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NOVA SCOTIA
Career Development Association

NEWSLETTER | SPRING 2019



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Professional Development Tracker

Maintain your certification and track your professional development with the PD Tracker on the NSCDA's Member HUB.

Questions? Let's Chat!



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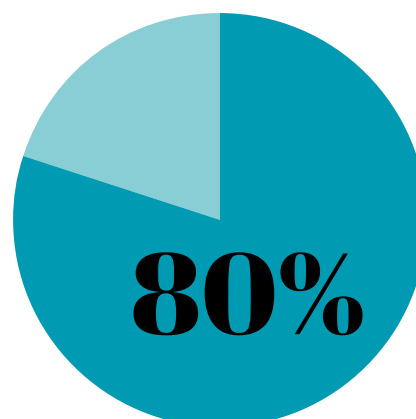
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We do not offer monetary compensation for articles, but provide a biography for contributors. We cannot guarantee articles will run, even with previous agreement. All submissions are subject to editing for style and space.

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200 CCDPs in Spring, 2019

Projected goal: 250



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Career Development Association

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WELCOME TO THE NSCDA New Staff Members



Junior Moaku, NSCDA Training Developer (left, centre). Teresa Francis, Director, Office of the Registrar, (indicated by arrow). She's also pictured below. ;)



Teresa Francis started her career in a university Registrar's office, where she discovered an interest in how learning is recognized. Since then, she has worked extensively in career and student development as a counsellor, academic advisor, manager, educator, facilitator and, most recently, as a consultant. A specialist in the Recognition of Prior Learning (RPL), Teresa has delivered programs throughout Nova Scotia, in various parts of Canada, and in the Caribbean.

Teresa has been involved in career practitioner development for over fifteen years, most recently through the facilitation of case management training. She is thrilled to join the NSCDA as Director, Office of the Registrar, and looks forward to continuing to support the important work of helping people navigate work and life transitions.

Junior Moaku is NSCDA's new Training Developer. He graduated from Acadia University as a student-athlete in spring 2019 with a degree in Business Administration. Prior to Acadia, Junior attended Iowa Central Community College where he also played basketball and earned an Accounting Assistant Diploma.

Junior grew up in Hamilton, Ontario where he attended Académie Catholique Mère-Teresa to receive a bilingual high school diploma before obtaining a college-preparatory diploma at Chicago Hope Academy.

As a student-athlete Junior spent much of his time advocating for students' mental wellness. In the fall of 2018, Junior started a social enterprise called Save Me Save We dedicated to increasing mental health literacy and awareness in our communities. Save Me Save We sells trendy clothing items with their signature emblem and donates a percentage of every sale to local mental health agencies. The organization is also involved in community work and is developing a program that will offer elementary and high school students emotional first-aid tools.

In his spare time, Junior loves to play sports, watch movies and read. His favourite author is Arthur Miller and Junior plans to write a few novels of his own in the near future.



The BIG Picture

21st Annual Conference Recap



Approximately 260 delegates and 50 presenters joined us for the NSCDA's 21st Annual Conference in Dartmouth. This year's theme was The Big Picture and focused on helping career development professionals view things in wider, more general terms, enabling them to recognize where their contributions made an impact. Response from the post-conference survey has been overwhelmingly positive. The NSCDA team worked hard to organize a memorable and valuable experience for everyone, an achievement made all the more challenging since it had only been eight months since the previous conference, and four months since we hosted a booth at CANNEXUS to roll out our national training program. Event planning has become a significant part of administrator Ashley Halverson's job description.

Pre-Conference

Pre-conference on June 5th was attended by about 120 people. It was a day jam-packed with informative and valuable sessions. CEI offered a full day event called Exploring Our Collective Impact Within the Career Development Ecosystem; James Ingram offered a half-day session on Difficult Conversations: Strategies for Challenging Discussions. Our own Teresa Francis presented a very successful half-day session on The Importance of Building a Working Alliance in the Assessment Process. The day ended with a two-hour shindig, giving everyone the opportunity to relax and network in an informal setting.

20 Information-Packed Sessions

June 6 was a full conference day where attendees had 20 information-packed sessions from which to choose. A buffet lunch was sponsored by Gallagher. The day concluded with a networking wine and cheese event sponsored by Connector Plus.

Attendify App. & Leaderboard

The NSCDA once again used the Attendify App. One hundred and fourteen delegates downloaded the program to their phones, sharing more than 100 images during the conference. Participants received leaderboard points each time they interacted on the app's social network, and a good-natured competition resulted. The winner of this year's leaderboard was Kimberly Field, with 522 points! Kimberly is a facilitator with MetroWorks/Options Work Activity Program and received a \$50 Visa gift certificate for her awesome participation skills.

We also used the Attendify website this year, which provided current session times and speaker biographies online without having to download a PDF.

Excellence in Career Development Awards

This year's conference featured the first Excellence in Career Development Awards in recognition of organizations and individuals who demonstrated quality service, a commitment to excellence, and innovation and creativity in meeting the needs of their clients and their communities. The NSCDA announced the program in May and candidates were chosen through nominations. Three organizations: Career Connections, ISANS Employment & Bridging Team, and TEAM Work Cooperative were each recognized for their contributions and achievements. Individual awards were presented to Helen Carter, Jean Chisholm, Randy Fells, and Marie-Josée Crawford.

New Logo

The NSCDA's new logo was formally introduced at this year's conference. The familiar butterfly—which made its debut in 2010—was replaced with a simple text-only logo in blue and gray, designed in-house. The font is Niveau Grotesk, which has a distinctive capital N.

ATOM

ATOM was also introduced during the conference. An acronym for Additional Training Opportunities for Members, ATOM offers an extensive catalogue of online training opportunities that can be accessed any time on the HUB.

Closing Events

One of the highlights of this year's conference was closing speaker Maggie MacDonnell. A comment from our post-conference survey summed it up well in writing, "I am not sure there are any words to describe Maggie's presentation. The staff of my organization that attended the closing keynote were brought to tears by her students struggle and I believe it is because we recognize those struggles in our own clients each and every day.

The closing ceremony included Elder Billy Lewis who followed the Iron Tide Singers, from Millbrook First Nation.



From Zero to 200 (but not in five seconds)!

In March 2019, the NSCDA celebrated a milestone achievement — 200 Certified Career Development Practitioners. The journey has been long and there have been many contributors. The idea of 'certification' has been around as long as the NSCDA itself, but it was in 2006 — 13 years ago! — that we, with a mandate from our members and the support of other stakeholders, took concrete steps toward the development and implementation of a certification process. The program launched in 2014, with the first CCDP designation granted in January 2015.

The NSCDA's Recognition of Prior Learning approach to Certification is unique in Canada. Emphasizing

learning acquired through experience, this model allows practitioners to earn their Certification on-the-job, demonstrating and providing evidence of competencies attained. Two hundred CCDPs have successfully done just that, and many others are in process.

Certification has grown to include re-certification and Career Pathways, and we are now beginning an 'improvement' phase to strengthen an already robust process. As we look back on how far we've come and prepare for what's next, let's pause for a moment to recognize this significant achievement and the many hands involved in making it happen.




Six Career Developers Complete Case Management Program

The first certificates for completion of Case Management training were issued at the June conference. Congratulations to Lisa Strong, Melanie Garland, Stephanie Peach, Marek Jablonski, Dawn Doucette, and Magda Lynch.

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Excellence in Career Development Awards

In May 2019, the NSCDA announced the introduction of the first Excellence in Career Development Awards. A call for nominations went out for organizations and individuals who demonstrated quality service, a commitment to excellence, and innovation and creativity in meeting the needs of their clients and their communities. Recipients were presented their certificates at the 21st annual conference in June.

ORGANIZATIONS



For the last 20 years, **TEAM Work Cooperative** (above left, posing with Board Chair Jane Orrell, second from left) has been a recognized leader in providing employment services for persons with disabilities. TEAM Work's success has been developed through a strong commitment to using community collaboration to deliver positive employment results.

Career Connections (above right, posing with Board Chair Jane Orrell, in the middle) has served the people of Nova Scotia for more than two decades with a mandate for inclusive service delivery for the residents of Pictou, Antigonish, and



Guysborough counties. They are known for their proactive approach to promoting diversity and creating a more inclusive workplace for both clients and staff.

As a part of **ISANS, the Employment and Bridging Team** (top of next page, with Board Chair Jane Orrell, second from left) has been making an impact on the immigrant labour force in Nova Scotia since the 1980s. Many of their innovative programs have been replicated at the national level. This team has been instrumental in making the Nova Scotia community a vibrant place for newcomers to live and thrive.



INDIVIDUALS



Individual recipients receiving their awards from Board Chair, Jane Orrell, photos from left to right:

Randy Fells. Randy has dedicated more than 30 years to the career development profession. He is a CCDP and works as Operations Manager for Southwest Employment in Yarmouth. Throughout his career, Randy has gained an understanding of the impact various abilities, disabilities, relationships, and systemic racism has on his clients and their communities. He has successfully supported many marginalized clients, helping them achieve personal success and employment goals.

Helen Carter. Helen is a CCDP with Peoplerworx, where she has become the “go to” person for colleagues seeking information and support. Helen has been working in the field for over 12 years and is keenly aware of the demands of the profession. She goes the extra distance by organizing health and wellness activities at work and within the community.

Jean Chisolm. Jean is a CCDP who has had a varied and extensive career, from school teacher to adult literacy instructor to her position as a case manager in Port Hawkesbury. Jean has provided exemplary service to her clients throughout her career, and is known as someone who supports her colleagues and her organization.

Marie-Josée Crawford (MJ). MJ is a CCDP with TEAM Work Cooperative, who works with the deaf community. She is well-known for her commitment to teaching American sign language and deaf culture awareness to her co-workers. She focuses on educating “hearing individuals” on the barriers hearing impaired job seekers and employers face, developing materials and extending knowledge to ensure employers are aware of the abilities of individuals with hearing impairment.

ATOM [at-uhm]

abbreviation for

1 Additional Training Opportunities for Members

The NSCDA is excited to introduce even more **online training opportunities** for members. ATOM offers an extensive library of **free courses** that can be accessed at any time on the NSCDA's Training HUB.

