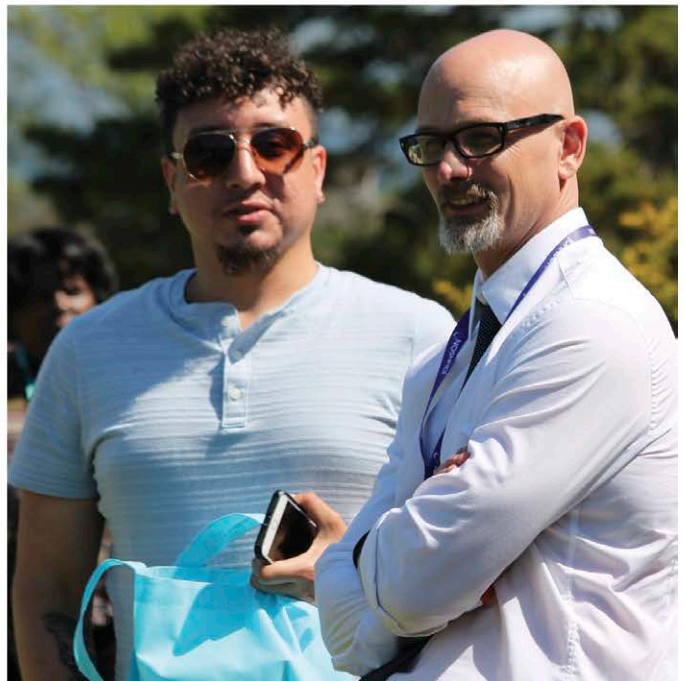


# NOVA SCOTIA CAREER DEVELOPMENT ASSOCIATION

[www.nscda.ca](http://www.nscda.ca)

NEWSLETTER | SUMMER 2017



## IN THIS ISSUE:

NSCDA Welcomes Jane Orrell  
What the New LMS Means for You  
Conference Photos!

Certification Specializations  
Practitioner or Counsellor?



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?



- Connie Corse is the NSCDA's new Training Manager.
- Cathy Casey has joined the NSCDA as a Career Development Specialist.
- The next CCDP exam is August 23.
- The NSCDA will be using SmarterU for its LMS.
- The Case Management Specialization Certification program is being developed and will be available to members in September.
- The Member Survey results are on the NSCDA website.

### NSCDA Staff

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**Phil Ward**

Registrar

**Connie Corse**

Training Manager

**Cathy Casey**

Career Development Specialist

**Chantelle Marshall**

Financial Manager

**Cathi Stevenson**

Communications and Media

**Ashley Halverson**

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## Contents

- 2** What NSCDA Staff Are Working On
- 3** Mental Health Champions
- 4** Jane Orrell Welcomed as Board Chair
- 5** Conference Photo Collage
- 7** Lifetime Achievement Award
- 8** Practitioner or Counsellor?
- 9** Case Management Specialization
- 10** What the New LMS Will Do For You
- 10** NSCDA's New Training Manager



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# What We're Working On



“Partnerships, strategic planning, project management and board development.”  
— **Kathy McKee**, Executive Director



“Streamlining the CCDP process by putting Certification online in September to meet a goal of 250 CCDPs by 2018.”  
— **Phil Ward**, Registrar



“Developing membership and financial tracking for the LMS system.”  
— **Chantelle Marshall**, Finance



“Creating content in print and all media types to connect effectively with members.”  
— **Cathi Stevenson**, Communications & Media



“Launching the LMS online, the development of the Case Management Specialization, Mental Health Champions and the delivery of a full slate of training opportunities.”  
— **Connie Corse**, Training Manager



“The face of the NSCDA, supporting members and the certification project.”  
— **Ashley Halverson**, Administration

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NSCDA staff photo, from left: Financial Manager, Chantelle Marshall; Administration, Ashley Halverson; Communications, Cathi Stevenson; Executive Director, Kathy McKee; Training Manager, Connie Corse; Registrar, Phil Ward.  
*Photo by Jive Photographic Productions.*

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# Event Gives Mental Health Champions Opportunity to Share Experiences and Ideas



Mental Health Champions pose in front of a 12-foot-wide display project at pre-conference on June 7 in Baddeck, where the group met for a full day of training and discussions. The display is the work of Jamie Patterson, Information Resource Specialist with ARCDA, who created it at the request of Mental Health Champion and NSCDA Training Manager, Connie Corse.

"I worked on it over three days and brought it back the Monday before the conference. I had just taken all of the wonderful work people were doing and designed a presentation to display it," says Jamie.

The group was also presented with Mental Health Champion lapel pins created by staff at the NSCDA (inset).

As part of the NSCDA's ongoing commitment to improving services and support in the area of mental health, 33 staff members from Nova Scotia Works' offices have been identified as Mental Health Champions within their centres.

The NSCDA is embarking on an initiative to engage these Champions in developing education and training opportunities on mental health recovery-oriented practices. To facilitate this, the organization has partnered with mental health consultant and co-author of the *Mental Health Commission of Canada's Guidelines for Recovery-Oriented Practice*, Neasa Martin, to develop a comprehensive training program.



**Conference Survey Comment: "I walked away with several new ideas and programs to use with clients: both employer and job seekers."**



# Jane Orrell Takes Over as NSCDA Board Chair

The board of the NSCDA is very pleased to announce Jane Orrell as Board Chair. Jane joined the board of the NSCDA in 2015 and has provided great insight as the representative of members in Cape Breton. Jane will be helping to lead the NSCDA in meeting their strategic goals around governance, leadership and membership.

Jane has more than 27 years of combined professional experience working with diverse cultures in the employment and career development field. She has a strong background in community collaboration and has been the Executive Director of Island Employment since 2001, currently managing five locations.

Jane holds a Bachelor of Arts degree from Mount Saint Vincent University and a Diploma in Social Work from the University of Waterloo. She is a certified Rehabilitative Worker, as well as a graduate of Dalhousie University's Non-Profit Leadership Management Program, and holds a Diploma in Disability Management through Dalhousie University. Jane is also a Certified Career Development Practitioner.



Aside from her role as Chair of the Nova Scotia Career Development Association, she serves as Co-Chair of the Collaborate Partnership Network of Nova Scotia, is a NS representative on the board for the Canadian Association of Supported Employment, is a member of the CEI Advisory Board, and has served on numerous other committees and boards. Jane has worked collaboratively with government departments and representatives to lead positive change in the area of employment services and programs for diverse groups. She is currently leading an initiative to implement universal design in 52 Nova Scotia Works Centres.

Her professional career choice has been driven by a personal passion for helping others and she likes to surround herself with positive like-minded people. She is a dedicated mom of two and enjoys spending time with her husband Eddie, family and close friends. Jane also has a passion for fashion and enjoys decorating, sewing and the outdoors.

## Conference Survey Comment:

"The information can be used in my everyday life and I was able to network with other organizations."



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# NSCDA 19th Annual Conference

Inverary Resort, Baddeck









# NSCDA Lifetime Achievement Award

NSCDA Board Chair, Jane Orrell, presented the organization's inaugural Lifetime Achievement Award on June 8, at the annual conference in Baddeck. Laurie Edwards and Clarence DeSchiffart received the award in honour of almost three decades of work during which they created, produced, and fostered countless innovations and programs within the field of career development. Edwards and DeSchiffart were a significant force behind the creation and development of the Nova Scotia Career Development Association (NSCDA).

Clarence and Laurie have founded and actively contributed to many Pan-Canadian projects that shaped the career development sector in Nova Scotia, Canada, and internationally. They have been the public faces and go-to people for career development within the province, and were recently the co-recipients of the national Stu Conger Award for Leadership in Career Development and Career Counselling, awarded by the Canadian Career Development Foundation.



Laurie Edwards, left, and Clarence DeSchiffart pose with their Lifetime Achievement Award plaques at the NSCDA's 19th Annual Conference, June 8, 2017.

## The next CCDP exam is August 23.

### Conference Survey Comment:

"Fabulous keynote speakers,  
very positive and thought  
provoking."

## SCHOLARSHIP PROGRAM 2017

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# Practitioner or Counsellor?



by Teresa Francis

If your head hurts from trying to figure out the difference between a career practitioner and a career counsellor, you're not alone. It's a challenging question with no easy answer.

Perhaps some of the confusion stems from the fact that career counsellors *are* career practitioners. Across Canada, 'career practitioner' is an umbrella term for various titles and positions held by those of us working in the field. The Canadian Council for Career Development, in [explaining what career practitioners do](#) includes career counselling as an area of career development practice. The Canadian Standards and Guidelines for Career Development Practitioners ([click to view PDF](#)) identifies Career Counselling as one of the specializations within the field. Just as a case manager or job developer is a career practitioner, so, too, is a career counsellor.

There are varying perspectives on this topic, and some great resources. Nationally, the Canadian Education and Research Institute for Counselling (CERIC) partnered on a project which resulted in a [framework for the education and training of career development practitioners](#). Here at home, the Nova Scotia Career Counselling Working Group developed a paper exploring the distinction between the two roles ([click here to view PDF](#)). Clarence DeSchiffart, one of the authors, and his colleagues (me included) have presented on this topic – you may have attended his recent session at the NSCDA conference in Baddeck.

All roles under the career practitioner umbrella have common aspects: helping clients move forward with their lives and make employment-related decisions; using skills of active listening, information gathering, and questioning; drawing upon assessments and online tools. All career practitioners need to be empathic, respectful, non-judgmental, and adaptable. All need to work collaboratively and think critically.

Career counselling, like other roles under the broader umbrella, involves specific functions requiring a particular set of competencies. Career counsellors generally possess graduate level training in counselling or another related area,

and have completed a supervised practicum or internship. They are trained counsellors who have also acquired career development competencies.

Career counsellors, by virtue of education and training, should bring an additional dimension to career development practice, one that supports and complements the roles and skillsets of teammates. A career counsellor can slow down the career exploration and decision-making process with the client who will benefit from a deeper exploration of identity and self-concept. A career counsellor can draw from tools in their counselling toolbox to help a client gain insight into their career-life issues, manage stress and anxiety, and develop coping skills. A career counsellor can bridge a client in crisis to external resources while offering therapeutic support.

Career counsellors, advisors, consultants and coaches, case managers, job developers, information resource specialists and others in the career development field work together to meet the complex needs of a diverse client base. When roles are newly defined and aligned as they are in the Nova Scotia Works Centres, it takes time, collaboration and a continued investment in learning to fully discern the functions and responsibilities of each. Ongoing training and communication to understand the scope of practice and competencies required of all roles – not just our own – is critical.

I'm not saying that our heads won't still hurt – they may – but as we grow together in our understanding of what each role brings to career development, our clients will benefit.

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*Teresa Francis, M.Ed., CCC, RCT is a career counsellor and a consultant in career development and the recognition of prior learning. She is the President of the Career Counsellors Chapter of the Canadian Counselling and Psychotherapy Association.*



# It's Time to Think About Case Management Specialization

In September 2017 the first unit of the Case Management Specialization will be introduced on the NSCDA's new online Learning Management System (LMS). The development of

the course content is in process. When the specialization was introduced at the annual conference in Baddeck in June, there was an outline of proposed activity. This outline is undergoing more rigorous study and will be reviewed by both external and internal experts. As well, Employment Nova Scotia Program Officers will be asked to take part in development and delivery to ensure critical decision-makers are involved. This work will be relevant across all case management scenarios. The vehicle for delivery of the Specialization training will be the NSCDA's new LMS. Users will be logged into a personalized learning plan that will combine online modules with links to other offered training, resources and outside supports. The LMS will be operational in September with users and courses being added gradually. There will be specific course launch material created along with training and support for those who wish to take advantage of this specialized training.

## Case Management Specialization Certification

### Training Outline

NSCDA LEARNING MANAGEMENT SYSTEM (LMS) TRACKING PROGRESS ONLINE IN REAL TIME

SEP 2017



INTRO + GOV'T SUPPORTS

OCT 2017



ESSENTIAL SKILLS

NOV 2017



CUSTOMER SERVICE

JAN 2018



WRITE TO WIN

FEB 2018



CLOSING OUT

MAR 2018



SHOW WHAT YOU KNOW



### SPECIALIZATION OBJECTIVE

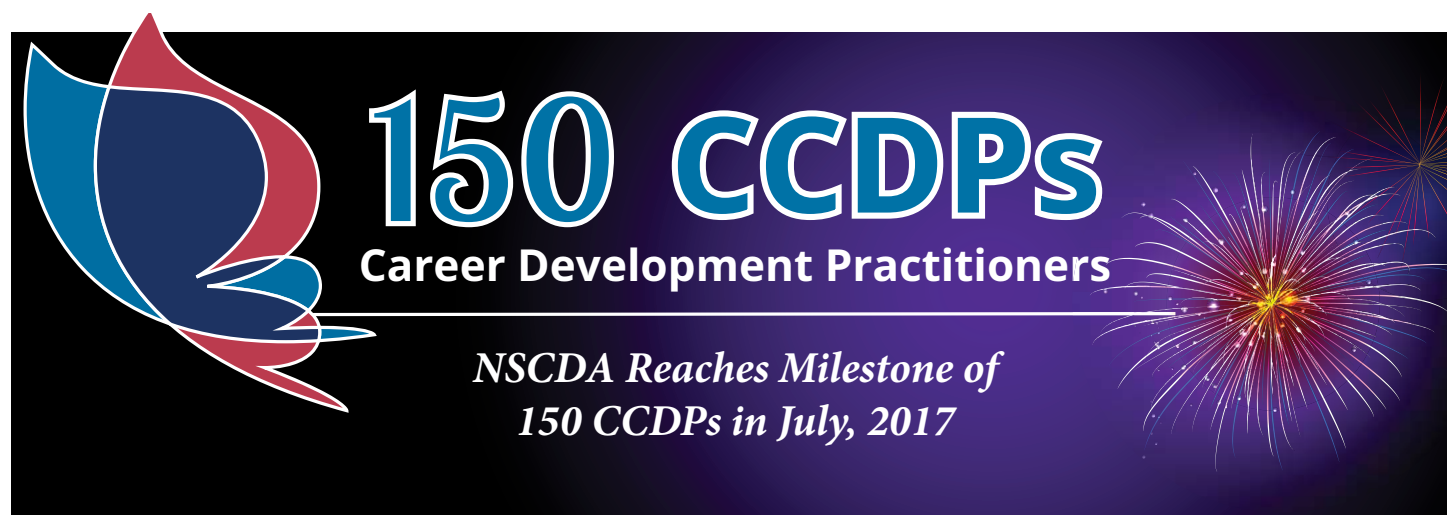
- Improve Professional Practice
- Recognition of Techniques
- Refresh Professional Skills
- Improve Job Performance
- Enhance Understanding of NS Client Pathways and Assessment Tools
- Quality Assurance



TAG TO REFLECT CERTIFICATION SPECIFICATION

### MANAGEMENT OBJECTIVE

- Improve Professional Supervisory Skills
- Providing Appropriate Oversight / Monitoring
- Recognition and Correction of Deficiencies
- Understanding the Scope of Supervision
- Evaluation and Quality Assurance Practices





# Connie Corse Welcomed as NSCDA's Training Manager

The NSCDA is excited to welcome Connie Corse as the new Training Manager. Many of you know Connie from her time at the Avon Region Community Development Association and at Opportunity Place, and as an Assessor with the CCDP program.

Connie has worked in career development services in Nova Scotia and British Columbia and has been developing and facilitating training sessions for more than 20 years. Her presentations and workshops on career decision making, résumé development, personality dimension and job search theory regularly seat 20 to 50 participants.

Connie is active in the NSCDA Mental Health Champions Initiative and in September she will be presenting a workshop on Supporting Recovery Through Employment, discussing Recovery Oriented Practice and the Mental Health Champions initiative at the Psychosocial Rehabilitation Conference in Halifax and Cannexus 18 in Ottawa.



## What the New LMS Will Do For You

The NSCDA is implementing a new LMS that will enable members to maintain and track their professional development in one convenient location.

Before offering the program to members, staff have been completing their own training around the SmarterU administration and use of this new LMS and the more they learn, the more excited they're getting about all the possibilities this system brings.

The SmarterU system will allow members to track training, complete training modules, obtain certificates, and monitor progress for Certified Career Development Certification, Career Pathways, Case Management Specialization, Mental Health Champions training, and more.

The system offers members the ability to create their own learner profiles and will connect to various learning plans which will enable them to enrol in whichever training options they prefer. This ensures everyone can get the specific training or certification they need, as well as allowing them to participate in optional training opportunities they might find interesting and want to learn more about.

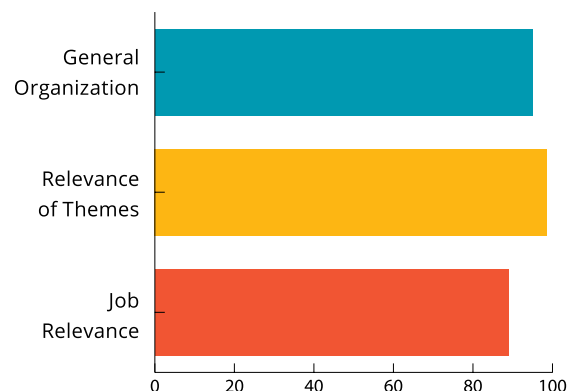
A learning management system (LMS) is an online application for the administration, documentation, tracking, reporting and delivery of courses and training programs.

### TOP TRAINING NEEDS AS IDENTIFIED BY MEMBERS

- Case Management
- Mental Health
- Crisis Intervention
- Labour Market
- Critical Thinking
- Writing Skills
- Psychologically Healthy Workplace
- Diversity & Inclusion
- Building Work / Life Balance

### Conference Survey Results

% of good, very good, or excellent ratings



Accumulated survey results from approximately 90 respondents concerning the NSCDA's 19th Annual Conference.



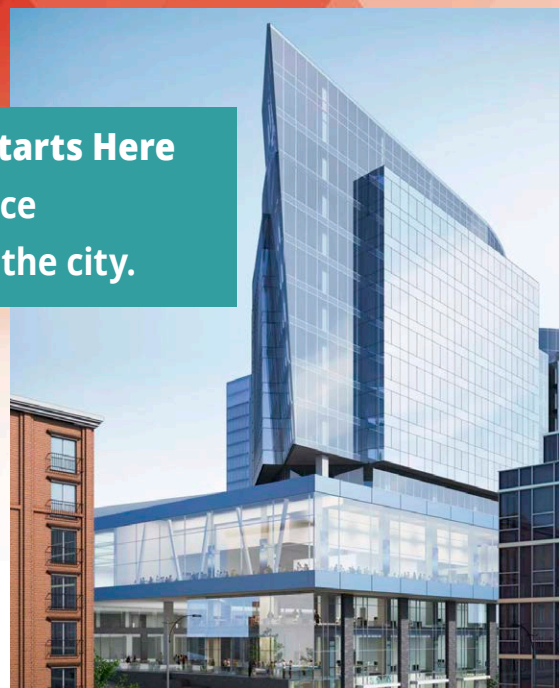
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program, and opportunities to explore the city.

## 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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