

In this issue

Message from
the Chair &
Executive Director **P.1**

NSCDA General
Update **P.2**

Get to Know the
NSCDA Staff **P.3**

Looking After Others
Begins With Looking
After Yourself
By Betsy Payne **P.5**

Conference 2015 **P.7**

Member Profile:
Teresa Francis **P.8**

Certification
Update **P.9**

Introducing the
New Lending
Library **P.10**

Delivering Excellence
In Career
Development
By Sharon Graham **P.11**



The Season of New Beginnings


Message from the Chair of the Board & Executive Director

September's a funny month. On the one hand, it marks endings . . . the end of summer, the end of long vacations, the end of long warm evenings, and bright early mornings. But it's also a time of beginnings, of renewal. In fact, we have long thought that Labour Day should really be renamed New Year's Day, because for many of us, this is the time of year when we launch forth into new things like school, volunteer activities, social events. Everyone's back on track, and back in harness.

So it's appropriate that September also marks the launching of the "new" NSCDA. As an organization, we've grown a lot in the last 15 years and this month we're celebrating how far we've come, where we are now, and our vision for the future.

Our open house on September 16th was the official launch party, and many of you were able to attend! It was in our new digs at Suite 420, 1600 Bedford Highway, Bedford (Sunnyside Place, across from the RBC building). Lunch was provided. Thank you for helping us mark this big milestone in your association's history.

As part of our continuing commitment to keeping you better informed about what the NSCDA is up to, we're committing to sending out four newsletters a year. The next will be out just before Christmas. As well, don't forget to "like" our Facebook page to stay up to date on NSCDA news and events.

Glad you're all with us on the journey. Stay tuned! 

Paula Romanow
Executive Director

Kathy McKee
Board Chair

NSCDA General Update

By Paula Romanow

The NSCDA is a busy place this fall. We're growing as an organization, and with that growth comes lots of activity, all geared to make this a better association, offering more to our members and growing into our role as the voice of career development in Nova Scotia.

So . . . what exactly are we up to? Our activities fall into four main categories: membership, certification, professional development, and representation.

We are trying to grow our membership, especially beyond the CNSCs. We'll be announcing our new membership drive in a few weeks, which will include some great incentives for current members! We're also working to increase our partnerships with a variety of businesses to give you even more benefits. Being a member also gives you a better rate for our professional development events, not to mention your annual conference. In the upcoming months we're planning some networking events in all the regions; ultimately our vision is for a series of member "chapters" all over the province to keep you in touch with each other, as well as with us. We've seen how useful the annual conference is for allowing CDPs from across the province to get together to exchange ideas, provide support, and just get to know your colleagues in a more relaxed social setting. Wouldn't it be wonderful to be able to keep that going all year round?

We are always looking for people to serve on our various committees, as well as on the NSCDA board. It's a good chance not just to give back to your profession and association, but to broaden your own experience and skill sets. Definitely a value-added part of being an NSCDA member! Right now we are looking for Conference Committee members; you can get in touch with Paulina Alfaro info@nscda.ca if you're interested.


The Certification Program is in full gear. We have 60 new candidates currently going through the process and are aiming for 75 – 100 this year. Our new continuous-intake model is helping streamline the process. Our certification program is unique in the country . . . we are breaking new ground for Canadian career development professionals and are thrilled that so many of our members are taking the opportunity to be in the forefront of their profession.

This year we are committed to providing a good selection of professional development (PD) opportunities on a variety of topics. Some of these will be directly related to certification (for instance part 2 of Teresa Francis's Career Development Theory workshop that she presented at the conference in May). We are also covering a number of areas that will be of interest to everyone, such as self-care for CDPs, designing effective centres, a variety of management topics, and using the new *Career Services Guide: Supporting People With Mental Health Issues*. These sessions will vary in length, from lunch-n-learns to half-day events to weekend sessions. If you have a PD topic you'd like to see, please let us know. All workshops are accredited for CCDP recertification hours too!

Another new benefit we're providing NSCDA members is a lending library. There are books available on a variety of topics, and we're currently in the process of accrediting them for recertification hours as well. Many will be useful for those going through the certification process, especially the new CERIC text *Career Development Practice in Canada: Perspectives, Principles, and Professionalism*.

Your NSCDA has had a busy last year meeting with provincial, corporate, national and international stakeholders. Conversations are being held nationally, aimed at developing reciprocity between the provinces in terms of certification, and we are close to reaching an agreement. We are also working with the province to develop, along with other sector representa-

tives, an RPL framework which will benefit both you, our members, as well as your clients. The profession is coalescing across the country, and it's an exciting time to be a part of it!

Don't forget to check out our website, Facebook page, and Twitter to keep up with upcoming events and milestones! 

Board of Directors

Kathy McKee
Job Resource Centre
Chair

Amanda White
Career Connections
Vice-Chair

Juliana Wiens
Women's Employment
Outreach
Secretary

Phil Long
Job Resource Centre
Treasurer

Cathy Casey
People Plus Consulting
Regional Rep

Jenny Milligan
Independent
Member At Large

Teresa Francis
Independent Consultant
Member At Large

Jane Orrell
Employability
Partnership
Regional Rep

Get to know The NSCDA Staff

Paula Romanow
Executive Director &
Registrar



To say that Paula Romanow has had an eclectic career is an understatement; she prefers to describe her work life using Mark Franklin's grove of trees analogy, instead of the more typical career path. In her current position as the NSCDA's executive director and registrar, she says that she has finally found a job which draws on all of her various skill sets and is thrilled to be part of the NSCDA's leadership team during this time of growth and change.

Paula spent 25 years working in a variety of communication roles, often concurrently: television news and documentary producer/director, freelance writer, military public affairs officer, assistant registrar with the NS Veterinary Medical Association, and owner of Bramblefield Editorial Services/Research & Consulting. Active in community-based education and rural community development, she began teaching at the NSCC in 1994, and completed a diploma in Adult Education at St. Francis Xavier in 1997. In 1999 she began to teach part-time at MSVU, which led to her completing an MAEd from MSVU in 2002. While learning a lot about the theory and practice of teaching adults, she came to realize that teaching, and indeed life, is centred in communication. Curious to see where this idea might lead, she completed her PhD in Communication at Carleton University in 2007.

Paula's academic research interests centre around rural community development in all its facets — economic, health and wellness, sustainability, education, and policy development. Paula still teaches part-time at MSVU in community development, lifelong learning, and communication studies. She is also passionate about animal welfare, and volunteers with various dog rescues.

Paulina Alfaro
Member Relations &
Events Coordinator



Paulina joined the NSCDA in the spring of 2013, when she was hired as an event planner for the annual conference. Her talents were quickly recognized and she was hired full-time that fall.

Originally from Mexico, Paulina lived in the US for a year working for the Walt Disney World Corporation, before making Canada her home.

Before joining the NSCDA, Paulina was the Assistant Director of Marketing and Communications and Project Coordinator for EduNova in Halifax. While there, she organized the first Atlantic Education and Training Sector Symposium at the WTCC; the first Retention Strategy fair for the Nova Scotia International Student Program in conjunction with all NS Universities; the 2011 Canada-Arab Business Council Conference at the WTCC ; and was a founding member of the event planning committee for the Nova Scotia Industry Network's annual event.

Earlier, she worked as an Event Coordinator and Trip Director for Planit Travel in Toronto, where she planned and coordinated corporate events for clients such as Warner Music, Labatt Breweries, and Reebok. She worked on many high-profile projects including the Super Bowl 2003 in San Diego, and Pro Bowl 2003 in Honolulu.

Paulina places high value on building relationships with stakeholders who share her passion for delivering the best experiences. Her expertise means NSCDA-hosted events run smoothly and are enjoyable and beneficial to all who attend. She is always looking for ways to develop more opportunities for NSCDA members to come together to learn and share ideas.

Paulina has a degree in Communications and Design from the Universidad del Valle de México, and studied marketing management at George Brown College in Toronto. She lives in Halifax with her son, Simon.

NSCDA Staff

Cathi Stevenson
Communications /
Administration Assistant



Cathi is the newest member of the NSCDA team, having joined us in April of this year. She brings with her a diverse portfolio that includes seven years as a writer, editor and page layout designer at *The Chronicle Herald*, and more than 15 years as a freelance book cover designer.

Cathi is happiest when she's writing or designing something, and over the years has had to be creative and willing to take risks in order to follow her passions. In the mid-1990s, she left her job at the newspaper to work as a freelance writer, allowing her the flexibility to care for a growing family. During that time, she wrote for dozens of publications, and for the last few years was a regular contributor to *Atlantic Business Magazine*.

In 2000, she started her own online business creating book covers. She's worked on projects for many best-selling authors, including Martha Beck, Pam Crooks, and NBC's Dr. Tanya.

From 2011 to 2013, she worked as a Communications Officer with Dalhousie University, rebuilding websites to ensure they were written in plain language, user-friendly, and worked properly on the various devices people use to access the Internet. These sites varied in size from a few to more than 60 pages. For many months she worked on the online archiving project at the Atlantic Centre of Excellence for Women's Health, formatting hundreds of files into PDFs, so the information would still be available after the Centre closed in 2013.

Cathi has a degree in Psychology and English from Mount Saint Vincent University, and once worked as a Behavioural Therapist at the Nova Scotia Hospital.

Ann Kelly
Bookkeeper



Ann has been the NSCDA bookkeeper since 2012, bringing with her 20 years of experience in payroll, accounts payable, and computerized bookkeeping.

She began her career after graduating with a Diploma in Basic Bookkeeping from Windsor Community College and she worked as a bookkeeper for six years, before deciding to take a position as a full-time nanny to spend more time with her two young daughters. During her 14 years as a child-care provider, she continued bookkeeping for clients on a part-time basis, returning to the field full-time, once her children were grown.

To ensure her skills remained relevant, Ann trained in income tax preparation in 2005 at H & R Block, and graduated with honours from the Academy of Learning College in 2012. While working on her Business Accounting Certificate at the Academy, Ann accepted a position with Opportunity Place Career Resource Centre where she was introduced to the NSCDA. As the NSCDA grew, it became necessary to hire a professional to manage the financial end of things, and Ann was the natural choice.

It's the people she works with that Ann enjoys most about being a bookkeeper, but welcomes the opportunity to use her skill set and keep on top of trends in the industry.

Ann works quietly in the background of NSCDA, making sure financial administration runs smoothly and that staff are paid on time, bookkeeping deadlines are met, and bills paid.

Ann is married and has two daughters and two grandsons, Jack and Scott.

Looking After Others Begins With Looking After Yourself

By Betsy Payne, CCDP



The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet. (Rachel Naomi Remen, Kitchen Table Wisdom, 2006)

How well do you relate to this quote? We career professionals have supported our clients through some huge changes over the past 20 years. These have been transitions rising from loss of livelihoods and identity, transitions requiring them to completely reinvent themselves. We have seen suffering and loss. Not only have these been very difficult times for our clients, but they have been difficult for us as well.

Imagining that we do this work at no cost to ourselves would be unreasonable, but until recently it was not possible for us to understand all of the many ways our work has had an impact on the different aspects of our lives. While the health care industry has been discussing this and training its practitioners on this issue for some time, it has not been until the past five years that this information has become more widespread to include the full range of care workers: any of us who deal with helping others to cope with or overcome difficulties in their lives.

Over the last 20 years, the healthcare industry has focused on Compassion Fatigue (CF) as a result of concerns over rising costs due to the effects of stress and man hours lost to sickness. Charles Figler and Susan Fisher among others, have used their research to develop excellent tools to improve working conditions and raise awareness with these workers. As well, Canadian mental health counselor and former crisis worker Françoise Mathieu has dedicated herself to informing us about the long-term impact of work on our lives. She has delivered her message to a wide variety of workers and has devel-

oped tools, books and webinars to help management staff and individual workers dealing with CF.

The helping field has gradually begun to recognise that workers are profoundly affected by the work they do, whether it is by direct exposure to traumatic events (for example working as a paramedic, firefighter, police officer, emergency hospital worker) secondary exposure (hearing clients talk about trauma they have experienced, helping people who have just been victimized, working as child protection workers), or the full gamut in between (such as working with clients who are chronically in despair, witnessing people's inability to improve their difficult life circumstances, or feeling helpless in the face of poverty and emotional anguish) (Françoise Mathieu, The Compassion Fatigue Workbook)

I first became interested in Compassion Fatigue during the economic meltdown in the mid-2000s when hundreds of workers in our geographical area lost their jobs very abruptly. As in the rest of Nova Scotia our career centre staff worked very hard to meet our clients' needs as best we could. Personally, I wanted to fix things for each and every person that came in our doors. If they could not find another job, I would help them find money to retrain, whether that was the right answer or not. I wanted to do anything I could to get them back to feeling like themselves again as fast as I could.

Over time I noticed that I seemed to be having some trouble dealing with my work; that I was not working appropriately, my boundaries were skewed. I was making errors in judgment, forgetting things, trying to force

"Personally, I wanted to fix things for each and every person that came in our doors. . . . I wanted to do anything I could to get them back to feeling like themselves again as fast as I could."



every person I met into some part of a government system that would get them money. I even felt that I could stretch the government system itself to include every one of my clients regardless of government requirements. Needless to say, none of that worked out as I had hoped. More disturbing was the fact that my dealings with my family outside of work were becoming increasingly negative. I needed to find out what was going

on, and through this awareness, my research turned up Compassion Fatigue. (Good old Google!) Since that time, I have come to terms with my own issues

of CF by learning about it and informing others, addressing career practitioners and clients, and holding workshops with other care workers in our area. I will speak about CF to anyone who will listen. I have taken advantage of available material in order to understand just what is at stake when we do this caring work.

I recently attended a Françoise Mathieu session on CF, which she delivered to employees from mental health, nursing, community service and other caring sectors. As I listened to Ms. Mathieu, I was struck by the relief I noticed in the participants around me when they heard their feelings of frustration recognized and validated. I myself have found this same experience of recognition and relief with every group I have addressed about this, whether caregivers, CCA workers, or career devel-

Continued on next page . . .

Looking After Others

... continued

opers. They agree that this set of issues describes them no matter where in the country they work. It is real, it is difficult, and it is us.

And we can do something about it!!!

CF is defined as the profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate. According to the experts, it is a secondary traumatic stress disorder. It is a set of symptoms not a disease, but can lead to a wide range of destructive or unproductive behaviors.

The list of symptoms or indicators reads like any list of negative stress-related behaviours, but includes a much wider variety than we might have imagined. Ranging from impatience to suicidal thoughts, to food and money problems, to avoidance tactics of all sorts, the behaviours might appear to be simply a description of the realities of our contemporary world. But CF exacerbates these day-to-day experiences; it can change our view of the world, of ourselves and our self-concept, severely limiting our effectiveness in our work and in relationships with others, and ultimately ourselves. What is far worse, it can take us to the point where we are forced to leave the work entirely in order to improve or heal. That is a tragedy.

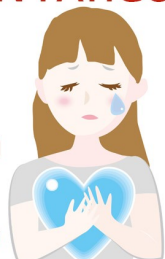
Different from burnout, where a burnt out worker just wants to get away from it all, the person dealing with Compassion Fatigue believes that he or she needs to work harder, needs to do more in order to really make a differ-

ence. It is our caring nature that sets us up for this and makes it so difficult to heal. What makes us best at our jobs makes us most vulnerable. It is a true Catch 22.

As you can imagine, the solution will ultimately involve every facet of an industry — employers, clients and workers — hopefully bringing positive change to expectations, schedules, and outcomes. In the meantime, there are a few key points to remember as you build your own defenses:

SOME SYMPTOMS OF COMPASSION FATIGUE:


- Anger
- Irritability
- Exhaustion
- Insomnia
- Headaches



- **First of all**, no matter what kind of 'caring' work you do, it is essential that you become aware of your needs, and care for yourself. You are the only one who can. It all starts with you.

- **Secondly**, no matter what is going on daily, honour and celebrate all the positive aspects of your work. If you are like me, your job gives you great satisfaction over all. Spend time getting specific about the satisfying bits, the humour, the courage, the strength. Some would even suggest writing

it down every night, what went well today? Savour that!

- **And thirdly**, take the time to inform yourself about CF so that you will be able to recognize when you are moving into dangerous territory emotionally and take the best actions to protect yourself. The information is all out there. 

Betsy Payne, CCDP, recently retired from the Job Resource Centre in Windsor, where she had worked since 1997. A frequent NSCDA presenter and NATCON co-presenter, she continues to be involved with the NSCDA and is one of the Certification Assessors and assessor mentors.



You DESERVE MORE

As an NSCDA member, you'll get access to additional savings and discounts, extensive coverage, 24/7 claims service, and so much more.

Get a quote for your
CHANCE TO WIN
\$25,000*
johnson.ca/deservemore

Call for a quote. 1-877-742-7490



Johnson Inc. ("Johnson") is a licensed insurance intermediary. Home and auto policies are primarily underwritten by Unifund Assurance Company ("Unifund"). Unifund and Johnson share common ownership. Eligibility requirements, limitations, exclusions or additional costs may apply, and/or may vary by province or territory. *For full contest details visit www.johnson.ca/deservemore. MVM.09.2015



NSCDA 17TH ANNUAL CONFERENCE Share THE VISION. SHAPE THE FUTURE.


May 27~29, 2015. Annapolis Valley, Nova Scotia

The 17th Annual NSCDA Career Development Conference — “Share the Vision — Shape the Future” was held on May 27th – May 29th, at the Old Orchard Inn, Annapolis Valley.

This year, we extended preconference to a full day experience; this was a very welcome addition as the attendance increased from previous years. Teresa Francis delivered an Introduction to Career Development Theory and Sarah Delicate returned with tools to help organizations plan for the many changes the field is experiencing. Sarah was also this year’s keynote speaker.

The Conference brought many interesting and informative presenters who delivered 21 different presentations to more than 234 conference delegates. A plenary session structured on the popular World Café format was facilitated by Neasa Martin and Kathy McKee, offering the attendants an opportunity to work together and find answers to the challenges presented.

For the first time, we had an exhibitor area with 23 different organizations represented which was a great opportunity to build direct relationships with these stakeholders.

The post-conference feedback from our delegates was very positive and encouraging! The event was a success and we are already working hard on next year’s Conference. Stay tuned! 



Become a 2016 Conference Committee Member

One of the most exciting and rewarding ways to contribute to the career development community in Nova Scotia is to be a part of the NSCDA Conference Planning Committee!

The annual conference takes place every spring and is the most significant professional development and networking opportunity for the career development community in the province. This year’s event at Old Orchard Inn was one to remember!! It is time, once again, to look for a team of dedicated volunteers to make the 2016 Conference just as memorable!

We are looking for **GREAT THINKERS** and **GREAT DO-ERS**! If you think that you would be interested in joining us, please contact Member Relations Coordinator Paulina Alfaro at info@nscda.ca, or call 902-832-0335.

We look forward to hearing from you!





Member Profile

Teresa Francis

Career Counsellor,
Consultant, PLAR Specialist

When Teresa Francis wants to “recharge her batteries” she picks up a good book, or goes for a run. The Bridgetown native is also a sports fan and self-described “information junkie.” “I love to learn and if I had to pick one word to describe myself, “learner” would be that word. I believe strongly in the power of learning to transform lives. I think that explains a lot about my own career pathway — I’ve made choices that fed not only my own need to learn, but also allowed me to help others access learning, learn about themselves, and have their learning recognized.”

The enthusiasm Teresa has for her career is obvious to anyone who hears her talk. Her expertise and commitment to working with people in transition through Prior Learning Assessment and Recognition (PLAR) is evident, and she has some good advice to share — particularly since she was forced into her own career transition earlier this year, when the Prior Learning Centre in Halifax closed and her job of 15 years was gone.

Opened in 1996, the Centre was the only organization of its kind in Canada and was recognized as a leader in providing quality PLAR programs and services in Nova Scotia and across the country. PLAR focuses on helping people identify and recognize the skills they have gained through life and work experiences, as well as those gained through more formal education and training programs. “In my experience, very few, if any of us, actually recognize the breadth and depth of what we have to offer.”

Once these skills are identified and evidenced, they can be presented when seeking employment or applying for education and training programs. More than 400 career practitioners in Nova Scotia and other parts of the country were trained to use PLAR techniques

and thousands of individuals benefited as a result of this training.

Teresa’s role at the Centre evolved over the years she worked there. Hired initially as a learning specialist, she went on to become the Director of New Program Development, and finally, in 2014, Executive Director, a position she held until the Centre closed.

Now working as an independent contractor, Teresa doesn’t feel her role in career development has changed all that much. “In a lot of ways I’m continuing work I’ve done at the Centre.” In the midst of establishing her own consultancy business, she’s currently working on a variety of projects, including the development of pilot programs that enable organizations to measure the skills and experience levels of people seeking employment. She also offers career counselling services to individuals, and develops and delivers training programs for career practitioners.

“In my experience, very few, if any of us, actually recognize the breadth and depth of what we have to offer.”

This new chapter in her life is one her background has well prepared her for, but not one she envisioned for herself back in the 1980s, while earning

undergraduate degrees in Home Economics and Education at Mount Saint Vincent University — or when receiving her Master of Education degree in Counselling from Acadia University. Her passion for learning recently motivated her to take an online course designed to help counsellors prepare to provide services within an employee assistance program. “This is my first online course and I’m learning how much discipline it takes to stick to it.” That she chose that particular subject is probably not surprising to those who know her. Teresa’s commitment to helping others as a career development practitioner is what most people think of when they hear her name.

Early in her career, she worked in education and counselling, mostly in academic settings. In hindsight, she sees a natural transition between those career choices and what she does now, a fact supported by her position as President-Elect of the Career Counsellors’ Chapter of the Canadian Counselling and Psychotherapy Association.

Teresa believes that having dealt with the issue of job loss herself, she’s better able to understand what others might be going through. She says one of the best things anyone facing possible career transition can do is to continue to produce high quality work, build on existing skill sets and take advantage of professional development opportunities. “Pay attention to the strengths you have, fill gaps where necessary,” she advises. This is all part of the theory of “Planned Happenstance” that Teresa subscribes to. Developed by American career theorist John Krumboltz, Planned Happenstance is based on the belief that things happen to us that are out of our control, and the ability to manage transitions is an essential career management skill. “We need to be prepared to package ourselves in the best way possible.”

“It’s okay to be scared about transition and it’s normal to be apprehensive about what comes next,” she says. “It’s also important to take care of yourself, be kind to yourself, and be mindful of what brings you joy. At the same time, it’s essential to stay out there and network, maintain the ties you have and create new ones.” Although she considers herself to still be in transition, Teresa credits much of her successful rebound to the fact she maintained connections with the profession. “I made a point of going to our national conference and to be at the NSCDA Conference as a speaker.” Events such as these provide opportunities to stay in touch with people and that’s very important, she says. “It’s amazing the support you get from colleagues and friends. They can really help.” Teresa also found her involvement as a board member with the NSCDA to be beneficial. “You never know who you’re going to meet where.” 🇨🇦

Certification Update

By Paula Romanow

NSCDA Executive Director &
Registrar



The NSCDA Certification Program has now completed the pilot stage and is moving ahead full steam! We currently have 60 candidates going through the process, and with our new continuous intake system, more are coming in every day. We are hoping to certify 75 - 100 people this year, and are well on our way.


As you know, the evaluation of the pilot showed us a few places where tweaks were needed. We've made most of them (especially the order of the process — see graphic), and are still working on a few more to do with policies, retries, and recertification. You spoke, and we listened!

With the large number of certification candidates, we need more assessors. To that end, we recently put out a call to our new CCDPs asking for candidates for Structured Interview Assessor Training, and had a good response. Seven individuals will be undergoing training with Teresa Francis and Rebekah Skeete, our Lead Assessor on Sept. 18 and 19. Then they will go through a mentoring process with our current assessors, and once they've passed that, will begin to assess Certification candidates. We will be putting out another call for assessor candidates early in the new year, so if you're a CCDP but weren't available for this session, please think about applying for the next round. We'll have more details on that in our next newsletter in December.

There have been a number of questions about parts of the certification process, especially the Work Experience Package. Many of these are answered on the website, as well as in the Candidate's Guide, which will be posted on the website next week. We will also be sending out the Candidate's Guide to all current candidates in the next week or so. You can always get in touch with any questions with Paula Romanow, NSCDA

Registrar, by calling (902) 832-0332 or by e-mail at certification@nscda.ca. She is also happy to come to individual workplaces or other venues to meet with groups of interested CDPs and discuss the NSCDA Certification Program and process.

Finally, as is mentioned in other parts of this newsletter, we have a new

lending library which may be helpful for both certification candidates preparing for the exam, as well as CCDPs looking for ways to fill in their recertification hours. For more information about the library, contact Cathi Stevenson, communications@nscda.ca. 



The New NSCDA Lending Library

The NSCDA has developed a small but mighty collection of books that we can mail to CDPs anywhere in the province. The loan period will be for two weeks. CDPs will be able to use the books for gap filling purposes, to prepare for the certification exam, and for hours towards recertification. Some of the books we've included are:

The Career Counseling Casebook: A Resource for Students, Practitioners, and Counselor Educators (2nd ed.) by Spencer G. Niles, EdD, Jane Goodman, PhD, Mark Pope, EdD (NCDA, 2014). In this book, the leading career development theorists and practitioners present state-of-the-art career counseling strategies for helping clients resolve their career issues.

Career Development Practice in Canada: Perspectives, Principles, and Professionalism by Blyth C. Shepard, Priya S. Mani (editors) (CERIC, 2014). The book has been designed to be a learning tool for students, a resource for educators and a reference for career practitioners.

The Compassion Fatigue Workbook by Françoise Mathieu (Routledge: Taylor & Francis Group, 2012). This book offers those in "helping professions" the tools to refocus on themselves, improving their physical and emotional well-being.

Where's the Work? Helping Career Practitioners Explore Their Career Options by Deirdre A. Pickerell, Roberta A. Neault (CCDF, 2012). To support the real need for quick and affordable professional development, project materials included a series of webinars and a supporting handbook using case examples to bring to life the diversity of work options available to career practitioners. 🍁

VIRTUAL CAREER DEVELOPMENT CONFERENCE

CAREERPRO 2015

November 2-6

REGISTER NOW



www.CareerProConference.ca

VIRTUAL CAREER DEVELOPMENT CONFERENCE

40+ PRESENTATIONS, CHATS & DISCUSSIONS

The CAREERPRO 2015 conference offers content-rich presentations, discussions, and chats in a collaborative online format. You will receive five days of professional development without incurring travel expenses.

The conference features a keynote presentation from **Sareena Hopkins** of the Canadian Career Development Foundation (CCDF) and the Canadian Council for Career Development (CCCD).

CAREERPRO 2015 is about helping you create new relationships and deepening existing friendships. During the conference, you will have access to various forums for collaboration and you will be able to message colleagues who share your interests. Use the forums to ask advice, provide insight, and develop strong relationships. The more you participate, the more you will get out of the conference. **Space is limited, so register now to confirm your spot.**



Delivering Excellence in Career Development

By Sharon Graham

As Career Development Practitioners (CDPs), we make a difference to Canadians in many aspects of their work and life. By doing our job well, we have a profound impact on our clients, our employers, our labour market, and ourselves.

To deliver excellence in career development, we need to do what we ask our clients to do. According to Cathy Milton, board advisor to Career Professionals of Canada, "For a career professional who truly does *walk the talk*, there are many benefits and rewards. There is immense confidence in knowing, deep down, that we know of what we speak. There is no need to speculate or guess — we know because we've been there, done that. When roadblocks or challenges arise, we are able to genuinely understand and empathize with our clients. Most importantly, our clients quickly learn that they can trust our wisdom and advice."

Here are some proactive ways you can prime your own career development:

Embrace "careerpreneurialism"

It is overwhelmingly evident that a "lifetime" job, for the most part, is extinct. For this reason, we often tell clients to become more entrepreneurial in their career development. As a CDP, you must also take heed of this advice. Take a new stance as a careerpreneur — an entrepreneur who is in charge of your own career direction.

Create your custom-blended learning plan

Because of our geography, we ask clients to blend traditional and digital learning for the best outcomes. Yet, many CDPs are reluctant to personalize their own learning strategy. To develop a holistic learning plan, consider online

chats, webinars, books, television, blogs, online videos, informational interviews and much more.

Get with the digital world

Bridge the gap between what you currently know and what you need to know about emerging technologies and online connectivity. Keep up with technical developments that are central to your role. Evaluate your proficiency and update your competency in these technologies.

Modernize your résumé strategy

Both your clients' résumés and yours need to be up-to-date. Educate yourself on contemporary, strategic résumés that work in today's market and with today's technology. Join Maureen Farmer, CPC's Atlantic Canada regional manager on a free conference call on Oct. 21, 2015 to learn current trends in résumé strategy.

Your certification journey

Work towards your Certified Career Development Practitioner (CCDP) designation. You may already be aware of NSCDA's Certification Program. "Certification isn't just another "hoop" to jump through in order to practice in some jurisdictions. It brings with it many benefits for our profession as a whole." In fact, certification helps you, your employer, your clients, and your field.

Take advantage of online events

We all know that it's difficult to take time away from work and home life, but we still need to make connections and keep current on just about every-

"By doing our job well, we have a profound impact on our clients, our employers, our labour market, and ourselves."

thing related to career development. If you have limited funds to spend, a virtual conference like CAREERPRO 2015 is well worth the investment.

Network with leaders in the field

When it comes to networking, we tell clients to challenge their comfort level. Yet, when it comes to our own networking, we often want to "stick with our kind." This year, make Canada Career Week (Nov. 2-6) your cost-effective professional development retreat. Reach out to leaders in our field through NSCDA, CAREERPRO 2015, and CPC's Meetups.

When you're striving for excellence in career development, you need to remain on the leading edge. By embracing and exploiting these ideas, you are sure to attain great successes and many blessings along the way! 🍁

Sharon Graham is founder and executive director of Career Professionals of Canada, www.CareerProCanada.ca, and author of the top-selling Best Canadian Résumés Series. Join Sharon at CAREERPRO 2015, www.CareerProConference.ca.





January 25-27 janvier 2016

Cannexus16

10^{ans}
years

Canada's largest bilingual National Career Development Conference, Cannexus promotes the exchange of **ground-breaking ideas, innovative approaches and strategies in career development, education, research and counselling**. Cannexus16 is expected to bring together 800 career development professionals from all sectors.

130+ Education Sessions • Networking Opportunities • Exhibitor Showcase



Ratna Omidvar
Executive
Director,
Global Diversity
Exchange



Spencer Niles
Dean & Professor,
School of
Education,
The College of
William & Mary



**Justice
Murray Sinclair**
Chair, Truth &
Reconciliation
Commission of
Canada (TRC)



Wab Kinew
Writer, Journalist,
Honourary Truth
and Reconciliation
Commission
Witness



NSCDA is proud to be a supporting organization for Cannexus. Members of NSCDA save on registration. Register by Nov. 2 Early Bird deadline and pay only \$450!



Cannexus is presented by CERIC and supported by The Counselling Foundation of Canada with a broad network of supporting organizations.

Register now at
Cannexus.ca!



**DALHOUSIE
UNIVERSITY**

College of
Continuing Education

www.dal.ca/cce

Introduction to Employment Services

- Theories of Career Development
- The Experience of Unemployment
- The Canadian Standards and Guidelines
- Professional Ethics

Career Development Services, Level II

- Assessing Client Employability Needs
- Understanding Diversity in Career Development
- Assessment Tools and Interventions for Career Development Practitioners
- Facilitating Individual and Group Learning



NSCDA

1600 Bedford Hwy.

Suite 420

Bedford, NS

902.832.0335

info@nscda.ca

