



CAREER MOMENTUM

January 2023



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CDA
Current. Connected. Committed.



Career Development Update January, 2023

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*T*he new year is an exciting time and we are looking forward to all 2023 has to offer!

NEW NOC CODE: 41321

Starting November 16, 2022, Employment and Social Development Canada programs are migrating to the NOC 2021 version 1.0. What does this mean for CDPs? In addition to updating the profiles of over 500 Canadian occupations, CDPs have our own new NOC code! Check out our new NOC, and learn more about the NOC 2021.

AVAILABLE NOW: COMPETENCY PORTAL FOR CANADIAN CDPS

The Competency Framework, Code of Ethics and the new version of Taking Charge are available online for you to access. Sign up for your free account, to reference the field's cornerstone resources, and self-assess your mastery of the competencies in your unique career context.



SIGN UP FOR YOUR FREE ACCOUNT HERE: <https://ccdp.insite.com/ui/lobby/signin>

Competency Framework and National Profile

Access the competency framework in a dynamic online format without the PDFs. See glossary terms in context, and easily print, search, and reference competencies.

Code of Ethics

Reference the Code of Ethics and its integration with the competency framework in one easy to navigate space.

Taking Charge

Taking Charge is an online self-assessment tool that allows you to rate the extent to which you feel you've mastered competencies from the Pan-Canadian Competency Framework. Take these self-assessments at any time, save your results, and track your mastery of the competencies over time.

SCOPING THE CANADIAN CAREER DEVELOPMENT LANDSCAPE

Challenge Factory and the Canadian Career Development Foundation (CCDF) have partnered with CERIC to scope and map who is providing career services across Canada. The Career Development Association of Alberta is honoured to have a seat at the Steering Committee table.

Much of Canada's career development field is not visible or known to Canadians and policymakers. Without a comprehensive evidence base that identifies who does the important work of career development across the country, several challenges will continue to hinder the advancement of the field. First, the impact, magnitude and value of the sector's work will remain misunderstood and poorly recognized. Second, the current and future needs of the sector will go unmet, including the learning and skills requirements of this varied group of professionals. Third, there will be no meaningful way to understand, assess and address gaps in Equity, Diversity, Inclusion and Indigeneity (EDI) that affect both clients and service providers.

The goal of this project is to demonstrate the breadth and depth of support that Canadians receive from this hidden sector as we all navigate changing labour market and employment landscapes. The core project deliverable will be a market research report that informs and enables everyone in the career development field to chart a path forward together. By conducting original research and drawing on the results of previous studies, this project will create an up-to-date snapshot of the Canadian field while avoiding the duplication of surveying work that has already been done. The findings will be presented at Cannexus24.

More information about the project is available at <https://ceric.ca/2022/09/project-to-map-canadas-career-services-landscape-awarded-to-challenge-factory-and-ccdf/>.

ACDC 2023

SAVE THE DATES

CDAA's 9th annual Alberta Career Development Conference will take place at The Best Western Premier Calgary Plaza Hotel & Conference Centre in Calgary, Alberta on May 2 & 3, 2022! We are VERY excited to be getting together, in person, once again!

CALL FOR PROPOSALS

The call for concurrent session proposals and keynote proposals is OPEN and will be extended from the original deadline of January 27, 2023 to February 3, 2023. We are looking to fill two keynote presentation spots and 28 concurrent presentation spots! We have received numerous keynote proposals but only a small handful of concurrent session proposals.

Concurrent session proposals will relate to the conference theme, "Growing Forward", and address one or more of the following areas:

- Career Counselling / Coaching Techniques
- Trends, Tools, and Technology
- Career Development Research and Theories
- Workforce Planning and Development
- Personal Development and Wellness
- Leadership, Supervision, and Mentorship
- Best Practices for Diverse Client Groups



As a concurrent session presenter you will have the opportunity to engage with career development and related professionals, industry leaders, policy makers, educators, and more about your particular area of expertise; increase your professional profile or the profile of your organization or program; contribute to the professional development of career development and related professionals from across Canada and the growth of career development in Alberta; receive feedback from conference delegates; and earn Continuing Education Units toward CCDP re-certification (if applicable).

[Concurrent Session Proposal](#)

[Keynote Proposal](#)

The call for exhibitors and sponsors as well as delegate registration will soon be available! Please stay tuned for details.

CAREER DEVELOPMENT PROFESSIONAL CENTRE

Update from CCDF

In Spring 2022, you were a vital stakeholder and champion as CCDF explored the possibility of establishing a Canadian Career Development Professional Institute. We are deeply grateful for your contributions and support, and I am thrilled to announce that we have secured funding!

In the coming months, the newly branded Career Development Professional Centre, will emerge as a virtual space that builds excellence and innovation within career and workforce development. The Centre will:

- Provide a 'home' for the Competency Framework, National Profile, Code of Ethics, and associated resources;
- Ensure CDPs have access to basic, foundational training on a newly developed career development process, at no to low cost;
- Create and nurture a virtual professional community, where CDPs can exchange and grow with respect to their practice, application of learning, and further development needs;
- Establish a central hub as a "one stop" for CDPs to discover the full range of existing training available;
- Promote advocacy and a stronger evidence base for our sector; and
- Build a library of research and resources that demonstrate how quality career services equip Canadians to thrive in their learning and work across the lifespan.

The Centre will help build capacity and cohesion across the career development ecosystem to ensure that every individual – employed, unemployed, underemployed, or at risk of disruption – and all employers are prepared to effectively navigate learning and work and thrive in the emergent labour market.

The Centre has gotten this far because of the continued collaborative efforts of people and organizations like yours. We thank you so much for your contributions and look forward to our work together over the coming months (and years!). More announcements will be forthcoming but, in the meantime, please feel free to share with your networks. This is worthy of celebration!

Warmly,

Deirdre, Sareena, Tannis, Donnalee and the entire Centre team!

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

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/UCCMSki43Fif6EWsloKBh-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,



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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

CAREER DEVELOPMENT COMMUNITY COLLABORATION – JANUARY 2023

We are very excited to introduce 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 **February 10, 2023** with "community collaboration" in the subject line.

This month's Community Collaboration question comes from a member who expressed some concern about the availability of services and supports for older/mature workers:

"We have all these initiatives to support specific groups of job seekers and rightfully so BUT has there ever been any focus on support for older workers? They are, in many ways, dispensable, forgotten, overlooked, disregarded, and the butt of jokes; essentially considered useless if considered at all.

As I look more into the concept of ageism, the more concerned I become. A popular opinion is that the boomers are taking up space in the job market, refusing to retire (and who can blame them with inflation, etc.) and therefore reducing opportunities for everybody else. However, there are many who were dismissed/terminated/forced into early retirement but want/need to work and are unable to find it because of age discrimination.

They can put the words "we hire regardless of race, gender, age," etc. all they want in the recruitment ads but in the end it seems just lip service. Other than the Calgary drop in group, is there anything really in place for mature workers? Are there companies actually looking for/valuing the experience of older workers? Also, it seems it is not the same for older men as it is for older women."

- **Are you an older/mature worker?** What has your experience been as an older/mature worker looking for employment or trying to maintain employment?
- **Are you a service provider offering services and supports to older/mature workers?** What has your experience been providing these services and supports?

WELCOME NEW MEMBERS AND NEW CCDP DESIGNATES

**New Members
from October 1, 2022 – December 31, 2022**

*Bernice Gartner - University of Alberta – Edmonton
(Individual)*

*Tijana Vukovic - Calgary Immigrant Women's
Association – Calgary (Individual)*

**New CCDPs
from October 1, 2022 – December 31, 2022**

Karla Coleman – CBI Health – Calgary

*Louise Riley – The Integrated Post Secondary
Education Society of Alberta – Calgary*

*Thi Quynh Tram Nguyen – Mount Royal University –
Calgary*

*Melissa Diachuk – Prospect Human Services –
Edmonton*

Congratulations and welcome to the Career Development Association of Alberta!