



NOVA SCOTIA CAREER DEVELOPMENT ASSOCIATION

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NEWSLETTER | FALL 2017

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The NSCDA Newsletter is published by the Nova Scotia Career Development Association, an inclusive not-for-profit organization that provides strategic leadership to Nova Scotia professionals in career development.

All design and editorial products related to the newsletter are created and produced by NSCDA staff, unless otherwise indicated. We welcome story ideas and submissions.

We do not offer monetary compensation for articles, but provide a biography for contributors. We cannot guarantee articles will run, even with previous agreement. All submissions are subject to editing for style and space.

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Did you hear?



- The HUB LMS is up and running and members have been added.
- There's a new Training Calendar on the NSCDA website.
- The next CCDP exam will be in February 2018.
- 78 courses offered through Dalhousie Continuing Education have been approved for NSW Staff.
- Have you received an invoice from the NSCDA? Anyone with a CCDP designation must be a member in good standing. If you have questions contact Chantelle Marshall.
- The Case Management Specialization training will be available on the HUB by the end of November.

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Executive Director

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Registrar

Connie Corse

Training Manager

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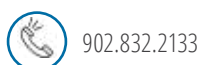
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Millbrook
Director

Lynn McDonagh Hughes

TIANS,
Halifax
Director

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Hello from the Executive Director

Since I began the Executive Director position with the NSCDA in April, I have been amazed at the amount of work, sectors and activities that encompass the field of career development. There is more work to do than hours to do it in! At the national level the NSCDA is involved with the 3CD (Canadian Council for Career Development) to help develop and support the work of a national career association. This includes the investigation of a national certification designation for career practitioners.

There are a variety of certification programs in place across the country and many associations have expressed a desire to look at the issues of reciprocity and harmonization. Part of this work is the updating of the *Canadian Standards and Guidelines for Career Practitioners (S&Gs)* and an investigation into what the best model of certification might be. There is great interest in the Nova Scotia model as the only RPL (Recognition of Prior Learning) program in the country. Provincially, we are continuing to work with stakeholders to uncover unmet training needs and to develop the content to meet these needs.

The NSCDA is undertaking two research initiatives; one is to review the last three years of certification (program, processes and outcomes) to ensure that the outcomes of certification meet the original goals of the program. The

second is the development of a Quality Assurance Framework specific to Nova Scotia's RPL model. This will ensure that we are doing the right thing, at the right time, for the benefit of our members.

We are pleased to announce that a new position has been filled at the NSCDA in support of the work of Connie, our Training Manager. The scope of work for the provision of training seems to grow every week. We are staying focused on outcomes and working methodically to provide the very best possible service to members.

As always, we welcome feedback and comments on how we can make your membership experience more meaningful. If you have suggestions for programs or training — we collect them all and will take them into consideration as we develop our offerings.

At holiday time, our thoughts turn gratefully to those who have made our work and our progress this year possible. It is in this spirit that we say *thank you and best wishes for the holidays and Happy New Year.*

Kathy McKee, Executive Director, NSCDA

HIGHLIGHTS

Older Workers

As part of the province's commitment to older workers in the SHIFT report, the NSCDA will be delivering training to career practitioners to serve the needs of older worker clients in their diversity. NSCDA will be working with consultants and ACSBE to re-imagine the Age Advantage program with a first quarter 2018 target for training delivery.

Updating the Portfolio Express Program

The NSCDA has partnered with Teresa Francis to complete an update of the Portfolio Express program to reflect Nova Scotia Core Employability Skills Framework. Final documentation will be available late this year.

Career Development in Indigenous Communities

The NSCDA Registrar will be visiting Cape Breton this fall to see how employment and social services may benefit from NSCDA certification and training. The need for an indigenous specialization will be evaluated.

Conference 2018! 20th Anniversary!

Save the date! The NSCDA has booked the Old Orchard Inn and the spectacular new Lightfoot and Wolfville Winery in Wolfville. Dates are September 19-21, 2018. We are partnering with the Centre of Employment Innovation (CEI) at StFX to provide new and exciting content!



Lifelong Learning Through Engagement

Looking to the Future While Reflecting on the Past

by **Jaime Smith**

Executive Lead, CEI

When I was twelve years old, I vividly remember sitting in a field of strawberries in rural New Brunswick. It was an early July morning. Our neighbor picked my brother and me up at the break of dawn in his grey half-ton truck, where we joined a slew of other local kids. “Jump in the back!” Mr. Ross would pleasantly yell. When we arrived, dirty and laughing from the dusty, bumpy back roads, the farmer’s wife would greet us with baskets in hand and a warm smile.

As I stepped into my row in the berry field that morning, I noticed the dew sitting daintily on the plants and welcomed the smell of ripe berries. I remember thinking how hard it was to wake up at 5:30am, to slide into raggedy jeans and a weathered, red hooded sweatshirt when all I wanted to do was stay in my pajamas. I dreamed about how hard I would work in school so I could receive a scholarship for University. I envisioned a campus that would have professors and those fancy buildings made of brick with green, ivy covered walls. I looked forward to the day I could leave my small community for what I then believed would be something “bigger and better”, and I wondered if everyone in the berry field would have the same interest.

Work has been a part of my life from a young age. I continued to work through high school, through university and have not stopped since. Sometimes it was paid work. Other times, during the years I stayed home with my three young children, it was as a volunteer. Today it is a combination of both.

When I had the privilege to work for St. Francis Xavier University as the Executive Lead for the Extension Department’s Centre for Employment Innovation (CEI), I became empowered to frame my work and life experiences through the lens of career development. The role has enabled me to connect the strengths between my paid and volunteer work activities. It allowed me to value my experiences in a new way and opened

an internal dialogue about the influence my environments have had on my career development. And finally, it reinforced my drive to navigate my career path with purpose.

I have always eagerly engaged in work, embracing new and changing environments. Since the early days in the berry fields of New Brunswick, a few things have remained the same: my passion for learning, my curiosity of people and my cautious optimism for the future. What has changed? I no longer day dream just for myself; I now focus on engaging others to help them imagine and create a better future together. I would love to go back to that day in the berry field, to learn more about the lives of the other dedicated employees who worked tirelessly those hot summers. And I would love to learn more about the Ross’ farm and their commitment to providing work in our community.

Through the work of the Centre for Employment Innovation we will continue to engage with communities, employers and employment services providers across the province and further abroad to capture innovations in employment. We will seek out stories of success, convene conversations that matter and create the space for evidence and practice to collide. We will embrace diversity and foster inclusion in our approach. We will collaborate with you to create a brighter tomorrow!

Our Team



Our focus is on bringing together the experience and expertise needed to build our capacity for change, both as an organization and in communities.

Jaime Smith, Executive Lead



We do research you can use. Our exploration of career development is practical, community-focused and above all, practitioner led.

Paula Romanow, Manager Applied Research



The voice of the community is at the core of our work. We believe collaborative relationships are key to fostering a skilled and resilient province.

Jessica Popp, Stakeholder Engagement



We are working to broaden the narrative on employment in our province by connecting people with research and stories that resonate.

Katie Snyder, Marketing & Communications



Centre for
Employment
Innovation

ext. St. Francis Xavier University
Extension Department



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Caitlin Parkinson Welcomed as NSCDA's Training Administrator



The NSCDA welcomes new Training Administrator, Caitlin Parkinson. Caitlin will be assisting Training Manager Connie Corse with the many NSCDA training programs currently being offered and in development. Caitlin comes to the NSCDA with five years of experience as an Administrative Assistant. In her previous positions she helped organize numerous functions, from small unit-based workshops to large symposiums. She has also designed and delivered workshops on Workers' Compensation to advocates and worker representatives in NS.



On January 16, 2018, at the Nova Scotia Works Employment Services Centre in Windsor, Nova Scotia, the NSCDA will celebrate the official granting of the 150th CCDP (Certified Career Development Practitioner) certification. This is quite an accomplishment for the career practitioners in the Province! We extend our sincere and robust thanks to all of the people who have been involved in the development and delivery of our program — from the very first pool of Assessors who took on a very large and very important role in the program, to the first pilot certification group who taught us so much about process to the engaged practitioners, funders, stakeholders and supporters who assist the NSCDA in the process of continual improvement and growth. Congratulations and thank you!

Certification Update

The certification milestone of 150 CCDPs was reached in the fall of 2017 and the NSCDA is expecting this number to climb to 250 in the next twelve to eighteen months. The anticipated timeline for completion of certification process for candidates is 3-6 months, but can be up to a year, depending on the variables that each candidate brings to the process. There is also an active stream of Career Pathways candidates (those who don't have the required 5400 hours of practice within the designated time frame) and mentors who work together to build applicable experience.

Registrar Phil Ward and Certification Administrator, Ashley Halverson, are happy to provide one-on-one assistance to all who have an interest or question about certification. Now that certification is on the HUB, our online learning system, we encourage questions as we work out the challenges of an online learning environment in the first few months.

Our activity highlights are:

1. Transition of certification to online delivery from a paper-based system (HUB)
 2. Research into the process certification — are we meeting outcomes?
 3. Development of Quality Assurance Framework
 4. Appropriate Governance system in place to support the program
 5. Acquisition of French and English trademark
 6. Development of Case Management Specialization
 7. Training plan in place to support the ongoing development of career practitioners
-

Training and Professional Development Update

The HUB, Case Management Specialization, Training Events

This fall has been very busy for training here at the NSCDA. On top of the implementation of the NSCDA's online learning management system — the HUB, several training events have occurred including Networking, Online Resources for learning, Financial Literacy, and Resume Development. The Case Management Specialization is in full development and will be launching shortly. This specialization will be in-depth online training modules encompassing all aspects of case management within the career development setting. Look for this training on the HUB!

Redirection: Movers, Shakers and Shifters

The NSCDA co-sponsored an event with CERIC and NSCC called Redirection: Movers, Shakers and Shifters, a research project by Dr. Suzanne Cook funded by CERIC. This event was held at the Ivany Campus of the Nova Scotia Community College. The event was a great success and gave an opportunity for those attending to engage in a discussion around older workers during career transitions and retirement.

We are Researching and Developing Training Programs

Training is being researched and developed in different areas including: Older Workers Learning plan for Career Professionals; Autism Training; Employer Engagement Training; Diversity and Inclusion Training; and Job Developer Training.

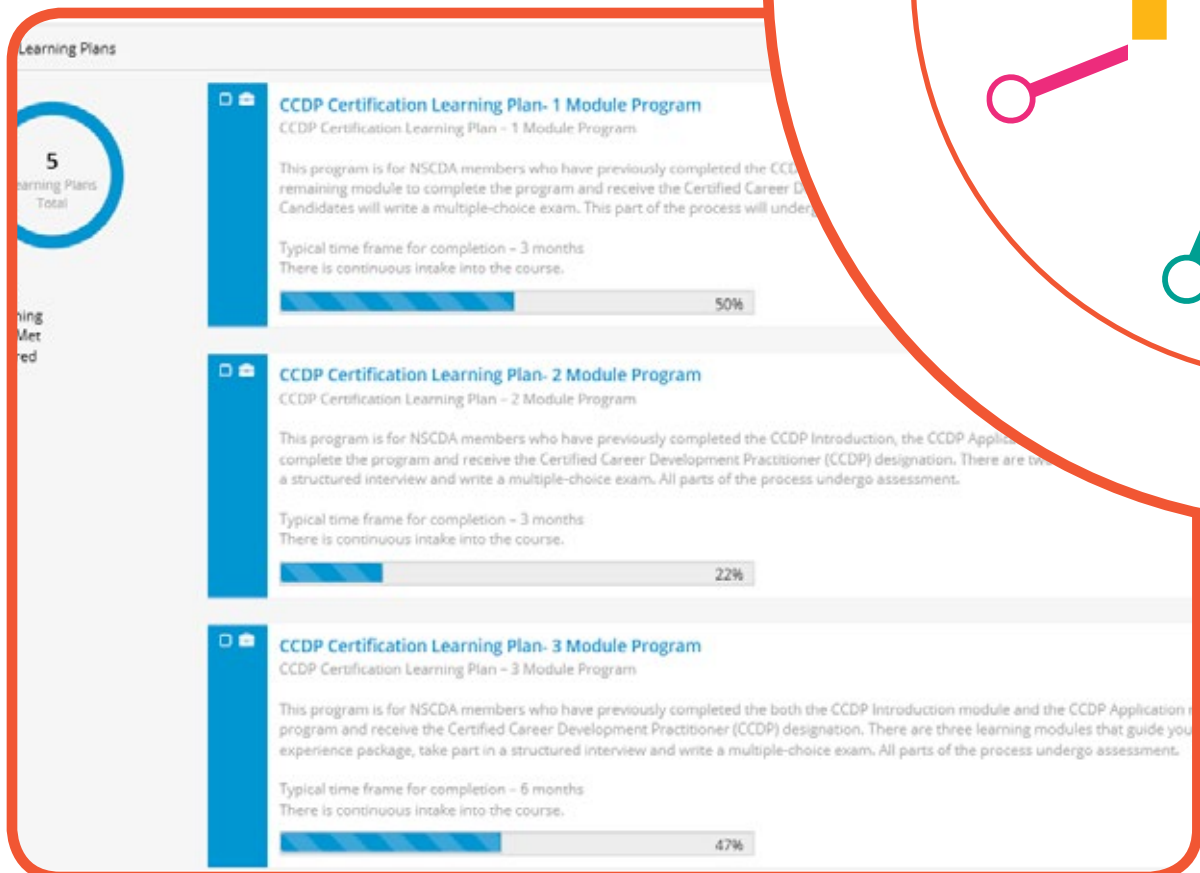
Eighty People Attend Webinar

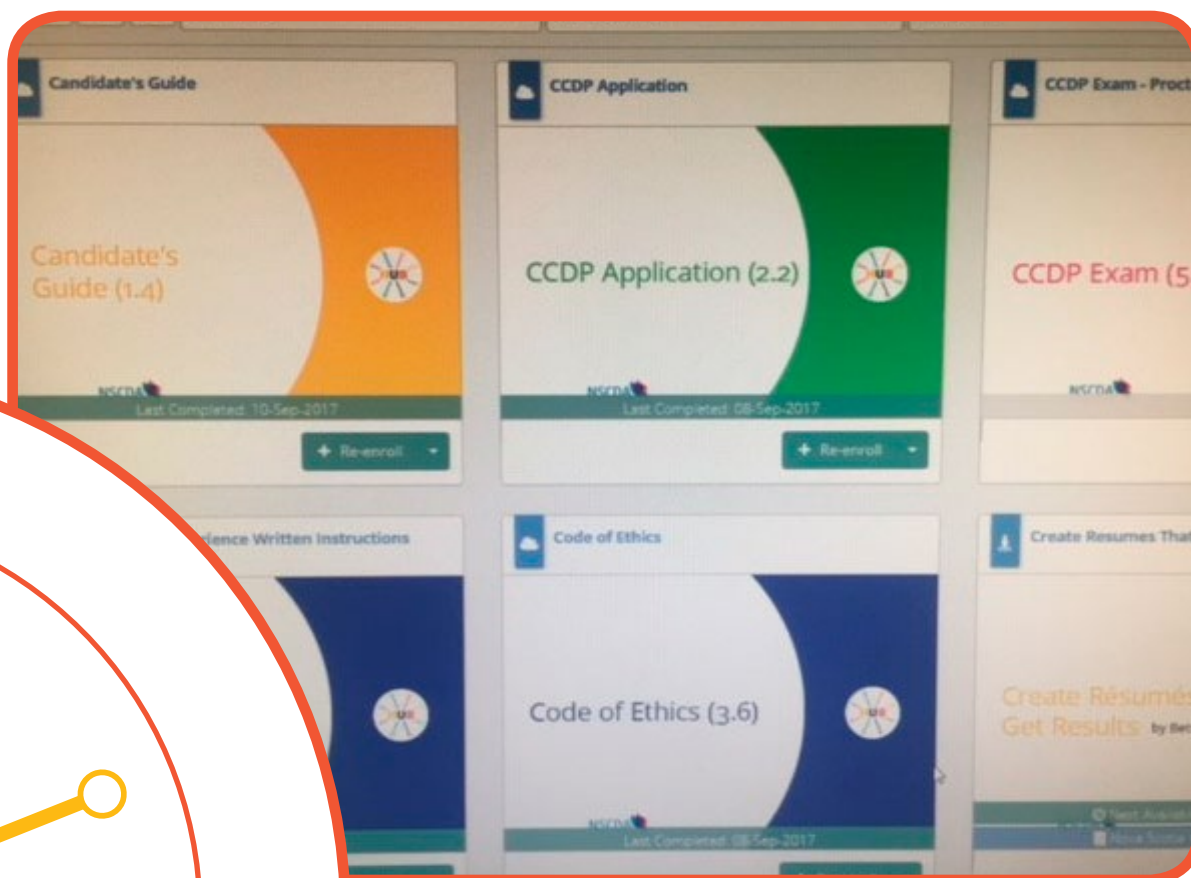
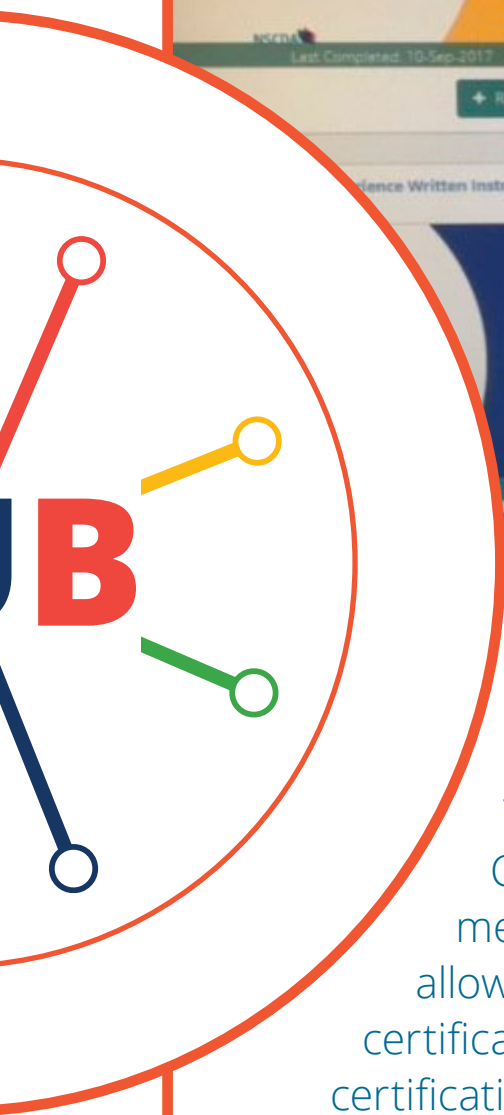
The NSCDA coordinated with staff from the Early Childhood Education Training and Classification Services Early Years Branch of the Department of Education & Early Childhood Development to present two webinars. The webinars discussed Early Childhood Educators' requirements and labour market needs within the province and were attended by approximately eighty people.

Mental Health Champions

Two new Mental Health Champions have joined the group, and everyone is actively engaging on the Mental Health Discussion Board. Training around Provincial Peer Support will be happening in early December, and further training is in the works for late winter and early spring.

The NSCDA launched the learning management system, known as the HUB, in September. Currently there are 377 active users registered on the HUB. This includes members from a variety of organizations across the province. The Hub will allow users to access future training and specializations relating to their roles. It also allows learners to monitor their own training and learning plans; how they are doing; how much time they are spending; and what still needs to be completed.



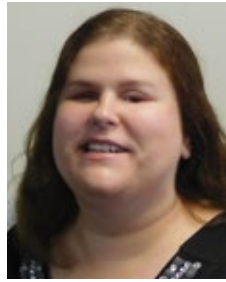


The Certified Career Development Certification learning plan was implemented on the HUB. This learning plan allows candidates who are going through the certification process to complete and track their certification steps. There are a number of courses that are related to the Certification learning plan, including ethics, standards and guidelines and procedural steps to certification completion.

MEMBER PROFILE

Jennifer MacNeil, CCDP

Case Manager, Opportunity Place



If anyone is a natural in the field of career development, it's Jennifer MacNeil. Jennifer joined the team at Opportunity Place in Lower Sackville last August. Like most NSW case managers, her position involves conducting needs' assessments for clients. These assessments help to identify potential employment barriers, and barriers are something Jennifer knows a thing or two about. It's these barriers — in Jennifer's case, a visual impairment — that give her a unique, first-hand understanding of the challenges clients are facing. "I'm not afraid to be real with clients. If they need to cry, they need to cry. But, they also need to be accountable," she says.

Jennifer had intended to become a social worker and has a BA in Psychology from Saint Mary's University and a Bachelor of Social Work from Dalhousie University. But, things happen

“People open up to me because of my disability easier than they might someone without a disability.”

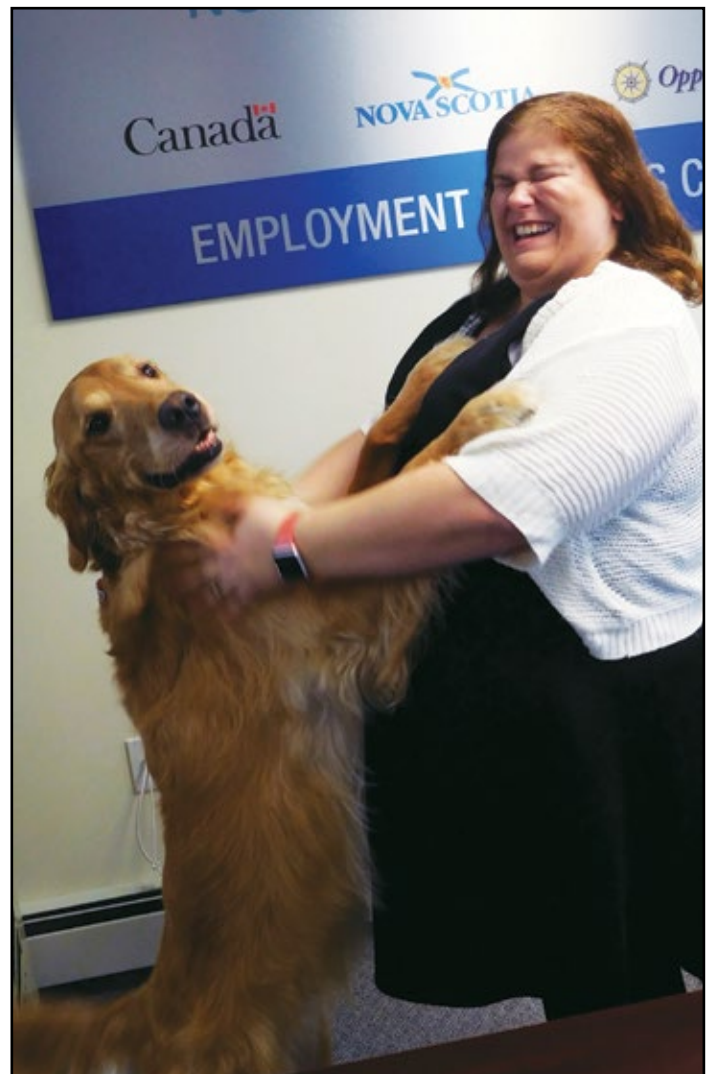
and plans change. The road to her career development wasn't particularly straight. Some of it was uphill, and there were a few metaphorical rope bridges along the way. It was a learning experience and all of it, good and not-so-good, culminated in an enviable skill set.

It was on her work placement while studying to be a social worker that Jennifer realized, “people open up to me because of my disability easier than they might someone without a disability.” It makes perfect sense to most of us, but not everyone in Jennifer's life saw the benefits of having a staff member who occasionally bumped into chairs.

Back when she was applying for work-placement positions to complete her studies she was told by one manager, “you'll never work for us because you can't drive.” After some persuasion, Jennifer did do a placement for the organization two days a week, but one of those days was in policy. It was there that Jennifer discovered, “I'm not a paper person, I'm a people person.”

Jennifer had difficulty finding work as a social worker and it was a pretty low point in her life. She recalls speaking with a representative at the CNIB and saying, “no one wants me. I spent \$70,000 on school, have two degrees, and no one wants me.” Soon after, things changed for the better and she was

hired at TEAM Work Cooperative as an acting case manager for visually impaired clients. When that placement ended, management at TEAM Work hired her for a second placement and, “gave me a full case load of 70 clients and trained me, and I had the same opportunities as any case worker.”



Lennie and Jennifer MacNeil take a moment to pose for the camera at Opportunity Place, where Jennifer works as a Case Manager. Lennie is a professionally-trained service dog from the prestigious The Seeing Eye in New Jersey. Lenny is only on active duty when wearing his harness, something he rarely has to do at Opportunity Place.

She later worked as a career Facilitator and program manager with Access to Community Education and Employment (ACEE), and when funding was discontinued, she was hired to work at Opportunity Place. Perhaps that should read, *they* were hired on at Opportunity Place. Because Jennifer is part of a team that includes her service dog, Lennie.

If you attended this year's conference in Baddeck, you might recognize Lennie as the main suspect in the great finger food heist of 2017. It was mid-afternoon in the exhibitor's

tent when a friendly Golden Retriever allegedly gobbled up a number of sweets before being apprehended. Several people claimed to have seen him loitering outside the tent hours earlier. One witness, who wishes to remain anonymous says, "he was casing the joint as staff were bringing in trays of food for the snack tables". No charges were

laid. None of this has been proven in a court of law.

While Lennie is a professionally-trained service dog from the prestigious The Seeing Eye in New Jersey, he's only on active duty when wearing his harness, something he rarely has to do at Opportunity Place. That means Lennie is free to visit staff



Service dog Lennie demonstrates his awesome nuzzling skills with owner Jennifer MacNeil (right) and co-worker Ariana Potichnyj (left). Ariana is the Information and Resource Specialist at Opportunity Place.

and clients, give nuzzles, accept ear rubs and lie his head on the laps of people who are distraught and emotional. That's the thing about Lennie: he knows. "He's a soft, sensitive dog," says Jennifer who credits him with many of the same characteristics one would any empath. When working at ACEE Lennie would instinctively know when people were having a bad day and they could just hang out with Lennie. "He was a big ice breaker with many clients."

At Opportunity Place, "he's become a huge part of the centre and clients miss him when he's not here." It would probably be a very safe bet to say even more people miss Jennifer when she's not there.



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Regular	\$450	\$500	\$575
Member of Supporting Organization	\$405	\$450	\$545
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† Check Cannexus.ca for a list of supporting organizations

†† Group rates and 1-day rates are also available

PLUS, GO IN-DEPTH AT THESE PRE-CONFERENCE WORKSHOPS:



- » Annie Smith St-Georges, *Understanding and Applying the Sacred Algonquin Teachings of the Healing Circle & Wellness Wheel*
- » Jeff Landine, *Employability as a Strategy for Seeking Meaningful Employment*
- » Sonny Wong, *Deconstructing Clients' Career Anxiety by Creating Positive Narratives & Co-Constructed Plans*
- » Betty Ferreira, *Not-for-Profit Finance for the Non-Finance Manager: Bootcamp Edition*
- » Wayne Pagani & Sharon Graham, *Strategic Résumés for Challenging Clients – Real-World Résumé Strategy*
- » Marysia Parry, *Empowering the Employment Sector to Serve Youth with Mental Health Issues*
- » Ken Keis, *Transforming Leadership Skills and HR Strategies that Increase Employee Engagement and Get Results!*

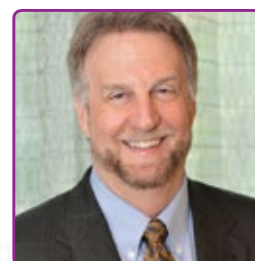
KEYNOTE SPEAKERS

CHANTAL HÉBERT



National Affairs
Columnist, Toronto Star

SPENCER NILES



Dean of Education, The
College of William & Mary

ZARQA NAWAZ



Creator, Little Mosque
on the Prairie

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RPL and Transferable Skills Portfolio

The NSCDA, along with Nova Scotia Department of Labour and Advanced Education and consultant Teresa Francis, is in the process of developing the Transferable Skills Portfolio program. The project is designed as a 5-session program, with each session being three hours in length. The number and length of sessions will be refined as the program is piloted and tested.

The premise behind this initiative is that each of us has knowledge and skills acquired from a wide variety of work and life experiences. The portfolio development process will help people identify learning from all areas of life and to

document this learning with evidence. The resulting inventory of transferable skills is a valuable tool for career planning and exploration, employment purposes, and job change, as well as for future planning.

The Transferable Skills Portfolio process is based on the Recognition of Prior Learning (RPL). The core concepts of RPL are further explored in Recognizing Your Prior Learning, another workshop in this series. Clients who have completed the Recognizing Your Prior Learning workshop will have a basic understanding of RPL and will have completed initial steps towards the development of a portfolio.



Anna McBeth, Employment Specialist Team Lead at ISANS (left) and Betsy Payne, Independent Consultant, were part of a group of people who participated in the RPL focus group at the NSCDA on November 2.



Arthur J. Gallagher

BENEFITS & HR CONSULTING

Would you find it helpful to have the ability to foresee the future? Although there are always some who prefer the element of surprise, I suspect most of us would like to peek into that crystal ball.

What if you could look ahead 10 years, 5 years, or even to next year, and see that you, or someone in your immediate family, had become quite ill, or had been in an accident? What would you do if you had to take time off work for illness? What if the medications or treatments required to help with your recovery, cost thousands of dollars per year...or per month? Are you financially prepared for this?

With the rising costs of prescription medications, Group Benefits Programs are becoming more and more valuable as tools for employee attraction and retention. Studies have shown that, second only to salary, a good employee benefits program is a determining factor in employee job satisfaction.

The NSCDA is constantly striving to add value to their Association membership, and as such, has recently implemented a Group Benefits Program to be offered to all members of the NSCDA.

As we know, there is buying power with volume. Therefore, we are hopeful that many of the locations will consider this new program. If I haven't already contacted your office to discuss the Program, I will be calling you in the very near future.

In summary, there are 3 inclusive plan designs available for consideration, by office, with predetermined rates to allow for convenient comparison with your existing plans. There is, however a catch: this Association Plan will be available for guaranteed acceptance only until June 2018. If your office enrolls prior to June, the staff simply complete an application form (no medical questions will be asked) and your office is set up. If you wait, and decide *after* the enrollment window (December to June, 2018), then you will be required to submit the claims history for your office and the insurance company will determine whether acceptance will be offered.

Medical insurance is no different than home insurance or auto insurance, in that we all hope that we never have to get our money's worth. When the unexpected happens, it is comforting to know that your medical costs and lost income do not have to be one of your worries.

With the holiday season fast approaching, I wish you all health and happiness in the future!

Merry Christmas and all the best for 2018!

Tracey Fraser

Tracey_fraser@ajg.com

PH: 902-752-0663



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Halifax Convention Centre
June 19 – 21, 2018

CASE will be joined by local host Ability Starts Here
to bring you an exciting conference
program, and opportunities to explore the city.

KEYNOTE SPEAKER THEO FLEURY

NHL Stanley Cup winner and Olympic Gold medalist Theo Fleury has faced many hardships in his life, from growing up in poverty to being diagnosed with Crohn's disease in 1996, to ultimately being forced to leave the NHL in 2003 to deal with drug and alcohol addictions. Six years later he returned to the game, authored *Playing With Fire* and became an inspiration to fans around the world.



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*At times our own light goes out and is
rekindled by a spark from another person.
Each of us has cause to think with deep
gratitude of those who have lighted the
flame within us. — Albert Schweitzer*