

Career Development for the 21st Century It Takes a Village!

Presented by:

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Life Strategies Ltd.

Begin
with the
End in
Mind

Changing
Contexts

An
Integrated
Approach

Mobilize
the
Village

BEGIN WITH THE END IN MIND



Photo Credit: CERIC

<https://ceric.ca/2019/02/dr-roberta-neault-receives-etta-st-john-wileman-award-for-lifetime-achievement-in-career-development>

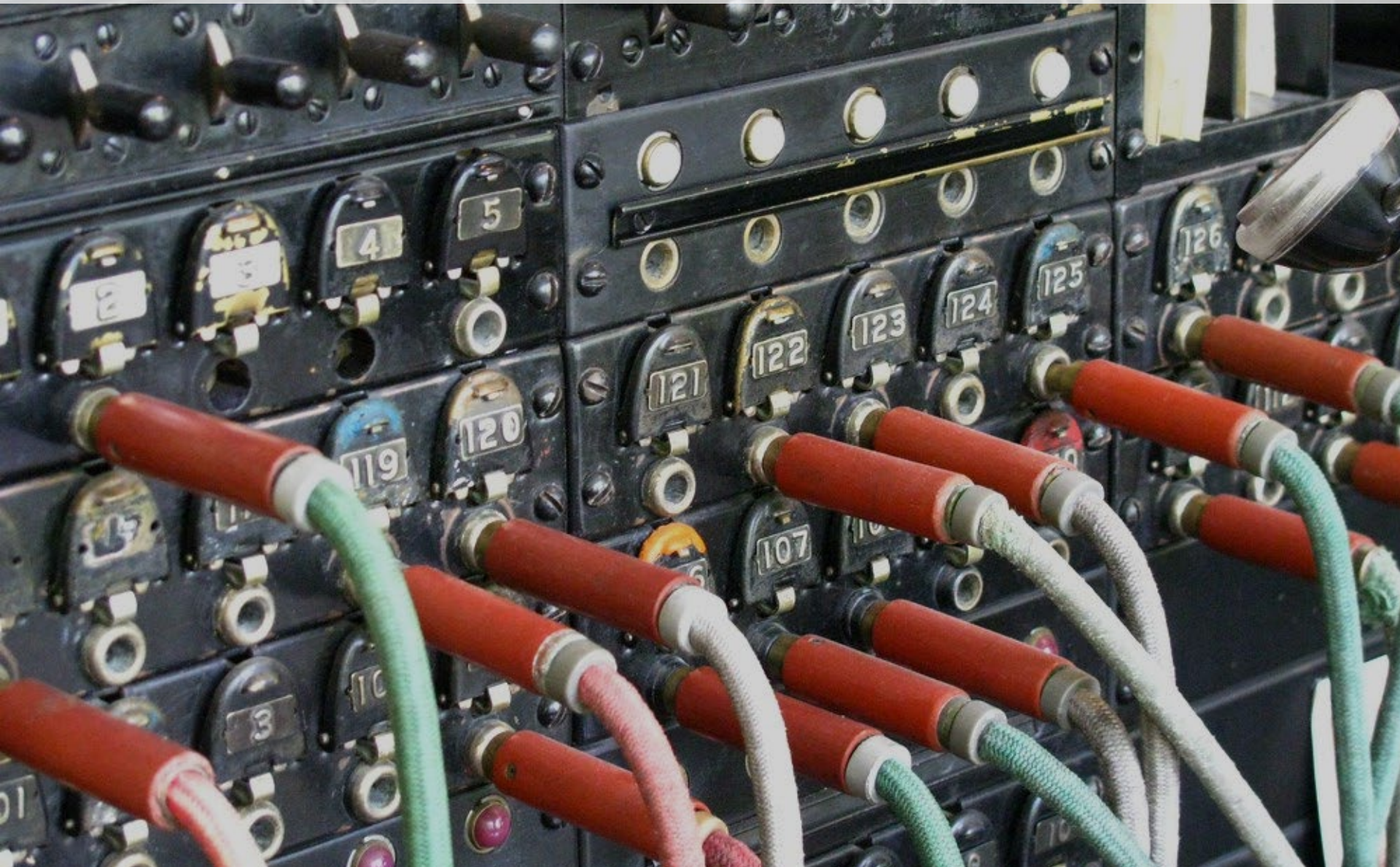
So How Did We Get Here?



Let's Go Way Back ...



1971: A Pity Hire



And Then . . .

The Influence of Policy

1974: BC Youth Detention Centres Unlocked

1978: CEIC Seeks Recent Grads





Get Together With Someone Who Needs You Hire - A - Student

Employment Equity
Act
Students

Canada Employment Equity Act
1995, Jan. 2, Chapter 110
S.O. 1995-01-01

1980s: The Beginning of “Gigs” . . .

Creative Circle



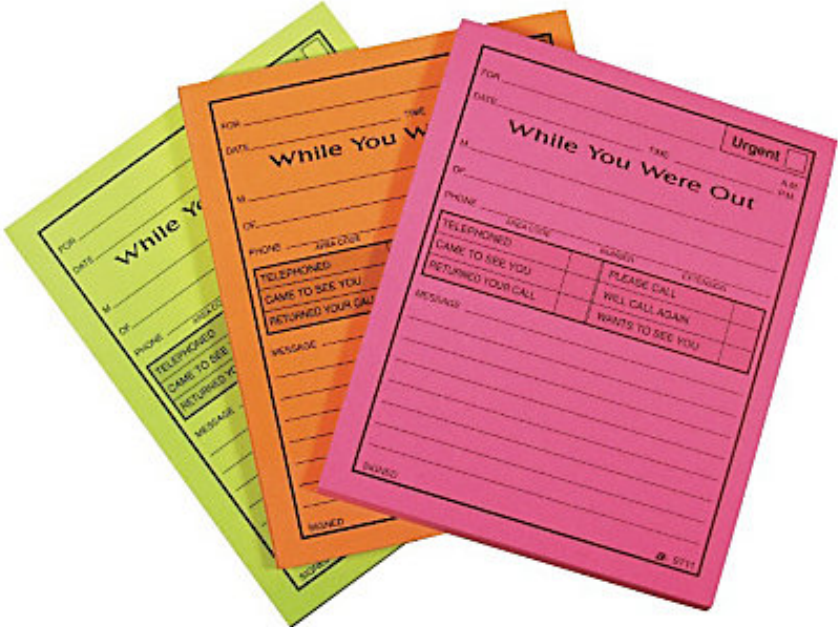
Ricepaper & Fabric Crafts



TeachRToys



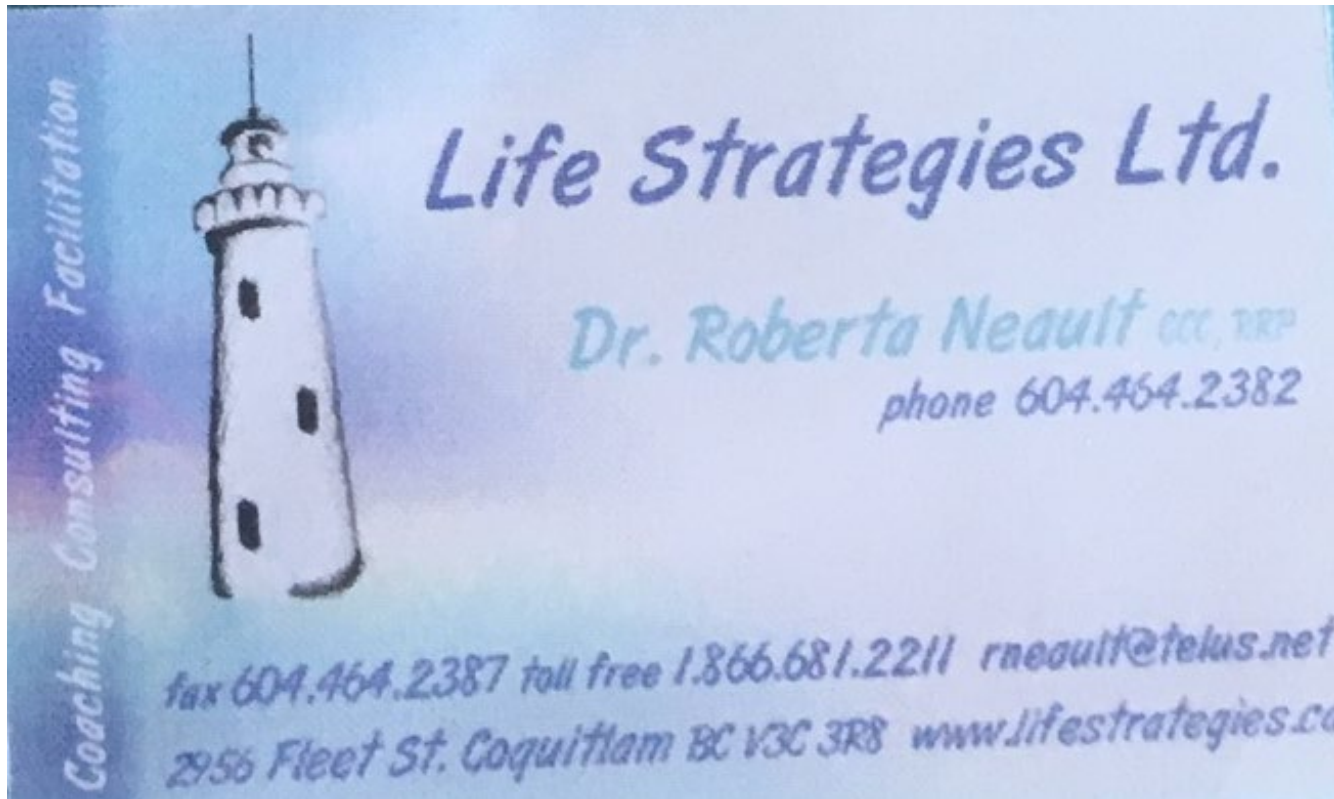
1986: Re-Entering Career Development



1992: Back to School . . .



1993: Beyond Self-Employment



1995: Bridging the Silos

Researching
Displaced
Workers

HSBC Career
Management
Program
(SFU)

CDP Program
(Douglas
College)

Career
Transition
Centre
(BC TEL)

1997: And Back to School Again . . .



2002: Stu Conger Award for Leadership

Innovative research, program development and implementation

Outstanding contribution to
the advancement of theory/practice

Consistent evidence of exemplary teaching

Creative use of media

Outstanding leadership within an organization/association
which is devoted to, or emphasizes,
career counselling or other career development activities



2004: And Back to School Again . . .

E-Learning

2009: Life Strategies Grows . . .

Government

Endowments/Grants

Corporations

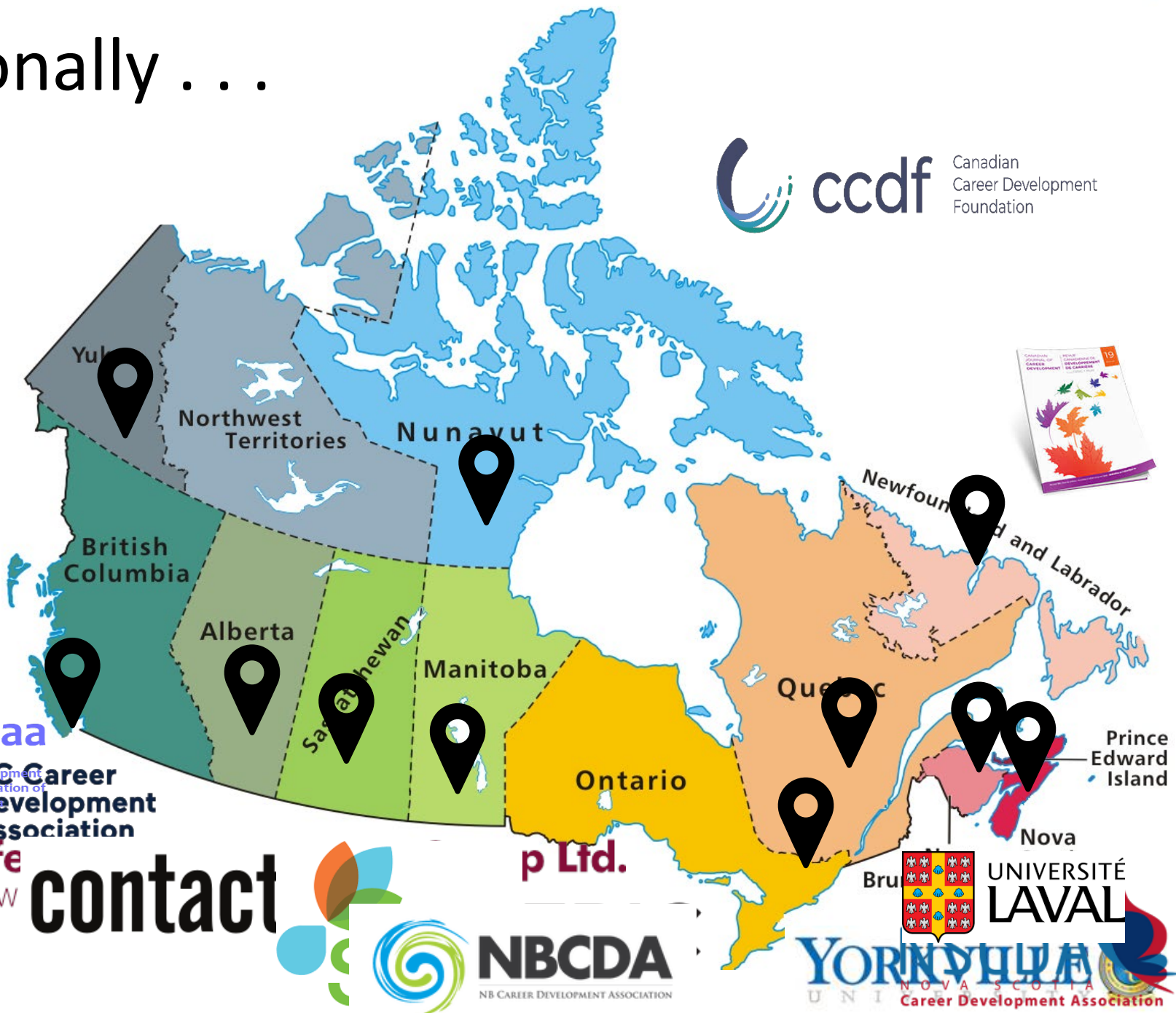
Non-Profits

Professional Associations

Educational Institutions



Nationally . . .



BC Career Development Association

Life NOW

contact



NBCDA
NB CAREER DEVELOPMENT ASSOCIATION



And Internationally . . .



2019: But Not Really the Ending . . .



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International Symposium Norway 2019



Context and challenges for
career development policy

Aims for, and access to,
career development



Integrating career
development into wider
society

Leading innovative change
for the future



Strategic Partnerships



National Association
of Friendship Centres
Association nationale
des centres d'amitié



The Canadian Standards & Guidelines
for Career Development Practitioners



Life-Role Development Group Ltd.

NOW | NEXT | FUTURE



ccdf

Canadian
Career Development
Foundation



It Took a Village . . .



Individual



Family



Educators



Policy Makers



Employers

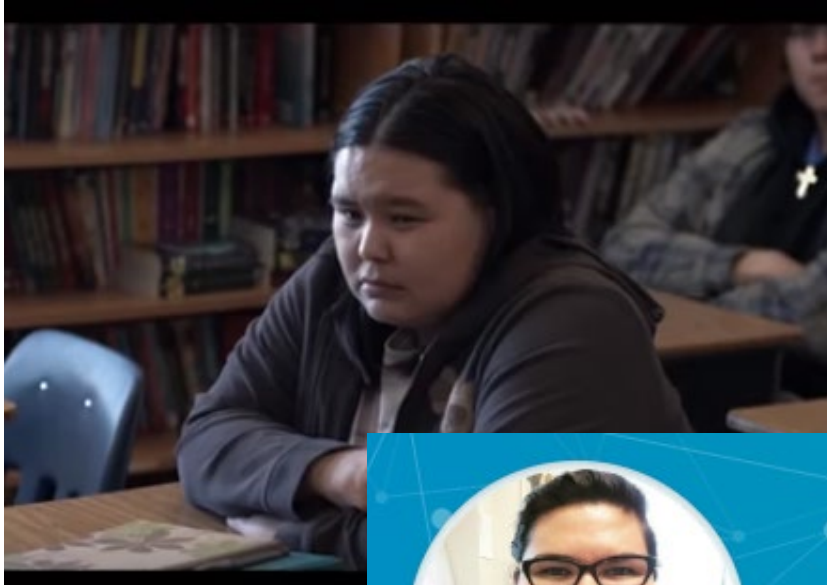


Mentors /
Role Models



Community Leaders

But It's Not About Me . . . Miranda's Story



From the Grizzlies



Miranda Atatahak • 3rd

Career Development Officer at Government of Nunavut

Kugluktuk, Nunavut, Canada





**CHANGE
AHEAD**

WHAT'S NEXT?

The Future is Now

Shift towards an innovation society increases need for continuous adaptation

Technological advancements increase workplace collaboration

Urban areas allow workers/companies to better leverage surroundings

Polarization of the labour force leads to polarization of workplace amenities

Increased labour market diversity

(e.g., virtual workers, women, 4-generation labour-force, and global work teams)

Employee health and well-being focus

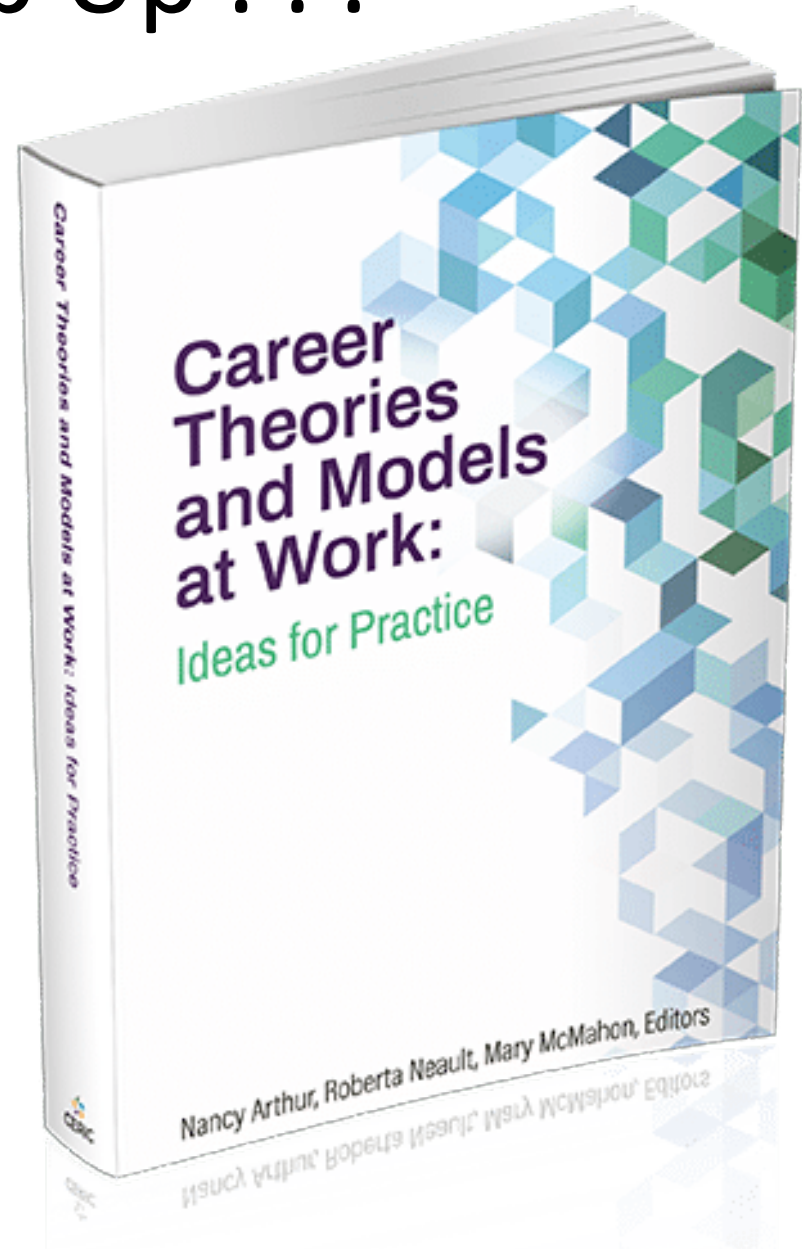
Workplace personalization creates workplace tensions

Sustainability and the workplace of the future

Source:

<https://www.servicefutures.com/8-strategic-themes-affect-work-towards-2020>

We Need to Keep Up . . .





Truth & Reconciliation: Calls to Action

We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians (#6)

~ Truth and Reconciliation
Commission of Canada:
Calls to Action
(2015, p. 2)

Best Practices

Choice and Control

Paid Employment

Partnership

Full Inclusion

Job Search

Individualized

Natural Supports

Long-Term Support

Continuous Quality

Improvement

A man with a beard and a white t-shirt is leaning over a wooden planter box. He is smiling and looking towards the camera. A dog is sitting in the planter box, looking up at the man. The background is a wooden fence.

Supported
Employment

Source: <https://employmentforall.ca/>



Individuals



Families



Educators



Community Leaders



Mentors /
Role Models



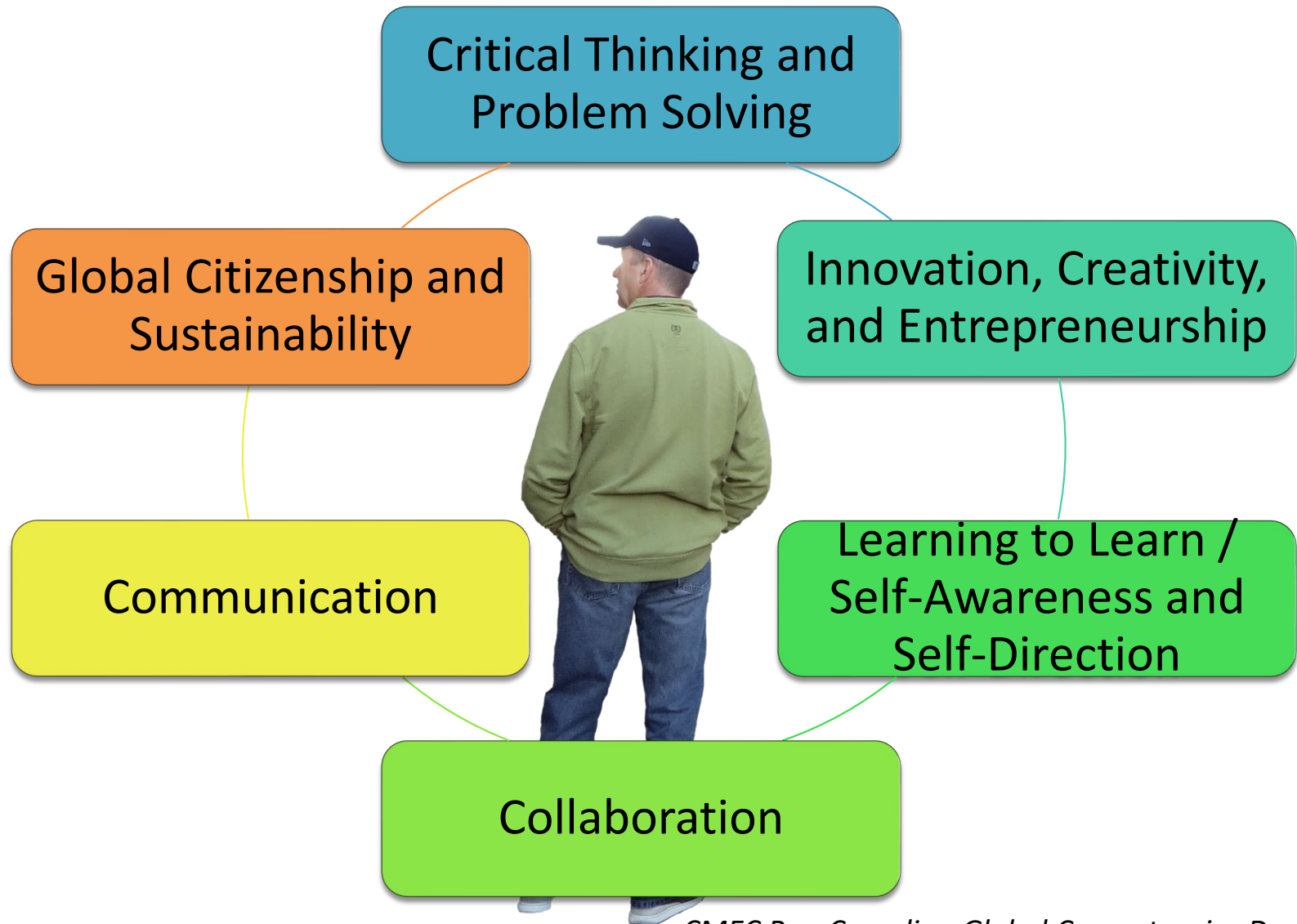
Employers



Policy Makers

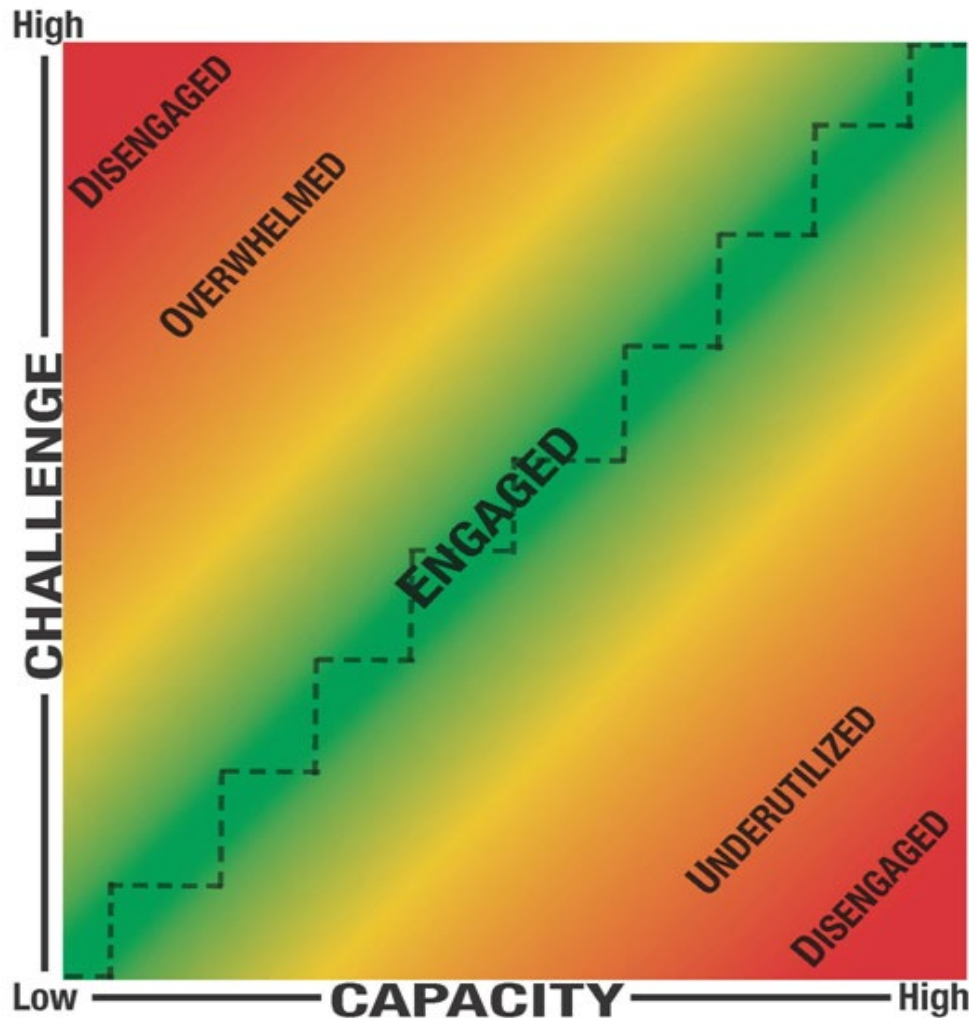
AN INTEGRATED APPROACH

Pan-Canadian Global Competencies (CMEC)



CMEC Pan-Canadian Global Competencies Descriptions

Career Engagement: A Conceptual Framework



MOBILIZE THE VILLAGE

Career Engagement Interventions



Individual

Supporting Personal
Career Engagement



Influencers

Maximizing Engagement



Systems

Embedding Career
Engagement Practices



Who's Your Miranda?

Continue the Conversation . . .

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