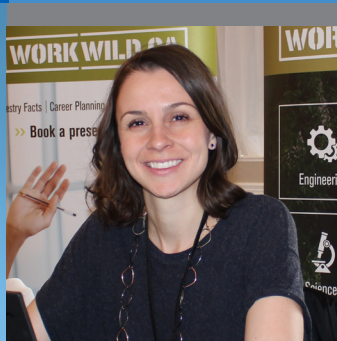




CAREER MOMENTUM

April 2022



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CDAA
Current. Connected. Committed.



Career Development Update April, 2022

*By Paula Wischoff Yerama, CCDP
Executive Director,
Career Development Association of Alberta*



The geese have returned. There are pussy willows and sprigs of green around every corner. The mornings are brighter. Spring is in the air! I hope this update finds you well and looking forward to your favourite activities, events, and celebrations.

IGNITE YOUR PASSION 2022 – UPDATE

On February 24, 2022 (postponed from November due to the CDAA / CERIC webinar) the CDAA hosted Ignite Your Passion 2022 - Meet Your New Best Friends: The Competency Framework and Code of Ethics for Career Development Professionals with facilitators Sareena Hopkins, Gillian Johnston, and Kathy Offert-Gartner and support from Rebecca McCarthy.

After three years of intense consultation, development, and refinement, the session delivered a guided tour through the new Competency Framework and Code of Ethics for Career Development Professionals (CDPs) and an opportunity to dig into the Code of Ethics to explore how it can be used to support and enrich practice. It was a highly interactive session focused on real case scenarios and concrete application.

Being the first session of its kind registration was limited and 30 individuals registered / attended. The hope is that this session will be offered again.

ALBERTA CAREER DEVELOPMENT CONFERENCE (ACDC 2022) – VIRTUAL

REGISTRATION IS OPEN!

Registration is now open for ACDC 2022 on Tuesday, May 3 and Wednesday, May 4, 2022. In honour of the CDAA's 25th Anniversary the theme for ACDC 2022 will be "celebrating community". Join your career development colleagues on May 3 and 4, 2022 for a virtual celebration of community with opening and closing keynote presentations, delegate wide consultation / celebration sessions, and concurrent sessions.

The full conference program is available at <https://pheedloop.com/acdc2022/site/schedule/>.

REGISTRATION DETAILS:

EARLY BIRD REGISTRATION FEES - March 28, 2022 - April 18, 2022

No promotional codes required

CDA A Member - 2 Day: \$200 + fees and GST

CDA A Member - 1 Day: \$150 + fees and GST

Non-CDA A Member - 2 Day: \$300 + fees and GST

Non-CDA A Member - 1 Day: \$250 + fees and GST

REGULAR REGISTRATION FEES - April 19, 2022 - May 2, 2022

No promotional codes required

CDA A Member - 2 Day: \$250 + fees and GST

CDA A Member - 1 Day: \$200 + fees and GST

Non-CDA A Member - 2 Day: \$350 + fees and GST

Non-CDA A Member - 1 Day: \$300 + fees and GST

CDA A MEMBERS: Please visit the member perks page to access member pricing registration links.

NOTE: YOU MUST LOG IN AND ACCESS YOUR REGISTRATION LINKS FROM THE "MEMBERS PERKS" PAGE OF THE CDA A WEBSITE. THESE LINKS ARE FOR CDA A MEMBERS (ALL LEVELS) ONLY AND REFLECT THE CDA A MEMBER PRICING - NO PROMOTIONAL CODES REQUIRED.

NON-CDA A MEMBERS: Please visit <https://pheedloop.com/acdc2022/site/register/> to register.

NATIONAL CERTIFICATION

On March 30, 2022 members of the National Steering Committee and National Certification Steering Committee were provided an opportunity to learn about an offer made by the Nova Scotia Career Development Association (NSCDA) to administer the national certification program that was pilot tested as part of the Supporting Canadians to Navigate Learning and Work project. Following is a summary of the offer:

"After exploring the funding options offered by the federal government to continue the work of the Supporting Canadians to Navigate Learning and Work project, CCDF began looking outward at other potential funding opportunities. CCDF has discussed and has a shared understanding with NSCDA about the importance of including the field at large in conversations about decision-making and how to implement national certification nation-wide. CCDF and NSCDA's discussions came out of a generous offer to help problem-solve, and share work and resources in order to keep the work that has been done to date by the field, and to honour that work.

NSCDA, working with all stakeholders, has offered to implement National Certification including a financial contribution, ensuring tools and processes are ready, overseeing administration and many other pieces of infrastructure. NSCDA and CCDF are looking to work in consultation with the work and volunteers who have already been involved through the pan-Canadian certification process to date.

CCDF, working with stakeholders and volunteers who have already been involved through the pan-Canadian certification process to date, will work to establish an Advisory Group to support future governance of the pan-Canadian certification program.

The proposed timeline would begin in Fall 2022 with the implementation of the Legacy process, and end Summer 2023 with the full launch of the National Certification Program."

While many details remain to be decided / confirmed we are very excited about this offer and the possibility for the career development profession. More information and opportunities to ask questions will be provided as part of the consultation session being conducted at ACDC 2022.

CAREER DEVELOPMENT PROFESSIONAL INSTITUTE

In late March 2022 the CDAA was contacted by CCDF regarding a Career Development Professional Institute – Feasibility Study. The following information was provided in a public announcement:

“As part of the Responsive Career Pathways Initiative, The Future Skills Centre <https://fsc-ccf.ca> and Blueprint <https://www.blueprint-ade.ca> commissioned several research papers which have generated ideas for strengthening career and employment services. One consistent theme across these papers was a deep need for stronger supports for the professionalization and development of the sector.

With this research completed, the Responsive Career Pathways is now moving into an exciting next phase of prototyping and testing, led by Blueprint and Future Skills Centre (FSC). One of the major streams of future work is finding new solutions for building capacity in the career development sector.

To explore this need, FSC has asked the Canadian Career Development Foundation and MixtMode Consulting to explore the feasibility of establishing something along the lines of a national Career Development Professional Institute that could potentially focus on 4 main objectives:

- Providing a ‘home’ for the Competency Framework, National Profile, Code of Ethics, and associated resources and a hub to promote their integration and application;
- Supporting CDPs to access basic, foundational training, at no to low cost, on the career development process, helping to ensure a common language and an understanding of the full scope of career development practice - especially among those working in the public employment service;
- Creating and nurturing a community of practice, where CDPs can exchange and grow with respect to their practice, application of learning, and further development needs; and
- Establishing a central hub as a “one stop” for CDPs to find out about the full range of existing training available to them, as well as professional supports/associations and national/international developments that matter to our profession.”

CCDF and MixtMode Consulting will be connecting with CDPs across the country to ensure that what gets built reflects our collective vision and goals for our profession. You can look forward to discussions about this project being part of the ACDC 2022 consultation session.

PROFESSIONAL DEVELOPMENT AND CONFERENCES

In order to assist you with meeting your professional development goals, several virtual professional development and conference options are available to you including:

- CERIC webinars – <https://ceric.ca/ceric-events/webinars/>

CDAA INITIATIVES

CDAA'S 25TH ANNIVERSARY

In 2022 the Career Development Association of Alberta celebrates its 25th Anniversary. While our plans for in person festivities during the Alberta Career Development Conference were hindered we are looking at other ways to “celebrate community” and looking forward to a year filled with honouring career development in Alberta.

OPEN FOR BUSINESS

If you are currently providing career and employment services and taking on new clients, we want to promote you. We will be putting together a career and employment service document that can be shared on the website and via social media for individuals / organizations that are seeking career development support. In an effort to keep the document “manageable” we are simply asking for your service’s name, city / town, website, and preferred social media account. Please provide the requested information via this Open for Business submission form: <https://cdaassoc.wufoo.com/forms/open-for-business/>.

You can access the “Open for Business” resource from the CDAA website (<https://www.careerdevelopment.ab.ca/>) and also from our various social media platforms.

ARE YOU HIRING?

If you are recruiting career development professionals to your organization, please let us know! We can share your job posting via the weekly Job Opportunities newsletter. Simply email your job posting PDF or weblink to admin@careerdevelopment.ab.ca or ed@careerdevelopment.ab.ca and we’ll share it with all CDAA members!

STAY CURRENT! GET CONNECTED!

If you are not yet connected with the various CDAA social media channels, we encourage you to do so!

- The Career Development Association of Alberta LinkedIn Group: (<https://www.linkedin.com/groups/2593883/>)
- The Career Development Association of Alberta Facebook Page: (<https://www.facebook.com/CareerDevAB/>)
- The Career Development Association of Alberta Twitter Page: (<https://twitter.com/CareerDevAB>)
- The Career Development Association of Alberta You Tube Channel: (<https://www.youtube.com/channel/UCCMSkl43FIf6EWsloKBh-mg>)

All of the above are great ways for you to stay current and get connected. Network with your colleagues and other professionals, promote your services, find out about what’s happening in the broader career development community, take advantage of professional development opportunities and more!

Did you know that the CDAA recently uploaded all of the recorded sessions from previous Alberta Career Development Conferences to its You Tube Channel? There are over 25 concurrent sessions available for your viewing!

The CDAA’s bi-weekly Community Connector is another fabulous way to connect with resources, information, professional development and training opportunities, and more. Do you have something to share? CDAA Members wishing to share their own events / workshops / practitioner resources or Member sourced events / workshops / practitioner resources in the CDAA Community Connector may do so, free of charge, by providing a direct web link to the CDAA. To submit, please send the direct web link for the event / workshop / practitioner resource and a brief description to admin@careerdevelopment.ab.ca or ed@careerdevelopment.ab.ca with “Community Connector” in the subject line. Please note only the direct web link and a brief description will be included in the CDAA Community Connector and we ask that you limit the amount of text in your description to 50 words or less.

RESOURCE DATABASE

As Career Development Practitioners it is our responsibility to practice ethically – to uphold the Canadian Standards and Guidelines for Career Development Practitioners Code of Ethics and to adhere to the Canadian Standards and Guidelines for Career Development Practitioners. Heightened awareness related to systemic racism and racial inequality has reinforced and added urgency to this responsibility.

Through consciousness, education, and advocacy we can challenge social justice issues, racism, and discrimination that impacts our Black, Indigenous and People of Colour (BIPOC) members and broader career development community, and the clients and communities we serve. The experiences of our members are important to us. As your professional association we are here to support you. We are committed to listening and learning so we can be better and do better for you.

We have started to compile a list of accessible resources, organizations, events, and actions that can enhance our knowledge and understanding, provide opportunities for listening, learning, and involvement, and support us to take action. Please help us build an Alberta specific database for our members and broader career development community, and the clients and communities we serve. Do you have a resource you would like to share or a story you would like to tell? Please connect with us by email at ed@careerdevelopment.ab.ca.

If you have any questions about the association, events, membership, the CCDP designation – anything career development, really – please feel free to reach out! We love to hear from you.

Your health, safety, and well-being continues to be our primary concern. Please consult <https://www.alberta.ca/coronavirus-info-for-albertans.aspx> for up to date information and resources for you, your family, your workplace, and the people you support.

Yours in career development,



Paula Wischoff Yerama, CCDP
Executive Director
ed@careerdevelopment.ab.ca
780-720-8482

The Career Development Association of Alberta respectfully acknowledges that it operates from Treaty 6 territory, and respects the histories, languages, and cultures of First Nations, Metis, Inuit, and all First Peoples of Canada, whose presence continues to enrich the career development profession

With the new CDP Competency Framework coming to fruition, it's interesting to see how this important component of career development has grown and transformed over the years. Here's a look back into the early discussions around certification, with an article from the Career Momentum archives, published in *Career Momentum*, March 2005.

Career Momentum

Certification Committee Update February, 2005

This is a very exciting time for CDAA and for our committee. After endorsement from our membership in the fall, 2004, we are ready to present our certification process.

The pilot process over the past year is now complete and we have **eight Certified Career Development Professionals (CCDP)**. These individuals have met the criteria and provided us with a test group to set up and offer a solid registration process to our members. The pilot process offered us an opportunity to test our criteria and obtain feedback from pilot volunteers, evaluators, committee and registrar. After revising the criteria to better meet our certification needs, present it to you (the membership) last fall, we are now able to offer Career Development Professional Certification to those who meet the criteria.

In addition, the pilot process also necessitated our review of the educational programs that are offered across the province and to make recommendations to assist you in meeting the requirements for certification. This information will also be provided on the website at www.career-dev-guidelines.org and will be updated regularly.

By being part of a self-regulating body you commit to your work in a manner which demonstrates to the public that you are willing to meet standards and grow in your profession. Throughout this work it was important for us to maintain our objective.

As a Career Development Professional you will:

- gain recognition of your competencies, learning, experience and ethical conduct.
- demonstrate your commitment to the career development field.
- target areas of potential development and growth.
- commit to a self-selected program of continuous learning and professional development.
- contribute to public awareness of career development as a defined field of practice.
- have the ability to participate in a group liability insurance plan in the future.

After April 28, 2005, the CDAA will be accepting applications from individuals who meet the certification criteria and desire to have this designation. It is now on the website for your use and completion. The cost involved is on a cost recovery for processing the applications. At the Annual General Meeting on April 28, 2005 a report of this process will be presented and will be available to members. The committee structure will be redeveloped and a Governing Body and Appeals Committee set up as part of the process.

We want to take this opportunity to thank the provincial government, Alberta Human Resources and Employment and the Canadian Guidance and Counseling Federation for financial support for the pilot.

Thank you to the current committee, pilot volunteers, and the evaluators for their hours of work. A special

thanks to our Registrar, Laurie McCreary-Burke, who provides us with the expertise we need to complete this work and set up the registration process.

The committee celebrates as does the CDAA that we are now able to offer this to you. On a personal note, through this process and involvement I believe we have become more committed than ever to career development as a profession. This is a great start and we trust it will continue to be work that builds and grows. Please feel free to call anyone on the committee to ask questions or raise concerns. Keep checking the website and upcoming Career Momentums for updates.

See you all at Building Tomorrow Today!

Doreen Kooy Co-Chair
Lynn Mackay Co-Chair
Nell Smith
Shirley McBride
Sharon Toon
Marlee Mcguire
Mayra Castro



CAREER DEVELOPMENT COMMUNITY COLLABORATION – APRIL 2022

We are very excited to continue Career Development Community Collaboration as part of Career Momentum's fresh new look! Every few months we will pose questions for your input. Your responses will be shared in upcoming editions of Career Momentum.

Please send your responses to any or all of this month's community collaboration questions to Paula Wischoff Yerama at ed@careerdevelopment.ab.ca by **April 30, 2022** with "community collaboration" in the subject line.

- What organizations, events, or resources related to **diversity, equity, and inclusion** have you found to be particularly helpful in supporting your clients, colleagues, and communities?
- What sources of **labour market information** have been most beneficial to you in supporting your clients? Where have your clients been finding success in the labour market?
- As the career development profession continues to move toward a **national certification program** for career development professionals, what questions around national certification are coming up for you?
- As the career development profession prepares to launch the **Career Development Professional National Competency Framework**, what are you most looking forward to and how do you hope to be able to incorporate the new framework into your own career development?
- What **personal or professional development goals** have you set for yourself for 2022?

WELCOME NEW MEMBERS AND NEW CCDP DESIGNATES

**New Members
from January 1, 2022 – March 31, 2022**

Zahra Abdelrazzak - Calgary Immigrant Women's Association - Calgary

Jeanette Sutherland - Calgary Economic Development - Calgary

Nancy Golightly - Self-employed - Calgary

Lori Birce - MCG Careers - Calgary

Karla Coleman - CBI Health - Calgary

Madison Boven - Career Assistance Network - Central Alberta

**New CCDPs
from January 1, 2022 – March 31, 2022**

Laura Kerslake - University of Alberta - Edmonton

Birhane Girmay - Centre for Newcomers - Calgary

Tonya Holowitski - CPA Alberta - Edmonton

Danielle Holland - Women Building Futures - Edmonton

Saifan Kosheryan - Calgary Immigrant Women's Association - Calgary

Elaine Lawson - Calgary Immigrant Women's Association - Calgary

Congratulations and welcome to the Career Development Association of Alberta!