



NOVA SCOTIA CAREER DEVELOPMENT ASSOCIATION

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NEWSLETTER | SPRING 2018



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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.

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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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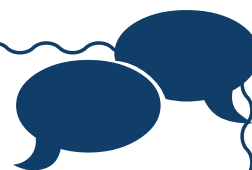
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Did you hear?



- Module 4 for Case Management Specialization is on the HUB.
- All HUB materials are currently being developed in JAWS-friendly formats, and translated into French.
- The 20th Annual Conference is scheduled for Sept. 19 - 21, 2018 at Old Orchard Inn.
- The NSCDA now has 418 members, and 21 member organizations.
- The NSCDA is partnering with the CEI on the development of an employment services journal.
- We're currently working on a new membership portal, which should be a bit easier to navigate.

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Diversity and Inclusion

The imperative to promote inclusion and citizenship in our increasingly distressing and reactive world is great, and is the responsibility of every citizen.

by Kathy McKee, Executive Director, NSCDA

6 Degrees: In the fall of 2016 I was fortunate to attend the 6 Degrees conference in Toronto focusing on issues of inclusion, exodus and prosperity around the world. It was a great opportunity to discuss the globally urgent issue of creating truly inclusive societies. 6 Degrees has published the following key takeaways, collected from their events held around the world. These learnings are helpful in focusing the work of the NSCDA.

Make reconciliation a personal project through everyday actions and awareness

1 We're all responsible for the project of reconciliation, and everyday actions can be part of the process. There are many opportunities to engage: Honour residential school victims and survivors by attending commemorations, advocate for land acknowledgments, learn words in the language of the people who cared for the land you live on long before your birth.

Own our history and mistakes

2 We must all face the demons of our past — be they our own actions or our inherited histories — and learn from them. Understanding cause and effect can inform the changes we need to make, and empower us to act positively and productively.

Allyship means being willing to give something up

3 Those with privilege must recognize it and be willing to step down in order to amplify the voices of those with less privilege. Allyship is not a unidirectional helping hand, but a complex project of self-reflection, support and action. Make space and make sure you're not speaking for others who wish to speak for themselves.

Inclusion is a spectrum that concludes with mattering

4 The ambition of inclusion goes well beyond tokenism — it is both belonging and mattering. "Diversity is being invited to the party," Verna Myers has once said, while inclusion "is being asked to dance."

Open conversation is the first — and necessary — step

5 Ask questions, have humour, discuss something uncomfortable, and don't be afraid to disagree. Acknowledging where we lack knowledge and allowing our preconceptions to be challenged is the first step toward growth and greater understanding. Conversely, those with specific experience should be patient with knowledge-seekers.

Think upstream: education is where to start

6 Building a truly inclusive society starts young. Educators and schools can and should play a significant role in equipping society with the right language and context to discuss past injustices and paths forward.

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Understand the structural causes of conflict and oppression

7 For some it's an uncomfortable truth: white supremacy underlies much disadvantage in the world. Western foreign policies catalyse conflict and are the ultimate cause of the ongoing refugee crisis. Systemic barriers to people of colour perpetuate cycles of poverty and disenfranchisement. We must face these realities and act against them, because in concert, they threaten to leave generations in ruins.

Disrupt the status quo

8 The world is changing and our governments, policies, and social structures must change with it. We should resist the urge to say "this is the way it's always been," and instead look to evolve our language, thinking, and actions.

There's an economic case for diversity

9 Diversity, inclusion, and belonging are not just feel-good causes. They're good business. Newcomers are often more likely to start new businesses and to innovate than those native-born. Population growth, and therefore economic growth, is now the direct result of immigration; more voices at the table mean more ideas, disruption and innovation.

Invest in young people

10 We need to bring young people into the circle by listening to them, mentoring them, and hiring them. With an aging population, investment in young people will doubtlessly pay off.

Training and Professional Development Update

by Connie Corse, Training Manager

Case Management Specialization Training:

Case Management continues to move forward on the HUB. Module 3 has been released and Module 4 is soon to follow. Also, Module 1 and 2 are almost completely translated into French. The NSCDA will continue to work on ensuring training material on the HUB is available in French and JAWS compatible. There are currently **197 members** registered for Case Management Training to date.

Current and Upcoming Training:

The NSCDA has partnered with Bell, Browne, Molnar and Delicate Consulting Inc. to offer webinars on Motivational Interviewing and Writing Professional Case Notes. These webinars will take place during the months of May and June. The Motivational Interviewing Webinar #1 took

place on May 15th with 91 of our members participating. We look forward to the remainder of these webinars. If you have not yet registered the information is available on the NSCDA website.

On May 24th Literacy Nova Scotia offered a webinar around adult literacy to our members. As with some of our previous webinars, this webinar reached max capacity in under a few hours with 49 participants attending.

The NSCDA continues to research and develop training programs including Older Workers, Employer Engagement, Youth Essential Skills and a Diversity and Inclusion Strategy. As well we are working on training around MBTI assessment training for career counselors, research training partnering with CEI, identifying Mental Health Champion regional leads, and ESAT Training.



286 Active Learning Plans
197 Registered for
Case Management

LMS / HUB

427 People Registered

321 NSW | 90 Members | 16 Non-Members

Certification Update

by Phil Ward, Registrar

Certification is busy on many fronts at the NSCDA. We are always working to help candidates navigate their way through the certification program either via the regular certification path or the Career Pathways method. This program is growing online as we become more experienced in its online development and delivery. We are developing an online recertification database that will be announced and available soon. A large project underway is the review of the last three years of the certification program ensuring the ongoing success of the program and to measure its effectiveness in serving the career development community. This project will identify any areas that need improvement and will address quality assurance and service standards. Other activities include:

1. Presenting at the PEI CDA/PEI Newcomers AGM around history and structure of certification and continue conversations with other national and provincial bodies who are interested in our RPL process.
2. Continuing French translations and JAWS document preparation to be offered through the HUB. We are also exploring a Mi'kmaq translation option for Structured Interviews (SI).
3. Continuing partnership with Indigenous communities, CEI, and many other organizations and communities.
4. Working with the 3CD on national initiatives such as the update to the *Canadian Standards and Guidelines for Career Development* and assessing how this will affect NSCDA certification.



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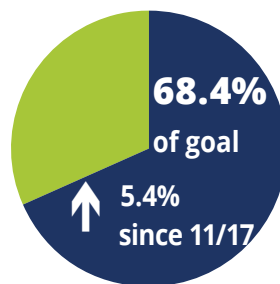
5. Participation in an RPL ad-hoc committee to improve RPL communications with employers.
6. Organizing future exams; dates/details will be on website.

As always, we urge all members and certification candidates to reach out to us with any questions you may have. We can share the most up-to-date and consistent information in your journey through the certification program. We can be contacted at PWard@NSCDA.ca (902-835-0315) or AHalverson@NSCDA.ca (902-832-2133).

We are particularly looking forward to the completion of the career development practitioner certification evaluation. The recommendations from this report will inform and guide our continuous improvement process, while elevating our innovative and comprehensive nation-leading program.

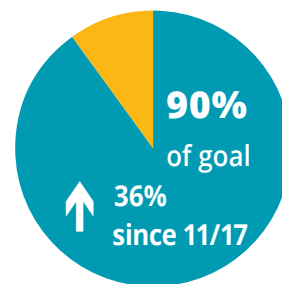
Certification

**Designated
CCDPs**



Projected goal:
250 (171 currently
have CCDP designa-
tion. 70 in process).

**Career Pathways
to Certification**



**Projected Pathways
candidates goal: 50**
Currently have 45
candidates. An additional
10 candidates have moved
into regular program.

A Bit of History



One of the ongoing projects of the NSCDA is to create a record of the history of the organization. This involves interviewing people, and retrieving and restoring data saved in long-forgotten software programs.

If you want to add something or have questions about this project, please contact Cathi Stevenson at cstevenson@nscda.ca



Do you remember any of these people? These photos are believed to be from the NSCDA's 8th Annual Conference held May 31 - June 1, 2006 at Saint Francis Xavier University in Antigonish, NS.



Recognize anyone? These photos are from the NSCDA's 2007 Conference May 30 – May 31, 2007 at the NSCC New Waterfront Campus, Dartmouth, NS.



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NSCDA 20TH ANNUAL CONFERENCE



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COMMUNITY
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COMMIT

SAVE THE DATE

September 19 - 21, 2018



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Lightfoot & Wolfville Vineyards
Wolfville, NS