

The Nova Scotia Career Development Association

“Charting the course for the advancement of career development in Nova Scotia”



NEWSLETTER

Fall 2005 Edition

Greetings from the Chair...

As 2005 draws to a close I reflect back on the past six months with amazement on our growth and development as an organization. From all accounts, **Charting the Course-Catching the Spirit** held at Acadia University in May 2005, was a quality event! The momentum of “catching the spirit” began in pre-conference and continued throughout the event. Dr. Kris Magnusson exceeded the organizing committee’s expectations both in his delivery as key note speaker and as the post conference workshop facilitator. His messages on the 5P’s of Career Development (see PowerPoint Presentations on the NSCDA website) were both inspirational and practical. Many of the workshops engaged participants in a fun learning atmosphere, were filled with humour, and offered many insights and practical application. For our closing event we were blessed by the presence, stories and musical talents of Cathy Porter, a musician based in Halifax. Cathy told part of her “life story” in a deeply touching way. Her choice of musical accompaniment - Dave Gunning, added to Cathy’s story and allowed us to witness Kris’s 5 P’s come alive. The feedback from the conference participants was overwhelmingly positive and complementary. I have a great deal of appreciation for all the hard work of the NSCDA conference organizing committee and for the “mystery” of having it come together so well.

Planning is now underway for **Charting the Course – Navigating the Future**, scheduled for May 31- June 1, 2006 at Saint Francis Xavier University in Antigonish, Nova Scotia. So watch for future announcements and plan to join us for this annual professional development event in NS.

In other news, the NSCDA board took on a new role. We created a project team and hired a coordinator work in partnership with the Canada Career Consortium (CCC) to implement Phase 1 and 2 of the National Integrated Delivery Strategy (NIDS) in Nova Scotia. Under the auspices of the project team, volunteer facilitators traveled

throughout Nova Scotia and informed career practitioners about the upcoming skills shortage and the concerns and work of national and provincial sector councils. A summary of the **NIDS Report - Phase 1 & 2**, is found in this newsletter. Watch for Phase 3 NIDS announcements!

The NSCDA Board also passed a motion to double the size of the board. This means that 2 members/region can serve as a board member. Since our inception as a professional association more than seven years ago, the work load for board members has increased. A letter is being circulated in each of the regions asking for people to nominate a member or volunteer. If you wish further information, contact the board member in your region.

The NSCDA Board is pleased to welcome **Rob Wolfe** from the Strait Region as our newest board member. Rob Wolf has been a Career and Life Management and Fine Arts Teacher for the past sixteen years at St. Mary’s Academy in Sherbrooke Nova Scotia. He has been working with the Career Information Pathways Group and the NIDS Working Group in Halifax. He has also recently written a Career Development Based Teachers Resource Guide for the Career Options Handbook, to be published early in the new year. Rob is also a registered counselor

I hope you enjoy this holiday season. Let me close with a quote that has inspired me, from the book, *Let Your Life Speak* by Parker Palmer.

*Today I understand vocation quite differently,
not as a goal to be achieved
but as a gift to be received.
Discovering vocation does not mean scrambling towards
some prize just beyond my reach,
but accepting the treasure of true self I
already possess.*

Clarence De Schiffart, Chair -- NSCDA



Update on National Initiatives

The Canadian Standards & Guidelines for Career Development Practitioners

While the pan-Canadian network supporting the Canadian Standards and Guidelines (S&G) is currently in maintenance mode, a great deal is happening at the provincial levels as well as within professional bodies. Alberta has moved forward with its plan to license career development practitioners. British Columbia has developed an approach to certification which is at the consultation stage. Canadian Career Development Foundation (CCDF) and Life Strategies (based in BC) have been in discussion and negotiation with the National Board for Certifying Counselors (NBCC) to develop a "Global Career Development Practitioner- Canada" credential which would be based on the S&Gs. This would require any approved training programs leading to the credential to be fully aligned against the S&Gs. The S&Gs have been a key catalyst underlying all of these developments.

The S&Gs Steering Committee and Stakeholders will be meeting in January 2006 to examine the future of the S&Gs. . Concern has been expressed that Career Practitioners may be moving towards more fragmentation as jurisdictions each decide to go their own way without any pan-Canadian model. The S&G's Steering Committee think it is timely for as many of the S&G developers as possible to come together to become current with what is happening and consider the implications and alternatives.

Questions that are to be discussed at this meeting include the following:

- Is there an ongoing role for the stakeholders with respect to leadership?
- Is there a need for a coalition of existing provincial/territorial professional associations to coordinate initiatives which affect the profession as a whole?

These are the "where to from here" issues. To examine this now is particularly pressing as HRSDC has, in recent months, withdrawn support for career development initiatives (e.g. The Edge; Career Circuit; Canada WorkInfoNet). HRSDC support has been crucial for all pan-Canadian career development initiatives.

Watch for further developments that may arise from this gathering in Ottawa. The NSCDA website will post

announcements as they become available. You can also contact Clarence De Schiffart - S&G's Steering Member if you wish further information.

Canadian Standards and Guidelines for Career Practitioners: www.career-dev-guidelines.org

NATCON - North America's largest bilingual career development conference

2006's Theme: Career Development for Workplace Skills

The National Consultation on Career Development is a national event with international participation addressing career development and employment issues. The Consultation provides the opportunity for public and private sector organizations to explore new developments, challenges and solutions pertaining to human resource development and career development. The National Consultation is designed to encourage the exchange of information on new theories, research and innovative approaches in all areas of career development and career information.

The Consultation is also intended as a showcase for new, innovative and exciting developments in career development theory and practice. This year's event is established around key workplace issues such as: labour and skill shortages, labour market transitions, productivity and competitiveness; access to learning, Sector Councils, etc. The National Advisory Committee is pleased to introduce two consultative sessions as part of the NATCON 2006 program. The consultative session on the Workplace Strategy is on Monday afternoon. Tuesday morning session will focus on Foreign Credential Recognition"

For additional information on this national event being held on January 23, 24, 25, 2006 in Ottawa, go to: <http://natcon.org>

New Brunswick Career Development Forum Tackles Hot Issues and Topics

The largest forum for career development practitioners in New Brunswick was held on November 29 & 30, 2005 at the Lord Beaverbrook Hotel in Fredericton. The NB Career Development Action Group's annual event featured more than 32 sessions. Themed "Making Connections:



Energize Your Future!".

The opening keynote featured Denise Bissonnette from Diversity World in California — a highly acclaimed author, trainer and curriculum developer in the field of employment and training. Her inspirational keynote centered around the theme "Rekindle the Flame". Denise offers keynote addresses and workshops throughout North America. Some of Denise's publications include, *The Wholehearted Journey: Bringing Qualities of Soul to Everyday Life and Work*, *Beyond Traditional Job Development*, *30 Ways to Shine*, and *Cultivating True Livelihood*.

For a review of the conference, visit the NBCDAG web site, www.nbcdag-gadcnb.ca

National Key Findings of Phase 1 and 2 National Integrated Delivery Strategy (NIDS) Reported

The Canada Career Consortium (CCC) released the *Final Report of Phase 1 & 2 of the National Integrated Delivery Strategy (NIDS)* at its AGM. CCC's provincial partners conducted 28 focus groups, 15 orientation sessions and 36 formal presentations, resulting in approximately 900 online survey submissions that provided feedback on the NIDS web site (Phase 1). The survey responses and the results of focus group discussions were consistent and unambiguous across all regions and among all stakeholder constituencies. Here is a summary of the findings. (For a copy of the full report, go to www.nscda.ednet.ns.ca)

Finding # 1 - Awareness of Sector Councils

Very few people and organizations were aware of Sector Councils or their resources. NIDS would be a valuable tool in improving knowledge of Sector Councils and their resources. For example, a vast majority of respondents (80%) indicated that they had found new information that they did not know existed. Many communities suggested they want to learn more about Sector Council resources, to be involved in future NIDS activities and be part of the process of resource adaptation or development.

Finding #2 - Mapping the regional networks

Significant challenges in mapping networks were encountered in all regions due to the low level of awareness of Sector Councils. But again, as organizations learned more about Sector Councils many embraced the NIDS concept. Participants expressed some concern

regarding the intended use of information collected in the mapping exercise.

Finding #3 - Content of resources

Satisfaction levels were extremely high with respect to both the focus and the objectives of the NIDS project and the web site. However, respondents expressed concerns about the content of the career information materials provided by Sector Councils in terms of integrity, accuracy, currency, regional relevance, quality, format, availability and resource development criteria. For ease of use, they would like more commonality in the structure of resources from the various sectors. Information resources were seen as more useful than sector promotional materials.

Finding # 4 - Functionality of the NIDS web site

Satisfaction levels were average with respect to the overall presentation and navigation of the web site. Many specific suggestions for improvement were received ranging from how Sector Council resources might be classified to how the visual appeal of the web site could be upgraded.

These findings are shaping the work of Phases 3 & 4 which is to start shortly. In Phase III, the findings from Phase I and Phase II will be analyzed and summarized to enable the facilitation of various meetings with National, Provincial and Regional representatives. The result of these consensus building meetings will identify and share best practices surrounding the delivery channels, feedback mechanisms and evaluation tools which enable Sector Councils to better link with regional networks and facilitate the dissemination of their LMI products. Updates to the NIDS website will reflect recommendations from the meetings and the findings of Phase I and II. Phase IV will continue to build on the best practices identified in Phase III to further emphasize existing evaluation tools and their effectiveness to assess Sector Council's products. Based on existing National, Provincial and Regional indicators, this phase will ensure that the necessary feedback mechanisms are in place to assess the LMI produced by Sector Councils and to determine the usefulness to the end-users and Practitioners.

Watch the NSCDA website for announcement regarding Phase 3 or contact Clarence.deschiffart@nsc.ca if you are interested in getting involved!



And on the local scene. . .

Western Region

The Shelburne County Career Connections Committee put together a one day professional development workshop. It took place on Wednesday, October 12, 2005. There were four sessions throughout the day and each session was designed to engage participants in activities and exercises that could be used with clients.

A fantastic line up of presenters accomplished just that. Alan Cuvelier, Department of Community Services delivered an entertaining overview of the career development model and highlighted qualities that make a great career practitioner. Clarence DeSchiffart, Career & Transition Services shared tools to explore people's passions and highlighted the career dimension of "Knowing Yourself". David Doucette, Service Canada navigated participants through the sea of labour market information and provided user friendly tools. As a finale, Linda Stoddart, Career Resource Centre and Jackie Race, Department of Community Services shared activities to help clients make an informed life plan.

To close the day, the organizers gave each participant a "toolbox" in hard copy and on CD. The toolbox contained all the resources used by presenters, plus favorites of the organizing committee. Each organization that attended the session received a copy of the Career Counselors Handbook by Richard Bolles and Howard Figler.

The organizing committee would like to give special thanks to our co-sponsors: NSCDA, Nova Scotia Community College – Shelburne Campus, Department of Community Services, Career Resource Centre, Black Employment Resource Office, West Nova Persons with Disabilities, Youth Services Centre – Barrington and Youth Resource Centre.

From the organizing committee; Jackie Race - Department of Community Services, Linda Stoddart – Career Resource Centre and Nicki Taylor, Nova Scotia Community College, Shelburne Campus.

Cape Breton Region

Congratulations to Heather Perro who recently received her twenty-five year service pin from the Province of Nova Scotia. Heather is employed with the Department of

Community Services in North Sydney.

Members of the NSCDA Cape Breton region met in November. Included on their agenda was discussion on professional development. The Cape Breton membership hopes to offer a PD event soon.

Annapolis Valley Region

The NSCDA members in the Valley region were able to participate in a number of Canada Career Week activities. Many community partners attended the Pathways to Work Employer Expo that was held on November 2, 2005 at the Nova Scotia Community College-Kingstec Campus. This event also marked the grand opening of the newly expanded campus.

The region also hosted a NIDS (National Integrated Delivery Strategy) orientation session in the spring. As we move into Phase 3, many thanks to everyone who participated in Phase 1&2 by meeting in small groups to provide feedback around the proposed web site.

Valley Region NSCDA Hosts Lunch & Learn

"From the Employers Perspective" was a presentation given by Fran Hill, an Employment Coach/Resume Specialist from Bedford to 18 participants on November 27, 2005. Fran has a proven record in helping people successfully market themselves to employers and has first hand knowledge of the ever changing workforce and needs of employers. She enthusiastically shared some of her strategies to coach people in preparation for interviews and in creating targeted resumes and cover letters.

This professional development opportunity and lunch catered by Cafe Central was possible thanks to the NSCDA Regional PD Funds.

Southern Region

NSCDA members in the South Shore region met on September 30th, for a round-table discussion. This round-table format provided members an opportunity to share upcoming activities and events of the various organizations represented, and to discuss professional development topics.



An Insider's View

Quick Tip: Finding Personal/Professional Development
by Barb Buchanan

If you live near a university or college campus, there are often free seminars open to the general public. To find out what's happening, pick up the student newspaper; browse the institutions' web sites and/or network with colleagues working in career development on the campuses.

Last week I attended a great lunch time "**Stress Busters**" session at Acadia University on ways to tackle stress in the workplace. The talk was given by Dr. Michael Leiter, a psychology professor at Acadia and Director of the Centre for Organizational Research & Development, which applies high-quality research methods to human resource issues that confront organizations. He holds the Canada Research chair in Occupational Health and Wellness at Acadia University. One of his most recent publications, with Christina Maslach, is **Banishing Burnout: Six Strategies for Improving your Relationship with Work.**

I don't know about the rest of you, but when ever I read or talk about stress, I usually end up feeling less optimistic than when I started! After Michael Leiter's session however, I came away with a better understanding of the focus points: demands, resources and recovery and action plans to deal with the stress. He talked about both external and internal demands pushing us and whether there is a gap between these demands and the resources that we have to deal with them. Resources include: energy, efficacy, involvement, resilience, people, money things, equipment space etc. Recovery helps build up our resources and includes things like rest, relationships, hobbies, variety and fitness.

In terms of action plans and demands, can you shape and influence your work environment in some way to make it less stressful? Can you manage your internal demands with regards to your expectations, values and ambitions? Action plans for resources might include pacing and recovery for energy, learning, coaching and experience for competence, honoring your values in the work place and team building/networking. For action plans to work you need to break old patterns and sustain the change. Tips for breaking the patterns include: tracking the feelings (what feels right, what feels wrong?) Identify the focus point-just pick 1 or 2 to work on at a time and develop alternative patterns. To sustain change, try the following:

coaching and support groups, rewards and tracking your progress from how you might have felt even 6 months ago. "It's manageable but challenging to effect change."

B. Buchanan

Have a tip you'd like to share with others? Make your submission to betty.oneill@nscd.ca

REGIONAL NSCDA PROFESSIONAL DEVELOPMENT FUNDS

We encourage all members in other regions to take advantage of the professional development fund. This fund allows members of the NSCDA to apply for up to \$800 annually to host professional development within their region. Funding guidelines and the application form for professional development funds are available on our website. The fund exists to create opportunities that:

- Enable practitioners to share career development resources and "best practice" information that comes from local, provincial and national organizations.
- Promote continuous learning by initiating, supporting and providing professional development, locally and provincially.
- Support and coordinate initiatives that will advance the career development profession in Nova Scotia
- Increase public awareness of the need for career development as a means for career decision-making.

For application forms contact your regional representative!

Professional Development Announcements

Have any professional development announcements from other organizations that you are connected to and would like to share them with members of the NSCDA? If you do, we'd be glad to post announcements on our website. Please send information to: Clarence.deschiffart@nscd.ca



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Reminder:

Annual membership to the NSCDA runs from April 1st to March 31st each membership year. Individuals who have an interest in career development are invited to join. This may include social workers, employment counselors, job search coaches, occupational therapists, private consultants, teachers, guidance counselors, human resources staff, rehabilitation specialists, etc.

Our website:

www.nscda.ednet.ns.ca