



NOVA SCOTIA CAREER DEVELOPMENT ASSOCIATION

www.nscda.ca

NEWSLETTER | WINTER 2016



IN THIS ISSUE:

- An interview with Carley Gloade
- Tips on reducing workplace stress
- Certification update
- PD update
- Messages from Executive Director and Board Chair

NSCDA
NOVA SCOTIA
Career Development Association



NSCDA Staff

Executive Director
Paula Romanow
promanow@nscda.ca

Registrar
Phil Ward
registrar@nscda.ca

Member Relations
Coordinator /
Conference
Coordinator
Paulina Alfaro
info@nscda.ca

Communications
Coordinator
Cathi Stevenson
communications@nscda.ca

Administrative
Coordinator
Chantelle Marshall
administration@nscda.ca

Training Development
Coordinator
Pam Tracz
ptracz@nscda.ca

Board of Directors

Kathy McKee
Job Resource Centre,
Windsor
Chair

Amanda White
Career Connections,
New Glasgow
Vice-Chair

Phil Long
Job Resource Centre,
Windsor
Treasurer

Cathy Casey
People Plus Consult-
ing, Halifax
Regional Rep

Jane Orrell
Employability
Partnership, Sydney
Regional Rep

Carley Gloade
Millbrook First Nation,
Millbrook
Member at Large

**Lynn McDonagh
Hughes**
TIANS, Halifax
Member at Large

Contents

- 2 Message from the Executive Director
- 2 Message from the Board Chair
- 3 Certification Update
- 3 Training and Professional Development Update
- 4 Member Profile: Carley Gloade
- 6 Reduce Workplace Stress

WINTER PD TRAINING SESSIONS MEAN WINTER STORMS. Please use your discretion when driving to or from any sessions. If roads are bad or you feel unsafe, please don't feel you must attend. If schools are closed in the area where the workshop is to take place, then we will reschedule the session. We will also communicate with you by email if there is a cancellation.

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.

Editorial Inquiries: Cathi Stevenson:
communications@nscda.ca Phone: 902-832-0037

Advertising Information: Paulina Alfaro:
info@nscda.ca Phone: 902-832-0335

Address: Sunnyside Place, 1600 Bedford Highway, Suite 400, Bedford, NS, B4A 1E8

Fax: 902-832-9901

Cover Image and birds © darii_s / Adobe.com; People drinking coffee, p. 6 © mayrum / Adobe.com

Message from the Executive Director



It's hard to believe that the holiday season is upon us already. Where does the time go? Seems like fall was here one day, and the next we're in the middle of a snowstorm. That's winter in Nova Scotia. A bit of an apt analogy for the last few months here at the NSCDA. We've been caught up in a real flurry of activity!

Our professional development (PD) program is well under way. Pam has completed her needs assessment (thank you for all the great feedback!) and we've already put on all kinds of programming (see her update on page 3). Of particular note was the CERIC/NSCDA webinar series on sustainable employer engagement; there were over 120 registrations for the series, and since many were watching in a lunch and learn format, CERIC figures that between 400-500 people actually watched the series. About a third were from Nova Scotia, but the rest were from across Canada and even the USA! Nova Scotia's reputation as an innovator and leader in the career development field continues to grow. A huge thank you to Jim Key and Amrita Hazra, Kim Aker, Mohja Alia, Anna McBeth, and Angela Hoyt for their terrific presentations. Don't forget to check out the PD Events Calendar on the NSCDA website to keep updated on future PD sessions.

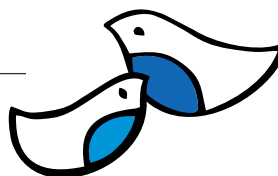
On the certification front, we are now up to 129 CCDPs with about 85 still in progress. The Career Pathways to Certification program is now underway, for those who are working toward the minimum prerequisite of 5400 hours of full time CD employment for full certification. Our RPL model is admired across the country, and we were happy to present on it at the Jobs Without People, People Without Jobs: RPL as a Workforce Development Tool Symposium in early November. For more about certification, see the Registrar's Update on page 3.

The NSCDA was one of the sponsors of the Ability Starts Here conference at the end of November. What an inspiring day! It gave the attendees lots to think about, and lots to celebrate. It also gave us some great ideas for our next annual conference being held in Baddeck, Cape Breton. Stay tuned for more on that, and on other new initiatives coming in 2017. Above all though, remember that the NSCDA is YOUR organization. We belong to the members, and everything we do is based on your wants, needs and ideas. We want to hear from you!!

I hope everyone has a peaceful and wonderful holiday and nothing but great things for 2017.

Paula Romanow

Message from the Board Chair



As I write this, we are cleaning up from the first snowfall of the season and the Christmas carols are playing in the office and I can't help but wonder where the fall went. As I speak to colleagues across the province, I get a true understanding of the amount of work underway in career development. We have been very busy indeed! After the July 1 transition date for Nova Scotia Works centres, the NSCDA has spent time getting better acquainted with staff at the centres and gaining a better understanding of needs. The most important aspect of this learning has been the realization that new systems take time to build and even longer to perfect. I want to assure all of our members, regardless of their professional affiliation (government, private or other) that we are listening to you and are committed to being a flexible and adaptable organization that reflects the needs and wishes of its members. In order to do this most effectively, we need to hear from you! Never hesitate to call us and let us know what you need so that we can respond appropriately.

In the new year, the NSCDA will be undergoing a strategic planning process with an external consultant. We will be seeking input from members and stakeholders for this plan, so you may be asked to contribute or share your thoughts and opinions and we thank you in advance for this. We are also partnering with the Mental Health Commission of Canada to co-host an educational event in the spring of 2017 to promote the Guidelines for Recovery Oriented Practice as part of a larger mental health training initiative with Neasa Martin, a mental health consultant. Our annual conference, set for early June 2017, will be held at the Inverary Resort in Baddeck, Cape Breton. We had advertised the location previously as being in the new convention centre in Halifax, but unfortunately, construction delays have made a location change necessary. Look for details soon.

Best wishes to all for an enjoyable and safe holiday season, 2017 is going to be amazing!

Kathy McKee



CERTIFICATION UPDATE

Phil Ward,
Registrar

The Certification Program is gaining momentum and Nova Scotia is quickly being recognized by the experts, as one of the leading RPL-based certification programs in the country! We, as NSCDA members and CCDPs, are leading the way.

We have just completed our last exam for 2016. I am pleased to announce that we have 13 new CCDPs across the province. Congratulations on all your hard work and success. This brings our total to 129 CCDPs province-wide. This is an accomplishment that we should all be proud of! The next exams are scheduled for Feb. 21, May 23, Aug. 2, and Nov. 21 of 2017.

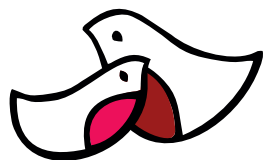
Since our fall newsletter, we have completed three large projects. Our first is the Career Pathways to Certification candidate (CDPc) workbook. In this you will find all the information and forms to develop a learning plan with your mentor, while working towards your minimum requirement of 5400 hours. Fifteen candidates have already started this process. Our second is the communication to all CCDPs and managers/EDs of the requirements for recertification hours for all CCDPs (60 hours over three (3) years from date of being certified with a minimum of 10 hours in four (4) of the six (6) competencies). We have developed a form that is accessible

on our website for the recording and submission of recertification hours. Please submit your hours on a timely basis to cmarshall@nscda.ca. Thirdly, we completed our Assessor's Handbook.

Our steady increase in candidate numbers means that we need more assessors, and a call for assessors will be going out again shortly. Please consider becoming involved in this great opportunity! In addition to the Assessor's Handbook completion, our assessors' stipend program has begun. We sincerely appreciate all the work that goes into this, and the support from the NSW centres. The assessors are one of pillars of the certification program.

We have had over 210 CDPs apply for certification. We currently have over 80 people in process, who anticipate completing the program in the spring and summer of 2017.

I look forward to communicating with everyone leading up to our next exam in Feb. If anyone has questions about our new Career Pathways to Certification process, CCDP recertification hours, or would like any information about our certification program, please contact me at registrar@NSCDA.ca or 902-835-0315.



Happy Winter Everyone! As an avid skier, I love winter—it's my favourite season! While I could do without the extreme cold, there is nothing better than being outside gliding over snow on a beautiful sunny winter's day. For those of you who like to stay indoors, it's the perfect time to attend a PD event!

The PD Calendar on the NSCDA website is the go-to place for training events and information. The calendar is frequently updated, so check back often. For each session you wish to participate in, click the red word "REGISTER" and you'll be taken to Eventbrite or another site to sign up. You should register for an

TRAINING AND PROFESSIONAL DEVELOPMENT UPDATE

Pam Tracz,
Training Development Coordinator



event even if it is in your centre, so we know how many people are attending and we can share resource materials with you by email if necessary, or send weather cancellation information.

Look for our regular email blast to learn what events are coming up, and for reminders about the sessions. Sessions this winter will focus on a variety of topics, including Diversity & Inclusion, Case Management, Mental Health, and more.

Please contact me at ptracz@nscda.ca if you have any questions, suggestions, or tips.



MEMBER PROFILE

Carley Gloade,
Native Employment Officer
Employment & Training Office,
Millbrook First Nation

After working for three summers as a student assistant with the Employment & Training Office for the Millbrook First Nation, Carley Gloade knew she'd found a place where she could use her skills and make a difference. In 2014, she became Millbrook's Native Employment Officer, and has the distinction of being the only Native Employment Officer in Nova Scotia to be a Certified Career Development Practitioner. She is also one of two new board members at the NSCDA.

Having grown up in Millbrook, Carley is in the unique position of personally knowing the people she's likely to be helping, although her office does serve the broader community, as well. "Working in the community offers unique challenges," she says. "There are a lot of barriers, both internal and external that contribute to the high unemployment rate for people living here. Approximately sixty percent of working-age adults on the reserve are unemployed, and that's something we'd obviously like to see change."

Many of the jobs available are not in the community, and Carley says, "motivating people to believe that working outside the community is beneficial can be difficult." She thinks she'd be better able to address these issues if there were more data available. "The labour market information about people living in First Nations communities, and where the jobs are, just isn't there," she says. "Better statistics for the on-reserve population and better access to employers who are willing to take apprentices, offer internships, and provide work experience that lead to sustainable careers would really be beneficial."

In a typical day, Carley offers basic career development services that include essentials skills such as résumé writing, general career development advice and information, and she arranges training and funding for those eligible. She also helps people recognize the skills and experiences they already have that are valuable tools in the workforce.

The Recognition of Prior Learning (RPL) model is something she strongly supports. In early November she joined presenter Karen Boyd at the RPL Symposium held at the NSCC's Akerley Campus in Dartmouth, where she discussed RPL as an empowerment tool. The workshop explored knowledge and learning from a Mi'kmaq perspective and introduced a Mi'kmaq-focused RPL approach that was aimed at capturing the learning experiences of individuals through personal accounts of their own life stories.

"We had great feedback with lots of questions and requests to provide further one-on-one conversations with many participants. For most, education is key; if they don't understand

someone's past, it is hard to help them better their future. Our presentation helped educators realize some hard truths about our people's history and the hurdles they've jumped to be where they are today."

Lifelong learning is also something she values. Besides a degree in Sociology from Saint Mary's University in Halifax, Carley has a Human Resources Management Certificate

from the Community Sector Council. She earned a certificate in Introduction to Employment Services (commonly referred to as the IES program) from Dalhousie University in 2013, and a certificate in Career Development Services II in 2016.

When not in the office, she can be found caring for her children: two daughters aged 17 and 12, and a four-year-old son. In her spare time she likes to play volleyball and belongs to a competitive co-ed league. "I've been playing volleyball since I've been about 12 years old," she says. She plays both power and offside, and has been with her current team for six years. She also plays for the Millbrook Women's Volleyball team who are five-time gold medalists in the Nova Scotia Mi'kmaq Summer Games.

"I also have an essential oils business," she adds. The company, called SpOILed, offers products made from 100 percent ther-

Continued on next page . . .

... continued from previous page

apeutic-grade essential oil products, using only seed-to-seal guaranteed essential oils from Young Living. SpOiled offers everything from deodorant to lip balm to laundry soap, "all created with natural organic products." With the holiday season upon us, she's busier than ever working on her product line, and custom orders that she's happy to make for clients. She promotes the business via social media and word-of-mouth, and has recently placed her products for sale at the Millbrook Cultural and Heritage Centre.

Carley also assists her husband in his lobster fishing business. "I take care of finances, licensing requirements, settlement reporting, ordering, delivering and repairing gear! It's my job to make sure he can focus on fishing safely and effectively," she says. She has also been known to get her hands dirty and help out on the boat from time to time.

The first time she went out on a boat she was warned not to let the lobster grab her because it hurts. "Of course that's common knowledge and obviously I wouldn't let that happen." She shrugged off the advice and went to work measuring and banding lobster. "Well, I got grabbed by a huge lobster. He had my whole thumb right on the nail, I didn't dare say a word, and I pulled him off quickly. It hurt so bad I could barely move my thumb, but I finished the day." When she later admitted what happened she was told, "you know you could have held him up and he would have let go?" I felt pretty silly."



Photo by Nigel Gloade

Carley Gloade "attacking" the ball during a volleyball game. Carley has been playing volleyball since she was about 12 years old. She plays both power and offside, and has been with her current team for six years. She also plays for the Millbrook Women's Volleyball team who are five-time gold medalists in the Nova Scotia Mi'kmaw Summer Games.

Looking towards the future, Carley plans on dedicating herself to helping those who come into her office, continuing her own training and education, and keeping abreast of new developments in the industry that can help her help others. 🇨🇦



KEEP IN THE KNOW

The calendar on the NSCDA website (at www.nscda.ca) lists upcoming PD sessions and webinars offered by the NSCDA and other organizations that can be used directly towards CCDP recertification hours.

We welcome your input and suggestions concerning professional development and training.

Exclusive savings. How exciting!

NSCDA members have access to exclusive savings and offers! Contact us today for a home, auto, or MEDOC® Travel Insurance quote.

1-877-742-7490 Group code: 9B
nscda.johnson.ca

Johnson Insurance is a trademark of Johnson Inc. ("Johnson") and operates as Johnson Insurance Services in British Columbia. Johnson is a licensed insurance intermediary. Home and auto policies are primarily underwritten by Unifund Assurance Company ("Unifund"). Unifund and Johnson share common ownership. Auto insurance not available in BC, SK or MB. An alternate plan is available in QC. Eligibility requirements, limitations, exclusions or additional costs may apply, and/or may vary by province or territory. MEDOC® is primarily underwritten by Royal & Sun Alliance Insurance Company of Canada ("RSA") and administered by Johnson. Johnson and RSA share common ownership. 0488_16



JOHNSON
INSURANCE

Reduce Workplace Stress



Stress isn't always bad. Stress within your comfort zone can help you stay focused, energetic, and able to meet new challenges in the workplace. Stress is what keeps you on your toes during a presentation or alert to prevent accidents or costly mistakes at work. But long hours, tight deadlines, and ever-increasing demands can leave you feeling worried, uncertain, and overwhelmed by stress.

Beat stress by initiating positive relationships

Social contact is nature's antidote to stress. Since the face and heart are wired together in the brain, talking face to face with a good listener can help to calm your nervous system and relieve stress. Of course, you may not have a close buddy at work, but you can be more sociable with coworkers. When you take a break for example, try engaging your colleagues.

Sharing your thoughts and feelings with another person can help reduce stress.

- The other person doesn't have to "fix" your problems; he or she just has to be a good listener.
- Developing friendships with some of your co-workers can help buffer you from the negative effects of stress. Remember to listen to them and offer support when they are in need as well.
- As well as increasing social contact at work, having a strong network of supportive friends and family is extremely important to managing stress in all areas of your life. On the flip side, the more lonely and isolated you are, the greater your vulnerability to stress.
- If you don't feel that you have anyone to turn to—at work or in your free time—it's never too late to build new friendships. Meet new people with common interests by taking a class or joining a club, or by volunteering your time. This is a great way to expand your social network, and being helpful to others—especially those who are appreciative—delivers immense pleasure and can help to significantly reduce stress.

How managers or employers can reduce stress at work

If you can remain calm in stressful situations, it's much easier for your employees to follow suit. There are also a number of organizational changes that you can make to reduce workplace stress. These include:

Improve communication: One of the best ways to improve communication and reduce stress is to listen attentively to an employee in a calm, face-to-face setting.

- You'll hear the subtle intonations in someone's voice that tell you how that employee is really feeling.
- You'll make that employee feel heard.
- You'll experience stress-lowering face-to-face interaction.

Consult your employees: Share information with employees to reduce uncertainty about their jobs and futures.

- Give workers opportunities to participate in decisions that affect their jobs.
- Be sure the workload is suitable to employees' abilities and resources; avoid unrealistic deadlines.
- Show that individual workers are valued.
- Offer rewards and incentives.
- Provide opportunities for career development.
- Promote an "entrepreneurial" work climate that gives employees more control over their work.

Cultivate a friendly social climate:

- Provide opportunities for social interaction.
- Establish a zero-tolerance policy for harassment.

Authors: Jeanne Segal, Ph.D., Melinda Smith, M.A., Lawrence Robinson, and Robert Segal, M.A.
Read the complete article at: <http://www.helpguide.org/articles/stress/stress-at-work.htm>



SEASON'S GREETINGS

*from the Board of Directors
and Staff at the NSCDA*