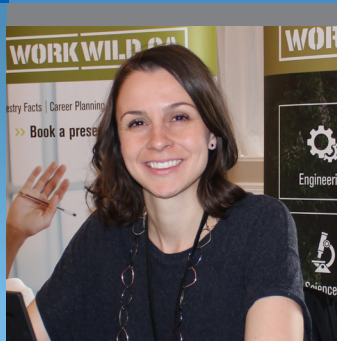




CAREER MOMENTUM

February 2023



IN THIS ISSUE:

- A Look Ahead: Message from the Executive Director
- Career Currents
- Alis Newsletter
- Feature Articles:
Career Development Professional Centre
- Community Collaboration

CDAAL
Current. Connected. Committed.



Career Development: A Look Ahead

In 2022, the CDAA's 25th anniversary year, we "looked back" at the state of our profession when we started, and appreciated how far we've come since then. With this new year it seems appropriate to turn our focus forward and explore the possibilities of the future, what new tools and resources are available, and how the tumult of the last few years have affected how we do our business and how we can best help our clients, our profession, and ourselves, going forward.

In this first Career and Industry edition of 2023, we feature some exciting information from the Career Development Professional Centre (CDPC) spotlighting the launch of their online learning community revealed at Cannexus23, and a report on all the fascinating projects they are currently working on.

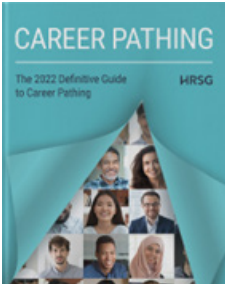

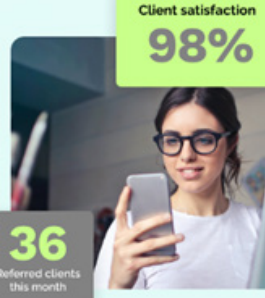
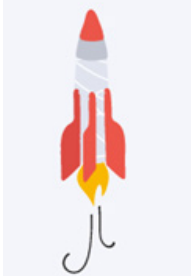
We hope you enjoy the above features, as well as our usual cornerstone entries from Alis, Career Currents and Community Collaboration, in this month's information-packed issue of Career Momentum!



Career Currents

*Compiled by Jan Robinson,
CDAA Marketing & Communications Team*

TOOLS AND RESOURCES

	<p>FREE EBOOK: Career Pathing: How to Reverse the Great Resignation - hrsg.ca</p> <p>Retain valuable talent with Career Pathing, a new approach that encourages employees to explore a wider variety of career moves and replaces limiting, hierarchical career ladders with flexible career “lattices.”</p>
	<p>Canadian Journal of Career Development – Winter 2023 Issue – Robert Shea, Founding Editor & Diana Boyd, Associate Editor</p> <p>Just released, Volume 22 Issue 1 – featuring articles such as Indigenous Young Adults Compassion Fatigue Mothers Return to Work, and more. Stay tuned for exciting changes in upcoming issues of the CJCD.</p>
	<p>Career Coach Business Tool: The best career coach software to grow your business – ontraport.com</p> <p>All-in-one software that powers your marketing and client management, helping you make a bigger impact on clients. Try it for free!</p>
	<p>The Career Finder Test of 2023: Free Career Aptitude Test – brainmanager.co</p> <p>This test created with the help of Psychologists and Neuroscientists helps gain a better understanding of your Professional Personality and provides a downloadable report that includes a top 10 list of jobs based on your results.</p>

INTERESTING ARTICLES

[Companies pivot to wooing older workers as retirement exodus fuels labour shortages](#) – financialpost.com

- “It’s up to employers to revisit their attitudes.” - *Anthony Painter, Chartered Management Institute*. Post-pandemic, one agency said they ‘would not touch someone over 60 with a barge pole’. More flexibility, support for health conditions, career progression and more inclusive workplaces are what’s required to retain or attract older workers.
-

[Five Signs That It’s Time to Quit Your Job](#) – canadianbusiness.com

- A December 2022 Robert Half survey revealed that 50 per cent of employees planned to look for a new job within the first six months of 2023, listing higher salaries, better perks, and advancement opportunities as motivators. But how do you know it’s truly time to quit a job?
-

[How to Help Clients Navigate a Potential Recession](#) – careerprocanada.ca

- 10 helpful strategies, tactics, and tips that clients can pursue to recession-proof their careers. Labour market shifts, restructurings, and economic downturns are inevitable. What counts is how we choose to approach change!
-

RECOMMENDED ONLINE OPPORTUNITIES

[Professional Mastery & Assessments Certification \(PMAC\)](#) – crgleader.com

- February 28 – March 1, 2 2023, virtual via Zoom. Spaces are limited. If you are a leader or an independent/internal professional developer desiring to make a difference in other people’s lives, this virtual event is for you! This engaging and interactive certification program prepares you to successfully administer and interpret holistic assessments to develop individuals, teams, and leaders.
-

[Advancing the Conversation on Systemic Racism: Self-Assessment](#) – gc.ca

- An online self-paced course offered by the Government of Canada to assess familiarity and understanding of racism and systemic racism, helping participants to better understand their role in creating meaningful change.
-

[Reflecting on Cultural Bias: Indigenous Perspectives](#) – gc.ca

- This online self-paced course includes a series of self-reflection exercises to discover cultural competencies needed to build respectful relationships with First Nations, Métis and Inuit peoples and generally explore the issues of unconscious cultural bias, prejudice and discrimination.
-

[The Quest for Purpose](#) – crgleader.com

- What’s your legacy going to be? Are you being intentional in the way you are living your life, or leaving it up to chance? Check out this book and online ecourse *The Quest For Purpose*, created specifically for those who would like a self-guided roadmap for realizing their life purpose.

RESEARCH THIS QUARTER

[Global jobs growth will halve in challenging 2023: ILO](#) – financialpost.com

- An International Labour Organization (ILO) report on global trends says employment growth for 2023 is expected to slow sharply compared to 2022, due to factors such as the war in Ukraine, high inflation and tighter monetary policies.
-

[What we know about the skills and early labour market outcomes of refugees from Ukraine](#) – oecd.org

- About 1 million Ukrainians have applied to move to non-EU OECD countries, including Canada, the United Kingdom, the United States and Israel. Many of these adults have vocational or academic qualifications, but knowledge about their actual skills is still scarce. Finding gainful employment for refugees commensurate with their educational and professional qualifications is important to the economies of both nations.
-

[The 2023 Workplace Learning Report: Building the Agile Future](#) – learning.linkedin.com

- L & D leads the way to an agile future, how to survive and thrive even amid economic headwinds. Learning leaders across HR are working to ensure access to the tools, the career paths, and the skills to succeed



Alis Update (alis.alberta.ca)

Coming Soon: Alis Online Demos

Starting in June, 2023, alis will be able to provide online demos to help inform and support career advisors and their supporting organizations throughout Alberta. We can meet with you virtually to show you how to use tools and resources on the site and answer any questions you have. Those interested can request a demo by [emailing the alis inbox](#). We look forward to showing you how alis can help you counsel Albertans in their careers.

Ressources en français

Alis recently added French translations of 35 new and updated articles, covering a wide range of career advice topics. You'll also find translations of some of our interactive worksheets, which allow readers to save, print, or email their responses to various quizzes, self-assessments, and career planning activities. The majority of the articles can be found on 4 new collection pages:

- [En savoir plus sur vous-même](#) (Know more about yourself)
- [Faire des choix concernant le travail et la vie](#) (Make choices about work and life)
- [Être en sécurité au travail](#) (Be safe at work)
- [Gérer les défis](#) (Manage challenges)

New Career Advice Content

Several new career advice articles were recently posted on alis. Highlights include:

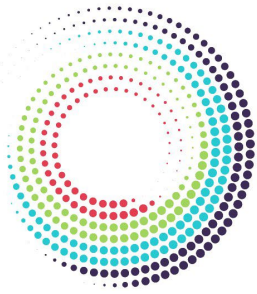
- [Use Alis to Find Your Top Occupations and Jobs](#) – There are hundreds of occupations and thousands of jobs out there. Learn how to use the various exercises and filter tools on alis to find ones that meet your clients' needs.
- [When 9 to 5 Is Not Enough: Build a Career You Love](#) – The labour market is changing fast. Some workers—especially younger ones—are finding opportunity by building non-traditional careers that fit their specific wants and needs. Could a non-linear career path be right for your clients?
- [Micro-Credentials Can Boost Your Career](#) – Micro-credentials are a hot topic in higher education and industry. Because they help workers train quickly for new jobs and careers, micro-credentials are changing how society views and uses higher education. What could this mean for your clients?
- [Dealing With Rejection in Your Job Search](#) – Every job seeker has to deal with rejection. Learn to deal with rejection keep the job search moving forward.

Check [What's New on Alis](#) regularly for the latest career advice articles, occupational videos, and labour market information.

Contact Us

If you have a suggestion for future content on alis, 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](#)



CDPC Building excellence and
innovation in career and
workforce development

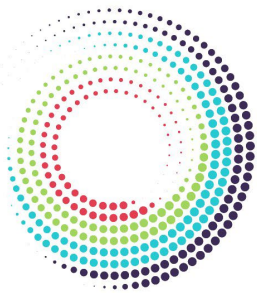
CEDC Favoriser l'excellence et
l'expertise en développement
de la carrière

The Launch of the Career Development Professional Centre's online social learning community at Cannexus 2023

We were thrilled to launch the Career Development Professional Centre's online social learning community at Cannexus 2023! This community is a virtual place for all those working in career and employment services across the country to come together for discussion, networking, sharing, and learning. Join and engage with your colleagues on a topic that you are curious or passionate about.

There is a main bilingual community for all members to connect, a dedicated Francophone community, a Conference Conversations group where we encourage members to share conference experiences and learning, and the Cabinet of Career Development Curiosities group to share your favourite resources, ask questions, and connect with others who share your curiosities. We know other groups will emerge as the community grows. Have an idea for a group? Email us at info@cdpc-cedc.ca

We invite all those working in and around career and employment services to join the community at <https://cdpc-cedc.ca/register>.



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de la carrière

February 2023

The **Career Development Professional Centre** continues to keep us busy. Currently we are working on two additional components of this exciting initiative.

The first is phase 1 of the foundational training the Centre will be offering. Curriculum development is moving forward, and we are busy working with provincial associations, industry councils, and other stakeholders across the country to plan and host training. This first phase will be hybrid, combining instructor-led Zoom sessions with in-person training. The focus of the training considers career development fundamentals in this new era of disruption and within environments burdened by systems that seem misaligned to good practice. We expect a high demand so will be establishing an application process. There will be a fully self-paced, independent and highly interactive version of this training launched by the end of September which will be free to all those interested.

The second component is a sector events calendar. Canadian Career Development Professionals can access an incredible range of professional development and education/training programs but finding all these can be challenging. The sector events calendar hopes to be a single place any CDP can go to learn more about the events and opportunities available around the country. The calendar will launch soon; see <https://cdpc-cedc.ca/sector-events/> for further information.

CAREER DEVELOPMENT COMMUNITY COLLABORATION

Last month's Community Collaboration questions came from a member who expressed some concern about the availability of services and supports for older/mature workers. We asked:

- **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?

We received this response from Jennifer Resch, Regional Manager, Southern Alberta Region, MCG Careers Inc. Thank you, Jennifer!

Re: Community Collaboration: Employment Services for Mature Workers

Thank you for bringing light to the topic of employment services for mature workers. As the cost of living continues to increase, mature Albertans are re-adjusting their futures; pushing back retirement dates, re-entering the workforce, and trying to find solid footing in an employment market naturally designed to target youth.

Ageism, rapidly advancing technology, media trends, and perception biases can impact employment success for mature workers. Age stereotypes impact not only the perceptions of others on older adults in the job search market but also hold a significant impact on the limiting beliefs we often place upon ourselves.

MCG Careers is a service provider that offers Career and Employment assistance to Albertans. In 2011 MCG Careers partnered with the Government of Alberta to offer a new, innovative program called The Targeted Initiative for the Mature Worker (TIMW) in the Foothills. This program is designed to support mature Albertans between 45 to 68 years of age who are either unemployed or underemployed. In 2020, MCG Careers expanded its program to support participants 50 to 64 years of age at its South Calgary location, the Calgary Career and Employment Centre. This initiative continues to provide participants with the opportunity to improve their current job search skills, gain confidence, learn some key computer skills and build their network in a supportive environment.

Eligible participants can expect up to six weeks of classroom training followed by six weeks of supported job search and post-employment follow-up. Many participants gain employment before the six-week class is completed and when they do, they gain new friends to celebrate with them! Since launching the TIMW program, MCG Careers has assisted over 400 mature workers to gain meaningful employment. Check out our community website at yourexperiencecounts.com.

Contact MCG Careers to speak with a career coach and learn more about how this program can make your "Experience Count" and help you "See Good Things".

MCG Careers Okotoks & High River: 1-844-601-2660
highriver@mcgcareers.com

MCG Careers, Calgary Career and Employment Centre: 403-668-5445
ccec@mcgcareers.com
www.mcgcareers.com