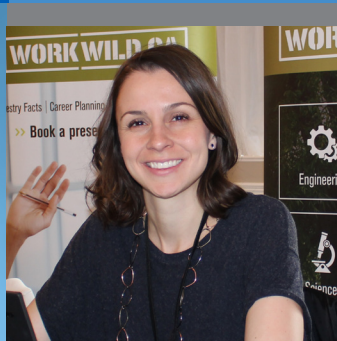




CAREER MOMENTUM

August 2022



IN THIS ISSUE:

- A Look Back: From the CDAA Archives
- Career Currents
- Alis Newsletter
- Feature Articles:
Mobilizing Career Services to Support Policy Priorities | Smoke & Mirrors - The Illusion of the Employment Services Sector



CDAA
Current. Connected. Committed.



Career Development: A Look Back

Though we may not realize it, our careers are always progressing, expanding, and transforming, even when we're away from the working world, or not in a conventional "job" as we once knew it.

Recent times have underscored the reality that location and environment do not limit learning, growing, or achieving. We are always discovering new ideas, acquiring knowledge and adding accomplishments no matter where we are, but we don't always recognize these as having value in the career world.

In this month's look back, a career practitioner shares how to take stock of transferable skills one accumulates through life experiences, and use them to your career advantage.

Enjoy *Managing a Skills Portfolio*, published in Career Momentum, September-October, 2010.



cdaa
career
development
association
of alberta

Career Momentum

September to October, 2010

Table of Contents

Managing a Skills Portfolio:
Pages 1 - 2

Upcoming PD Events:
Page 2

LinkedIn for High School
Students?:
Pages 3 – 4

Social Networking & Career
Planning...Really????!!!!:
Page 5

Professional Development
Evening in Edmonton:
Page 6

2010 – 2011 CDA A Board of
Directors & Committee
Members:
Page 7

Did You Know?
Career Clicks:
Page 7

Managing a Skills Portfolio

By: *Lise Stransky, BA, CCDP*

Ten months ago, I left my job. By choice. Faced with an exciting new opportunity, I gave notice to my boss, packed up my desk, said goodbye to my co-workers and the cubicle world, and embarked on a new career path. I left a stable 9-5 position, one that was challenging, yet predictable; hectic, but manageable, and one that allowed me the chance to use my strengths and skills in an encouraging environment.

I didn't have much training for my new position. I received lots of advice, have many mentors, and my husband for support. But ultimately, I am navigating uncharted territory. It is even more challenging and rewarding than I could have ever imagined. My new boss is extremely demanding. He cries when he doesn't get his way. He screams when he wants something. He doesn't allow me to take proper breaks. He takes naps throughout the day, and calls me at night when he wakes up, unable to get back to sleep. He drools. He insists that I pick him up for daily cuddles. But he is one of the happiest people I have ever met, and I love working 'with' him. My new job? I became a mom.

Three months into my maternity leave, amidst the chaos of diapers, blankets, and bottles that became my office, I realized that I was developing some skills in my new job. I started thinking about how these skills would contribute to my old job once I was finished my 12 month maternity leave. How moms sometimes sell themselves short because they are not aware of the full range of skills in their portfolio. Whether they return to the work force after a mat leave, or leave the workforce for five, ten, or fifteen years, the list of skills developed during that time cannot go unrecognized.

As a career practitioner, I coach students on a variety of topics, including skills identification. I figured (once the haze had started to pass!) that I should walk the talk, and identify what I had developed in the past 12 months, both for myself and for any future 'mom' clients that I might have. Every mom owns a portfolio of skills and no matter what their goals are, they should self manage that portfolio in order to realize all that they have to offer. Especially if they are trying to market themselves back into the workforce after time away. So, in no particular order, here are a few of the skills I've developed in the past 12 months:

Networking/building relationships – I talk. To everyone. I smile. At everyone. A baby seems to give you permission to do that, breaking down social barriers and etiquette. I talk to other moms, asking them about strollers, slings, daycare and breastfeeding. I talk to librarians, grocery clerks, homeless people, and gardeners. I am constantly striking up conversations with total strangers, something I used to shy away from, and was not very good at. In my line of work, the skill of networking is important. I have been unconsciously practicing my networking skills in the past twelve months, and am bringing an enhanced skill back to the work force.

Managing a Skills Portfolio continued....

Upcoming PD Events

(For more information
please check out our
website:

[Career Development
Association of Alberta](#)

September 21, 2010 PD Evening in Edmonton

6:30 – 8:30 p.m.
Capital Health
Tower/Seventh Street
Plaza
10030 – 107 Street,
Edmonton

Topic:

***ALIS: New & Interactive
Features for You and
Your Clients***

Speaker:

Harina Malhotra
(see page 6 for further
details)

September 23, 2010 Ignite Your Passion Conference

8:00 a.m. – 3:30 p.m.
Holiday Inn Calgary
Macleod Trail South
4206 Macleod Trail
South, Calgary

Topics:

Learn to Bounce

Keynote Speaker:

Anita Caputo

***Discover Uncharted
Entrepreneur Potential***

Speaker:

Gray Poehnell

The skill of prioritizing tasks – I had to abandon my daily practice of making lists. I always ended up with a huge list that was impossible to accomplish in a day. Instead, I created my ‘sanity list’ – the bare minimum that absolutely HAD to be done NOW and what could wait until later. When I return to my cubicle, that sanity list is going to come in handy, especially when the unexpected arises.

Balancing work and personal life – I didn’t always take that my break in my last job, but I do make every effort to now. And will continue to do that, because I’ve realized I’m more effective if I take a break. It’s not always possible, but I do my best. I stop everything, ignore my to-do list, the clutter on the floor, the pile of laundry and sit down with a cup of tea. Even if it’s just for 20 minutes, it’s amazing how much that break can recharge.

Thinking ahead and contingency planning – Whether it’s having a baby who has an unexpected diaper blowout, or a speaker who doesn’t show up for a panel presentation for an audience of 100, I’m better equipped to deal with it when I think ahead. And wow, have I ever learned to think ahead for any circumstance!

Research - There is so much to do in Calgary. While on maternity leave, I became a master of finding free activities for my son and I. Mr. Google is quite handy for this, in addition to magazines, e-newsletters, newspapers, other moms and other internet resources, all which have played a part in further developing my research skills.

Dealing with ambiguity, change and transition –Motherhood is, without a doubt, the biggest change I have ever experienced. Change is constant and not always easy. But making the transition to motherhood, dealing with the ever changing world of a baby, and accepting the ambiguity of parenthood, better prepares me for the constantly changing world of work. (I think!)

Multi-tasking and establishing achievable goals – Being a house manager and new mom with limited time and a demanding boss means this skill has become finely tuned. Finding ways to do more with less time, and to be more efficient with my time, translates into cooking dinner, unloading the dishwasher, feeding my son, and doing a load of laundry...all at the same time.

I knew I would be returning to my old job after 12 months away. And for the mom’s out there who are in the same boat, coping with sleep deprivation, dirty diapers and a drooling boss, there are many things you can do to try and keep in touch with your field, and your skills current:

1. Keep up with your industry through websites or journals.
2. Get a paper once a week.
3. Keep in touch with co-workers, by phone or email.
4. Start a blog! Develop new technical skills and hone writing skills while you are away from the work force.
5. Volunteer. At a community association, board of directors, alumni group, the library or school.
6. If you can handle it, attend a professional development conference.
7. Keep up your networks through LinkedIn, or even Facebook.

I have to break it to my new boss that I’m heading back to my old job soon. I’m sure (and hope) he’ll take it in stride, and look forward to seeing me at the end of each day for his daily cuddles.


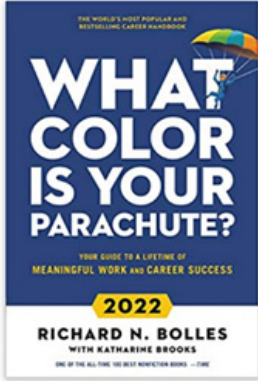
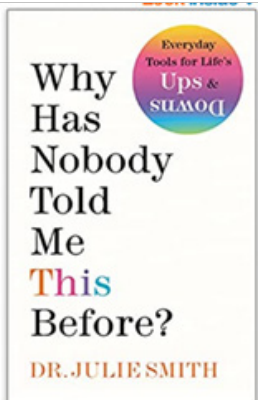
Lise Stransky, BA, CCDP, is a new mom, and a career advisor with Career Services at the University of Calgary.



Career Currents

Compiled by Jan Robinson,
CDAA Marketing & Communications Team

TOOLS AND RESOURCES

	<p>Experiences Canada - Discover your career path: Career Planning Resources – experiencescanada.ca</p> <p>Access a wide variety of resources such as Career Vlogs, Elearning modules, Webinars, Workshops for career planning and a series of monthly webinars and resources aimed at helping youth navigate life after high school.</p>
	<p>Available at Amazon</p> <p><i>What Color Is Your Parachute? 2022: Your Guide to a Lifetime of Meaningful Work and Career Success</i> – Dec 14 2021 - Richard N. Bolles</p> <p><i>Still the best! The world's most popular and best-selling career guide is fully revised and expanded for 2022.</i></p>
	<p>Available at Amazon</p> <p><i>Why Has Nobody Told Me This Before?</i> - Dr. Julie Smith, January 11, 2022</p> <p>In her debut book, clinical psychologist Dr Julie Smith provides the skills to navigate common life challenges and teaches how to fortify and maintain your mental health, even in the most trying of times.</p>

INTERESTING ARTICLES

[Resilience and Reimagining: CERIC releases 2021 Annual Report](#) – ceric.ca

- Reflections on a year that brought a sense of moving forward, despite ‘taking two steps forward and one step back’. CERIC recaps 2021 activities that defined the year.
-

[‘People Work for Money’: Pay Transparency Is More Important Now Than Ever](#) – canadianbusiness.com

- *Why disclosing salary ranges for public job postings is essential to attracting top talent.*
-

[Despite Canada’s labour shortage, workers with disabilities are often left behind](#) – theglobeandmail.com

- *Learn more about how these workers have historically been marginalized and a federally incorporated non-profit organization dedicated to maximizing the inclusion, job retention, and advancement of current and future professionals with disabilities.*
-

[Tools to help you navigate the hybrid work world](#) – bccpa.ca

- Professional development instructor Scott Orth offers his take on the ‘flexible’ workspace and where it might lead. Orth will be a featured speaker at CPA Canada’s The ONE National Conference in Vancouver, being held from September 12 to 13, 2022.

RECOMMENDED ONLINE OPPORTUNITIES

[Visit these sites for the latest in Canadian labour market information](#) – careerwise.ceric.ca

- Bookmark worthy - A comprehensive roundup of links to information sources by province or industry sector.
-

[15 free career assessment tools to help clients find their fit](#) – careerwise.ca

- Career assessments can be a helpful tool to spark ideas and identify strengths, but not every assessment is right for every client. This list of free tools may have exactly the one you need!
-

[ADL 215 - Employment Counselling Toolkit for Career Development Practitioners](#) - UCalgary Continuing Education

- This online-delivered course focuses on developing strategies for career development practitioners to use with clients in both individual and group settings. Offerings in October 2022 and February 2023.
-

[Boost your career in 2022 by taking these free courses](#) – livelearn.ca

- A selection of online courses that teach job readiness skills, preparing newcomers for onboarding and integrating into Canadian work culture.

RESEARCH THIS QUARTER

[Survey reveals learning preferences of Canada's career development professionals](#) – ceric.ca

- In May of 2022 our members were invited to participate in this survey, and the results are in! In addition to the report, you can also access a PowerPoint presentation with detailed results on professional development and respondent demographics, as well as an infographic highlighting key results.
-

[From Low-Mobility to Rapid-Growth Jobs: How Governments and Agencies Can Build the Bridge to Clean Economy Careers](#) – conferenceboard.ca

- Research reveals numerous transition paths existing between high-risk, low-mobility (HRLM) occupations and rapid-growth jobs, such as those in the clean economy. Provincial governments, economic and skills development agencies have an important role ahead in supporting workers on these paths as they relate to future economic development and workforce strategies.
-

[Future of Work](#) - Imic-cimt.ca

- LMIC has re-launched the Future of Work Annotated Bibliography with World Education Services (WES). Get access to up-to-date research about the future of Canada's labour market. New entries will be added every two months.
-



Alis Update (alis.alberta.ca)

New Alis Tutorial Videos

The alis team has uploaded 8 new alis tutorial videos to help you and your clients learn how to use the alis website. The short videos are meant for those who need some guidance in using alis resources. Those who are already familiar with alis will still find them useful for learning about recently-added functionality, such as the additional filters in Alberta Job Postings.

See them all at [Alis Tutorial Videos](#). The newly-added videos are:

Alis Accounts:

- [How to share your alis account](#)
- [How to view a shared alis account](#)

Alberta Job Postings:

- [How to browse job postings](#)
- [How to save job postings](#)
- [How to subscribe to job alerts](#)
- [How to unsubscribe from job alerts](#)
- [Understanding basic filters in Alberta Job Postings](#)
- [Understanding additional filters in Alberta Job Postings](#)

We'll be adding tutorial videos for all resources on the site, so check back often to see what's new on the Alis Tutorial Videos page.

If you have a suggestion for future video tutorials, or questions or comments about other parts of the alis website, let us know by contacting the team directly:

- Email—alis.info@gov.ab.ca
- Phone—780-422-1794 (for toll-free access in Alberta, first dial 310-0000)
- Online—through our [feedback form](#)

Mobilizing Career Services to Support Policy Priorities

When quality career services are provided, we see a range of positive impacts, including but not limited to increased employability and improved labour market attachment¹, improved mental health and wellbeing², better employment outcomes³, and significant government savings⁴.

The Canadian Career Development Foundation (CCDF) is a non-profit centre of excellence and innovation working to extend the socio-economic impact of quality career/employment services. It's research and development, policy consultation, and capacity building initiatives align strongly with policy priorities across Canada and internationally. Two of CCDF's recent initiatives are:



CCDF has developed [PRIME](#), a new employability assessment and tracking approach that is supporting stronger career/employment services and garnering more robust impact data to inform policy and practice. (See the [latest PRIME research report](#))



CCDF has created [In Motion & Momentum+](#), a ground-breaking program for individuals most distant from the labour market. Over its 7 years of implementation across New Brunswick, social assistance cases went from historical highs to unprecedented lows. Subsequent evaluative research with the Ontario Centre for Workforce Innovation and the Future Skills Centre has replicated strong positive impacts across six additional provinces, and the results of a randomized controlled trial and cost-benefit research will be published in 2023.

For more information about these and other CCDF initiatives, visit www.ccdf.ca or contact Sareena Hopkins, Executive Director (s.hopkins@ccdf.ca)

¹ Hooley, T. et al (2016) 'The impact of career guidance on progression in learning and work: a literature review' Derby: University of Derby.

² Redekopp, D. & Huston, M. (2020) Strengthening Mental Health Through Effective Career Development. CERIC.

³ Mann, A. et al (2020) Career Ready? How schools can better prepare young people for working life in the era of COVID-19. OECD

⁴ Government of New Brunswick, Social Development, accessed at <https://immplus.ca/impact-results/> 2022-01-11

Smoke and Mirrors

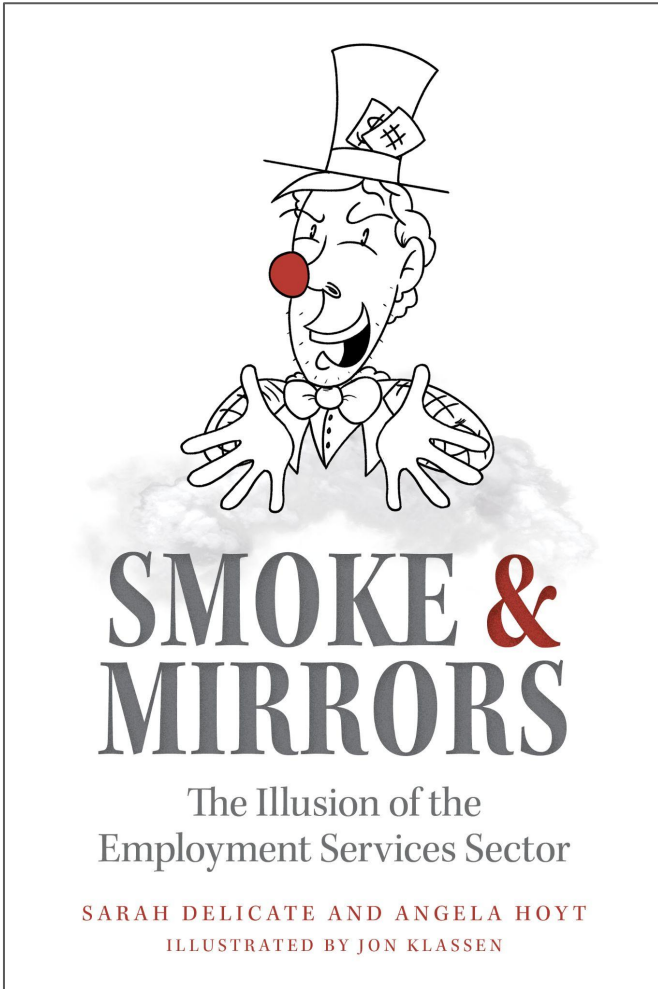
The Illusion of the Employment Services Sector

by ■ Sarah Delicate and Angela Hoyt

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ABOUT THE BOOK

Smoke and Mirrors, The Illusion of the Employment Services Sector pulls back the curtain on the dark side of outcome based, government funded employment services. Despite the billions of tax dollars invested, the sector itself has become a significant barrier to employment for underrepresented groups, the very populations it is funded to serve. With the demand for 'good news!' stories to propel governments to election wins, the problem is created by politicians, perpetuated by public servants, and sustained by employment service providers— all magicians behind the illusion.

“Smoke and Mirrors” reveals the secrets that have perpetuated a broken employment system for at least 3 decades. Now is the time for the big reveal as never before has there been such interest in the future of work from so many players: government, employment service providers, education, industry, academia, evaluators, sector-specific associations, and business consultants. No doubt most of these players know the tricks and would like to be part of the solution.

Although there is no silver bullet solution, there are things that can and must be done. In this book, Sarah and Angela present practical solutions - thrival practices - to nudge the employment service sector in the right direction.

ABOUT THE AUTHORS

Sarah and Angela use a cheeky and humorous writing style to communicate the very serious issues at hand, and show readers how they can stop being complicit in poor service delivery.

Together, Sarah and Angela bring a corporate memory that spans 3 decades of government funded employment service programming and delivery, primarily in Canada. They have worked with many government departments and thousands of management and front line staff working in hundreds of organizations.

With this book, it is the authors' hope that their readers will learn they have more power than they think they do to improve their services for marginalized populations.

Sarah Delicate lives in Clarington, Ontario, and Angela Hoyt calls Gananoque, Ontario home.

NON-FICTION

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