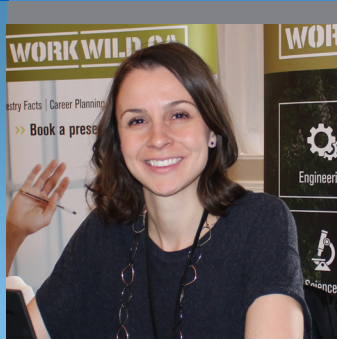




CAREER MOMENTUM

March 2022



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CDAA
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Career Momentum Member Focus Edition

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

Welcome to our Member Focus edition of Career Momentum for March, 2022. This issue we spotlight one of our newest members, Sarah Tangan, CCDP.

As part of our 25th anniversary recognition, it's been fun to look back on past issues of Career Momentum from our archives. Today we feature an article from 2007, addressing a topic that continues to be timely.

We hope you're enjoying the new Career Momentum, launched in 2021, with its wider distribution and monthly publication schedule. Previously, Career Momentum was published quarterly, and issued to members only. If you are one of our many subscribers, we encourage you to consider joining as a member and to explore [all the benefits](#) of membership.

Career Development: A Look Back

It's certainly been an interesting and rewarding 25 years! As an association, our membership has grown, but our core values have stood the test of time. This article from the Career Momentum archives strikes a modern chord with regard to societal differences that recent events have brought so keenly into focus.

Enjoy *Social Justice Competencies for Career Practitioners*, published in Career Momentum, March 2007.

Social Justice Competencies for Career Practitioners

Alberta and Australian researchers have joined forces to explore the professional development needs of career practitioners in the area of social justice. This is the first comparative, cross-national study of career counsellors' competencies related to social justice. You are invited to participate in this exciting new area of research into career development practice.

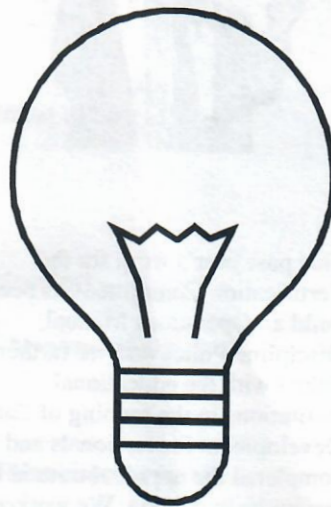
In a just society, opportunities, resources, and worth are distributed equally and fairly, with no individuals or groups holding particular advantages or disadvantages (Fouad, Gerstein, Toporek, 2006). Although we strive in Canada to ensure equity and fairness for all members of society, clients from non-dominant populations (defined by ethnicity, gender, sexual orientation, ability, and socioeconomic status) are most likely to present with issues that reflect unfair practices, policies, and other systemic barriers. Social justice is a human rights issue that impacts professional practice in career development and career counselling, particularly since access to and attainment of education and work provide a central means for ensuring social equity (Fouad et al., 2006; Hargrove, Creagh, & Kelly, 2003).

Three major trends in the field of career development underscore the importance of multicultural and social justice approaches in the practice of career development in both Canada and Australia. First, demographic changes within each

country, due to immigration patterns, have led to an urgent need for career counsellors to be equipped with multicultural and social justice competencies (Arthur, 2002; Arthur & Collins, 2005; Arthur & Stewart, 2001).

Second, the interdependence of national economies and demand for skilled labour are fueling an international workforce (Arthur, 2004; Hargrove, Creagh, & Kelly, 2003; Heet, 2003).

As clientele for career services change from homogeneous groups to a mosaic of people with diverse customs and cultures, career counselors must shift their perspectives from monoculturalism to multiculturalism (Arthur, 2000; Hartung, 2002; Leong & Hartung, 2000).



Third, although the environment is a cornerstone in matching people with occupations (e.g., Holland, 1997; Swanson, 1996), cultural influences have not been given sufficient attention in explanations about environmental forces that impact career development (Constantine & Erikson, 1998; Hartung, 2002), and few theories specify methods of intervening for environmental change (Hotchkiss & Borow, 1996).

The environmental and societal systems that envelop clients, counselors, and the practice of counseling are important considerations (Ivey & Collins, 2003; Sue et al., 1998) both as factors that impact clients' presenting concerns and as appropriate targets of intervention. A social justice approach to theory and practice acknowledges the role that dominant cultural values and mores have in shaping concepts of career, notions of "on-track" and "off-track" career development, how we define career problems, interventions, and suitable resources (Arthur, 2004).

We recognize that this is a new area of focus for many career practitioners. In fact, this is a growth area for the profession as a whole. This research project will articulate and refine social justice competencies and identify how to translate them into professional practice. It is our hope that by inviting career practitioners from both Canada and Australia to participate in this study, we will be

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Social Justice Competencies continued...

able to provide insights into the following key questions:

- What is the role of social justice in career practice?
- What competencies do career practitioners believe are important to support social justice?
- In what areas do career practitioners perceive themselves to possess social justice competencies?
- What are the gaps in current attitudes, knowledge, and skills for social justice among career practitioners.
- What "best practices" examples of career development and career counselling can inform professional practice and training?

The answers to these questions will serve to facilitate integration across multicultural counselling and career development fields; contribute a theoretically based competency model and assessment instrument for career practitioners, employers, and professional educators; identify gaps in practitioner levels of competence to inform professional education and training; and identify best practices for culturally-sensitive career development on a trans-national level.

This research is not possible without your participation! If you are working in the area of career development and are at least 18

years of age, we invite you to complete an anonymous online survey. The survey takes approximately 40 minutes to complete. Following the survey, we invite everyone to share their practice expertise through an additional series of open-ended questions. If you choose to complete this additional section, it will take approximately 20 minutes. You may save your responses at any time and return later to complete the survey.

Participants will have the opportunity to win one of three \$100 (CDN) gift certificates for the Canadian Career Development Foundation: Career Resources Clearing House or the Australian Council for Educational Research and to receive an e-mail summary of the results.

To participate or learn more, please go to:

<http://webapps2.ucalgary.ca/~sjcareer/sjsurvey/index.php?sid=1>.

This study has been approved by the University of Calgary Conjoint Faculties Research Ethics Board and the Athabasca University Research Ethics Board.

*Dr. Nancy Arthur, Professor,
University of Calgary
narthur@ucalgary.ca*

*Dr. Sandra Collins, Associate
Professor,
Athabasca University
sandra@athabascau.ca*

For complete references, please contact the authors.



"Would you tell me, please, which way I ought to go from here?"

"That depends a good deal on where you want to get to", said the cat.

"I don't much care where", said Alice.

"Then it doesn't matter which way you go", said the cat.

***Alice in Wonderland
Lewis Carroll***



CDA Member Profile: Sarah Tangan, CCDP, RPR

Mentorship Facilitator, Edmonton Region Immigrant Employment Council (ERIEC)

By Paula Wischoff-Yerama

Sarah is a new CDA member and Certified Career Development Professional. We wanted to get to know Sarah a little bit better and find out what she loves about career development. Thank you for sharing your story with us, Sarah!

Tell us about your entry into and progression in the career development profession.

As an immigrant with international experience in maritime HR, I landed in Alberta and started to reinvent myself. I accessed several settlements and career advising services, that is when I realized that I could also make a difference to other immigrants and job seekers in Alberta. I volunteered and found opportunities in non-profits serving immigrant job seekers.

As a relatively new CCDP can you share your motivation for obtaining your certification and how it has enhanced your work as a career development practitioner?

My passion for advancing client learning and success motivated me to obtain my certification. I've taken courses to complement my experience and gained a lot of value in learning about adult learning and the foundations for career development. I have a lot of respect for the capacity of adult learners in taking the helm of their success, with that I have explored ways how to effectively support and help them navigate their job search journey in a constantly changing labor market and ever-changing times.

What might you say to someone to encourage them to get involved with their professional association?

As career development professionals, we encourage clients to explore ways to obtain their professional designation (as needed), take micro-credentials, and pursue continuous learning (whichever is applicable). I remember a previous mentor who encouraged me to always practice what I preach. This mentor shared the "WACADAD" principle - Words Are Cheap, Deeds Are Dear. It is not about just saying and preaching what you want others to do, it is also about taking action. I'd like my clients to know that I also apply what I tell them to myself and that makes my story relevant and relatable.

The past couple of years have been full of challenges and opportunities. What have been the most significant challenges and opportunities for you and your clients this past couple of years?

The pandemic has been challenging for both practitioners and clients. Most of the clients I serve are newcomers to Canada and face-to-face meetings used to be refreshing and welcoming for the new Canadians to feel that they belong. The virtual platform offers more convenience in terms of accessibility of services in the comfort of their home. Remote coaching allowed the continuation of client support in a safe yet socially distanced environment. However, I believe that the rapport-building of in-person networking and coaching is still different from the online version. This provides an opportunity to be more innovative and look at different virtual engagement platforms to ensure that we have all lenses covered for the client to benefit from these unprecedented times.

How does your career development experience impact other areas of your life?

My career development experience has had a lot of impact in other areas of my life. Career advising/coaching is all about giving and we cannot give what we do not have. It is a constant reminder for me to continue learning and meeting new people who may help me help others. It also reminds me to take care of myself so I present my best self to clients who need support and encouragement as well as resources that will help them navigate their job search journey.

Tell us something interesting about you (personal or professional), your goals / dreams for the future (personal or professional), your vision for career development in Alberta, etc.

I am a wellness junkie, I enjoy traveling and long walks. My vision for career development in Alberta is to see more CCDPs being recognized as great servant leaders - we all rise by serving others and helping our clients achieve success!