

Challenge Factory, President, Founder/ Président, fondatrice



Taryn Blanchard

Challenge Factory, Head of Research/ Responsable de la recherche

Main Stage Session Partner – Partenaire séance principale



Apprentice
search.com



Monday
January 29,
2024 10:30

AI and ChatGPT in Career Development



Gain insights into AI's impact on the career development profession. Topics include ethics, skills analysis, resumes, cover letters and job interview preparation. Learn about the latest advancements and practise with interactive exercises. Enhance your skills with AI tools like ChatGPT. Don't miss this opportunity to stay ahead in our rapidly changing profession!

Learning Outcomes

Understand the fundamentals of AI in career development

Identify ethical considerations with AI tools like ChatGPT

Apply AI for skills analysis, resume development and interview preparation

Area of Interest: New Technology & Tools for Career Professionals



Rob Straby

Conestoga College, Professor



Amelie Almonacil

CERIC



Monday
January 29,
2024 10:30

What Gen Z Values and Why It Matters



Gen Z is going to represent 50% of the workforce by 2050, and the values Gen Z bring to their work are different than the generations before them.

Understanding how meaning, belonging, flexibility and well-being affect work behaviour and experiences will allow career professionals to better support Gen Z and employers in navigating a healthy future of work.

Learning Outcomes:

Understand the four key values held by Gen Z

Reflect on ways to effectively advise Gen Z

Promote strong employer and Gen Z relationships

Area of Interest: Adult Education and Career Development



Alicia Flatt

University of Waterloo, Manager, Undergraduate Career Advisor



Lindsay Purchase

CERIC



Monday
January 29,
2024 10:30

Philanthropy's Role in Addressing Canada's Emerging Skilled Labour Gap

As Canada faces an increasing skilled labour gap, why not leverage the philanthropic sector to build capacity for organizations on the frontlines of career development work to bolster their services for a rapidly changing world? This session explores the role of grantmaking and other innovative levers within the philanthropic space that address Canada's emerging skilled labour gap.

Learning Outcomes

Increased knowledge of existing and emerging trends on labour gaps

Guidance for philanthropists to strategically bridge the gap through funds

Identify innovative ways to approach skilled labour gaps via projects

Area of Interest: Future of Work and the Workplace



Ikem Opara

Rideau Hall Foundation, Director, National Learning Partnerships



Roy Weasel Fat

Red Crow Community College, President



Ashley Hill

The PREP Academy, Founder and Executive Director



Lori Van Rooijen

Red Crow Community College, Project Manager



Tracy Luca-Huger

Mentor Canada, Executive Director



Admin Heba
CERIC



January 29,
2024 10:30

Cannexus Franco-Connexion 2024 : réseautages, réflexion et action!



Rejoignez Cannexus Franco-Connexion 2024, l'événement incontournable, dynamique et enrichissant pour les francophones et bilingues du développement de carrière au Canada! Découvrez une édition réinventée, propice à l'introspection, l'échange et à l'apprentissage mutuel. Rencontrez vos pairs, échangez des idées stimulantes, et nourrissez votre croissance tout au long du congrès et de l'année à venir. Ne manquez pas cette opportunité unique de célébrer la communauté francophone du développement de carrière!



Maxime Dumais

Création Carrière, entrepreneur, conseiller d'orientation et coach certifié ACC



Cyrielle Filias
CERIC



Monday
January 29,
2024 11:40

Main Stage: Wileman Award / Séance principale : Le prix Wileman



Monday
January 29,
2024 12:00

Break / Pause



January 29,
2024 12:00

CASE MEETUP: Intersectionality in Service Design and Delivery



We will explore our understanding of intersectionality and discuss strategies for the workforce development sector to effectively support clients who hold multiple intersecting identities.



Shifat Ara

Canadian Association For Supported Employment, Director of Communications



Joanna Goode

Canadian Association for Supported Employment, Executive Director



Ashley Hammond

CASE, National Trainer & Enrollment Coordinator



Amelie Almonacil

CERIC



January 29,
2024 12:00

First Work Meetup: Collaborative Solutioning for Talent-Based Employment Strategy



First Work is pursuing a Talent-based employment strategy, prioritizing collaboration by aligning with the sector, optimizing existing resources and enhancing solutions for labour shortages. This strategy extends beyond government involvement with the goal of creating impacts in Canada's workforce challenges of which community practitioner voices are crucial. Join this session to identify collaboration opportunities and harness resources to support Talent-Based employment.



Carmine Chen

First Work, Director, Operations



Sophia Koukoulas

First Work, Director, Communications



Admin Heba

CERIC



January 29,
2024 12:00

NACC Meetup: Training in 2025 and beyond – what does Skills Development look like in the future



Do you advise people on career options? Do you consider regulated career colleges as an option? Learn how we build training programs to meet labour force needs and create career opportunities in Canada.

We train for career paths and assist in ensuring that learners can enter the right training program for them.



Craig Tucker

Keyin College, CEO



Heather Yang
Anderson College, CEO



Victor Tesan
Sprott Shaw College, President



Cyrielle Filias
CERIC



Monday
January 29,
2024 13:00

Main Stage: Brave New Work: The Change-friendly Playbook for Navigating Non-stop Transformation / Séance principale : Le nouveau milieu de travail : Guide de la navigation en transformation continue

Volatility. Uncertainty. Complexity. Ambiguity. Four words that have defined our lives over the past few years. Now, emerging from chaos, we face yet another challenge – navigating a fast-approaching future of work, an always-on "new abnormal" characterized by hybrid work, persistent technological disruption, and constantly shifting behaviours and expectations. Today's organizations must compress their five-year plans to two years (or less) to thrive in tomorrow's fast-paced world. In an age where everything that can be automated will be, it's imperative that people change before it's too late. To meet this challenge, attendees of this dynamic session require a bold new approach to navigating constant change; they must lean into an array of uniquely human qualities – such as attunement, (true) resilience and creativity – that are difficult, if not impossible, to disrupt. The future of work belongs to those who can change before change is required. / Volatilité. Incertitude. La complexité. Ambiguïté. Quatre mots qui ont défini nos vies au cours des dernières années. Aujourd'hui, émergeant du chaos, nous faisons face à un autre défi : naviguer dans un avenir du travail qui se rapproche rapidement, un « nouvel anormal » toujours en mouvement, que caractérisent un travail hybride, une perturbation technologique persistante et des comportements et des attentes en constante évolution. Les organisations doivent réduire aujourd'hui leurs plans de cinq à deux ans (ou moins) pour prospérer dans le monde en constante évolution de demain. À une époque où tout ce qui peut être automatisé le sera, il est impératif que les gens changent avant qu'il ne soit trop tard. Pour relever ce défi, les participants à cette session dynamique doivent avoir une nouvelle approche audacieuse pour naviguer dans le changement constant; ils doivent s'appuyer sur un ensemble de qualités humaines uniques – l'écoute, la (véritable) résilience et la créativité – qui sont difficiles, voire impossibles, à perturber. L'avenir du travail appartient à ceux qui peuvent changer avant que le changement ne s'impose.



Hamza Khan
Future of Work and People-first Leadership Expert, Bestselling Author/
Expert de l'avenir du travail et du leadership axé sur l'être humain,
auteur de best-sellers



Monday
January 29,

Break / Pause


Monday
January 29,
2024 14:00

Student Poster 1: Les technologies de l'information et des communications (TIC) en développement de carrière ✓



Annie Gourde

Université Laval, École de Counseling et d'orientation, PhD student


Monday
January 29,
2024 14:00

Student Poster 2: Navigating Diversity Recruitment Across Canadian Police Forces ✓



Amanda Assi

Master's student, University of Calgary


Monday
January 29,
2024 14:00

Student Poster 3: That Was Then, This Is Now: Can Distancing Past Failures Promote Hope and Motivation? ✓



Claire Jordan

Wilfrid Laurier University, Master's student


Monday
January 29,
2024 14:00

Student Poster 4: La place du travail réel dans la démarche de conception de formation en milieu de travail ✓



Jihène Hichri

Université du Québec à Montréal (UQAM), PhD student


Monday
January 29,
2024 14:00

Student Poster 5: S'intégrer et se maintenir en emploi avec une maladie dite invisible ✓



Daniel Trudel

Université Laval, Master's student

Main Stage: Untapped Potential: Collaborating to Open Doors to Opportunity Through Scholarships / Séance principale : Un potentiel inexploité : Collaborer pour ouvrir la porte à des possibilités grâce aux bourses d'études

How can scholarship providers, community organizations and post-secondary institutions collaborate to improve outcomes for equity-deserving students? RBC Foundation recently released the first comprehensive review of scholarships in Canada in over 20 years. This session will unpack findings from the report with a panel of community leaders framed by a case study of the RBC Future Launch Scholarship for Black Youth. / Comment les fournisseurs de bourses, les organismes communautaires et les établissements d'enseignement postsecondaire peuvent-ils collaborer pour améliorer les résultats des étudiants en quête d'équité? La Fondation RBC a récemment publié la première revue complète des bourses d'études au Canada depuis plus de 20 ans. Durant cette séance, les conclusions du rapport seront analysées par un groupe de chefs communautaires, dans le cadre d'une étude de cas de la Bourse d'études Objectif avenir RBC pour jeunes Noirs.

Learning outcome / Résultats d'apprentissage :

How partnering across sectors in scholarship provision advances equity / Comment les partenariats intersectoriels en matière de bourses d'études favorisent l'équité

Understanding barriers youth face in accessing scholarships in Canada / Comprendre les obstacles auxquels les jeunes sont confrontés dans l'accès aux bourses d'études au Canada

How data/examples from RBC's report can inform future programming / Comment les données et exemples du rapport de la RBC peuvent éclairer les futurs programmes

Area of interest / Domaine d'intérêt : Career Development for Youth Outside of School / Développement de carrière chez les jeunes en dehors de l'école



Kate Gatto

RBC, Senior Manager, Social Impact & Innovation / première directrice, Innovation et impact sociaux, RBC



Farahnaaz Kanji

RBC, Director, Youth Strategy / Directrice générale, Innovation et stratégie jeunesse, RBC

Learning Advancement Partner / Partenaire – Avancement l'apprentissage



Sagal Ismail

Centre for Resilience and Social Development



Bibiana Valencia



Traci Spour-Lafrance
Ottawa Community Housing Foundation

Monday
January 29,
2024 14:15

Around the World Session: Evidence-based Outcomes Realized in Broad Community Counselling Service ▼

Between June 2021 and 2023, the Australian Centre for Career Education was the sole provider of the Jobs Victoria Career Counsellors Service, Australia's first differentiated adult community career service. Based on the Florida University Career Service, career professionals met industry standards and used evidenced-based vocational tools, conducted >32,000 individual sessions (aged 18+) and positively affected a wide range of community cohorts.

Learning Outcomes:

- Effectiveness of broad community based career counselling
- Application and evidence of vocational assessment tools
- Practical application of industry quality and assurances standards

Area of Interest: Adult Education and Career Development



Penne Dawe
Australian Centre for Career Education, CEO



Craig Eastwood
Australian Centre for Career Education, Program Manager



Cyrielle Filias
CERIC

Monday
January 29,
2024 14:15

Tending the Ethical Garden for Practitioner Self-care ▼

Join us on a journey through our ethical garden to learn how the most recent updates to the National Code of Ethics (CoE) for CDPs can be used as a framework to help promote self-care and reduce the risks of compassion fatigue in career professionals, while ensuring a safe landscape for our clients at the same time.

Learning Outcomes

- Identify key indicators and causes of burnout/compassion fatigue
- Recognize the links between ethical practice and self-care
- Learn how the CoE can be a tool for self-care

Area of Interest: Self-Care for Career Professionals



Andrew Bassingthwaight

Brock University Co-op Career & Experiential Education , Manager:
Goodman Career



Admin Heba

CERIC



January 29,
2024 14:15

Pratiques informationnelles sur l'emploi de jeunes adultes précaires : avenues pour l'intervention



Confrontés à plusieurs situations d'adversité, l'insertion professionnelle des jeunes adultes en situation de précarité se caractérise par sa complexité. Ils sont par ailleurs appelés à développer une veille informationnelle pour être en mesure de saisir les opportunités d'emploi. Leur précarité, souvent associée à des caractéristiques sociodémographiques, affecte l'accès à des sources d'information, à l'information elle-même et à sa qualité. Prendre en compte les contextes de vie contribue à améliorer grandement la compréhension de leur insertion professionnelle. Or, peu de recherches articulent tous ces éléments dans le cas des jeunes adultes. Cette communication présentera des résultats croisant l'influence de caractéristiques sociodémographiques et contextuelles sur la recherche d'information sur l'emploi. Elle s'appuie sur des données collectées auprès de 30 jeunes adultes québécois en situation de précarité. On discutera des différences selon leur genre d'appartenance (ex. : types d'informations recherchées) ou encore comment leurs contextes de vie influencent leurs manières de rechercher de l'information sur l'emploi. La deuxième partie de l'atelier présentera des avenues de réflexion pour l'accompagnement de cette population dans son insertion professionnelle. Ces avenues prendront la forme d'échanges avec l'auditoire dans une perspective de co-construction de savoirs et la présentation d'outils issus de la recherche susceptibles d'être mobilisés en intervention.

Résultats d'apprentissage :

Approfondir ses connaissances sur l'insertion professionnelle d'une population socialement vulnérable

S'informer sur les pratiques informationnelles d'une population socialement vulnérable

Analyser les incidences sur sa pratique professionnelle comme personne intervenante

Domaine d'intérêt : Développement de carrière chez les jeunes en dehors de l'école

Julie Chabot



Étudiante au doctorat en éducation Université de Sherbrooke Auxiliaire de recherche au Centre d'étude et de recherche sur les transitions et l'apprentissage (CÉRTA) Membre étudiante à la Chaire-réseau de recherche sur la jeunesse (CRJ)



Eddy Supeno

Conseiller d'orientation et professeur titulaire au Département d'orientation professionnelle à l'Université de Sherbrooke



Amelie Almonacil

CERIC

🕒
January 29,
2024 14:15

Special Virtual Event: Who You Are Matters! Career Conversation Experience ▼

Connect, reflect and engage in a safe & structured, interactive career conversation experience. Join this enlightening and unique event to meet others, gain clarity, explore possibilities and walk away with your personalized clarification statement. Embedded into career development curriculum at Conestoga College among others, Who You Are Matters! promotes career growth and team (re)building.

NOT a webinar

NOT a panel

NOT what you expect!

Learning Outcomes:

Gain personal career clarity and insights through narrative reflection

Experience the career development power of storytelling & storylistening relative to test-and-tell

Learn how career management skills can be learned peer-to-peer and enjoyably



Mark Franklin

CareerCycles & University of Toronto, Practice Leader and Adjunct Professor



Leigh Anne Saxe

Self Employed, Inner Leader Coach/Life Coach



Rich Feller

Colorado State University, Professor



Lucy Welsh

One Life Tools, Customer Service and Start-up Synchronizer

Special Event Partner – Partenaire - événement spéciale



Lindsay Purchase

CERIC

Monday
January 29,
2024 15:15

Break / Pause



Monday
January 29,
2024 15:15

Roundtables / Tables rondes



Monday
January 29,
2024 15:15

Teleworking Couples Cultivating Work-life Wellness Together: Ideas for Practice



Telework has impacts on the quality of life of couples related to role conflict, overwork and emotional responses. Grounded in recent research, this session provides career practitioners and HR professionals with cutting-edge information about how couples negotiate work-life wellness together when one or both teleworks and suggestions for how to support the growing population of teleworkers in Canada.

Learning Outcomes:

Understanding the nature of work-life wellness and telework

Identifying potential barriers to work-life wellness in telework

Learning strategies to support work-life wellness in teleworking couples

Area of Interest: Future of Work and the Workplace



Rebecca Como

University of Calgary, Research Assistant and Doctoral Student

January 29,
2024 15:15

Ideas in Motion. Funding Opportunities for Advancing Research and Learning in Career Development



In this session you'll be introduced to CERIC's funding priorities. We will take you on a tour of the funding process and the online portal, all while drawing insights from successful past and ongoing projects.

Learning Outcomes:

Funding, advancing research and learning

Discover the array of funding opportunities offered by CERIC

Familiarize yourself with a wealth of projects and resources that can enhance your own work

Gain clarity on essential elements for a successful grant application

Tips and techniques to strengthen your grant application

Area of Interest: Application of Current Research, Theory & Methodology



Alexandra Manoliu

CERIC, Manager, Research Initiatives

Monday
January 29,
2024 15:15

Introduction au counseling organisationnel en gestion et développement de carrière



Introduction au contexte, aux enjeux et aux pratiques dans les domaines de la gestion et du développement de carrière dans les organisations. Valeur ajoutée de la connaissance du fonctionnement des organisations. Atouts et défis des

personnes professionnelles de la dynamique individu-formation-travail dans les organisations. Exploration des intérêts et des compétences du rôle-conseil dans les domaines de l'espace carrière des organisations.

Résultats d'apprentissage :

- Reconnaître gestion et développement de carrière dans les organisations
- Examiner stratégies et pratiques de l'espace carrière des organisations
- Explorer intérêts et compétences du rôle-conseil dans les organisations

Domaine d'intérêt : Amélioration de l'image et de la viabilité du secteur du développement de carrière



Nicole Yergeau

Travailleuse autonome, c.o. et CRHA

Monday
January 29,
2024 15:15

Dépression, inactivité sociale et employabilité chez les jeunes adultes ▾

Trouble aux visages multiples, la dépression a de nombreuses répercussions sur les plans physique, psychique et social. Elle peut court-circuiter un parcours professionnel à tout moment de la vie et être particulièrement ravageuse lorsqu'elle survient au début de l'âge adulte. Découvrez comment vous pouvez accompagner le rétablissement et la prévention des rechutes dans le cadre d'une démarche en employabilité.

Résultats d'apprentissage :

- Comprendre le lien entre l'inactivité sociale et la dépression
- Comprendre le processus de rétablissement et de prévention des rechutes
- Situer son rôle dans l'accompagnement des états dépressifs

Domaine d'intérêt : Santé mentale des clients



Élisabeth Gailloux

Formation santé mentale et emploi, Formatrice

Monday
January 29,
2024 15:15

Fork Theory: A Multi-pronged Approach to Support Neurodivergent Networking ▾

Traditional networking is overwhelming for many neurodivergent individuals. In this session, we'll examine common – and often hidden – stressors (or "forks") related to networking, and discuss collaborative strategies to help neurodivergent individuals engage with this career development practice.

Learning Outcomes:

- Awareness of common challenges for neurodivergent individuals in networking situations
- Practical strategies and supports that can make networking more accessible
- Understand the importance of an individualized, collaborative approach with neurodivergent individuals

Area of Interest: Supporting Clients with Disabilities



Cara Copeland

University of Guelph, Experiential Learning Co-ordinator

Monday
January 29,
2024 15:15

Parenting Style, Regulatory Focus and Career Decision Making Self-efficacy in Adults

We investigated how the motivation to achieve goals (regulatory focus) and parenting style affect young adults' belief in their ability to achieve career goals (i.e. career decision-making self-efficacy or CDMSE). We found that a promotion-oriented focus (which emphasizes personal growth) and an authoritative parenting style positively correlate with CDMSE. Our findings have implications for the provision of career counselling support.

Learning Outcomes:

- To understand how parenting style influences later-career self-efficacy
- To understand how regulatory focus influences later-career self-efficacy
- To provide empirical evidence to support career counsellors and parents

Area of Interest: Adult Education and Career Development



Tam Truong Minh Vo
Mount Saint Vincent University, Student

Monday
January 29,
2024 15:15

Advancing Skills Training for Black Youth: A Panel Discussion

This session will discuss some of the challenges faced by the Black community along the career pathing journey – from high school graduation, to post secondary education, to entering and progressing in employment. It will explore unique needs, highlight innovative programs providing tutoring, training in essential skills, entrepreneurship, digital skills and inclusive career pathing, and implications for the sector.

Learning Outcomes:

- Increase knowledge around current programming for equity-deserving groups
- Evaluate current strategies and best practices
- Engage in community building through conversation and debate around programs

Area of Interest: Career Development for Youth Outside of School



Mohamed Elmi
Diversity Institute, Toronto Metropolitan University, Executive Director



Nadine Spencer
Black Business and Professional Association, CEO

Monday
January 29,
2024 15:15

Working Together to Support Youth Work Abroad Experiences

Canadian youth are thinking about work-integrated learning abroad. International Experience Canada (IEC) allows Canadians youth to obtain a work permit to work and travel for up to two years in one of Canada's partner

countries. Youth citizens from these countries can do the same in Canada. Hear from IEC youth ambassadors about how this cultural program supports outbound mobility.

Learning Outcomes:

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

Area of Interest: Experiential/Work-Integrated Learning



Daniel Pang

International Experience Canada, IRCC, Government of Canada /
Expérience internationale Canada, IRCC, Gouvernement du Canada,
Senior Policy Analyst



Maggie Darling

International Experience Canada, IRCC, Government of Canada, Youth
Ambassador



Mikaela Vandell

International Experience Canada, IRCC, Government of Canada, Youth
Ambassador



Monday
January 29,
2024 15:15

Harnessing the Power of Artificial Intelligence for CDPs!



As artificial intelligence evolves and its use continues to grow across many sectors, career development practitioners (CDPs) are examining how to leverage AI tools for their own success and that of their clients. Join this session to explore the implications for CDPs of using these technologies to help clients with education and career planning.

Learning Outcomes:

Define and explore artificial intelligence (AI)
Use AI for professional development and productivity
Help clients leverage AI for job search and career maintenance

Area of Interest: New Technology & Tools for Career Professionals



Crystal Dolliver

Agilec, Training Co-ordinator



Jacqueline Smith-Jordan

Agilec, Project Leader

Monday
January 29,
2024 15:15

Empowering Military Spouses' Employment and Economic Opportunities



Did you know that civilian spouses of Canadian Armed Forces members struggle to find and keep meaningful work? It's true! Military spouse unemployment and underemployment are top reasons why military members release from service. Learn about this population's unique employment circumstances and how partnerships and tactics like Recognition of Prior Learning (RPL) are used to empower them.

Learning Outcomes:

Discover challenges faced by Canadian Armed Forces spouses and partners

Learn strategies to mitigate associated employment and career development difficulties

Explore resources and collaborative partnerships available to career development professionals

Area of Interest: Online Career Service Delivery/Remote Learning Approaches



Elizabeth Nicholas

Trenton Military Family Resource Centre, Virtual Employment & Education Specialist



Vanessa Walsh

Canadian Forces Morale and Welfare Services – Military Family Services, Military Family Services Employment and Entrepreneurship Programs Manager

Monday
January 29,
2024 15:15

Universal Course Design – Access for All



Learn about the challenges and successes of facilitating a mandatory co-op education course for over 2,000 students per year. This presentation will review the implementation of universal assessments for resumes, cover letters and interview skills; the development of inclusive language; and the offering of experiential learning opportunities in an entirely virtual environment.

Learning Outcomes:

Learn about universal assessments in large-scale virtual environments

Discuss inclusive language when communicating career development ideologies

Explore virtual experiential learning opportunities for students

Area of Interest: Career Education Post-Secondary



Heather Powell

University of Guelph, Co-op Foundations Co-ordinator



Suzanne Hagarty

University of Guelph, Co-op Foundations Co-ordinator



Angeli Mehrotra

University of Guelph, EDI Employment Engagement Specialist



Monday
January 29,
2024 15:15

Les Arnaques dans les annonces d'emploi



Les statistiques démontrent que de plus en plus d'escrocs utilisent les annonces d'emploi pour voler les informations personnelles des candidats tel que les NAS, l'information bancaire, les papiers d'immigration et même leur identité. De nombreux clients ont perdu des milliers de dollars.

Renseignez-vous sur les stratégies qu'utilisent les arnaqueurs et comment conseiller votre clientèle à éviter!

Résultats d'apprentissage :

Apprendre à reconnaître les fausses annonces d'emploi

Protéger votre client contre des escrocs financiers

Protéger votre client contre les dangers physiques

Domaine d'intérêt : Techniques d'accompagnement et d'orientation professionnelle efficaces



Erica Groome

Société économique de l'Ontario, Agente de liaison



Raissa Girimana

Société économique de l'Ontario, Conseillère en employabilité



Monday
January 29,
2024 15:45

Main Stage: Self-awareness: An Underlying Essential for Our Life/Career Journey / Séance principale : La conscience de soi : Un élément essentiel de notre parcours de vie et de carrière



Self-awareness is an essential life skill for crafting our life/career journeys. It can lead to greater self-knowledge and self-efficacy. But gaps in awareness can make it challenging to know who we really are and how others perceive us. How can we equip people to practise positive self-reflection and to receive positive feedback from others to increase their self-awareness?/ La conscience de soi est une compétence de vie essentielle pour construire notre parcours de vie et de carrière. Elle peut conduire à une meilleure connaissance de soi et à un meilleur sentiment d'efficacité personnelle. Toutefois, des lacunes dans la prise de conscience peuvent rendre difficile la connaissance de ce que nous sommes vraiment et de la façon dont les autres nous perçoivent. Comment donner aux gens les moyens de pratiquer une autoréflexion positive et de recevoir des commentaires positifs de la part des autres afin d'améliorer leur conscience de soi?

Learning Outcomes/ Résultats d'apprentissage :

Explore how self-awareness is a necessary precursor to life/career development/ Explorer comment la conscience de soi est indispensable au développement de la vie personnelle et de la carrière

Identify reasons why many people struggle with self-awareness/ Identifier les raisons identitaires pour lesquelles de nombreuses personnes ont du mal à bien se connaître

Learn strategies to facilitate positive self-reflection and positive feedback from others/ Apprendre des stratégies pour faciliter l'autoréflexion positive et la réception de commentaires positifs de la part des autres

Area of Interest / Domaine d'intérêt : Effective Career Counselling/Coaching Techniques/ Techniques d'accompagnement et d'orientation professionnelle efficaces



Gray Poehnell

Ergon Communications, Life/Career Coach/ accompagnateur en développement personnel et en gestion et transition de carrière



Monday
January 29,
2024 15:45

Bolstering Atlantic Canada's Tech Talent: Reskilling and Upskilling ▼

Initially started in Nova Scotia, the Skills for Hire Atlantic program is a career-building program that will train 1,500 individuals over three years in the technology industry. Participants develop valuable skills, increase their confidence and gain meaningful career development opportunities through a multi-partner approach. This session will highlight core findings, examples and themes from the program organizer and partner EnPoint.

Learning Outcomes:

Learn from a multi-stakeholder approach to reskilling/upskilling into entry-level positions

Build effective and collaborative partnerships in your industry/community

Close the gap between employers and talent in tech

Area of Interest: Employment/Training Programs (Community, Government, Industry)



Judith Dardon

Digital Nova Scotia, Project Manager



Chantal Brine

EnPoint, CEO



Amelie Almonacil

CERIC



Monday
January 29,
2024 15:45

Les enjeux d'intégration professionnelle des jeunes cadres ▼

Au courant des dernières années, le travail a connu d'importantes transformations. Cette communication propose de présenter les résultats d'une étude qui révèle les enjeux d'intégration professionnelle des jeunes cadres (ex. surcharge de travail, manque de personnel, conflits de valeurs au travail, etc.). Elle permettra aux participant.e.s de s'outiller afin d'intégrer ces aspects à l'intervention.

Résultats d'apprentissage :

Mieux comprendre le travail des jeunes cadres

Dégager les enjeux d'intégration professionnelle

Réfléchir aux apports de recherche pour penser les démarches d'accompagnement

Domaine d'intérêt : Avenir du travail et du lieu de travail



Émilie Giguère

Université Laval , Professeure



Mireille Sirois Gagné

Université Laval, étudiante



Jade Avoine

Université Laval, étudiante



Geneviève Girard

Université Laval, étudiante



Cyrielle Filias

CERIC



Monday
January 29,
2024 15:45

Decolonial Approaches to Career Education: A Conversational Program ▼

During 2023, we co-facilitated a conversation series on decolonizing career education at SFU's Career Centre. Grounded in conversation methodology, participants examined their identities, positionality and the impacts of colonization. Guided by Shawn Wilson's relationship theory, participants reflected on their relationships to ideas and work. This format aims to support career educators, their partners and their students in decolonized learning experiences.

Learning Outcomes:

Importance of locating one's self within the work of decolonization

Support a community of practice and new ways of seeing

Frameworks for guided conversations in thinking of ourselves more holistically

Area of Interest: Career Education Post-Secondary



Deanne Esdale

Simon Fraser University, Career Education Specialist



Ashley Edwards

Simon Fraser University, Indigenous Initiatives and Instruction Librarian



Admin Heba

CERIC



Monday
January 29,
2024 15:45

Supportive Development Assessment Framework for Young Employees

The Supportive Development Assessment Framework for Young Employees (SDAF-YE) is a strength-based participatory framework that provides employers and career development professionals with an evidence-based, theoretically grounded HR tool that is uniquely designed to support the values and life stages of Millennial and Gen Z employees. It positively contributes to employee retention, workplace engagement and workplace loyalty.

Learning Outcomes:

Gain a deep understanding of the SDAF-YE framework

Considerations about how to best support younger employees

Enhance employee retention, workplace engagement and workplace loyalty

Area of Interest: Employee Recruitment & Engagement



Joel Murphy

Centre for Employment Innovation, Impact and Innovation Officer



Lindsay Purchase

CERIC



Monday
January 29,
2024 17:00

Roundtables / Tables rondes



Tuesday January 30 / Mardi 30 janvier



Tuesday
January 30,
2024 09:00

Main Stage: Opening Day 2 / Séance principale : Cérémonie d'ouverture journée 2



Tuesday
January 30,
2024 09:45

Main Stage: Realizing and Reflecting Realities: Building Training Programs for Indigenous Audiences / Séance principale : Réaliser et refléter les réalités : bâtir des programmes de formation à l'intention des



Autochtones

In spring 2023, the Career Development Professional Centre (CDPC) and Indigenous groups collaborated in piloting new training in career development. This session explores challenges faced by Indigenous communities in accessing relevant training that maintains a focus on community building, values and inclusion, and the learning that comes from collaboration. Panellists will share experiences in building partnerships and effective training programs that honour Indigenous communities./ Au printemps 2023, le Centre d'expertise en développement de carrière (CEDC) et des groupes autochtones ont collaboré à la mise à l'essai d'une nouvelle formation en développement de carrière. Cette séance explore les difficultés auxquelles doivent faire face les communautés autochtones lorsqu'il s'agit d'accéder à des formations pertinentes qui mettent l'accent sur le renforcement de la communauté, les valeurs et l'inclusion, ainsi que sur l'apprentissage qui découle de la collaboration. Les intervenants raconteront leurs expériences en matière de création de partenariats et de programmes de formation efficaces qui honorent les communautés autochtones.

Learning Outcomes/ Résultats d'apprentissage :

Understand some considerations to develop accessible training for Indigenous audiences/ Comprendre certains aspects à prendre en compte pour élaborer une formation accessible aux Autochtones

Foster inclusion and equitable access to knowledge for Indigenous learners/ Favoriser l'inclusion et l'accès équitable au savoir pour les apprenants autochtones

Support Indigenous capacity building for accessible, valuable and lifelong learning/ Soutenir le renforcement des capacités des Autochtones pour un apprentissage accessible, utile et tout au long de la vie

Area of interest / Domaine d'intérêt : Indigenous Career Development/ Développement de carrière chez les Autochtones

Rebecca McCarthy



Canadian Career Development Foundation/ Fondation canadienne pour le développement de carrière, Project Associate/ associée de projet

Jorden Squires



K5T, Employment Developer

Donna Sabourin



Government of Nunavut/ gouvernement du Nunavut, Regional Manager Career Development/ directrice régionale du perfectionnement professionnel

Polly Bobiwash



Anishinabek Nation, Director of Labour Market Development/ Directrice du développement du marché du travail

Adigwil (George) Lesner



K5T Chef



Tuesday
January 30,
2024 09:45

Sustainable Career Ecosystems



In an era of mass participation in higher education, reliance on league table rankings, competitive labour markets and the aftermath of the COVID-19 pandemic, a perfect storm has emerged. Consequently, enhancing the employability and well-being of university students and graduates has been declared a global priority. This session addresses these challenges through the lens of a sustainable career ecosystem.

Learning Outcomes:

- Learn about the concept of a sustainable career ecosystem
- Understand the role you play in a sustainable career ecosystem
- Consider strategies for enhancing the employability and well-being of students

Area of Interest: Career Education Post-Secondary



William E. Donald

University of Southampton, U.K. & Ronin Institute, U.S., Associate Professor of Sustainable Careers and Human Resource Management



Cyrielle Filias

CERIC



Tuesday
January 30,
2024 09:45

Growing Pains and Gains in Canada's Intergenerational Workplaces



Walk down any greeting card aisle to see ageism on full display. Generational tropes and ageism are insidious in Canadian society. We are living longer and, therefore, working longer. We need to do better. Come explore emerging challenges and promising practices for intergenerational teams. We'll be highlighting case studies from the forthcoming reference book The Oxford Handbook on Intergenerational Connections.

Learning Outcomes:

- Examine renewed workforce models where workers of all ages thrive
- Review case studies from Canadian intergenerational workplaces
- Identify generational tropes and CDP opportunities for advocacy and change

Area of Interest: Justice, Equity, Diversity and Inclusion



Lisa Taylor

Challenge Factory, President, Founder/ Pr sident, fondatrice



Amelie Almonacil

CERIC

Tuesday
January 30,
2024 09:45

Rethinking Career Development: Embracing a Dual-client Service Model ▼

A new "dual-client" service model is being piloted in Nova Scotia. Career development practitioners are engaging with employers and individuals to foster strong labour market connections by ensuring both parties share common understanding and alignment of needs and expectations through the onboarding process. Come learn how this focus on supply and demand can re-position how career services are delivered.

Learning Outcomes:

Consider how a dual-client focus expands service impact

Explore an employer-factor framework for assessing employer's needs

Contribute to the dialogue of future-proofing Canada's career services

Area of Interest: Future of Work and the Workplace



Tannis Goddard

MixtMode Consulting, CEO



Sareena Hopkins

CCDF, Executive Director



Alexandra Manoliu

CERIC

January 30,
2024 09:45

Challenges and Opportunities in Post-secondary Mental Health Policy in Ontario ▼

HEQCO studied mental health supports for post-secondary students in Ontario. We explored mental health strategies, diversity and cultural relevance in service support and the use of data to inform policy decision making. Our findings show increased demand for mental health resources, the importance of cultural relevance in service provision, a need to address gaps in support and innovative/promising practices.

Learning Outcomes:

Understanding of system-level policy issues affecting student mental health

Role of community collaboration in supporting student mental health

Leveraging existing/emerging public resources to support student mental health

Area of Interest: Client Mental Health



Ken Chatoor

Senior Researcher



Lena Balata

Higher Education Quality Council of Ontario, researcher, Researcher



Lindsay Purchase

CERIC



Tuesday
January 30,
2024 10:45

Break / Pause



Tuesday
January 30,
2024 10:45

Career Development Support for an Age-diverse Workforce



Retaining knowledge within the workforce and supporting age diversity is essential for economic productivity. This presentation will share workforce and career development initiatives from various countries where age diversity is key. Case studies and global statistics will be provided to illustrate the challenges and opportunities an age-diverse workforce faces as it prepares for future work disruptions and sustainability.

Learning Outcomes:

Conceptualize career needs and motivations of workers across the lifespan

Understand career development interventions encouraging age-inclusive workforce engagement

Promote policy and advocacy for an age-diverse workforce

Area of Interest: Future of Work and the Workplace



Jennifer Luke

University of Southern Queensland, Researcher



Tuesday
January 30,
2024 10:45

Stratégie d'intervention en orientation : La zoothérapie



Au courant des dernières années, la zoothérapie gagne en popularité auprès des professionnel.le.s des différents domaines de la relation d'aide. Cette communication propre de présenter les résultats d'une étude qui permet de mieux comprendre la manière dont la zoothérapie peut contribuer à l'accompagnement des personnes en relation d'aide, plus spécifiquement dans le champ du counseling et de l'orientation.

Résultats d'apprentissage :

Mieux comprendre la zoothérapie (concepts et définitions)

Dégager les enjeux d'intégration de la zoothérapie en orientation

Réfléchir aux apports de recherche pour penser les démarches d'orientation

Domaine d'intérêt : Techniques d'accompagnement et d'orientation professionnelle efficaces



Émilie Giguère

Université Laval , Professeure



Véronique Dion

Université Laval, Étudiante-chercheure



Tuesday
January 30,
2024 10:45

How Trauma Affects Career Development and Work Life ▼

Impaired functioning in work life is a diagnostic characteristic of post-traumatic stress disorder, and yet the interactions between trauma and career remain understudied. This presentation seeks to help participants understand the connections between trauma and work-life difficulties, to teach participants how to help their clients who have experience with trauma to overcome the obstacles that impede professional growth.

Learning Outcomes:

Learn how work life is affected by trauma

Learn how the neurobiology of trauma affects job searching

Learn about trauma-educated career counselling

Area of Interest: Effective Career Counselling/Coaching Techniques



Valerie Ashley

Valerie Ashley Counseling, Trauma and EMDR Therapist



Tuesday
January 30,
2024 10:45

The Career Trifecta: Empowering Youth for Future Success ▼

This presentation explores the nexus between the CanadaWeWant conference, Take Our Kids to Work and Art of Work. Discover how these initiatives intertwine, leading to better outcomes in youth career development. Empowering young individuals – including those facing barriers – to develop skills and experiences for sustained employment plays a pivotal role in shaping the future of the career development sector.

Learning Outcomes:

Explore the synergies of youth initiatives for career development

Identify the impact of collaboration on improving outcomes for youth

Gain insights into empowering youth through skill-development opportunities

Area of Interest: Building the Profile and Sustainability of the Career Development Sector



Florence Bergeron

The Students Commission of Canada, Associate Director of Knowledge Mobilization



Emma Cognet

The Students Commission of Canada, Network Coordinator, 21st Century Skills

Tuesday
January 30,
2024 10:45

Canada's International Education Strategy: Increasing Outbound Mobility Among Canadian Youth ✓

Learn about the Government of Canada's approach to increasing outbound mobility among Canadian youth through initiatives and opportunities provided under its International Education Strategy. Hear about the impact these opportunities have had on their personal, academic and professional growth. Engage in a dialogue with presenters on approaches to increasing awareness, benefits and funding available to study and work abroad.

Learning Outcomes:

Share Canada's approach to increasing outbound youth mobility

Explore how these opportunities benefit their academic and professional development

Discuss strategies for increasing awareness of the funding and partnerships

Area of Interest: Career Development for Youth Outside of School



Monique Comeau

International Experience Canada, IRCC, Government of Canada /
Expérience internationale Canada, IRCC, Gouvernement du Canada,
Senior Policy Analyst



Jonathan Hull

Employment and Social Development Canada, Manager, Learning
Branch

Tuesday
January 30,
2024 10:45

Sexual Harassment: A Price Students Shouldn't Have to Pay ✓

Sexual harassment should never be the price of admission students pay for their degree or career. Yet 1 in 2 students have experienced sexual harassment during an experiential learning opportunity. This session will take a deep dive into this urgent issue, sharing findings from the first national, bilingual research-to-action project looking at sexual harassment faced by students in experiential learning.

Learning Outcomes:

Understand the prevalence of sexual harassment in experiential learning

Identify promising practices in addressing sexual harassment in experiential learning

Examine tools to address sexual harassment in experiential learning

Area of Interest: Application of Current Research, Theory & Methodology



Britney De Costa

Possibility Seeds, Experiential Learning Project Lead

Tuesday
January 30,
2024 10:45

Coaching Clients on Salary Negotiation ✓

We explore the full salary-negotiation experience including how to approach the discussion with confidence and with the correct tone of voice. Learn about real-life strategies that were effective in obtaining higher salaries, gain insight from an HR professional on how negotiation is viewed from the employer's side and understand strategies related to the current economic and employment climate.

Learning Outcomes:

Approach salary discussion with confidence and the appropriate tone

Gain insight from human resources on how negotiation is viewed

Understand strategies related to the current economic climate

Area of Interest: Effective Career Counselling/Coaching Techniques



Wanda Pichette

Grow Career Development, Lead Career Educator & Founder


Tuesday
January 30,
2024 10:45

Reflections on Conducting Research with Underserved Jobseekers

Staff from NPower Canada and Blueprint will reflect on co-designing and delivering a randomized controlled trial (RCT) to assess the impact of NPower Canada's workforce development program for underserved populations. By examining the successes and challenges of their approach, they will offer best practices for conducting research and implementing RCTs with vulnerable populations.

Learning Outcomes:

Value of conducting research and RCTs to assess program effectiveness

Successes and challenges experienced in implementing a randomized controlled trial

Best practices in conducting RCTs with vulnerable populations

Area of Interest: Employment/Training Programs (Community, Government, Industry)



Heather MacArthur

Blueprint, Senior Associate



Nisha Lewis

NPower Canada, Chief Operating Officer



Antonia Berlinger

NPower Canada, Senior Specialist, Evaluation


Tuesday
January 30,
2024 10:45

OaSIS: A System Linking Granular Competency Information to Canadian Occupations

The Occupational and Skills Information System (OaSIS) was launched in December 2022. It provides information on skills, abilities, knowledge and interests, and other competencies, tied to Canadian occupations. This session will provide users with a demonstration of this tool and its various features.

Learning Outcomes:

Learn what OaSIS is

How to navigate OaSIS

What information can be found on OaSIS

Area of Interest: New Technology & Tools for Career Professionals



Alexandra Lamb
ESDC, Policy Officer



Sophie Lemieux
ESDC, Policy Officer



Tuesday
January 30,
2024 10:45

Mapping the Employability of Quebec's English-speaking Official Language Minority Community



At the beginning of 2023, Regional Development Network (RDN) undertook a research project to generate fresh data on the sectors where English language skills are considered an asset by employers. Data was formatted into interactive digital maps per region for use supporting the work of 17 official language minority community (OLMC) organizations and their employment service delivery partners in regions outside Montreal and Laval.

Learning Outcomes:

Increased awareness of the employment situation for Quebec's rural OLMCs

Knowledge of minority language skills as assets in Quebec's workforce

Introduced to an innovative way to visually map population vulnerabilities

Area of Interest: Rural Career & Community Economic Development



Rachel Hunting
Regional Development Network (RDN), Manager of Regional Development



Cathy Brown
Regional Development Network, Executive Director



Tuesday
January 30,
2024 10:45

Transformations numérique des usages en développement de carrière



Les technologies numériques font partie de la boîte à outils des professionnels de l'orientation depuis une quarantaine d'années, principalement pour la diffusion et l'utilisation de l'information scolaire et professionnelle. La COVID-19 a accéléré le mouvement d'offrir de l'accompagnement à distance. Cet atelier offre l'opportunité d'en savoir davantage sur les technologies et sur les innovations à venir pour la pratique professionnelle.

Résultats d'apprentissage :

Connaitre les technologies numériques ayant influencé la profession

Comprendre les savoirs-professionnels mobilisés par les technologies

Explorer les avantages d'une application numérique sur l'IMT

Domaine d'intérêt : Nouvelles technologies et nouveaux outils pour les professionnels de la carrière



Annie Gourde

Université Laval, doctorante, conseillère d'orientation et chargée de cours



Michel Turcotte

Université Laval, Doctorant, conseiller d'orientation et psychologue



Liette Goyer

Université Laval, Professeure titulaire, chercheure, conseillère d'orientation, psychothérapeute et superviseure



Tuesday
January 30,
2024 10:45

Delivering Skills for Success to Diverse Learners Across Canada



This project develops, delivers and evaluates new Skills for Success curricula and resources. The Manitoba-based organization Opportunities for Employment (OFE) offers training and job placement into multiple sectors (e.g. health services, manufacturing, customer support). The Ontario Tourism Education Corporation (OTEC) supports upskilling and career advancement among employees in hospitality and tourism. The Construction Foundation of BC (CFBC) introduces First Nations learners and communities to the trades, customized to their lived realities and cultural experiences.

Learning Outcomes:

Enhance career development and planning with Skills for Success

Adapt Skills for Success to diverse learner groups

Use Skills for Success to respond to employers' competency needs

Area of Interest: Adult Education and Career Development



Boris Palameta

Social Research and Demonstration Corporation, Research Director



Michelle Canaday

Construction Foundation of BC, Director of First Nations Initiatives



Mel Dcosta

Ontario Tourism Education Corporation, Senior Project Manager - Workforce Strategy



Chris Milne

Opportunities for Employment, Manager of Research & Innovation



Tuesday
January 30,
2024 10:45

Integrating Work and Career into General Counselling: Guidelines for Practice



Work and career are central to many counselling clients' concerns and hopes, and mental health issues are contextualized within learning, work and transitions. Yet many generalist counsellors do not explicitly integrate work and personal concerns. This session presents the Canadian Counselling and Psychotherapy Association Career Counsellors Chapter's draft Professional Practice Guidelines for integrating work and career within general counselling practice.

Learning Outcomes:

Understand the intersections of work, career and overall mental health

Understand the importance of work and career in general practice

Integrate empirically supported career-related theories and interventions in general counselling practice

Area of Interest: Application of Current Research, Theory & Methodology



Rebecca Hudson Breen

University of Alberta, Associate Professor



Dawn Schell

University of Victoria, Career Counsellor



Jakkapan Ron Karnjanavijaya

University of Alberta, PhD Candidate



Michelle McLean

University of Alberta, PhD Candidate



January 30,
2024 11:15

Main Stage: Insights into the Future of Work: Perspectives from Young Canadians / Séance principale : Regards sur l'avenir du travail : Perspectives de jeunes Canadiens



This session presents the findings of the first cohort a six-year study about the employment outcomes and socio-economic status of young participants of RBC Future Launch-funded programs. It will offer insights into young Canadian's current reality and what the future of work might look like from

their perspective, featuring an engaging youth panel. / Cette séance présente les résultats de la première cohorte d'une étude de six ans sur les perspectives d'emploi et le statut socioéconomique des jeunes participants aux programmes financés par Objectif avenir RBC. Elle offrira un aperçu de la réalité actuelle des jeunes Canadiens et de ce à quoi l'avenir du travail pourrait ressembler de leur point de vue, grâce à un groupe de jeunes passionnants.

Learning outcomes / Résultats d'apprentissage :

Insight into young Canadians' current realities (focus on employment) / Aperçu de la réalité actuelle des jeunes Canadiens (accent sur l'emploi)

Insight into the future of work from Canadian youth / Aperçu de l'avenir du travail selon les jeunes Canadiens

Recommendations for supporting youth in their career journeys /
Recommandations pour soutenir les jeunes dans leur parcours de carrière

**Area of Interest / Domaine d'intérêt : Career Development for Youth
Outside of School / Développement de carrière chez les jeunes en dehors
de l'école**



Valentina Castillo Cifuentes

University of Waterloo, Research Manager, Youth & Innovation Project /
Responsable de la recherche, Youth & Innovation Project, Université de Waterloo



Ilona Dougherty

University of Waterloo, Managing Director, Youth & Innovation Project /
Directrice générale, Youth & Innovation Project, Université de Waterloo

Learning Advancement Partner / Partenaire – Avancement l'apprentissage



Adam Nuraddeen

Centre for Resilience and Social Development , RBC Youth Panel



Graedy Ngabiro

Centre for Resilience and Social Development ,RBC Youth Panel



Emmanuel Antonin

Ottawa Community Housing Foundation , RBC Youth Panel





Tuesday
January 30,
2024 11:15

Vivre sa pratique privée en DDC : regard sur expérience ▼

Le monde de la pratique privée en contexte de DDC est peu connu et comporte des défis. Cet atelier vous permettra d'être en contact avec la réalité terrain d'une pratique autonome, en plongeant dans le vécu pratique du conférencier, entrepreneur chevronné. Il partage trucs, astuces et bonnes pratiques, afin de vivre une pratique privée rentable et riche de sens.

Résultats d'apprentissage :

S'initier aux défis et enjeux d'une pratique privée

Comprendre la réalité du secteur privée du DDC contexte québécois

S'initier aux premières étapes du démarrage d'une pratique autonome

Domaine d'intérêt : Entrepreneuriat et travail autonome



Maxime Dumais

Création Carrière, Conseiller d'orientation, coach certifié, fondateur-propriétaire



Alexandra Manoliu

CERIC



Tuesday
January 30,
2024 11:15

Everyday Career Development: Strategies for Infusing Career Development in Workplaces ✓

There is plenty of untapped career development potential in day-to-day work activities. Employees receive feedback, learning takes place, interests and values are clarified and crystalized, goals are set and relationships are created; all hold career development riches if acted upon just slightly differently. This session provides practical processes for mining career development gold in your organization or with those you serve.

Learning Outcomes:

Understand the rationale for infusing career development into workplaces

Recognize that working is an act of career development

Identify low-effort ways to draw career development gold from work's ore

Area of Interest: Employee Recruitment & Engagement



Dave Redekopp

Life Role Development Group, President / Life-Role Development Group, président,



Annika Laale

Life-Role Development Group Ltd., Associate



Amelie Almonacil
CERIC



Tuesday
January 30,
2024 11:15

Moving from Targets to Values. Using Program Guidelines to Guide How, Not How Much



Government-funded employment services have often focused on target attainment out of necessity. This has resulted in programs that look good on paper but often do not deliver impact. Hear about the work of Bruce County in establishing a Service System Manager model that is community-based and values-driven. The session will focus on our co-design approach and values-based measurement.

Learning Outcomes:

- Understanding system design from a values-based perspective
- Understanding the role of co-design in evaluation
- Understanding the link between values and measurement of impact

Area of Interest: Employment/Training Programs (Community, Government, Industry)



Aaron Stauch
Bruce County, Regional Manager, Employment Services



Cyrielle Filias
CERIC

Tuesday
January 30,
2024 12:15

Break / Pause



Tuesday
January 30,
2024 12:30

Main Stage: Sharing My Story / Séance principale : Partager mon histoire



Every year, hundreds – even thousands – of people have the opportunity to attend one of Chantal Petitclerc's talks. Chantal speaks about the stages of her life, the circumstances that brought her to become a wheelchair track and field athlete, her major victories and her minor disappointments. Without preaching, she uses her own story to illustrate the importance of perseverance, ambitious goals, vision and, especially, dreams. / Chaque année, des centaines, voire des milliers de personnes ont la chance d'assister à l'une des conférences de Chantal Petitclerc. Chantal évoque les étapes de sa vie, les circonstances qui l'ont amenée à devenir athlète en fauteuil roulant, ses grandes victoires et ses petites déceptions. Sans sermonner, elle utilise sa propre histoire pour illustrer l'importance de persévérer, d'établir une vision et des objectifs ambitieux et, surtout, de poursuivre ses rêves.



Chantal Petitclerc

Paralympic Champion | World Record Holde / Championne
paralympique | Détentrice de records du monde

Tuesday
January 30,
2024 13:30

Break / Pause



Tuesday
January 30,
2024 13:45

Main Stage: 4 Studies, 1 Program: A Tale of Evidence- Informed Practice / Séance principale : Quatre études, un programme : Un récit de pratique fondée sur des données probantes



Pilots, self-assessments, quasi-experimental, randomized controlled trials, oh my! This session examines how developing, implementing and scaling a pre-employment intervention, In Motion & Momentum+, over nearly 10 years generated evidence that shows positive outcomes from its self-determination approach and created many learnings for other developers wanting to scale their programs or practices. Come and explore the learnings and implications. / projets pilotes, autoévaluations, quasi-expérimentations et essais contrôlés randomisés, oh la la!

Cette séance porte sur la façon dont l'élaboration, la mise en œuvre et l'extensibilité d'une intervention préalable à l'emploi, le programme En marche et en mouvement+, a pendant près de 10 ans produit des données probantes qui montrent les résultats positifs de son approche d'autodétermination et créé de nombreux apprentissages pour d'autres développeurs souhaitant étendre leurs programmes ou leurs pratiques. Venez explorer les apprentissages et les retombées.

Learning Outcomes/ Résultats d'apprentissage :

Understand how evaluation supports program development, learning, adaptation and scaling/ Comprendre comment l'évaluation soutient l'élaboration, l'apprentissage, l'adaptation et l'extensibilité des programmes

Explore how innovation drives development and evaluation methods/ Explorer comment l'innovation stimule les méthodes de perfectionnement et d'évaluation

Understand how self-determined approaches affect individuals with pre-employment needs/ Comprendre comment les approches autodéterminées ont une incidence sur les personnes ayant des besoins préalables à l'emploi

**Area of interest / Domaine d'intérêt : Adult Education and Career
Development/ Éducation des adultes et développement de carrière**



Donnalee Bell

Canadian Career Development Foundation, Managing Director/
Fondation canadienne pour le développement de carrière, directrice générale,



Sandra Nkusi

Blueprint ADE, Manager/ Blueprint ADE, directrice, Manager



Tuesday
January 30,
2024 13:45

Building Bridges: Cross-cultural Competency in Canadian Career Development



This presentation explores the profound impact of cross-cultural competency on career development in Canada's diverse workforce. We'll delve into how cultural awareness significantly influences career advancement, workplace relationships and business success.

Learning Outcomes:

- Understand the role of cultural competency in career advancement
- Identify strategies to improve cross-cultural communication
- Leverage cultural diversity for business success

Area of Interest: Working with Newcomer and Refugee Communities



John McGraw

Hiyaku Coaching, Founder and Cross-Cultural Coach



Amelie Almonacil

CERIC



Tuesday
January 30,
2024 13:45

Guide to Disclosure and Accommodation for Those with ADHD



Attention Deficit Hyperactivity Disorder (ADHD) is one of the most common neurodevelopmental disorders in Canada, affecting 4-6% of adults. Developed by an individual with ADHD and over 10 years of experience as a career development professional and hiring manager, this presentation seeks to strengthen connection and collaboration between individuals with ADHD, employers and the career development professionals who support them.

Learning Outcomes:

- Examine the unique challenges ADHD brings to the workplace
- Discuss special considerations important to career development and success
- Highlight strategies for successful disclosure of accommodation needs

Area of Interest: Effective Career Counselling/Coaching Techniques



Mandi Parkin

Prospect Human Services, Program Manager



Erin Fenton

Prospect Human Services, Literacy Facilitator



Alexandra Manoliu

CERIC



January 30,
2024 13:45

Stratégies d'intervention qui facilitent l'intervention en orientation auprès de jeunes autistes ▼

La plupart des activités liées à l'information scolaire et au choix de carrière reposent sur des informations verbales et abstraites. Les jeunes autistes sont généralement moins à l'aise avec les mots et peuvent ne pas autant être aidés par ce type d'outils. Cet atelier vous propose des stratégies visuelles et des pistes d'action concrète pour mieux aider ces personnes.

Résultats d'apprentissage :

Être sensibilisés aux enjeux que vivent les clients autistes en orientation

Comprendre la pertinence des stratégies visuelles et de l'action concrète pour mieux intervenir

Apprendre l'utilisation de quelques stratégies visuelles en intervention

Domaine d'intérêt : Soutien aux clients handicapés



Émilie Robert

Conseillère d'orientation, Collège Montmorency



Cyrielle Filias

CERIC



Tuesday
January 30,
2024 13:45

Hopeful Transitions ▼

This session will provide an overview of a new Hopeful Transitions guide and tool that ensures each learner from Grades 6-12 is actively engaged in post-secondary life.

Learning Outcomes:

Understand what Hopeful Transitions is

Learn about a multi-tiered system of career development support

Explore ways to actively engage in planning for future

Area of Interest: Career Education K-12 Students



Tricia Berry

Government of New Brunswick, Education and Early Childhood Development (EECD), Learning Specialist



Lindsay Purchase

CERIC



Tuesday
January 30,
2024 14:45

Break / Pause



Tuesday
January 30,
2024 14:45

Roundtables / Tables rondes



Tuesday
January 30,
2024 15:15

Main Stage: Business as (Un)usual: Staying on Course During Turbulence and Trends / Séance principale : Des affaires qui suivent (presque) leur cours normal : Garder le cap en période de turbulences et de changement des tendances

The world of work is undergoing rapid change and turbulence due to global influences. There are many competing and conflicting narratives about trends for the provision of career development services. Along with being reactive to turbulence and trends, it is critical to be proactive in shaping policies and practices in ways that support people to navigate new ways of working. It is timely to consider how we might shape the future, through considering what has stood the test of time, what we are doing well and what we might want to keep or change. In this keynote presentation, Nancy Arthur will address some contemporary challenges and invite career development practitioners to consider core values that underpin business as (un)usual. / En raison d'influences mondiales, le monde du travail change rapidement et subit des turbulences. Les tendances de l'offre de services de développement de carrière se croisent et se contredisent. Il faut tenir compte des turbulences et des tendances et élaborer des politiques et des pratiques qui aideront le personnel à s'adapter aux nouvelles méthodes de travail. L'heure est venue de façonner l'avenir, en tenant compte de ce qui a résisté à l'épreuve du temps, de nos forces et de ce que nous voulons conserver ou changer. Dans cette allocution, Nancy Arthur abordera certains défis actuels et invitera les intervenants en développement de carrière à réfléchir aux valeurs fondamentales qui sous-tendent une situation où les affaires suivent (presque) leur cours normal.

Nancy Arthur



Nancy Arthur, Professor and Dean Research for UniSA Business, University of South Australia and Professor Emeritus, University of Calgary/ Nancy Arthur, professeure et doyenne de la recherche à la UniSA Business (Université d'Australie-Méridionale) et professeure émérite à l'Université de Calgary ,



Tuesday
January 30,
2024 16:15

Navigating the Student Journey: Uncovering Challenges, Resources and Solutions



Join our interactive meetup to explore student challenges like academic pressure, time management and mental health. Open to all students and recent graduates, it's a chance to share stories, find solutions and connect. Engage in discussions and group sessions, enriching our collective

understanding and support in academia, what follows after and how career development can provide support. Your journey, voice and ideas are vital in creating a more supportive academic experience and career journeys.

Learning outcome:

Gain insights into varied student challenges at different stages (in and outside post-secondary)

Discuss and identify personal academic, time management and mental health issues

Join interactive sessions to brainstorm resources enhancing the student experience and career-related questions

Area of interest: Career Education Post-Secondary



Alexandra Manoliu

CERIC, Manager, Research Initiatives



Norman Valdez

CERIC, Director, Technology and Design, Marketing and Communications



Alexandra Manoliu

CERIC



Alexandra Manoliu

CERIC

Wednesday January 31 / Mercredi 31 janvier



January 31,
2024 08:00

Main Stage: Opening Day 3 & Plenary Session - Beyond Career Development: Workforce Trends Every Practitioner Should Know / Séance principale : Cérémonie d'ouverture journée 3 et Séance plénière - Au-delà du développement de carrière : Les tendances en matière de main-d'œuvre que tout praticien doit connaître

As CDPs support the needs of jobseekers through career exploration and upskilling, they must adapt and understand the forces at play and the barriers that exist in a larger labour market context. Practitioners will learn about skills and workforce development trends such as employment pathways, SME adaptability, sustainable transitions, tech & automation, helping them better assist clients in securing quality jobs. / Comme ils répondent aux besoins des demandeurs d'emploi par l'exploration de carrières et l'amélioration des compétences, les professionnels du développement de carrière doivent s'adapter et comprendre les forces en jeu et les obstacles qui existent dans le contexte plus large du marché de l'emploi. Les praticiens découvriront les tendances en matière de développement des compétences et de la main-d'œuvre, telles que les parcours professionnels, l'adaptabilité des PME, les transitions durables, les technologies et l'automatisation, ce qui leur permettra de mieux aider leurs clients à obtenir des emplois de qualité.

Learning Outcomes / Résultats d'apprentissage:

Understanding labor market trends and practitioner response strategies /
Comprendre les tendances du marché du travail et les stratégies d'intervention
des praticiens

Insights into equitable, inclusive skills and workforce development practices /
Aperçu des pratiques équitables et inclusives en matière de développement
des compétences et de la main-d'œuvre

Insights into skills innovation and pan-Canadian partner initiatives / Aperçu de
l'innovation en matière de compétences et des initiatives de partenaires
pancanadiens



Pedro Barata

Future Skills Centre / Centre des Compétences futures, Executive
Director/ Directeur général



Kory Wilson

British Columbia Institute of Technology (BCIT), Indigenous Initiatives
and Partnerships, Executive Director / directrice générale, Initiatives et
Partenariats autochtones, Institut de technologie de la Colombie-
Britannique



John McNally

Smart Prosperity Institute, Clean and Resilient Growth / Croissance
propre et robuste, Institut pour l'IntelliProspérité, Program Director /
directeur de programme



Zahra Ebrahim

Co-founder / cofondatrice, Monumental / Monumental



Wednesday
January 31,
2024 09:10

Main Stage: Demand Paradox: Exploring the Ups and Downs of Career-related Stress / Séance principale : Le paradoxe de la demande : explorer les hauts et les bas du stress lié à la carrière

Career concerns can be among the most stressful demands individuals face. Career development intervention prevents and intervenes with stress and, curiously, generates future demands and additional career-related stress. Learn how mental health-informed career development helps individuals create manageable demands and stress-alleviating coping practices. In other words, learn how career development solves problems it has caused./ Les préoccupations professionnelles peuvent être l'une des exigences les plus stressantes auxquelles les personnes doivent faire face. L'intervention en

matière de développement de carrière prévient et traite le stress, et, curieusement, engendre des demandes futures et un stress supplémentaire lié à la carrière. Apprenez comment un développement de carrière fondé sur la santé mentale aide les personnes à créer des exigences gérables et des pratiques d'adaptation permettant d'atténuer le stress. En d'autres termes, apprenez comment le développement de carrière résout les problèmes qu'il a causés.

Learning Outcomes/ Résultats d'apprentissage :

Understand how career concerns affect physical and mental health/
Comprendre comment les préoccupations professionnelles ont des répercussions sur la santé physique et mentale

Understand how career development creates significant demands/
Comprendre comment le développement de carrière crée des exigences importantes

Learn how practitioners can balance demands and coping in career intervention/
Apprendre comment les professionnels peuvent trouver un équilibre entre les exigences et l'adaptation dans le cadre d'une intervention de carrière

Area of interest / Domaine d'intérêt : Client Mental Health/ Santé mentale des clients



Michael Huston

Mount Royal University, Counsellor, Associate Professor/ Université Mount Royal, conseiller d'orientation, professeur agrégé,



Dave Redekopp

Life Role Development Group, President / Life-Role Development Group, président,



Wednesday
January 31,
2024 09:10

"Ah ha!": How to Create Research-informed Co-curricular Programming



This session explores outcomes and implications of cross-disciplinary research on how post-secondary students articulate career competencies and develop career self-efficacy through participation in co-curricular programs. The programs studied, Brock University's Med and Law Plus, are built on Happenstance Learning Theory and Experiential Learning Theory. We review findings from the resulting qualitative research: a partnership between career practitioners, faculty and researchers.

Learning Outcomes:

Learn about Brock University's Co-curricular programs and career readiness competencies

Review findings from a qualitative research project on student competency articulation

Explore implications of research partnerships for career development practitioners

Area of Interest: Career Education Post-Secondary



Laura Fyfe

Brock University, Skills Translation Co-ordinator



Katrina D'Intino

Brock University, Manager, Co-Curricular Experiential Learning & Programs, Career Education



Cyrielle Filias

CERIC



Wednesday
January 31,
2024 09:10

Unlocking the Mystery of Career Services: Define Your Service



"What would be a term that reflects your work and how would you define it?"
Reflecting on this question leads you to revisit your role and truly take ownership of your chosen employment. In this session, we will work on reflecting on our term and its definition, and brainstorm ways to create solutions that increase awareness about the work we do.

Learning Outcomes:

Discuss and determine key challenges in career development

Identify and compile practical applications to support your clients

Generate your mission for the year

Area of Interest: Self-Care for Career Professionals



Hoda Kilani

Right Career Fit, President



Rachel So

CERIC



January 31,
2024 09:10

Dénonciations, représailles et traumatismes: intervenir auprès des témoins et victimes



Les professionnels du développement de carrière accompagnent des travailleurs et étudiants vivant des problématiques de satisfaction et de motivation. Il peut arriver que ces personnes vivent des conflits de valeurs et de la souffrance associés à des actes répréhensibles de toute nature (abus, harcèlement, racisme, conflit d'intérêt, comportements non éthiques, fraude, etc.) dont elles sont témoins ou victimes ou qu'elles soient elles-mêmes victimes de représailles pour avoir dénoncé ces actes qu'elles jugent inappropriés.

Cet atelier vise à démystifier ce qu'est un lanceur d'alerte et à comprendre les expériences positives ou négatives pouvant découler de la dénonciation. Une meilleure compréhension des réactions types permettra aux participants de mieux intervenir en counseling de carrière auprès de ces personnes et de jouer un rôle-conseil chez leur employeur ou clients pour améliorer la gestion d'une dénonciation.

Résultats d'apprentissage :

S'initier à différentes structures de gestion des actes répréhensibles

Comprendre les réactions types des lanceurs d'alerte et autres témoins

Approfondir la réflexion sur les interventions appropriées avec ces clients

Domaine d'intérêt : Santé mentale des clients



Julie Gouin

Conseillère d'orientation, ASC



Amelie Almonacil

CERIC



Amelie Almonacil

CERIC



Wednesday
January 31,
2024 10:20

Main Stage: The Systems Theory Framework of Career Development: Practice Applications / Séance principale : La théorie des systèmes du développement de carrière : Applications pratiques

The Systems Theory Framework (STF) of career development is a holistic map of influences that interconnect temporally, contextually and culturally. In practice, the STF is readily applied through systems thinking, systems mapping and storytelling. This presentation will overview the STF, introduce systems thinking and systems mapping, and provide an opportunity for participants to consider applications in their own practice. / La théorie des systèmes du développement de carrière est une carte holistique des influences qui s'interconnectent dans le temps, le contexte et la culture. Dans la pratique, cette théorie s'applique facilement par le biais de la pensée systémique, de la cartographie des systèmes et de la narration. Cette présentation donnera une vue d'ensemble de la théorie des systèmes, présentera la pensée systémique et la cartographie des systèmes, en plus de permettre aux participants d'envisager des applications dans leur propre pratique.

Learning Outcomes/ Résultats d'apprentissage :

Enhanced knowledge of the STF and its relationship to practice/ une meilleure connaissance de la théorie des systèmes et de sa relation avec la pratique

Enhanced understanding about systems thinking and systems mapping/ une meilleure compréhension de la pensée systémique et de la cartographie des systèmes

Strategies for applying the STF/ apprendre des stratégies pour l'application de la théorie des systèmes

Area of interest / Domaine d'intérêt : Effective Career Counselling/Coaching Techniques/ Techniques d'accompagnement et d'orientation professionnelle efficaces



Mary McMahon

The University of Queensland, Honorary Associate Professor/ Université du Queensland, professeure agrégée honoraire,

🕒
Wednesday
January 31,
2024 10:20

Making Equitable EL and WIL Possible: A Practical, Outcome-based Experiential Learning Framework ▼

Seeking more equitable experiential learning (EL) and work-integrated learning (WIL) placements and working with partners to further access, inclusion and equity is essential for engaging diverse learners and clients, yet it is daunting to many of us. This presentation offers a tangible and flexible framework for adapting EL/WIL across nine dimensions of diversity with practical strategies for creating more inclusive and equitable opportunities.

Learning Outcomes:

Identify five design factors that can be adapted

Identify specific changes that can improve access, inclusion and equity

Plan one change for a more equitable EL/WIL experience

Area of Interest: Justice, Equity, Diversity and Inclusion



Lorraine Godden

Carleton University, Instructor II



Carolyn Hoessler

Higher Education and Beyond, Senior Facilitator and Evaluator



Lindsay Purchase

CERIC

🕒
Wednesday
January 31,
2024 10:20

Cross-Sector Collaborations for International Student Career Success ▼

Collaboration between post-secondary, private sector and industry helps international students overcome career development barriers. Our panel will share best practices in adopting AI-driven technology for career development and program models to improve client outcomes. Gain valuable insight into strategies that implement AI-driven tools to enhance employment opportunities with real-life examples of where this perspective has been successfully implemented.

Learning Outcomes:

Discuss effective collaboration between post-secondary, private and non-profit sector

Discover AI technology for career development and program models

Analyze real-life examples and strategies of successful collaborations

Area of Interest: New Technology & Tools for Career Professionals



Imad Al-Sukkari

Cambrian College, Director, Cambrian International



Renee Scott

Cambrian College, Director, Marketing, Recruitments and Student Success



Denis Gravelle

Devant, Chief Strategist and Co-Founder



Amelie Almonacil

CERIC



Wednesday
January 31,
2024 10:20

Automation and AI in CD: How to Ensure Human Integrity ▼

Automation and AI are on the threshold of career development services. AI already non-verbally recognizes emotional state and is used for hiring. Will we be affected? Where are the limits? Is it possible to ethically rely on technology to increase our reach and effectiveness? Try to tame this perspective and approach this shift in a positive and professional way!

Learning Outcomes:

- Familiarize yourself with the basic concepts of digital services
- Reflect on the prospect of digitizing career development services
- Identify related ethical issues and solutions

Area of Interest: New Technology & Tools for Career Professionals



Laurent Matte

Employment service expert



Cyrielle Filias

CERIC



Wednesday
January 31,
2024 10:20

Staying Ahead of the Curve: Harnessing Trendwatching for Career Consultants ▼

Discover the power of trendwatching for career consultants. Anticipate industry changes, identify emerging job trends and provide tailored guidance. Learn practical strategies to track and analyze trends, and leverage this knowledge to offer invaluable career advice.

Learning Outcomes:

- Gain an understanding of trendwatching tools for career consultants
- Learn practical strategies and resources for effectively tracking industry trends
- Discover how to leverage trendwatching to provide tailored career guidance

Area of Interest: Future of Work and the Workplace



Anna Boltenko
Anna Boltenko Consulting, CEO



Cyrielle Filias
CERIC



Wednesday
January 31,
2024 11:20

Break / Pause



Wednesday
January 31,
2024 11:20

Around the World Session: Impact of COVID on Students in India, Vietnam and the Philippines



During the pandemic, Canada struggled for equity in access to internet and computers. These options were not available in lower-income countries. Representatives of India, Vietnam and the Philippines will describe the unique ways their countries reacted to the pandemic and how these choices affected their students. They are now evaluating the impact on their students.

Learning Outcomes:

- Understand how the pandemic affected education in each country
- Greater awareness of educational/career issues in three Asian countries
- Understand the potential future impact of the pandemic

Area of Interest: Global Perspectives on Career Development Research & Practice



Tuan Anh Le
RMIT Vietnam, International Mentoring and Career Consultant



Marilyn Maze
Asia Pacific Career Development Association, Executive Director



Narender Chadha
University of Delhi, India, Professor and Head, Psychology Department



Cherry May Rotas-Palacio
POEC Consultancy International, Inc., VP for Operations



Wednesday
January 31,
2024 11:20

Working in a Robot Workplace: Career Opportunities of the Future ▼

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, automation and career opportunities in the fields of finance, mining, government and tourism. We will explore career opportunities for clients with a range of educational levels.

Learning Outcomes:

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

Area of Interest: Future of Work and the Workplace



Ann Nakaska

Constructive Career and Life Design, Career Consultant



Wednesday
January 31,
2024 11:20

Les enjeux de l'entrepreneuriat et des travailleurs autonomes ▼

Accompagner les chercheurs d'emploi qui ont choisi d'être leur propre patron dans leur processus et démystifier la réalité au quotidien entre leur perception et leur rêve

Résultats d'apprentissage :

- Acquérir des connaissances sur le marché du travail
- Acquérir les connaissances sur les droit et obligation
- Comment prévoir ses finances dans ce statut

Domaine d'intérêt : Entrepreneuriat et travail autonome



Mélanie Betty

Jocam consultants, directrice générale



Wednesday
January 31,
2024 11:20

Impact of Career Mentorship for Professional Growth and Industry Connection ▼

The Career Mentorship Program (CMP) at NorQuest College empowers BIWOC (Black, Indigenous and women of colour) STEM learners to connect with an industry professional, engage in micro-work-integrated learning (WIL) and develop workforce-relevant skills. In this presentation, the program facilitator and a former CMP participant will engage in a lively discussion about the program, the mentee experience and how to successfully launch a mentorship program at the college level.

Learning Outcomes:

- Explore benefits of mentorship for career development and advancement
- Understand the impact of mentorship for a college graduate
- Identify the challenges and best practices of launching a mentorship program

Area of Interest: Adult Education and Career Development



Natalie Jachyra
NorQuest College, Career Coach



Megan Stannard
NorQuest College, Team Lead



Danielle Parent
NorQuest College, Energy Management Diploma Student



Wednesday
January 31,
2024 11:20

Embracing Upskilling and Career Development in an Uncertain Job Market ▼

In today's uncertain job market, it is crucial to review and enhance your skills for career development. Whether you choose to upskill in your current field or explore new career paths, improving your skillset is essential. Continuing Professional Development (CPD) plays a vital role in keeping up with the rapidly changing employment landscape.

Learning Outcomes:

Learn how to upskill and develop in an uncertain job market, assess personal skills

Understand how online certifications boost employability, showcase skills and promote career growth

Engage in effective upskilling: research courses, self-assessment, embrace creativity and seize opportunities

Area of Interest: Adult Education and Career Development



Eman Vulas
Prospect Human Services, Program Manager



Erin Fenton
Prospect Human Services, Literacy Facilitator



Wednesday
January 31,
2024 11:20

Digital Work-integrated Learning (WIL): Developing the Next Generation of Talent ▼

ECampusOntario's WIL project, the Consortium d'apprentissage expérientiel francophone de l'Ontario (CAPFO), brings together Ontario's francophone and bilingual post-secondary institutions to fill in the gap: the lack of experiential learning opportunities in francophone and bilingual environments. Digital WIL access for the next generation of talent has opened the horizon to targeted francophone WIL experiences for skills development within the franco-Ontarian community.

Learning Outcomes:

Insight on work-integrated learning as a solution for skills gaps
Bilingual talent development and upskilling in a francophone minority context
Discover the link between work-integrated learning and micro-credentials

Area of Interest: Career Education Post-Secondary



Andrea Krasznai
eCampusOntario, Digital Learning Associate

🕒
Wednesday
January 31,
2024 11:20

Connecting the Liberal Arts to Career Outcomes ▼

This session will introduce the King's Promise – a co-curricular career development program launched in 2021 at King's University College – and will examine some of the challenges around connecting the liberal arts (i.e. programs in the social sciences and humanities) to career outcomes. Approaches used within the program to showcase the value of liberal arts degrees will be discussed.

Learning Outcomes:

Gain insight into co-curricular career development programming for higher education

Consider challenges in linking liberal arts to career outcomes

Recognize the value of the liberal arts in career discussions

Area of Interest: Career Education Post-Secondary



Jenny Richmond-Bravo
King's University College, Experiential Learning Coordinator

🕒
Wednesday
January 31,
2024 11:20

Mindfulness and Buddhist Philosophy Application in Career Counselling ▼

This presentation explores the integration of mindfulness practices and Buddhist philosophy into career counselling. By incorporating these principles, professionals can assist individuals in finding purpose, cultivating self-awareness and making conscious career choices. Through meditation and reflective practices, individuals can develop a deeper understanding of their values, strengths and aspirations, leading to more fulfilling and meaningful career paths.

Learning Outcomes:

Understand the principles of mindfulness and Buddhist philosophy

Explore the application of mindfulness techniques in career counselling

Learn how to integrate Buddhist philosophy into career decision making

Area of Interest: Application of Current Research, Theory & Methodology



Tuan Anh Le
RMIT Vietnam, International Mentoring and Career Consultant

🕒

Career Resiliency in Canada's Evolving Energy ▼

Wednesday
January 31,
2024 11:20

Industry: A Case Study

Canada's net-zero emissions goals are driving change in a rapidly progressing industry. Employers and workers are challenged to keep pace with energy labour market needs. This panel will share insights and advice for using an evidence-based approach to forecast labour information, identify trends and develop comprehensive programs, tools and resources to ensure the energy industry's career sustainability and resiliency.

Learning Outcomes:

Learn to navigate workforce development in an evolving environment

Leverage evidence-based storytelling to identify jobs and skills

Take away best practices for building career resiliency

Area of Interest: Workforce Planning & Development



Lisa Stephenson

Careers in Energy, Director



Pat Hufnagel-Smith

Creative Links, Partner

🕒
Wednesday
January 31,
2024 11:20

Replacing 'Ideal Worker' with 'Ideal Workplace' Addresses Canada's Labour Shortage



The "ideal worker" norm – relentless commitment to work over family – is a recipe for burnout and directly opposes gender equity. Creating instead an "ideal workplace" that reflects the fastest-growing workplace identity group – caregivers – means normalizing flexibility, childcare benefits/assistance and living wages to mitigate continued maternal bias and enable talent-tapping from women/mothers/caregivers in underrepresented, underemployed groups (e.g. racialized, disabled, neurodivergent) who bring tremendous – and often unrecognized – value.

Learning Outcomes:

Replacing "ideal worker" with "ideal workplace" advances inclusivity and gender equity

Untapped talent pools that add value indicate ill-fitting jobs/workplaces

Normalizing flexibility and living wages humanizes and incentivizes skilled workers

Area of Interest: Future of Work and the Workplace



Rebecca Joy Tromsness

Rebecca Joy, Workforce Re-entry Educator & Job Search Coach

🕒
Wednesday
January 31,
2024 11:20

Leveraging Behavioural Insights to Encourage Equity Self-identification Among Students



The Student Work Placement Program (SWPP) provides wage subsidies to employers who hire post-secondary students for work-integrated learning (WIL) opportunities. The program relies on self-identification (self-ID) to achieve equitable program outcomes. Program data pointed to issues related

to self-ID completion. Magnet and the Behavioural Insights Team (BIT) collaborated to identify barriers and develop solutions. Results showed a significant improvement in self-ID.

Learning Outcomes:

Learn about some of the key barriers related to self-ID

Learn about practical solutions as it relates to self-ID

Learn about improvements to data collection practices related to self-ID

Area of Interest: Career Education Post-Secondary



Ron Samson

Magnet, Senior Manager of Research and Evaluation



Brianne Kirkpatrick

The Behavioural Insights Team, Principal Advisor



Karine Lacroix

The Behavioural Insights Team, Advisor



Wednesday
January 31,
2024 11:20

Skills for Success Training and Assessment: Tools, Guidelines and Resources



This project supports practitioners to design, deliver and assess Skills for Success through resource development, dissemination and capacity-building. An online platform provides a library of survey and assessment tools with statistical reporting. Curriculum guidelines offer recommendations for customizing training to diverse learner groups and sectors in the economy. A community of practice, tutorials and webinars build practitioner evaluation capacity.

Learning Outcomes:

Update existing training to better incorporate Skills for Success

Access resources and community of practice to enhance evaluation capacity

Position assessment as a tool to celebrate training progress

Area of Interest: New Technology & Tools for Career Professionals



Cam Nguyen

Social Research and Demonstration Corporation, Senior Research Associate



Lee Lagan

SkillPlan, Manager of Instructional Design



Wendy Lee

Social Research and Demonstration Corporation, Research Associate



Wednesday
January 31,
2024 11:45

Main Stage: Bubbling Up: Empowering Indigenous Youth Through 'Radical Advocacy' / Séance principale : Inspirer et habiliter la jeunesse autochtone par le « plaidoyer radical »

In this keynote presentation, Dr. Sean Lessard reflects on his work alongside Indigenous youth both in and outside of schools. His approach to working alongside youth on the margins is based on the Pedagogy of the Heart and what he loosely coins "radical advocacy." Sean has worked across North America with youth and is especially known for his design of graduation coach models, transition/career planning and "school at any place and at any time" approaches. He has most recently turned his attention to the youth from his home community and has worked toward designing alongside them a land-based and wellness hub for healing. Through speaking, Sean has specifically purchased over 1,000 pairs of shoes for elders and youth and over 300 bikes so each child might have an opportunity "to bike to places within their imaginations." / Dans cette présentation, M. Lessard réfléchit à son travail auprès des jeunes autochtones, à l'intérieur et à l'extérieur des écoles. Son approche du travail avec les jeunes en marge est fondée sur la pédagogie du cœur et sur ce qu'il appelle vaguement le « plaidoyer radical ». Il a travaillé avec des jeunes dans toute l'Amérique du Nord et il est particulièrement connu pour sa conception de modèles d'accompagnement à l'obtention du diplôme, de planification de la transition et de la carrière et d'approches de « l'école en tout lieu et en tout temps ». Plus récemment, il s'est intéressé aux jeunes de sa communauté d'origine et a travaillé avec eux à la conception d'un centre de guérison basé sur la terre et le mieux-être. M. Lessard a notamment acheté, grâce à ses conférences, plus de 1 000 paires de chaussures pour les personnes âgées et les jeunes et plus de 300 vélos pour que chaque enfant puisse avoir la possibilité « d'aller à vélo dans les endroits qu'il a imaginés ».



Sean Lessard

Award-winning Professor, Writer and Researcher in Indigenous Youth Wellness / Sean Lessard, professeur, écrivain et chercheur primé dans le domaine du bien-être des jeunes autochtones

Keynote Partner / Partenaire - Allocution



MAGNET



Wednesday
January 31,
2024 12:45

Main Stage: Closing Comments / Séance principale : Mot de la fin

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