

# CANNEXUS 25

## In-person schedule

### Sessions:

Sunday, Jan 26: Room 201

09:00 AM - 12:00 PM

### **Career Counselling the Whole Person - Empathy, Strength, Creativity and Co-Construction of Career-Focused Solutions**



**Sonny Wong**

Registered Psychotherapist, Toronto Metropolitan University

It is common for career development professionals (CDPs) to serve as frontline counselling professionals when individuals enter a new transitional stage. Individuals seeking meaningful work are provided with job search support and motivational talks. Do we know why some clients languish with their action plans while others flourish? Do we know that 80% of clients' job search success comes from the client-counsellor alliance? In this workshop, we will explore various aspects of conducting effective, career-focused counselling sessions. This interactive session aims to demonstrate how to apply career development theories to assess the client as a whole person and treat clients' ...

Sunday, Jan 26: Room 201

01:00 PM - 04:00 PM

### **Practicing Life Designing Using the Career Construction Interview**



**Dr. Kevin Glavin**

Licensed Professional Counselor and Professor, Walden University

Discover the power of Life Designing for Career Construction in this engaging and hands-on workshop. Led by your keynote presenter Dr. Kevin Glavin, you will gain a deep understanding of the Career Construction Interview (CCI) and its application in helping clients navigate work/life challenges, transitions and traumas. The CCI is a powerful tool that enables individuals to construct meaningful and fulfilling next chapters in their career and life stories. During this interactive session, you will explore the foundational principles of Life Designing for Career Construction and learn to identify the specific career and life challenges best suited for the CCI. ...

Monday, Jan 27: Room 202

07:00 AM - 05:00 PM

## Quiet Room

Room 202

In-Person

Monday, Jan 27: Canada Hall 1-3

07:00 AM - 09:00 AM

## Breakfast

Canada Hall 1-3

In-Person

Monday, Jan 27: Parliament Foyer

07:00 AM - 09:00 AM

## Registration

Parliament Foyer

In-Person

Monday, Jan 27: Canada Hall 3

07:00 AM - 09:00 AM

## Exhibitor Showcase

Canada Hall 3

In-Person

Monday, Jan 27: Room 205/207

08:00 AM - 08:45 AM

## First Timers' Session

Room 205/207

In-Person

First time at Cannexus? Then this session, designed to help maximize the conference experience, is for you! You'll have the chance to get an overview of Cannexus, participate in an ice-breaker networking activity and meet other delegates.

Monday, Jan 27: Canada Hall 1-2

09:00 AM - 10:00 AM

## Opening Ceremony

Canada Hall 1-2

English

French

Hybrid

### **Al Meinzinger**

President, Boeing Canada and Boeing Canada Operations Ltd.

### **Annie Smith St-Georges (Elder)**

Senior Algonquin Traditional Elder

featuring Annie Smith St-Georges, Senior Algonquin Traditional Elder and Al Meinzinger, President, Boeing Canada.

Monday, Jan 27: Canada Hall 1-3

09:45 AM - 10:30 AM

## Exhibitor Showcase and Refreshment Break

Canada Hall 1-3

In-Person

Monday, Jan 27: Room 214

10:30 AM - 11:30 AM

## The Unconscious Conflicts Triggered by Our Clients' Anxiety

Room 214

English

In-Person

Career Development Practices and Theories -> Effe...

### **Sonny Wong**

Registered Psychotherapist, Toronto Metropolitan University

During uncertain times, clients may walk into sessions with their anxiety triggering the practitioner's own unconscious conflicts. This trigger can lead us to question our competencies/experience burnout. We will explore techniques to address clients who may be paralyzed by anxiety, thereby procrastinating career planning, struggling with job search actions and/or disengaging with career counselling/advising services.

Monday, Jan 27: Canada Hall 1-2

10:30 AM - 11:30 AM

## Main Stage: Around the World - Beyond Holland's RIASEC: Embracing a Dialogic Approach to Career

Canada Hall 1-2

English

French

Hybrid

Career Education and Learning for K-12 and Young ...

### **Ed Hidalgo**

Careers Leader, Ed Hidalgo Consulting

### **Hoda Kilani**

Career and Academic Coach, Right Career Fit

### **Steve Regur**

CEO, Educators Cooperative

Our language empowers us to reflect on our actions, who we want to become and the work we want to do. Utilizing RIASEC, the proposed dialogic approach emphasizes open conversations between adults and students. By fostering personalized interactions, it uncovers deeper insights into students' interests, values and aspirations, ultimately leading to informed career choices.

Monday, Jan 27: Room 213/215

10:30 AM - 11:30 AM

## Empowering the Next Generation: Exploring Free Tools and Resources to Equip Youth for the Future of Work

Room 213/215

English

In-Person

### Sarah Strom

Senior Manager, Social Impact & Innovation, RBC

Join us for an insightful session designed to uncover the wealth of free resources, programs and tools available to help youth develop the skills, job experience and connections they need to thrive in the future of work through RBC Future Launch. From digital learning platforms to networking solutions, this session will provide a comprehensive overview of how you can bridge the gap for underserved youth, and how, together, we can build a more equitable future for all.

Monday, Jan 27: Room 212

10:30 AM - 11:30 AM

## Building Capacity in SMEs to Hire Immigrants

Room 212

English

In-Person

Workplace, Employers and Employee Careers -> Empl...

### Katlynn Sverko

Director, Research - Special Projects, Toronto Metropolitan University

### Tania Saba

Professor, School of Industrial Relations, Université de Montréal

### Wendy Cukier

Professor of Entrepreneurship and Strategy, Toronto Metropolitan University

Small and medium sized enterprises (SMEs) are Canada's largest employer. Yet, they lack the resources needed to support recruitment of highly skilled workers or for upskilling existing employees. Evidence suggests that SMEs present barriers to diverse employees. This panel will discuss strategies for eroding barriers and supporting SMEs so they can effectively engage the newcomer population.

Monday, Jan 27: Room 205/207

10:30 AM - 11:30 AM

## Empowering Indigenous Communities: Career Readiness Through IM&M+

Room 205/207

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### Charlene Marion

Executive Director, CEWIL

### Judy Voisey

Lead, Indigenous Programs & Partnerships, Women in Resource Development Corporation

### Trina Maher

President, Bridging Concepts

In 2024, CCDF trained 15 facilitators from First Nation and Inuit communities to deliver the In Motion & Momentum+ program. Indigenous IM&M+ Master Trainers will share how the process was adapted to be grounded in Indigenous worldviews to model inclusiveness for Indigenous clients.

Monday, Jan 27: Room 206/208

10:30 AM - 11:30 AM

## Creativity in the Career Development Process

Room 206/208

English

In-Person

Innovations and Trends in Career Development -> F...

### Dirk Matthews

President Elect, National Career Development Association

Creativity is a misunderstood concept, often evoking the work of artists, filmmakers and performers. As providers, guiding those pursuing work in creative fields brings unique challenges. In this presentation, attendees will gain a deeper understanding of the creative process, identify creativity in their work, and learn new ways to support career development and mental health of individuals.

Monday, Jan 27: Room 209

10:30 AM - 11:30 AM

## Military to Civilian Employment - A Career Practitioner's Guide (Book launch panel)

Room 209

English

In-Person

Military

### Dwayne L. Cormier

Strategic Initiatives Manager, CAF Transition Group, MTEP

### Paul Szabunio

Strategic Liaison Officer, Military Transition Engagements & Partnerships, Canadian Armed Forces Transition Group

### Vanessa Walsh

Senior Manager, Military Family Services, Canadian Forces Morale and Welfare Services (CFMWS)

### Yvonne Rodney

Consultant, Inner Change Consulting

Finding work after releasing is not always easy for members of the MVF (military, veteran and family) community. Although highly skilled, this diverse group experiences challenges translating their military skills, securing employment and facing myths and stereotypes. However, much has changed in the resources and support available to help career practitioners and veterans alike in this transition process. This has sparked a revision of Military to Civilian Employment - A Career Practitioner's Guide. Come learn from a panel of experts and author/moderator, Yvonne Rodney about new tools, approaches and resources that can assist you, as a career professional, to work ...

Monday, Jan 27: Room 210

10:30 AM - 11:30 AM

## Igniting Vocational Imagination at All Stages and Ages

Room 210

English

In-Person

Career Development Practices and Theories -> Effe...

### Matthew Bean

Career Advisor, Redeemer University

In this collaborative workshop, learn about the benefits of vocational imagination and discuss ways CDPs can engage clients of all ages in exploring career possibilities and decision making. Learn tools to empower clients to define their criteria for success, expand and test career possibilities and make more informed decisions for the career journey ahead.

Monday, Jan 27: Room 201

10:30 AM - 11:30 AM

## Building Stronger Supports for Francophone Jobseekers

Room 201

English

French

In-Person

Specialized Career Supports and Programs -> Emplo...

### **Katie Ablett**

Director, Glendon Professional Development Centre, Glendon/York University

### **Shana Baptiste-Iseyemi**

Career and Skills Development Coordinator, Glendon/York University

To better support our Francophone community and those who may benefit from bilingual career development services, we at Glendon College, which is part of York University, decided to conduct a research project to determine if there is a need for a bilingual certification program for professionals who specialize in career development.

Monday, Jan 27: Canada Hall 1-3

11:30 AM - 12:30 PM

## Lunch

Canada Hall 1-3

In-Person

Monday, Jan 27: Canada Hall 1-2

12:30 PM - 12:50 PM

## Presentation of Wileman Award for Outstanding Achievement in Career Development

Canada Hall 1-2

English

French

Hybrid

Monday, Jan 27: Canada Hall 1-2

12:50 PM - 01:00 PM

## Break

Canada Hall 1-2

In-Person

Monday, Jan 27: Canada Hall 1-2

01:00 PM - 02:15 PM

## Keynote 1: The Human Side of Unconscious Bias

Canada Hall 1-2

English

French

Hybrid

### **Tina Varughese**

Cross-Cultural Communication and Diversity Expert

Session Description 1

Monday, Jan 27: Canada Hall 1-3

02:00 PM - 02:15 PM

## Break

Canada Hall 1-3

In-Person

Monday, Jan 27: Canada Hall 1-2

02:15 PM - 03:30 PM

## Main Stage: What Indigenous Learners Need for Career Education

Canada Hall 1-2

English

French

Hybrid

Indigeneity, Justice, Equity, Diversity and Inclu...

### **Darian Kovacs**

Partner, Jelly Academy

### **John DeGiacomo**

Executive Director, Anishinabek Employment and Training Services

### **Lisa Savill**

Senior Executive Officer, Rupertsland Institute

### **Tami Omeasoo**

Director of Employment Services, Access Futures

In this session, hear from various perspectives (including Metis, First Nations and Inuit) about what is needed for their learners. Presenters will share ideas and best practices for recruiting, supporting and placing Indigenous learners. Participants will receive feedback on how they can raise support levels for Indigenous learners. Book information: Because This Land is Who We Are Indigenous Practices of Environmental Repossession <https://www.bloomsbury.com/ca/because-this-land-is-who-we-are-9781350247666/> The author in question, is from one of the nine First Nation communities with AETS.

Monday, Jan 27: Room 214

02:15 PM - 03:15 PM

## Youth Works - Career Development for Youth Aging Out of Care

Room 214

English

In-Person

Specialized Career Supports and Programs -> Menta...

### **Brittany (Britt) Florjancic**

Program Co-ordinator, Camp Director, Partners For Youth

### **John Sharpe**

Executive Director, Partners for Youth Inc.

Through detailed narratives and practical program outcomes, participants will learn about the success of a career development project with key elements of experiential education, mental wellness and mentorship, and focus on ways to support youth who are aging out of the care system.

Monday, Jan 27: Room 206/208

02:15 PM - 03:15 PM

## Empowering Futures for Youth with Disabilities: Technology-driven Support

Room 206/208

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### **Carolina Gonzalez Cortes**

Director of Operations and Partnerships, CanAssist at the University of Victoria

### **Claire Forrest**

Program Manager, Employment Strategy for Youth with Disabilities, CanAssist at the University of Victoria

### **Emily Flegel**

Project Analyst, CanAssist at the University of Victoria

In today's evolving employment landscape, youth with disabilities face challenges finding tailored support. Driven by community engagement, CanAssist has created an innovative model and technology-driven, self-serve tool to address this gap. This interactive session explores impactful community engagement techniques and well-researched support strategies designed to meet the unique needs of youth.

Monday, Jan 27: Room 212

02:15 PM - 03:15 PM

## A Storied Perspective: Deconstructing the Career Construction Interview

Room 212

English

In-Person

Career Development Practices and Theories -> Appl...

### **Marty Apodaca**

President, National Career Development Association

Career practitioners will learn to utilize the Career Construction Interview for addressing clients' and students' career and life concerns. Career development is a moving target and the narrative/constructivist techniques discussed during this session are current, relevant and move beyond basic career assistance to meet the evolving career needs of clients.

Monday, Jan 27: Room 205/207

02:15 PM - 03:15 PM

## Hopeful Transitions

Room 205/207

English

In-Person

Career Education and Learning for K-12 and Young ...

### **Tricia Berry**

Learning Specialist, New Brunswick Department of Education and Early Childhood Development

This presentation will provide insights into the development and implementation of a new model for career pathway transition planning in Grades 6-12. Using the Response to Intervention (RTI) model, Hopeful Transitions aims to actively engage each learner in exploring, experiencing and thinking about their career pathways.



Monday, Jan 27: Room 213/215

02:15 PM - 03:15 PM

## Beyond Self-care: Building Self-compassion into Your Career Development Practice

Room 213/215

English

In-Person

Career Development Practices and Theories -> Effe...

### Gabrielle Beaupré

Career Counsellor and doctoral student, Université du Québec à Montréal

### Geneviève Taylor

Professor, Université du Québec à Montréal

"Take care of yourself" is a recommendation we often hear as helping professionals. But how can we do this meaningfully, and without adding to a never-ending to-do list? This session will explore the potential of integrating self-compassion into our own lives as a sustainable way to take care of ourselves, transform our practice and improve our working alliance with clients.

Monday, Jan 27: Room 209

02:15 PM - 03:15 PM

## Job Seekers BEWARE! How to Turn Interview 'Landmines' into Opportunities

Room 209

English

In-Person

Military

Career Development Practices and Theories -> Empo...

### Heather Gartley

Manager, Community Development and Stakeholder Relations, Canadian Forces Morale and Welfare Services (CFMWS)

### Vanessa Walsh

Senior Manager, Military Family Services, Canadian Forces Morale and Welfare Services (CFMWS)

Don't let interview "landmines" trip your clients up! Join us as we use the military spouse persona to explore clever strategies for reframing tricky questions about career gaps, caregiving responsibilities, relocations and other perceived red flags. Learn actionable strategies to help your clients showcase their transferable skills and hidden strengths and confidently navigate ANY interview!

Monday, Jan 27: Room 201

02:15 PM - 03:15 PM

## "Lâche pas, t'es capable!", une conférence sur la persévérance

Room 201

French

In-Person

Éducation et formation à l'orientation profession...

### Luc Bourassa

Enseignant en adaptation scolaire, École secondaire des Chutes de Shawinigan

« Lâche pas, t'es capable! » est une phrase que l'on dit souvent. En racontant le cheminement d'élèves rencontrés au cours de ma carrière, je démontre que malgré un parcours atypique on peut réussir à atteindre ses objectifs. Les accomplissements de ces jeunes, pour qui il aurait été plus facile d'abandonner, donnent espoir à ceux qui n'y croient plus.

Monday, Jan 27: Room 210

02:15 PM - 03:15 PM

## Integrated Employment Services Model - Delivering Ontario's Transformation Promise

Room 210

English

In-Person

Career Development Sector Leadership and Advocacy...

### **Akosua Alagaratnam**

Executive Director, First Work

### **Deanna Villella**

Senior Manager, Job Gym, a division of the John Howard Society of Niagara

### **Karen Wilson**

Executive Director, Employment Planning & Counselling-Peterborough

As Toronto and the North transition into Ontario's Integrated Employment Services model, four years of modernization has led to unique challenges. To achieve the vision of a healthy workforce development ecosystem, being adaptable to the diversity of the demographic it serves requires ensuring the prosperity of community-based employability sectors as essential to overall economic health.

Monday, Jan 27: Canada Hall 1-3

03:15 PM - 03:45 PM

## Exhibitor Showcase and Refreshment Break

Canada Hall 1-3

In-Person

Monday, Jan 27: Canada Hall 1-2

03:45 PM - 05:15 PM

## Main Stage: Career Development in 2040: Navigating the Future World of Work

Canada Hall 1-2

English

French

Hybrid

Innovations and Trends in Career Development -> F...

### **Asma Sayed**

Vice-President, Equity and Inclusive Communities, Kwantlen Polytechnic University

### **Blessie Mathew**

Assistant Dean, University of Alberta

### **Candy Ho**

Faculty, Educational Studies, Kwantlen Polytechnic University

### **Michael Huston**

Registered Psychologist and Counsellor, Mount Royal University

This panel draws from CERIC's "Career Development in 2040" project, a strategic foresight initiative exploring the transformative dynamics of the evolving landscape of work in Canada. Participants will explore the implications of 10 megatrends on careers and engage in a collaborative dialogue. Join this panel of post-secondary experts to anticipate changes and prepare to navigate them.

Monday, Jan 27: Room 212

03:45 PM - 04:45 PM

## Labour Market Trends CDPs Need to Know

Room 212

English

In-Person

Innovations and Trends in Career Development -> L...

### Denis Gravelle

Co-Founder, Devant

Rapid technological advances, especially AI, are poised to disrupt many sectors of Canada's economy. Devant is using data-driven technology to analyze the job market. The presentation will focus on identifying labour market trends, in-demand jobs, specific skills employers need and high-potential career directions.

Monday, Jan 27: Room 214

03:45 PM - 04:45 PM

## Developments in Trauma-informed Practice: From Pathology to Healing Systems

Room 214

English

In-Person

Career Development Practices and Theories -> Trau...

### Catherine Hajnal

Grief and Trauma Educator, Life Fundamentals

### Seanna Quressette

Coordinator, Continuing Ed., Douglas College

With roots in colonialist history, mental health is often pathologized. Holding this next to our understanding of the social determinants of well-being and the importance of context and community invites us to take a systems approach where the goal is to support individual and collective healing, moving from an individualized medical model toward healing systems. Career contexts will be explored.

Monday, Jan 27: Room 205/207

03:45 PM - 04:45 PM

## ChatterHigh: Make Career Education the Most Important Course in School

Room 205/207

English

In-Person

Career Education and Learning for K-12 and Young ...

### Lee Taal

CEO/Founder, ChatterHigh

This workshop will inspire K-12 career educators and build the value of a class intended to foster hope and vocational identity to increase student engagement. Attendees will receive resources funded by the content authority (e.g. "Learn About Your Taxes" course by the CRA) for career exploration, financial literacy, mental health, science and more. Learn how schools compete in Let's Talk Careers, with a \$100,000 prize pot.

Monday, Jan 27: Room 213/215

03:45 PM - 04:45 PM

## Peer Development and Impact

Room 213/215

English

In-Person

Specialized Career Supports and Programs -> Emplo...

### Ayan Aden

Associate Director, Employment, Training and Peer Initiatives, Fred Victor Centre

### Jude Hammond

Senior Manager, Employment and Training Services, Fred Victor Centre

Discover Peer Initiatives and training programs at Fred Victor Centre. Empowering people with lived experience in homelessness, mental health and addiction. Facilitating their reintegration into impactful work within social services, harnessing lived experience to enhance service delivery and foster positive community impacts through meaningful employment opportunities and diverse perspectives.

Monday, Jan 27: Room 209

03:45 PM - 04:45 PM

## Want to 'Hire from the Military'? There's More to It

Room 209

English

In-Person

Military

Career Development Sector Leadership and Advocacy...

### Rick Seymour

CEO, Together We Stand Military Families Foundation

### Stephanie Shapiro

COO, Together We Stand Military Families Foundation

Wanting to hire a veteran is commendable, but it's essential to recognize that there's more to the process than just the desire. It requires understanding their unique skills, experiences and challenges, as well as providing adequate support and resources to ensure their successful transition into civilian employment. Acknowledging the spouse is equally crucial.

Monday, Jan 27: Room 210

03:45 PM - 04:45 PM

## Revealing and Harnessing the Power of Career Development

Room 210

English

In-Person

Career Development Sector Leadership and Advocacy...

### Deirdre Pickerell

Project Director, Canadian Career Development Foundation

### Phillip Jarvis

Chief Education Reimaginer, ReImaginED

Career development professionals know their work makes a difference, helping people find meaning and develop the skills to build preferred futures. Yet too many stakeholders don't understand the broader impact of career development on individuals, families and society. This session explores the real return on investment that occurs when Canadians have access to fulsome career development services.

Monday, Jan 27: Room 201

03:45 PM - 04:45 PM

## Place-based and People-centred: Lakeview Oshawa's Labour Market Approach

Room 201

English

In-Person

Specialized Career Supports and Programs -> Menta...

### Heather McMillan

Executive Director, Durham Workforce Authority

### Jennine Agnew-Kata

Executive Director, Literacy Network of Durham Region

A presentation on partnership work related to the Lakeview neighbourhood in Oshawa, ON. The presentation will describe a "hub" approach in a high-needs community that has been informed by place-based engagement, local labour market intelligence, innovative citizen engagement and a delivery model embracing "out-of-the-box" strategies.

Monday, Jan 27: Room 206/208

03:45 PM - 04:45 PM

## Moving Forward on Social and Emotional Skills Development and Support Strategies

Room 206/208

English

In-Person

Career Development Practices and Theories -> Effe...

### Jess McKeown

Associate Director, Evidence Generation, Blueprint

### Joshua Loo

Associate, Blueprint

### Randy Lindsay

CEO, Futureworx

Examine the final results of FSC's evaluation study of the Employability Skills Assessment Tool (ESAT) and how we can use results to support social and emotional skills (SES) assessment and development for Canadians.

Monday, Jan 27: Parliament Foyer, Canada Hall 1-3

05:00 PM - 06:30 PM

## Welcome Reception and Exhibitor Showcase

Parliament Foyer, Canada Hall 1-3

In-Person

Tuesday, Jan 28: Room 202

07:00 AM - 05:00 PM

## Quiet Room

Room 202

In-Person

Tuesday, Jan 28: Parliament Foyer

07:00 AM - 09:00 AM

## Registration

Parliament Foyer

In-Person

Tuesday, Jan 28: Canada Hall 3

07:00 AM - 08:30 AM

## Exhibitor Showcase

Canada Hall 3

In-Person

Tuesday, Jan 28: Canada Hall 1-3

07:00 AM - 08:30 AM

## Breakfast

Canada Hall 1-3

In-Person

Tuesday, Jan 28: Canada Hall 1-2

08:30 AM - 09:45 AM

## Opening Day 2- CERIC Survey of Career Services Professionals: Results Revealed

Canada Hall 1-2

English

French

Hybrid

### Gabriel Hachard

Researcher, Community Researchers

### Michael Harker

Executive Director, Community Researchers

Join us for an insightful presentation on CERIC's 2024 Survey of Career Service Professionals, a national initiative designed to capture the evolving experiences, challenges, and professional development needs within the field of career development and employment services. This session will dive into key findings, including insights on career pathways, competency development, and the impact of emerging technologies like artificial intelligence on career services. We'll explore how the data gathered supports advocacy for the profession, informs CERIC's resource development, and offers valuable trends to guide your practice. Don't miss this opportunity to reflect on your career journey, follow up with national trends, ...

Tuesday, Jan 28: Room 203

09:40 AM - 12:30 PM

## Indigenous Blanket Exercise

Room 203

English

In-Person

### Jodi O'Gorman

Managing Director of Employment Services, Serco Canada Inc.

Please read the attached instructions and protocols prior to attending the session. It is recommended that all participants enter the space at least 15 minutes prior to the start time to allow for set up of the blankets, chairs, etc. There's a limit of 40 attendees and it's based on first-come first-served basis. Please note that latecomers cannot be permitted to the session because once the facilitators have opened the circle, it is then too disruptive to allow entrants in. Explore the historic and contemporary relationship between Indigenous and non-Indigenous peoples in Canada through the Indigenous Blanket Exercise. It is an interactive ...

Tuesday, Jan 28: Canada Hall 1-2

09:45 AM - 11:00 AM

## Main Stage: Thriving Workplaces: The Vital Role of Public Employment Services

Canada Hall 1-2

English

French

Hybrid

Innovations and Trends in Career Development -> F...

### Sareena Hopkins

Co-Executive Director, Canadian Career Development Foundation

### Shanthi Rajaratnam

Vice President, Fedcap Canada

### Tannis Goddard

CEO, MixtMode Consulting

What potential could we unlock if employers and workers were supported to thrive at work? The Thriving Workplaces research project is working with the Nova Scotia Departments of Labour, Skills and Immigration and Economic Development to test a reimagined dual-client approach to public employment services to better meet evolving labour market needs and promote inclusive economic growth.

Tuesday, Jan 28: Room 213/215

09:45 AM - 10:45 AM

## Decolonizing Career Development: Indigenous Approaches to Employment Services

Room 213/215

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### Annika Laale

Project Director, Canadian Career Development Foundation

### Audrey Hestand

Director of GDI Training & Employment, Gabriel Dumont Institute (GDI)

### Jacqueline Halliday

Provincial Access Manager, GDI

### Jorden Squires

Employment Developer, K5T

### Nisa Kennedy

Workforce Development Manager, Joint Economic Development Initiative, Inc (JEDI)

Explore three progressive Indigenous CD approaches, moving employment services beyond colonial ways of business. GDI's Relentless Support model focuses on self-determination, cultural revitalization and community cohesion. JEDI's approach focuses on Two-eyed Seeing and cultural safety. K5T's Five Tier System is a collaborative, partnership-based model focusing on self-directed participant growth.

Tuesday, Jan 28: Room 212

09:45 AM - 10:45 AM

## Developing Resilient Leadership

Room 212

English

In-Person

Workplace, Employers and Employee Careers -> Work...

### Josh Davies

Director of Workforce, Aztec Software

The lesson of the past four years is that to survive and thrive, you must be resilient in the face of change. The pace of change has never been faster and the need for resilient leaders has never been greater - no matter your title. Learn seven strategies to develop resilient leadership in yourself and others!

Tuesday, Jan 28: Room 201

09:45 AM - 10:45 AM

## Ma vie, mon parcours : effets d'un programme d'intervention

Room 201

French

In-Person

Éducation et formation à l'orientation profession...

### Diane LeBreton

Professeure, Université de Moncton

Ma vie, mon parcours, un programme d'intervention conçu à l'intention d'élèves du secondaire et des parents, vise à augmenter le sentiment de confiance sous l'angle de différentes composantes liées à la réalisation d'un projet vie-carrière. Les résultats d'une expérimentation menée auprès de trois écoles francophones du Nouveau-Brunswick feront l'objet de cette présentation.



Tuesday, Jan 28: Room 205/207

09:45 AM - 10:45 AM

## Gamification and Career Development: Trends Driving Your Success

Room 205/207

English

In-Person

Innovations and Trends in Career Development -> ...

### Anna Boltenko

Founder, RE.SET Coaching and Mentoring

Explore how trendwatching and gamification are transforming career development for professionals. This presentation delves into the rising impact of gamification in education, coaching and career consulting. Learn how utilizing game-based tools, such as the RE.SET coaching game, can maximize client results and deepen their self-understanding and professional development.

Tuesday, Jan 28: Room 206/208

09:45 AM - 10:45 AM

## A Better Story: An Online Training Course

Room 206/208

English

In-Person

Career Development Practices and Theories -> Effe...

### Gray Poehnell

Life/Career Coach, Ergon Communications

A Better Story Online is a new resource for the personal and professional development of career professionals. This comprehensive video/powerpoint course (over 50 sessions) integrates and expands concepts and activities from Guiding Circles, Hope Filled Engagement and A Better Story. It emphasizes accessibility for diverse peoples as they craft a better story on their life/career journeys.

Tuesday, Jan 28: Room 209

09:45 AM - 10:45 AM

## Military-connected Learners: Five Years On

Room 209

English

In-Person

Military

Career Education and Learning for K-12 and Young ...

### Darryl Cathcart

Education Consultant, Release Point Education

This presentation explores the growing interest and impact of military-connected learners on Canadian colleges. We will examine their unique educational needs, benefits to academic institutions and strategies for supporting success. Insights from recent practical experiences will highlight how colleges can enhance inclusivity and leverage these students' diverse skills for mutual growth.

Tuesday, Jan 28: Room 210

09:45 AM - 10:45 AM

## What's New in Computing Careers – What Career Advisors Need to Know

Room 210

English

In-Person

Career Education and Learning for K-12 and Young ...

### **Faith-Michael Uzoka**

Professor, Mount Royal University

### **Janet Miller**

Psychologist, Mount Royal University

### **Randy Connolly**

Professor, Mount Royal University

The new Quick Guide to the Computing Disciplines now includes data science, cybersecurity and AI, incorporating results of a national survey of high school counsellors. This 3rd edition illustrates educational pathways into computing and features enhanced EDI content, with testimonials from BIPOC individuals. Join us for a dynamic discussion about the rapidly changing world of computing careers.

Tuesday, Jan 28: Room 214

09:45 AM - 10:45 AM

## A Trauma-informed Approach to Supporting the Mental Health of CDPs

Room 214

English

In-Person

Career Development Practices and Theories -> Trau...

### **Nora M Kelly**

Principal Consultant, Work It Out Consulting

### **Zeinab Alamagan**

Career Development Professional, Independent

How does who we are impact our experience? It is our view that CDPs' mental health is no less a priority than that of their clients. This interactive workshop designed by and with CDPs and for CDPs identifies their mental health challenges at work and provides identity-affirming strategies that support healthier individual outcomes and greater equity and inclusion at work.

Tuesday, Jan 28: Canada Hall 1-3

10:45 AM - 11:15 AM

## Exhibitor Showcase and Refreshment Break

Canada Hall 1-3

In-Person

Tuesday, Jan 28: Canada Hall 1-2

11:15 AM - 12:30 PM

## Main Stage: Reimagining and Re-engineering the Employment Services Sector from the Ground Up

Canada Hall 1-2

English

French

Hybrid

Career Development Practices and Theories -> Effe...

### Angela Hoyt

Director, Evolution Group Inc

### Sarah Delicate

Director, BBMD Consulting Inc.

In this dynamic session, Sarah Delicate will delve into the pressing issues in our employment sector. Through interactive exercises and critical analysis, we'll uncover how true solutions lie not in funder policy or performance metrics, but in our own practices. We'll identify actionable changes to better align our services with client needs, driving significant ground-up improvements and results.

Tuesday, Jan 28: Room 213/215

11:15 AM - 12:15 PM

## You're Empowered to Change the World: Now What?

Room 213/215

English

In-Person

Career Development Practices and Theories -> Glob...

### Andrew Bassingthwaight

Manager: Goodman Career, Brock University

Conferences are great for developing awareness of global issues and dynamics, but we can often struggle with how to take this information and apply it to the clients we are working with. This workshop will empower attendees to effectively translate the knowledge they have gained about global career trends from a macro to a micro level to help enhance their client services.

Tuesday, Jan 28: Room 209

11:15 AM - 12:15 PM

## Leveraging Post-secondary Education for Military Members, Veterans and Families

Room 209

English

In-Person

Military

Career Education and Learning for K-12 and Young ...

### Suzette Brémault-Phillips

Professor, University of Alberta

The Canadian Military, Veteran and Family Connected Campus Consortium (CMVF3C) - a coalition of post-secondary, Veterans Affairs Canada, Canadian Armed Forces and associated partner representatives - leverages post-secondary education as a transforming force for those who may serve, serve, have served and their families. We will introduce the CMVF3C and growing collaborations among members.

Tuesday, Jan 28: Room 210

11:15 AM - 12:15 PM

## Changing the Workplace DNA: Empowering Employers in Inclusive Workplaces

Room 210

English

In-Person

Workplace, Employers and Employee Careers -> Empl...

### Gabriella Evans

Regional Manager, WorkAbility, Youth Employment Services

### Shari Raghoo

Senior Manager, WorkAbility, Youth Employment Services

With one in five Canadians experiencing mental health problems or illnesses in a year, and increasing legislative and public attention on workplace accommodations and inclusion of mental health, employers and leaders must become mental health aware to address the growing needs of their employees. Join this conversation on equipping employers in building inclusive and accessible workplaces.

Tuesday, Jan 28: Room 201

11:15 AM - 12:15 PM

## Using LMI to Advocate for English Speakers' Career Development in Québec

Room 201

English

In-Person

Innovations and Trends in Career Development -> L...

### Morgan Gagnon

Interim Director of Policy and Research, Provincial Employment Roundtable (PERT)

### Nicholas Salter

Executive Director, Provincial Employment Roundtable - PERT

PERT (Provincial Employment Roundtable) uses labour market information (LMI) including job vacancy, labour productivity index, skills and employment rates by industry to support the career development of English speakers in Québec and to advocate for the government expansion of services offered to the English-speaking community throughout the province.

Tuesday, Jan 28: Room 212

11:15 AM - 12:15 PM

## When Everything and Nothing Changes at the Same Time

Room 212

English

In-Person

Career Development Sector Leadership and Advocacy...

### Lisa Taylor

CEO, Challenge Factory

Whether you've spent a few years in career development, been in the sector for decades or just learned that career development is a sector, you know that the world of work is changing. Come explore what's actually changing, what's always been true and how the sector is stepping forward to shape a better future of work for all.

Tuesday, Jan 28: Room 206/208

11:15 AM - 12:15 PM

## Brick by Brick: Unlocking Innovation Through Metaphors and LEGO

Room 206/208

English

In-Person

Career Development Practices and Theories -> Effe...

### Andrea Fruhling

Founding Director, Doubleknot Works

This interactive session explores a unique approach to team collaboration and client support using LEGO. Get hands-on experience uncovering new perspectives, igniting innovation and building connections. Learn how tactile metaphors can broaden your thinking, increase hope and provide insight into how you work within your organization and in support of your clients.

Tuesday, Jan 28: Room 205/207

11:15 AM - 12:15 PM

## Promoting Youth Mental Health Through Career Development: The CCDMHY Project

Room 205/207

English

In-Person

Career Education and Learning for K-12 and Young ...

### David Redekopp

President, Life-Role Development Group Ltd.

### Kris Magnusson

Professor, Simon Fraser University

### Michael Huston

Registered Psychologist and Counsellor, Mount Royal University

"Connecting Career Development and Mental Health in Youth" is an innovative approach to high school career education and mental health promotion. In this interactive session, we describe the approach, discuss findings from a multi-province study examining the effectiveness of the approach, and provide ideas for educators and career professionals to incorporate CCDMHY concepts into their practice.

Tuesday, Jan 28: Room 214

11:15 AM - 12:15 PM

## A 2024 Mapping Study: Understanding Sector Managers/Leaders

Room 214

English

In-Person

Workplace, Employers and Employee Careers -> Work...

### Deirdre Pickerell

Project Director, Canadian Career Development Foundation

Supervisors, managers and leaders in career/employment services are integral to how the sector operates. A 2024 study - the first ever in Canada - explored the demographics, practices, pain points and needs of these leaders. This session will unpack the data, provide opportunities for sense-making and explore how leaders in our sector might be better supported to promote quality service delivery

Tuesday, Jan 28: Canada Hall 1-3

12:15 PM - 01:15 PM

## Lunch

Canada Hall 1-3

In-Person

Tuesday, Jan 28: Canada Hall 1-2

01:15 PM - 02:30 PM

## Keynote 2: Revolutionizing Career Practice Using Life Designing and AI

Canada Hall 1-2

English

French

Hybrid

### Dr. Kevin Glavin

Licensed Professional Counselor and Professor, Walden University

In this keynote, Dr. Kevin Glavin explores the revolutionary paradigm of Life Designing for Career Construction (LDCC) and its integration with Artificial Intelligence. The evolving world of work necessitates a revolution in career practice. Driven by technological advancements, globalization and shifting work structures, traditional career theories fall short in addressing the complex, ambiguous and unfamiliar career concerns today's workers now face. Drawing from personal experience and years of collaboration with Dr. Mark Savickas, Kevin will illustrate how LDCC's narrative approach, enhanced by AI, is transforming career counselling. He will highlight the creative application of AI in making complex interventions like ...

Tuesday, Jan 28: Canada Hall 1-2

02:30 PM - 03:45 PM

## Main Stage: Triple Your Client Impact Through ChatGPT and AI Tools

Canada Hall 1-2

English

French

Hybrid

Innovations and Trends in Career Development -> ...

### JP Michel

Founder, SparkPath

Unlock the untapped potential of ChatGPT and AI tools to triple your impact on clients and become the greatest version of yourself. Personalize AI to your needs and integrate new tools into your practice. Explore real-world applications, practical tips and mistakes to avoid. Join the updated version of last year's in-demand ChatGPT session, and leave inspired and ready to experiment.

Tuesday, Jan 28: Room 206/208

02:30 PM - 03:30 PM

## Culturally Integrated Storytelling When in Career Transition

Room 206/208

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### Magdalena Mot

Senior Manager of Work-integrated Learning, Capilano University

Storytelling is perhaps the most time-honoured form of communication. This presentation aims to empower the audience by providing a comprehensive understanding of storytelling's profound role, with a specific focus on pivotal aspects of significant career transitions. Many of us are not equipped to tell our story to someone unfamiliar with our culture, but the art of storytelling resides within us.

Tuesday, Jan 28: Room 213/215

02:30 PM - 03:30 PM

## (Re)design Your Workplace Learning for Access, Inclusion and Equity

Room 213/215

English

In-Person

Career Education and Learning for K-12 and Young ...

### **Carolyn Hoessler**

Founder and Principal Consultant, Higher Education and Beyond

### **Lorraine Godden**

Senior Partner, Ironwood Consulting

This interactive workshop guides you through the practical OBEL-equity (Outcome-Based Experiential Learning) framework and process of identifying relevant dimensions of diversity, identifying their impact on the five OBEL design components for workplace learning, and selecting priorities and practical strategies for enhancing access, inclusion and equity in your context.

Tuesday, Jan 28: Room 209

02:30 PM - 03:30 PM

## Innovation and Military - A Strategy for Success

Room 209

English

In-Person

Military

Specialized Career Supports and Programs -> Emplo...

### **Andrew Malison**

Military-connected Career Consultant, Fanshawe College of Applied Arts and Technology

### **Darlene O'Neill**

Director, Fanshawe College of Applied Arts and Technology

Explore the creative partnerships and innovative strategies Fanshawe College has developed to heighten the post-secondary experience for our military-connected students. Learn insights into a unique co-operative education pilot for domestic students to experience military culture, and learn about community partnerships that enhance our military-connected college.

Tuesday, Jan 28: Room 210

02:30 PM - 03:30 PM

## Attract or Retain Talent with the Ontario Immigrant Nominee Program (OINP)

Room 210

English

In-Person

Workplace, Employers and Employee Careers -> Work...

### **Nathalie Wuta**

Team Lead, Immigration Promotion and Employer Outreach Unit, Ontario Ministry of Labour, Immigration, Training and Skills Development

Are you struggling to find Canadian citizens or permanent residents to fill critical labour shortages? Recognizing the importance of immigration in addressing critical labour challenges, the Ministry of Labour Immigration, Training and Skills Development will deliver a presentation about how employers can leverage the OINP to retain or attract highly skilled immigrants.

Tuesday, Jan 28: Room 214

02:30 PM - 03:30 PM

## Building a Campus Culture of Coaching and Advising Excellence

Room 214

English

In-Person

Career Development Practices and Theories -> Effe...

### **Kathryn Vilela**

Academic Advising Lead, Queen's University

### **Miguel Hahn**

Senior Career Consultant, Queen's University

For more than a decade, Queen's University has worked to establish a strong community of academic and career advising across campus. Come to learn about how we developed our community of practice, coaching resources and our recently piloted Career & Academic Advising Training Certificate. We will share lessons learned, key resources and facilitate discussion on building community on your campus.

Tuesday, Jan 28: Room 201

02:30 PM - 03:30 PM

## Connecting for the Dream: Urban Indigenous Homeward Bound

Room 201

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### **Karolyn Harris**

Program Advisor, OFIFC

The session will spotlight Urban Indigenous Homeward Bound, a four-year Friendship Centre program that connects Indigenous mothers to employment through wraparound stability supports including housing, child care and access to culture. Attendees will gain a better understanding of how to support holistic, Indigenous-led programming that achieves results and has positive effects in communities.

Tuesday, Jan 28: Room 212

02:30 PM - 03:30 PM

## Skills for Success: Creating Engaging, Personalized Learning Experiences Online

Room 212

English

In-Person

Specialized Career Supports and Programs -> Emplo...

### **Caitlin McDonough**

Chief Learning Officer, Prepr

### **Peter Szyzlo**

Research Lead, Prepr

Learn how to incorporate the Skills for Success (SFS) Framework into your training leveraging Prepr's toolkit and pilot program. Explore how personalization creates better learning experiences. Understand how Prepr's Workforce Development Platform enhanced the delivery of this online training. Review the evidence generation framework. Provide a model for other service providers.



Tuesday, Jan 28: Room 205/207

02:30 PM - 03:30 PM

## Empowering Future Leaders: Stewardship in Education

Room 205/207

English

In-Person

Innovations and Trends in Career Development -> F...

### Jack Litchfield

Director of Strategic Partnerships, Wavemakers

### Mark Franklin

Co-Founder, OneLifeTools

### Michael Sangster

CEO, National Association of Career Colleges

This panel highlights the need to incorporate stewardship into learning models. Speakers will discuss stewardship's value in education and profile a partnership between Tech Stewardship, the Canadian Council of Career Colleges and Wavemakers dedicated to providing meaningful stewardship training for students across Canada, regardless of location or background.

Tuesday, Jan 28: Canada Hall 1-3

03:30 PM - 04:00 PM

## Exhibitor Showcase and Refreshment Break

Canada Hall 1-3

In-Person

Tuesday, Jan 28: Canada Hall 1-2

04:00 PM - 05:00 PM

## Plenary Session: Leveraging LMI for Career Mapping, Training and Upskilling Decisions

Canada Hall 1-2

English

French

Hybrid

### Jason Denssison

Director, Business Intelligence and Analytical Services, Fleming College

### Noel Baldwin

Executive Director, Future Skills Centre

### Sasha Tregebov

Director, Behavioural Insights Team

### Tony Bonen

Executive Director, Economic Research, Conference Board of Canada

### Tricia Williams

Director, Research, Evaluation and Knowledge Mobilization, Future Skills Centre

In today's rapidly evolving world of work, the ability to access and interpret labour market information (LMI) has become essential for everyone navigating the workforce – from individuals seeking career advancement to employers planning for the future. This session delves into the current landscape of adult skills, career services and training accessibility in Canada against the backdrop of transformative trends such as AI and shifting demands for skills. Join experts as they share insights on using LMI to shape informed career pathways, guide skills development and influence workforce policies.

Tuesday, Jan 28: Bar-Restaurant à proximité // Bar/Restaurant Close By

06:30 PM - 08:00 PM

## Réseautage Francophones/Francophiles

Bar-Restaurant à proximité // Bar/Restaurant Clos...

French

In-Person

Rejoignez-nous pour un rassemblement informel des francophones et francophiles présents à Ottawa pour Cannexus25! Comme chaque année, nous vous invitons, dans une ambiance décontractée, à nous retrouver dans un bar-restaurant proche du Centre Rogers afin de partager un verre ensemble et d'avoir l'opportunité de faire connaissance avec vos collègues francophones et francophiles présents avec nous. Contactez-nous à [amelie@ceric.ca](mailto:amelie@ceric.ca) ou [cyrielle@ceric.ca](mailto:cyrielle@ceric.ca) pour confirmer votre présence, ou rejoignez-nous directement au Brig Pub · 23 York St, Ottawa, ON K1N 5S7, Canada à 18h30! Join us for an informal gathering of francophones and Francophiles attending Cannexus25 in Ottawa! As we do every year, we ...

Wednesday, Jan 29: Canada Hall 1-2

07:00 AM - 08:00 AM

## Breakfast

Canada Hall 1-2

In-Person

Wednesday, Jan 29: Parliament Foyer

07:00 AM - 08:00 AM

## Registration

Parliament Foyer

In-Person

Wednesday, Jan 29: Canada Hall 1-2

08:00 AM - 09:15 AM

## Opening Day 3 - Generative AI and the Future of Work: Beyond the Buzz

Magnet Special AI Session

Canada Hall 1-2

English

French

Hybrid

Innovations and Trends in Career Development -> ...

**Mark Patterson**

Executive Director, Magnet

Discover how generative AI is reshaping work and career development. This special session will empower professionals to lead with confidence, embrace disruption as opportunity and inspire transformative change in a rapidly evolving workforce.

Wednesday, Jan 29: Canada Hall 1-2

09:00 AM - 09:15 AM

## Break

Canada Hall 1-2

In-Person

Wednesday, Jan 29: Canada Hall 1-2

09:15 AM - 10:30 AM

## Main Stage: Formulating an Organization's Digital Strategy for Career Support

Canada Hall 1-2

English

French

Hybrid

Career Development Sector Leadership and Advocacy...

### Jeffrey Normore

Manager of Digital Operations, CCRW

### Ken Chatoor

Director of Research and Strategic Foresight, Labour Market Information Council | Le Conseil de l'information sur le marché du travail

CCRW's digital transformation strategy enhances career development and supports jobseekers with disabilities through data-driven operations, digital learning, agile implementation of new technologies, software integration and workflow automations. Learn about these four focuses and how you can implement them in your organization.

Wednesday, Jan 29: Room 206/208

09:15 AM - 10:15 AM

## Increasing Accessibility Through Competency-based Career Services

Room 206/208

English

In-Person

Career Education and Learning for K-12 and Young ...

### Christopher Symonds

Career Advisor, Schulich School of Business

### Joulaika Buchan

Manager, Mental Health; Adjunct Lecturer, Unison Health and Community Services; University of Toronto

### Shaunna-Marie Kerr

Associate Director, Career Advising & Design, York University, Schulich School of Business

Join presenters as they detail how post-secondary career services program design, using the the NACE Competencies for a Career-Ready Workforce, can increase access and outcomes for all students, with a specific focus on international students.

Wednesday, Jan 29: Room 213/215

09:15 AM - 10:15 AM

## Restoring Values' Rightful Place in Career Development Conversations

Room 213/215

English

In-Person

Career Development Practices and Theories -> Effe...

### Annika Laale

Project Director, Canadian Career Development Foundation

### David Redekopp

President, Life-Role Development Group Ltd.

Career conversations and tools remain heavily reliant on interests to predict work satisfaction, but evidence does not support this emphasis. This interactive session will get to the core of values' impact on career strategies, show how we can help identify values – ours and others – and share ideas on how to bring values to the forefront of career development work.

Wednesday, Jan 29: Room 201

09:15 AM - 10:15 AM

## Veterans and Reservists: Untapped Global Talent

Room 201

English

In-Person

Military

Workplace, Employers and Employee Careers -> Work...

### Joel Watson

PhD Candidate, Canadian Institute for Military and Veteran Health Research

Stigma related to misperceptions related to PTSD and the nature of service causes discrimination against veterans and reservists, leading to underemployment. Veterans and reservists provide a diverse source of untapped talent with global experience and technical expertise. Better understanding of service skillsets will unlock these reservoirs of talent and enable better civilian transition.

Wednesday, Jan 29: Room 210

09:15 AM - 10:15 AM

## Navigating Climate Change and Careers Together: Emerging Ideas and Approaches

Room 210

English

In-Person

Innovations and Trends in Career Development -> F...

### Candy Ho

Faculty, Educational Studies, Kwantlen Polytechnic University

### Jill Eddy

Career Education Specialist & Changemaker Lead, SFU

Embark on an interactive journey to explore the impacts of climate change on the career development landscape. Learn about emerging approaches at the intersection of climate and careers, including Climate Wayfinding Workshops and a new UN Sustainable Development Goals initiative. Participate in engaging activities and gain actionable tools to elevate your practice across diverse client groups.

Wednesday, Jan 29: Room 214

09:15 AM - 10:15 AM

## Advocating for Career Development: Insights from Aotearoa, New Zealand

Room 214

English

In-Person

Career Development Sector Leadership and Advocacy...

### Heather Lowery-Kappes

Career Development Professional, Career Journey

As CDANZ President during COVID-19 (2020-23), Heather Lowery-Kappes championed initiatives including NZ's All Government Career System Strategy. Her Advocacy efforts yielded key insights into effective system change. Join Heather in exploring strategies for influencing policy, building lasting government relationships and driving collaborative efforts for impactful career development.

Wednesday, Jan 29: Room 205/207

09:15 AM - 10:15 AM

## Quality Storylistening Mines Gems. Quality AI Prompts Polish Them

Room 205/207

English

In-Person

Innovations and Trends in Career Development -> ...

### Heidi Heung

Client Service Lead, CareerCycles

### Jim Woodbridge

Career Coach & OneLifeTools Affiliate, Job Search by Heart

### Mark Franklin

Co-Founder, OneLifeTools

### Tam Nguyen

practice leader, Empurpose

Discover how ethically integrating AI with a narrative approach enhances career guidance, far beyond crafting cover letters. Using a narrative framework experienced by 5,000+ clients, see how high-quality storylistening drives insights toward sustainability-focused careers. Experience a live demo illustrating reflective best practices and how narrative data and smart prompting improve AI outputs.

Wednesday, Jan 29: Parliament Foyer

10:15 AM - 10:45 AM

## Break

Parliament Foyer

In-Person

Wednesday, Jan 29: Canada Hall 1-2

10:45 AM - 12:00 PM

## Main Stage: Practising with Intention: Understanding the Blended Employment Service Model

Canada Hall 1-2

English

French

Hybrid

Specialized Career Supports and Programs -> Emplo...

### Angela Hoyt

Director, Evolution Group Inc

### Sarah Delicate

Director, BBMD Consulting Inc.

Are you grappling with the challenge of bridging the gap between diverse jobseeker needs and effective employment service delivery? Our Blended Employment Service Model offers a practical blueprint to transform outcomes. Discover the keys to sustained employment success. To achieve different results, change your service model.

Wednesday, Jan 29: Room 213/215

10:45 AM - 11:45 AM

## Canada's Workforce Integration: Strategies for Newcomer Success

Room 213/215

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### Julia Blackburn

Chief Executive Officer, NPower Canada

### Vanessa Herrick

Vice President, Strategic Communication and Engagement, NPower Canada

Canada plans to welcome 500,000 new permanent residents in 2025, mostly through economic immigration. Despite extensive experience, newcomers face un- and under-employment. This presentation will explore how workforce development programs can support their integration by providing insight into Canadian workplace culture, soft-skills training and networking opportunities.

Wednesday, Jan 29: Room 205/207

10:45 AM - 11:45 AM

## Empowering International Students: Practical Approaches for Career Development

Room 205/207

English

In-Person

Indigeneity, Justice, Equity, Diversity and Inclu...

### Daria Patrusheva

Career Educator & Coach (International Students), Queen's University

### Emma Shiroma-Chao

International Student Career Advisor, Memorial University of Newfoundland

Building a successful career in Canada is a priority for many international students. Yet, until recently, few targeted supports existed to address specific challenges that international students face in the Canadian labour market. Drawing on combined experiences from four different provinces, presenters will offer practical tools for those who work directly with international students.

Wednesday, Jan 29: Room 210

10:45 AM - 11:45 AM

## 2025 Trends: How to Win at Today's Recruitment Matchmaking Game

Room 210

English

In-Person

Career Development Practices and Theories -> Empo...

### Julie Labrie

President, BlueSky Personnel Solutions

For over 20 years, Julie Labrie, one of Canada's top recruitment leaders, has worked with HR leaders and jobseekers – connecting people to their dream jobs and building dream teams for organizations. In this session, Julie breaks down in tangible steps, what each side will be looking for in 2025 and how to help both sides find their perfect match!

Wednesday, Jan 29: Room 214

10:45 AM - 11:45 AM

## Career Development for Advanced Degree Holders: Beyond Undergraduate Support

Room 214

English

In-Person

Career Development Practices and Theories -> Effe...

### Dinuka Gunaratne

Director of Career Development, Northeastern University - Vancouver Campus

This session equips career development professionals with strategies to support master's and PhD students, who face unique challenges at the intersection of academia and industry. We'll explore Sustainable Career Ecosystems Theory within post-secondary ecosystems, focusing on tailored mentorship, networking and interdisciplinary opportunities to enhance employability, well-being and lifelong learning.

Wednesday, Jan 29: Room 206/208

10:45 AM - 11:45 AM

## Feeling Stuck? Create Safe and Productive Spaces to Move Forward

Room 206/208

English

In-Person

Career Development Practices and Theories -> Effe...

### Bill Borgen

Professor, University of British Columbia

### Roberta Borgen

President, Life Strategies Ltd.

When clients lose momentum, revisit your process. As in counselling, a crucial first step for career development professionals is building strong helping relationships (i.e. "Connect") – an essential foundation for collaboration, action planning and interventions. Drawing from theory and practice, this session will focus on how relationship building can get your work together back on track.

Wednesday, Jan 29: Room 201

10:45 AM - 11:45 AM

## Ecosystem-Driven Veteran Career Transitions

Room 201

English

In-Person

Military

### Lisa Taylor

CEO, Challenge Factory

### Namita Joshi

Chief Program Officer, True Patriot Love Foundation

Discover a groundbreaking ecosystem model for Veteran career transitions, developed through a collaborative Ontario pilot project. Learn about tailored support, employer engagement, and data-driven strategies that transform civilian career entry for Veterans. Explore cross-sector opportunities and innovative tools in this dynamic session led by industry experts.

Wednesday, Jan 29: Parliament Foyer

11:45 AM - 12:00 PM

## Break

Parliament Foyer

In-Person

Wednesday, Jan 29: Canada Hall 1-2

12:00 PM - 02:15 PM

## Keynote 3: Reconciliation Is for Everyone & Closing Comments

Canada Hall 1-2

English

French

Hybrid

### Niigaan Sinclair

Indigenous Studies Professor and Award-winning Author

Reconciliation is not an “Indigenous issue” but the most important part of every single person’s life in Canada. Working, living and having effective relationships with Indigenous communities is the most employable skill and vital to working in the Canadian workforce. Come join with one of Canada’s leading public and intellectual voices on the role of reconciliation in every life in this place.



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