



Cannexus.ca

2011

PRELIMINARY PROGRAMME

This preliminary programme is a draft (version_1) created before the final printed programme and is subject to change without notice. The room allocations have not yet been made. The choice of which sessions are to be simultaneously interpreted has also not been finalized.

Over the three days of the conference you have the choice of more than 100 sessions with more than fifteen concurrent session choices available in each block.

Monday, January 24:

Block 1 10:30 to noon

Block 2 1:30 to 3:00

Block 3 3:30 to 5:00

Tuesday, January 25:

Block 4 10:30 to noon

Block 5 1:30 to 3:00

Block 6 3:30 to 5:00

Wednesday, January 26:

Block 7 8:30 to 10:00

Monday, January 24, 2011

7:00 am to 8:15 am	Networking Hot Breakfast in Exhibitor Hall
8:30 am to 9:00 am	Opening Remarks
9:00 am to 10:00 am	Keynote Address in Confederation Plenary – Dr. Jim Bright
10:00 am to 10:30 am	Networking Break in Exhibitor Hall
10:30 am to 12:00 pm	Concurrent Sessions Block 1
12:00 pm to 1:30 pm	Plated Networking Lunch
1:30 pm to 3:00 pm	Concurrent Sessions Block 2
3:00 pm to 3:30 pm	Networking Break in Exhibitor Hall
3:30 pm to 5:00 pm	Concurrent Sessions Block 3
5:00 pm to 7:00 pm	Reception Sponsored by: The Counselling Foundation of Canada

Tuesday, January 25, 2011

7:30 am to 8:15 am	Networking Continental Breakfast in Exhibitor Hall
8:30 am to 9:00 am	Assembly and Housekeeping Updates in Confederation Plenary
9:00 am to 10:00 am	Keynote Address in Confederation Plenary – Roxanne Jean
10:00 am to 10:30 am	Networking Break in Exhibitor Hall
10:30 am to 12:00 pm	Concurrent Sessions Block 4
12:00 pm to 12:15 pm	Take Away Buffet Lunch
12:15 pm to 1:15 pm	Cannexus Connections
1:30 pm to 3:00 pm	Concurrent Sessions Block 5
3:00 pm to 3:30 pm	Networking Break in Exhibitor Hall
3:30 pm to 5:00 pm	Concurrent Sessions Block 6

Wednesday, January 26, 2011

7:30 am to 8:30 am	Networking Hot Breakfast in Exhibitor Hall
8:30 am to 10:00 am	Concurrent Sessions Block 7
10:00 am to 10:30 am	Networking Break in Exhibitor Hall
10:30 am to 11:30 am	Keynote Address in Confederation Plenary – The Right Honourable Paul Martin
11:30 pm to 12:00 pm	Closing Comments

CONCURRENT SESSION

Monday, January 24 :: 10:30 - noon

Block 1	English
TITLE	WHAT'S JOURNALING GOT TO DO WITH IT?
ABSTRACT	With clients all over the world, from Malaysia, to South Africa, Canada, and the U.S., Kim and her team of coaches have transformed the process of coaching. Author, speaker, entrepreneur, coach, and mother, Kim shares her own early challenges of growing a coaching business and how she implemented a simple idea into an industry leading company that now coaches hundreds of people each year.
BIOGRAPHY	Kim Ades, M.B.A. , is president and founder of Frame of Mind Coaching and JournalEngine™ Software. She is internationally renowned for her innovation and passion in the coaching industry.

Block 1	English
TITLE	MY WORK P.L.A.C.E.
ABSTRACT	Each of us have inherent needs which we often seem to ignore when developing a career path or in job search. Although everyone works to earn money, this is not always the primary motivator for enjoyable, long-term work performance. The P.L.A.C.E. approach identifies which of the five motivation areas fit for an individual and how to use this information about oneself in choosing a career or job; finding an employer that fits; being a retainable employee; and knowing when our needs are not being met and it's time to move on.
BIOGRAPHY	Tami Ali has more than 25 years in Human Resources, specializing in recruitment, administration and training for local and foreign clients. These multi-cultural experiences give Tami a comprehensive understanding of workplace dynamics and unique communication skills which enable her to clearly demonstrate and implement sound, practical strategies.

Block 1	English
TITLE	CULTURE AND CAREER DEVELOPMENT SUPERVISION
ABSTRACT	Supervision of career counselling is an opportunity for supervisors and supervisees to enhance their competencies for working with clients from diverse cultures. Our model of Culture-Infused Counselling takes into account dynamic cultural influences within the supervision dyad and between counsellors and clients. Suggestions will be given to strengthen the dialogue about culture in supervision and in the delivery of career development interventions.
BIOGRAPHY	Dr. Nancy Arthur is a Professor and Canada Research Chair in professional education at the University of Calgary. Her teaching and research interests include multicultural counselling, career development, and social justice. Nancy is a well respected and widely published author and co-author. Dr. Sandra Collins is the Director of the Graduate Centre for Applied Psychology at Athabasca University. Sandra's teaching and research interests include cultural diversity, counselling women and lesbians, counsellor education, distance and online learning, program planning and evaluation, and career development.

Block 1	English
TITLE	INCREASING CAREER CENTRE VALUE ON CAMPUS
ABSTRACT	Providing comprehensive career services to meet the needs of all students on a university campus is a goal of most university career centres, however, once programming and services are established, marketing the Centre to students becomes an ever-present task. The Laurier Career Centre has been able to increase its profile and value within the university community by establishing relationships and developing partnerships throughout the campus. These efforts will be highlighted and session participants will be invited to share their own success stories.
BIOGRAPHY	Jan Basso is currently Director of Co-operative Education & Career Development at Wilfrid Laurier University where she has been instrumental in the design and delivery of career development services since 1976. She has been actively involved in associations and networks related to the profession throughout her career. A recognized leader in the field of career development at the post-secondary level, she has demonstrated a lifelong commitment to sharing her expertise.

Block 1	English
TITLE	SUPERVISORY TRAINING FOR CAREER PRACTITIONERS
ABSTRACT	Based upon the interest of the Japan Career Development Association (JCDA), an affiliate of the National Career Development Association (NCDA), and upon current research, NCDA contracted with Sandy Manoogian, a career professional in private practice, to develop an NCDA sponsored supervision training curriculum. Debuted in the fall of 2010, the curriculum was designed specifically to address the unique needs of those who supervise either professional career counsellors or paraprofessionals. This session will outline the curriculum and discuss its unique theoretical and practical basis.
BIOGRAPHY	Cheri Butler , M.A. (Career Development - John F. Kennedy University) B.A. (Education - The Ohio State University - Cum Laude) current President of the NCDA, is a licensed professional counsellor and a nationally certified career counsellor and has been working in the career field for over 20 years. Currently Associate Director of Career Services at University of Texas at Arlington, she has had the opportunity to travel internationally and has conducted training in Lima, Peru, Beijing, China and the United Arab Emirates. She has been involved in the supervision of career practitioners for over 10 years.

Block 1	English
TITLE	CHAOS AND COMPLEXITY THEORY AND THE CAREER PATHWAYS OF YOUNG ADULTS
ABSTRACT	Based on findings from a qualitative study of 100 young adults aged 23-30 from across Canada, this session focuses on how chaos and complexity theory can help us understand the often circuitous and unpredictable career pathways followed by many high school graduates. Six career design principles are discussed that can assist counsellors to engage young people in a process of career planning that is proactive while acknowledging that career pathways may change in response to many different internal and external factors.
BIOGRAPHY	Cathy Campbell has over twenty years experience working in school, community college, and university settings. She is presently a Ph.D. candidate (social work) at Massey University in New Zealand. Cathy has presented nationally and published on the topics of narrative career counselling, parent's role in career planning, and how counsellors can help young people plan with uncertainty.

Block 1	English
TITLE	EMOTIONAL INTELLIGENCE AND EMPLOYABILITY SKILLS
ABSTRACT	Some are 'lucky' enough to have significant care givers who taught them emotional intelligence skills (EQ) while very young and others seem to struggle with life. What are these skills and how do they form the basis for employability? In this interactive session you will learn about the three leading models in the world and how you can leverage the power of these models to better understand and assist your clients with employability.
BIOGRAPHY	David Cory , B.Ed., M.A. (Adult Education) began his career as an employment specialist creating and managing a province-wide 'welfare to workforce' program. He shares his 20 years of experience and specialized knowledge about emotional intelligence working both as a career practitioner and as a leadership trainer and coach. David is currently working with the Canada School of Public Service and has been at conferences in the Middle East, Europe, South East Asia, and China.

Block 1	French
TITLE	ORIENTATION
ABSTRACT	If you are francophone career development professional you will want to hear about a Canadian Website intended specifically for you and your colleagues. Discover all the benefits of the site: theoretical and practical resources, materials and tools, dates and locations of training opportunities (conferences, workshops), and job offers specifically for professionals in career development.
BIOGRAPHY	Pierre Deslauriers , M.A. (Education: University of Montreal), is currently in charge of projects at Société GRICS doing research and development for REPÈRES and OrientAction. He helped set up REPÈRES on the Internet and the REPÈRES Webfolio. He also teaches a B.A. course in career development at the UQAM. Julie Gauvin , M.A. (Counselling: Laval University), is a career counsellor and member of the OCCOQ. She has worked for many years for Société GRICS as head of the supply team for the REPÈRES databank. She is very involved in the OrientAction project.

Block 1	English
TITLE	360 CANNEXUS RELATIONSHIPS: BUILD YOUR CULTURAL CAREER CIRCLE
ABSTRACT	Obama. Mother Theresa. Gandhi. Carnegie. Come ready to laugh, learn, move, connect, share, and use innovative relationship-building techniques (used by the Greats) to make life-long career contacts who champion your career upward. Learn how the latest technology, cultural communication tools, and proven people skills blend together to help you build rewarding, meaningful, multi-cultural, professional relationships.
BIOGRAPHY	Wilf Flagler currently manages a Youth Employment Centre in Durham region and has been in Career Development for the past 17 years, making the transition after spending 10 years in corporate sector Marketing and Strategic Planning. His expertise includes collaborating on the creation of an online career centre and Beta-testing/marketing of an online competency-based recruitment dictionary.

Block 1	English
TITLE	EXTENDED TRANSITIONS PROGRAM
ABSTRACT	The Extended Transitions Program assists individuals who have had difficulty transitioning from high school to post-secondary education or employment. Seeking to build resiliency and to address the specialized needs of a wide array of different client populations, we provide an individualized strengths-based approach and help identify sources of support that fit with that individual's needs, abilities and future plans. Hear about the database-driven web application that allows us to track each of our students as they leave our school division and identify vulnerable individuals before they "fall through the cracks".
BIOGRAPHY	Heather Gobbett , has been an educator for almost 15 years, in various school divisions in Western Canada. Currently finishing up her M.Ed. in Applied School and Child Psychology, she has a heart for vulnerable students who have difficulty, both within the school division and after they leave.

Block 1	
English	
TITLE	FINDING COMMON GROUND: ABORIGINAL RECRUITMENT AND RETENTION WITHOUT WALLS
ABSTRACT	The recruitment and retention of Aboriginal people is an area that many organizations continually strategize about, however with little or no uniformity, resulting in a disconnection between units and mixed achievement. First Nations House (Student Life) and the Employment Equity Office (Human Resources) at the University of Toronto have identified common themes in attracting the Aboriginal community, whether as students or staff, and have explored and implemented joint strategies to find common ground and to remove the barriers of Aboriginal recruitment.
BIOGRAPHY	Jonathan Hamilton-Diabo is from Kahnawake, a Mohawk community located outside of Montreal, A graduate of York University (B.Ed.) and of Concordia University (B.Admin.) Jonathan has been Director at First Nations House (U of T) since 2003. He has also worked at Aboriginal organizations in Toronto and Montreal and in the financial sector. Andrea Carter is the Employment Equity AODA (Accessibility for Ontarians with Disabilities Act) Officer at the University of Toronto. Andrea's responsibilities include ensuring that the University is both proactive and compliant in meeting its goals.

Block 1	
French	
TITLE	THE WEBFOLIO - A USER GUIDE TO BETTER DREAM
ABSTRACT	The <i>Service de placement de l'Université Laval (SPLA)</i> has launched an online tool for self-reflection and strategies called Webfolio. This comprehensive tool, comprising four modules, has several objectives: helping students get to know themselves better, identifying appropriate career opportunities, developing a strategy and performing better in the selection process.
BIOGRAPHY	Richard Buteau , B.B.A. (<i>Université Laval</i>) has been the leader at SPLA since March 2007. With more than 25 years of management and human resource experience, he is well equipped to meet the service's challenges. Mr. Buteau and his team of almost forty employment specialists have two main tasks: to guide students entering the job market and to guide employers in their recruitment process. André Raymond CHRP, Associate Director of Professional Services for the SPLA, has a B.A. in Industrial Relations from Laval University. Mr. Raymond is a human resources manager with special expertise in recruitment, selection and career management. He has worked for almost fifteen years in recruitment agencies and career management as director and vice president.

Block 1	
French	
TITLE	WORK VALUES AMONG TWELFTH GRADE ONTARIO FRANCOPHONE STUDENTS
ABSTRACT	A quantitative and qualitative study was conducted among 760 Francophone high school students in Ontario who responded to a work values scale. One factor on the scale focuses on the use of French as a work value. This presentation describes the results of the research and gives an insight into the core values embraced by young people vis-à-vis their future careers.
BIOGRAPHY	Dr. André Samson , is a professor of educational and career counselling in the Faculty of Education at the University of Ottawa. He is also director of the community counselling service in that faculty. Professor Samson's research explores the construction of vocational identities among high school students living in minority Francophone communities. Dr. Samson is currently conducting a longitudinal study on the educational transitions experienced by students in Francophone schools in Ontario.

Block 1	
English	
TITLE	FROM FEAR TO FUTURE: CREATE POSITIVE WORK VISIONS
ABSTRACT	People who meet with us often feel afraid and worried about their future work opportunities. Their negative emotions take up their energy and they are unable to think positively about the future. Clients' language consists of "don't wants". Techniques are demonstrated to provide career development practitioners and counsellors with practical tools to guide their clients from the negative to the positive. Guide your clients to feel more hopeful, energized, enthusiastic, encouraged and empowered.
BIOGRAPHY	Sarah-Jane VandenBerg , B.A., has over 20 years working with individuals in difficult and transitioning circumstances through facilitating workshops. Her strengths of seeing possibilities, of communicating and her sense of humour make her workshops a positively transforming experience. Thriving through changes in employers, industries and herself, she looks forward to working with you.

Block 1	
English	
TITLE	CURRENT TRENDS IN WRONGFUL DISMISSAL, EMPLOYMENT CONTRACTS, AND COMPETITION
ABSTRACT	A look at current trends in wrongful dismissal including severance packages, just cause, benefits, and bonuses. We will comment on common clauses in employment contracts and best wording from the employer and the employee perspective. We will look at non-solicitation and anti-competition initiatives used by employers and their effectiveness. Willson Lewis LLP is a law firm that offers experienced counsel practising in all aspects of commercial and civil litigation including employment law, construction, shareholders disputes, family law, estate litigation and other forms of civil litigation and dispute resolution.
BIOGRAPHY	Catherine E. Willson is a founding partner of Willson Lewis LLP. She was an executive member of the Canadian Bar Association (Ontario) - Civil Litigation Section. She is a member of the Advocates Society, the Association of Trial Lawyers of America, and the Toronto Construction Association. Catherine is both the Chairman of the Risk Management Committee and an Honourary Governor of the Royal Agricultural Winter Fair. Catherine is the legal expert for the Canadian Federation of Independent Business (Member Services) and is a regular speaker at legal and business conferences.

Block 2 English	
TITLE	SIGNIFICANT PARTNERS IN CAREER DEVELOPMENT
ABSTRACT	Few dispute the critical role parents/caregivers play in career development of young people. But, what are the parameters around their involvement? Is there too much involvement? "Know when to hold 'em; Know when to fold 'em; Know when to walk away." (The Gambler, 1978) In this session, the developmental influence of parents/caregivers will be explored. Attention will be given to proactive strategies and effective parenting during early childhood, preadolescence, adolescence, and young adulthood. Cultural influences on differential parenting/caregiving practices will be examined.
BIOGRAPHY	Dr. Mildred Cahill , B.A., B.Ed., M.Ed., (Memorial) Ph.D. (Alberta) is a professor in the Faculty of Education at Memorial University of Newfoundland. Her research areas of interest include: career education/counselling; national and international counselling perspectives; innovative technologies and career development; cultural issues, including Aboriginal/First Nations; gender issues; career development for special needs; and programming & evaluation.

Block 2 Bilingual	
TITLE	AN EVALUATION GUIDE FOR CAREER COUNSELLING
ABSTRACT	Evaluation forms an integral part of the practice of career counselling in Quebec. The Evaluation Guide for Career Counselling (Quebec model) a framework for development evaluation; ensures the establishment of common referential frame for all career counsellors which takes into account the different approaches and practices; identifies and defines the dimensions to be evaluated and provides a model to allow a better understanding of the evaluation in a clinical intervention context and to also analyzes their impact.
BIOGRAPHY	In addition to being project manager of the design committee for the Evaluation Guide, Louis Cournoyer is a Vocational Guidance Counsellor and a professor in counselling at the University of Quebec at Montreal. Laurent Matte has 25 years' experience in counselling and works as a specialist for the agency Emploi-Quebec. He is also President of OCCOQ [Ordre des conseillers et conseillères d'orientation du Québec], a regulatory body for ensuring the protection of the public and the professional competence of its 2,300 members.

Block 2 English	
TITLE	GAMEWORKS: TO ENGAGE YOUTH AT RISK IN CAREER EXPLORATION
ABSTRACT	Gameworks is a tool and process that engage youth to develop a sense of purpose, social contacts, employability skills, set goals and follow up actions, conduct research, visualize a better future, utilize appropriate social and workplace skills, think critically and make decisions and experience direct consequences. The process allows participants to learn without actually knowing they're learning. Games are posted on line for rating. Various themes are selected, researched and incorporated into the game.
BIOGRAPHY	Madelaine Currelly is the C.E.O. of a not for profit centre for education and innovation affiliated with the Kawartha Public School Board. Her degrees and experiences in education and employment have allowed her to utilize innovative processes in helping youth and adults to prepare for and find employment.

Block 2	French
TITLE	WORDS THAT FACILITATE COMMUNICATION
ABSTRACT	Our interactions take place at different levels of communication and the counsellor's principal tool remains language and words. This workshop is about choosing words and using them to bring about change. As a vehicle for thought and emotion, some words are considered a brake and others an engine. To create hope and encourage the client to take action, subjects that lead to action, verb tenses and even certain conjunctions will be analyzed to show how they may facilitate the process of achieving our ultimate objective of well-being.
BIOGRAPHY	After an enriching experience as a consultant, Edwidge Desjardins continues her career in higher education. Currently Career Development Director at UQAM, she is recognised for her abilities in finding original solutions based upon the latest scientific research.

Block 2	English
TITLE	THE SCALE OF LIFE: FINDING BALANCE AT HOME AND AT WORK
ABSTRACT	Is it a constant struggle to achieve everything on your lists, at home and at work? Are you spending more time with your co-workers than you are with your family? This daily balancing act is no easy feat. It's overwhelming for most and surprisingly common nowadays. "Scale Down" e-mail, pace of work and interruptions, "Scale Up" your life scheduling and streamlining your home and office systems, "Slide the Pivot Point" with personal renewal strategies. Walk away with valuable insight into how your life can find rewarding balance and less stress.
BIOGRAPHY	From one-on-one Power Coaching® with Mind-Kinetics® to large-scale keynotes and seminars for businesses and organizations, Lynn Fraser's goal is to provide a template for individuals within businesses and families to wholeheartedly lead enjoyable, healthy and focused lives.

Block 2	English
TITLE	CAREER CONVERSATIONS IN ONLINE SPACES
ABSTRACT	Collaborative online learning spaces provide a new environment for engaging with clients and offering innovative career interventions. Individuals seek career support across their life-span and are requesting services that fit into their busy and complex realities. By locating career interventions in a dynamic and interactive online space, new opportunities for exploring one's career self emerge that enable the client and practitioner to record the practicing process through a narrative dialogue. This workshop will draw together themes from current career and educational literature and offer a theoretical framework and pedagogy for designing and facilitating online career services.
BIOGRAPHY	Tannis Goddard founded Training Innovations in 1993, a career consulting organization that delivers community career counselling and employability training services to over 5000 individuals each year in B.C. She is currently completing her Doctorate, where she is developing an online career learning pedagogy and researching the effectiveness of facilitated online career services at the University of Sheffield (UK).

Block 2	English
TITLE	THE URBAN ABORIGINAL PEOPLES STUDY
ABSTRACT	The Urban Aboriginal Peoples Study (UAPS) is a large, national study conducted by Environics Institute of First Nations, Métis and Inuit living in eleven urban centres across Canada. Described are the national results of the in-person interviews conducted by Aboriginal interviewers with a representative sample of more than 2,600 First Nations, Métis and Inuit peoples living in Vancouver, Edmonton, Calgary, Regina, Saskatoon, Winnipeg, Thunder Bay, Toronto, Ottawa, Montreal and Halifax. A survey of 2,500 non-Aboriginal urban Canadians was also conducted to provide points of comparison and capture current non-Aboriginal perceptions of Aboriginal peoples in Canada today.
BIOGRAPHY	Ginger Gosnell-Myers , of Nisga'a and Kwakwak'awakw heritage, is passionate about advancing Aboriginal rights and knowledge, while breaking down barriers between Aboriginal and non-Aboriginal people. Currently with Environics, Ginger is an Action Canada 2004 Fellow, former Co-Chair to the National Youth Council of the Assembly of First Nations, and is an Associate of the Centre for Dialogue with Simon Fraser University.

Block 2	English
TITLE	THE USE OF LMI IN CAREER DECISION MAKING
ABSTRACT	We will explore the impact of labour market information on the career decision making process. Participants will be provided with an overview of labour market tools, including labour market data and career paths. Awareness of this information enables career practitioners assist their clients in making informed career choices related to a variety of sectors. Examples and resources will be shared on how shifts in the labour market create career opportunities.
BIOGRAPHY	Frances Humphreys from Wilfrid Laurier University Career Development works with all graduate students in the school of business and economics. She is currently the Chair of the Research Committee of the Canadian Supply Chain Sector Council (CSCSC) and sits on the Post-Secondary Education and Careers Working Groups of the Alliance of Sector Councils (TASC).

Block 2	English
TITLE	THE PERFECT TALENT STORM: IMPLICATIONS FOR PRACTITIONERS
ABSTRACT	A 2-3 decade "perfect talent storm" is looming. Hundreds of thousands of 21st century jobs are already going unfilled because too few job seekers have 21st century skills. With a shrinking work force due to demographics, we must redouble our efforts to ensure youth and adults acquire the tools now needed to successfully navigate the workforce of the 21st century. This presentation will explore ways we career practitioners can help our clients and communities prosper in a period of abundant employment opportunities for those with the knowledge, skills, emotional intelligence and character to meet high employer expectations.
BIOGRAPHY	Phil Jarvis has authored or helped create career resources that have benefited millions of youth and adults. He is passionate about equipping all citizens with the career navigation and life management skills they need to find meaning, purpose and prosper in the 21st century.

Block 2 English	
TITLE	ABOVE BOARD
ABSTRACT	How can a not-for-profit board of directors be structured for optimum effectiveness? If you work with a board or hope to do so in the future you will want to join this session. You will hear about the recruitment and assessment of individual directors, including their skills, education, competencies and behaviours. "Best practices", stewardship principles; board engagement; stakeholder and sustainability governance; nominating and governance reform; diversity policies; leadership structure and external board evaluation will also be discussed. A copy of 20 Questions Directors of Not-For-Profit Organizations Should Ask About Board Recruitment, Development and Assessment is available for free download at: http://www.rogb.ca/npo/npo-directors-series/20-questions-series/item35592.pdf
BIOGRAPHY	Richard Leblanc C.M.C., B.Sc., L.L.B., J.D., M.B.A., L.L.M., Ph.D., of the Ontario Bar & U.K. Solicitors Roll, Associate Professor, Law, Governance & Ethics, is an award-winning teacher and researcher, consultant, lawyer and specialist on boards of directors. His research expertise is in corporate governance, specifically in the effectiveness of boards of directors. He has published several articles in academic and practitioner-based journals and is a co-author or contributing author to a number of books and other publications.

Block 2 English	
TITLE	YWCA TORONTO BEST PRACTICES IN ESSENTIAL SKILLS TRAINING
ABSTRACT	We will share the key practices and lessons learned in designing and delivering women only programs focused on building literacy and essential skills for employment. We will showcase a "Compendium of Best Practices" produced and published by YWCA Toronto to illustrate the effectiveness of the employment program model. The compendium brings to life the rich history of YWCA Toronto training and employment services for women and demonstrates the importance of essential skills as the foundation for learning and advancing in the workplace.
BIOGRAPHY	Dolores Montavez Ruz manages Life Skills training and Career Assessment programs at YWCA Toronto. She has been involved in employment, career, training and human development for over 15 years and has authored a number of Life Skills and career training programs for women, youth and people with disabilities.

Block 2 English	
TITLE	WORKPLACE RIGHTS AND RESPONSIBILITIES
ABSTRACT	A review of employment laws with respect to workplace conduct: employee rights and employer responses. Topics covered will include bullying, sexual harassment, inappropriate computer usage (offensive downloads and e-mails). Participants will learn about employee rights in difficult workplace situations, and how to manage them, as well as employer responses, such as investigation, discipline and dismissal, and employee relief and remedies.
BIOGRAPHY	Christopher Robertson is an associate with Willson Lewis LLP a law firm that offers experienced counsel practising in all aspects of commercial and civil litigation including employment law, construction, shareholders disputes, family law, estate litigation and other forms of civil litigation and dispute resolution. Christopher's practice focuses on employment-related litigation and commercial disputes.

Block 2	English
TITLE	MATCHING INTERESTS, VALUES AND ABILITIES TO CAREERS
ABSTRACT	Whether entering the job market for the first time or changing career directions, accurately capturing and matching a client's abilities, skills, values, and interests is of utmost importance to a counsellor. In this session, we will examine assessment tools that not only explore these qualities, but – more importantly – match them with existing career options to ensure a quick and smooth transition to a successful and rewarding career.
BIOGRAPHY	Paul Szego completed his Ph.D. in Psychology, and has worked with psychologists across Southern Ontario. He has presented his research internationally and has also been published in numerous peer-reviewed journals.

Block 2	English
TITLE	DEADER THAN THE DODO
ABSTRACT	Is behavioural interviewing a good way to find the right candidates for your business or non-profit organization? Based on my fifteen years experience, on the other side of the table, teaching candidates how to ace this type of interview, we will: review the premise behind the model; investigate the type of employee skills that will be requisites of the future; analyse whether this model demonstrates those traits and skills; and discuss some other interview methods and practices.
BIOGRAPHY	Judith Thomas has been an employment specialist for many years, working with various groups including marginalized youth, newcomers, persons with disabilities and the long-term unemployed. Her specialties are public speaking, workshop facilitation, conference presentations and employer training sessions. She has had articles published in the Contactpoint Bulletin.

Block 2	English
TITLE	MATCHING CLIENT NEEDS WITH INTERVENTIONS
ABSTRACT	The challenge of offering effective employment services while using resources efficiently has never been greater. Employment Readiness Scale™ (ERS) data from over 100,000 clients across Canada reveal patterns of client needs and show where we are intervening most successfully. Come and discuss ways of optimizing client outcomes through targeted interventions.
BIOGRAPHY	Valerie G. Ward specializes in developing programs, learning resources, partnerships, and strategies to advance career development. She is co-author and owner of the Employment Readiness Scale™ (www.employmentreadiness.org) and heads Valerie G. Ward Consulting Ltd. in Vancouver, BC.

Block 2	English
TITLE	UNDERSTANDING THE IMMIGRANT CAREER
ABSTRACT	The purpose of my presentation is to understand the individual and contextual factors that affect the integration and career outcomes of immigrant professionals. I will present the results of a longitudinal quantitative and a qualitative study that examine the interplay between the social context and the individual in explaining immigrants' career trajectories- an ever-growing and not well-understood group of workers that populate many of today's workplaces. The findings can inform the practice of the various parties assisting the integration of these workers into the workforce.
BIOGRAPHY	Basak Yanar is a Ph.D. Candidate (Organizational Behaviour, Rotman School of Management – U of T) whose research interests include new immigrants' career related experiences in Canada, and the role of workplace interactions on their long-term career success.

Block 3 English	
TITLE	WHY AM I HERE?
ABSTRACT	Working with our Aboriginal population can present such a multitude of issues that you don't know where to start. We have a starting place and it is not from a place of victim. Once you understand what victim energy is and how it can keep you stuck, you can also learn the significance of master energy and how it can help you achieve any goal you set your mind to. Let's move past this place of victim energy and be masters of our own creation.
BIOGRAPHY	Jane Burning , a Seneca Bear Clan woman from the Six Nations Territory is versed in the field of spirituality and energy. Her educational background is in Social Work in the area of child welfare and family violence. Jane currently owns and operates "Jane Burning Holistic Consulting Services" and has become know for sharing the wisdom and ancient knowledge she receives from her Ancestors.

Block 3 English	
TITLE	BEYOND PERSONAL MASTERY: A PRACTICAL MODEL OF CREATIVITY
ABSTRACT	Learn about the "Action steps and the Thinking steps" of this creativity framework for career development, based on the ideas that: shift happens – the world is complex and ever-changing...and so are people. The most important events in our lives happen as a result of unforeseen unplanned events. Our actions enable us to create and benefit from these unexpected opportunities. There are limits or parameters for each individual's potential – but within those limits are infinite possibilities. Career professionals can help clients identify their potential and explore the many different ways to express it.
BIOGRAPHY	Professor Jim Bright , B.A., Ph.D., FAPS is a recognized expert in Career Development, Performance and Creative Strategies for individuals and organizations. Jim has over 20 years of experience in psychology and career development. He has a B.A. (Hons.) and a Ph.D. in psychology and is Australia's first specifically named Professor of Career Education and Development. He has published over 300 books, chapters, journal and newspaper articles, tests and reports. His research has been published in 8 languages, included in leading text books, and has presented by invitation in Switzerland, Singapore, U.S.A., Canada, United Kingdom, New Zealand, Portugal, Romania, and Greece as well as in every State and Territory in Australia.

Block 3 English	
TITLE	WHO SAID THE SKY'S THE LIMIT?
ABSTRACT	Helping Millennials plan and manage their work/life future is proving to be exciting and challenging work for Boomer/Zoomer career counsellors. Working in a college setting with prospective students who are younger and ready to push aside "the sky is the limit" thinking is shaping new ways to deliver career services. We will present practical tools to help reframe the High 5 messages for Millenials. Open to everyone who is prepared to think strengths, throw out the plan, and willing to make excellent mistakes!
BIOGRAPHY	Clarence De Schiffart , the Coordinator for Partnerships and Innovation with the Nova Scotia Community College, is a nationally recognized trainer in career development theory and practice. Clarence's noted facilitation skills in Blueprint for Life/Work Designs, Parents As Career Coach, and numerous other programs have proven him to be a "conference favourite". Laurie Edwards , the Director of Learning and Workplace Services for the Nova Scotia Community College, is constantly dreaming of innovative ways to enlighten people on how to be more intentional about their future and how to manage the changing world of work. Laurie has been presenting at national career and counselling conferences for over 20 years.

Block 3	Bilingual
TITLE	OUTREACH @ THE SPEED OF LIGHT: CLIENTS COME TO YOU!
ABSTRACT	How do I get clients to find me?! You've Facebooked your Friends, LinkedIn to your Colleagues, and Tweeted Justin Bieber. "What next?" Outreach via a BLOG! Learn to: Get the best ROI (Return On Investment) from your Blog; Build successful community partners...who will send you clients; Use the best free Blogging software!; How often, how much, & what to write; and Remove your posting, in case you made a mistake.
BIOGRAPHY	Mike DeSousa teaches Career Social Media to non-profits, employment counsellors, and clients. Published in the Vicinityjobs.ca and Orientaction.ca, Mike has presented at Cannexus and Opportunities Conferences, the Community Connections Job Fair, and trains counsellors and individuals through inter/national webinars. Connect with Mike at desousamike@gmail.com .

Block 3	English
TITLE	MAXIMIZING POTENTIAL: MOBILIZING A DIVERSE WORKFORCE
ABSTRACT	AXIS (Acquiring Experience; Integrating Skills) has recently implemented a customized Internship Placement Program (IPP) and launched a leading edge Skills Matching Database/online recruitment tool dedicated to linking a talented pool of work-ready, internationally educated professionals and skilled workers with employers who are anticipating skill shortages in the province of Newfoundland and Labrador. This interactive tool has been instrumental in expanding collaborative partnerships with a wide variety of new employers as well as placing clients in diversity internships across the province.
BIOGRAPHY	Eileen Kelly-Freake has over 15 years experience with the Association for New Canadians in Newfoundland and Labrador. As Director of the AXIS Employment Programs and Career Services Division, she is responsible for the development and delivery of a broad array of training programs. Sheri Watkins , Employment Development Coordinator with the AXIS Career Services division of the Association for New Canadians, has over nine years experience of successfully integrating clients into the workforce. Her responsibilities include providing career services and employment counselling for families as well as coordinating a mentoring program with employers.

Block 3	English
TITLE	USING LINKEDIN TO NETWORK, BRAND, AND CREATE OPPORTUNITY
ABSTRACT	What is LinkedIn good for? Build your profile; build your brand; offer expertise; seek answers; grow networks; and company Information. What about Guerrilla job search techniques with LinkedIn? There will be a workbook included in the presentation for clients to use.
BIOGRAPHY	Chris Kulbaba is a Web 2.0 Career Transition Specialist, adept at navigating and using online resources to seek answers, instigate discussions, and develop an active, lasting personal brand. The speed and ease of free social networking tools has made networking easier, and Chris's easy manner, patient style, and interactive process makes learning these tools very fun and easy.

Block 3	French
TITLE	INTERVENTION PRACTICES IN A SCHOLASTIC PLURO-ETHNIC MILIEU
ABSTRACT	The increase in immigration in Quebec with the resultant student population requires career practitioners in scholastic settings to adapt their intervention techniques. This workshop concerns some of the issues and challenges for careerologists with regard to this demographic change, intercultural competences to be acquired, and the applications in perspective of career counselling. Case studies will be introduced and discussed.
BIOGRAPHY	Cynthia Martiny , professor in the department of education and pedagogy of UQAM, specializes in career counselling in multi-ethnic context. At present she is doing research centred on scholastic success in underprivileged and multi-ethnic circles. Mélissa Bissonnette , Ph.D. (Education) University of Québec at Montréal. The focus of her study is in the area of scholastic success in immigrant populations.

Block 3	English
TITLE	MASSAGE THERAPY: THE JOB MARKET IS HOT!
ABSTRACT	Pretty much every province and territory in Canada is looking for talented individuals in healthcare. Massage therapy is a growing, flexible, and portable health care profession which your clients might like to explore. Practitioners are prepared for self-employment as well as employment in a variety of settings. While some massage therapists open their own practices, others find work in a variety of environments: in medical and chiropractic offices, hospitals, multidisciplinary clinics, rehabilitation centres, spas and fitness settings, hotels and cruise lines, the world of elite athletics, and many more.
BIOGRAPHY	Michael Nurse is currently the Director of Admissions of the Sutherland-Chan School & Teaching Clinic. In addition he is the Executive Director of the Association of Private Colleges. He has witnessed first-hand the growth in Massage Therapy.

Block 3	English
TITLE	WORKING WITH QUALITY OF LIFE IN CAREER DEVELOPMENT
ABSTRACT	We will examine career development from the holistic perspective of quality of life. A model of quality of life will be presented which rests on the assumption that quality of life begins with us. The focus will be on the practical implications of tuning into our wider career senses. The critical role of beliefs will be emphasized. Some of the main liabilities and opportunities inherent in this approach will be examined.
BIOGRAPHY	Geoff Peruniak is a professor in the Centre for Psychology, Athabasca University and coordinator of the University Certificate in Career Development. He has combined interests in experiential learning and career development.

Block 3	English
TITLE	CAREER OPPORTUNITIES AND CHOICES FOR SOCIAL WORKERS
ABSTRACT	A dissemination of research on how social work students learn about career opportunities, as well as the information they receive regarding career opportunities for non-traditional areas, including employment in the area of student affairs at a post-secondary institution. Data collection included a focus group, individual interviews and a Canadian wide web-based survey to social work students. The data analysis suggests the need for better communication and dissemination of possible careers in the field of social work. Participants are invited to be part of the discussion and bring forward their opinions and experiences on career exploration in social work.
BIOGRAPHY	Dr. Marlene Pomrenke (Social Work), currently Assistant Professor, Counselling & Career Centre, Department of Student Affairs, University of Manitoba, has completed research in a number of areas, examining issues connected to the fit between student affairs and social work, as well in other areas of mental health.

Block 3	English
TITLE	BIOTALENT CANADA - THE HR HUB FOR CANADA'S BIO-ECONOMY WORKFORCE
ABSTRACT	BioTalent Canada has developed many resources, most at no charge, to help those wanting to enter the bio-economy workforce. The BioSkills Recognition Program – a new ground breaking program for anyone entering the bio-economy workforce such as new graduates, international educated professionals (IEPs) and other job seekers to have their skills recognized and to be connected with employers in an efficient and reliable fashion. The BioTalent Canada presentation will focus on how stakeholders - students, educators, job seekers, and employees - can make the most use of these resources to connect to each other and develop the job-ready workforce Canada needs.
BIOGRAPHY	Colette Rivet is the Executive Director of BioTalent Canada, a national non-profit focused on human resources and skills development issues for Canada's bio-economy. She is responsible for the overall management, operations and strategic development, including financial and managerial duties, external relationships and administrative duties. Colette has several years of senior management experience.

Block 3	English
TITLE	THE BRIDGES PROJECT: EDUCATION, WOMEN AND VIOLENCE
ABSTRACT	Participants will be invited to reflect on the effects of violence for women students, how it influences educational engagement and achievement, and the challenges it presents for learners, educators, and counsellors. A community-based alternative education model will be presented and discussion invited about lessons learned in its development, implementation and evaluation. Resources to support similar work in other communities, including resources for educators, are currently being developed.
BIOGRAPHY	Susan Rodger's research interests include trauma, child welfare, and the influence of trauma on educational success for women and children. She is engaged in community-based research and teaches in the graduate program in Counselling Psychology at the Faculty of Education, UWO.

Block 3	English
TITLE	CREATING HAPPY CAREERS: SIGNATURE STRENGTHS AND LISTENING POWER!
ABSTRACT	Emotional Fitness Coaching Tool Listening Power helps clients work out how they can take advantage of Seligman's Signature Character Strengths in making an initial career choice, in modifying a current job, or in planning some other part of their lives that is important to them. That is, in the full definition of "Career". You'll be able to make an initial identification of your Signature Strengths, using a Self-Rating Scale Handout. The VIA Character Strengths Survey is available free at www.authentic happiness.org .
BIOGRAPHY	Bruce Rosove is an Emotional Fitness Coach and Certified Coach Instructor. He worked for HRSDC developing counselling tools and providing training across Canada. He now works in career and personal development with a particular interest in adapting Positive Psychology to Career Development issues.

Block 3	English
TITLE	A RECIPE FOR HAPPINESS FOR YOU – THE HELPING PROFESSIONAL
ABSTRACT	Feeling better matters for you and for your clients! When we feel good we are clear-minded, encouraging and as helping professionals we say and do "the right thing at the right time." This interactive presentation shows you how to feel empowered as you deal with tricky client issues and how to increase the passion you have for your work. This session has been previously described as enlightening, inspiring, practical, refreshing, fun, and motivational and a whole new way of seeing things!
BIOGRAPHY	Leigh Anne Saxe is an inspirational speaker, happiness coach, career coach, radio host and author. She has her Masters in Counselling Psychology from the Adler School and is a Canadian Certified Counsellor with the CCPA. (www.livinginthemoment.ca)

Block 3	English
TITLE	SOCIOCULTURAL COMPETENCIES FOR CAREER SUCCESS
ABSTRACT	An evidence based communication skills training model, SCT focuses on values, interests and beliefs underlying what is perceived as respectful and effective interaction between individuals in a variety of key situations in different cultures. Learners rehearse Cultural Maps for key communication skills in a safe and respectful group environment by observing facilitating cultural experts and using the new skills in simulations. Theoretical foundations, major components, current applications and evidence based outcomes of the Socio-Cultural Competency Training model will be discussed.
BIOGRAPHY	Maija Wiik , M.A. (counselling psychology), is a counsellor at Vancouver Community College. She helps adult students in personal and career related matters. She is a socio-cultural competency training (SCT) facilitator and an authorized SCT train-the-trainer. Michael Yue , M.Ed., is a project coordinator at the Vancouver Community College. He has a combined background in education and career development, and is a socio-cultural competency training (SCT) facilitator. He has much experience in supporting the integration of immigrants.

Block 3	English
TITLE	CAREER CONSTRUCTIVISM AND STUDENT SUCCESS
ABSTRACT	This workshop is conceptualized to demonstrate how career constructivism assists career counsellors and guidance specialists during the counselling process to increase the chances of attaining realistic career goals and building an actual career plan for learners. Program content consists of counselling theory, research, and methodology. Handouts will be available.
BIOGRAPHY	John Zaugra , Ed. D., is an experienced career counselling specialist. He is a past-president of the Michigan College Personnel Association, author of the College Student Career Portfolio and developer of the Career Perspectives Inventory. He has made numerous national and international presentations. Brian Bossick , Ph.D., serves as the career outreach specialist, teaches career education classes, and is a co-author [Zaugra & Dilsworth] of a manual entitled, "Liberal Education: Your Intentional Career Path." Brian also coordinates outreach programs on personal student issues and concerns.

Block 4		English
TITLE	CAREER CREATIVITY: PRACTICAL EXERCISES	
ABSTRACT	<p>A demonstration of a powerful new tool - Creative Thinking Strategies that helps individuals and groups generate possibilities and then transform them into plans. We will also present and demonstrate a series of measures that help identify self-limiting and change resistant thinking in clients and groups, and a range of exercises to increase personal and/or group creativity. We also will introduce powerful counselling techniques based on metaphor making and will show how these techniques help clients become more personally creative. We will draw on a range of Active Engagement, Chaos Theory of Careers and Work Flow strategies to highlight how individuals and groups can be more creative. Finally a model of the creative process will be introduced that explains the critical action and mind steps required for personal or group creativity.</p>	
BIOGRAPHY	<p>Professor Jim Bright, B.A., Ph.D., FAPS is a recognized expert in Career Development, Performance and Creative Strategies for individuals and organizations. Jim has over 20 years of experience in psychology and career development. He has a B.A. (Hons) and a Ph.D. in psychology and is Australia's first specifically named Professor of Career Education and Development. He has published over 300 books, chapters, journal and newspaper articles, tests and reports. His research has been published in 8 languages, included in leading text books, and has presented by invitation in Switzerland, Singapore, U.S.A., Canada, United Kingdom, New Zealand, Portugal, Romania, and Greece as well as in every State and Territory in Australia. Dr. Norman Amundson is a Professor in Counselling Psychology in the Faculty of Education at the University of British Columbia, Canada and also a founding partner of Ergon Communications. He has given many workshops and seminars and also has been a keynote speaker at many national and international conferences (Sweden, Denmark, Iceland, Israel, France, UK, New Zealand, Australia, Poland, U.S.A. and China). In his writings Norm Amundson emphasizes the importance of creativity, imagination and action as career counselling strategies.</p>	

Block 4		English
TITLE	INTERNSHIP IN LGBTQ COUNSELLING PROJECT: YEAR ONE	
ABSTRACT	<p>In each of three years an LGBTQ MSW will have a paid 12 month internship with David Kelley LGBTQ and HIV/AIDS counselling programs of Family Service Toronto. FST's experience in its own creation of an equity and inclusion, anti-homophobic change process, that involved policy and governance, programs and systems, and training for staff and volunteers at all levels, will be available to assist our three partner organizations outside Toronto to ready themselves for increased LGBTQ service capacity. The successful first year of this project will be discussed.</p>	
BIOGRAPHY	<p>Laurie Chesley, MSW, RSW has over thirty years of experience providing counselling and consultation on a variety of issues. For the past 12 years she has had the opportunity to work closely with the LGBTQ population and been involved in the agency change processes to integrate these services.</p>	

Block 4		English
TITLE	USING MEDICINE WHEEL AS AN INTERVENTION TOOL	
ABSTRACT	<p>The teachings of the Medicine Wheel will be shared. As we visit each direction we begin to see how the Creator has provided many bundles to guide us on our earth walk. Though sharing of what we know, we encourage and reinforce within our Aboriginal people the rediscovery of our vast and intricate ways of life. Everything we need to walk in balance has been given to us. Participants can create their own personal medicine wheel. Material lists and handouts will be provided to enable participants to hold workshops in their home communities.</p>	
BIOGRAPHY	<p>Cindy Fisher, a member of the Pic River First Nation, has been involved with education for the past 30 years and has worked with the Ontario Native Education Counselling Association to implement Medicine Wheel Counselling as the base theory for the Native Counsellor Training Program.</p>	

Block 4	English
TITLE	MEET THE MOMPREENEURS
ABSTRACT	Increasingly, women are choosing entrepreneurship in the quest for work-life balance, with women-run businesses increasing at over twice the rate of those run by men. Yet little is known about the experiences of 'mompreneurs' – women who are self-employed while raising children. This session will present the initial results of a qualitative study designed to shed light on the experiences and work-life balance of self-employed women with children.
BIOGRAPHY	Rebecca Hudson Breen is a Ph.D. Candidate in the department of Educational Psychology and Leadership Studies at the University of Victoria.

Block 4	English
TITLE	USING THE SCIENCE OF HAPPINESS TO HELP YOUR CLIENTS FLOURISH
ABSTRACT	As our clients face greater challenges in their lives, it is important that we help them maintain an optimistic mindset to keep them strong and improve their confidence. Positive Psychology is grounded in the scientific evidence that optimism, a focus on strengths, resilience and meaning are crucial to success and improved well-being. We will share the latest research in positive psychology and five tools you can use with your clients to build their strengths and find greater meaning in life.
BIOGRAPHY	Louisa Jewell is president of PositiveMatters.com and has over 15 years of experience working with organizations creating positive and productive workplaces. She is also a graduate of the Master of Applied Positive Psychology program at the University of Pennsylvania.

Block 4	English
TITLE	THE HUB CLUB, SOCIAL NETWORKING IN ACTION
ABSTRACT	The HUB Club was developed within a social capital framework. Clients of Community Employment Resource Centre (CERC) developed competencies to leverage the embedded resources within their community to identify career related information (i.e., job leads, career resources, support) that would help them make the transition back to the labour market. The Hub Club required users to provide job related information if they want access to the network resources forcing them to contribute to the group. The quality of the job leads; resources and information were higher than more traditional ways of sharing information.
BIOGRAPHY	Tarin Lewis has been the program manager at the Community Employment Resource Centre for the past 6 years. During this time she has made innovation a driving force in assisting clients in their job search activities. She has developed unique take home career packages and has also introduced social networking as a primary method in job search. Resources have been made available on line and in print.

Block 4	French
TITLE	THE FOURTH LEVEL OR POST-CAREER LIFE
ABSTRACT	Educational and career counselling are increasingly considered life-long activities, and to be precise, I would add, "from cradle to grave." What, therefore, should be the role of counselling once an individual has completed their active and productive life (contributing to GDP)? In fact, counselling has completely redefined what we still call "retirement" by showing, first, that there is more than one kind of retirement and second, that this extensive period of life can be transformed into a third quarter of one's career life, which may involve building one or more artificial satellites orbiting the planets of work and retirement.
BIOGRAPHY	Dr. Limoges (Counselling Education) is the author of several books on employability, career group counselling and job placement including a set of strategies for career management to prevent both burn-out and obsolescence. Jacques Limoges has been associated with the University of Sherbrooke for over 35 years. His fields of research, training and intervention are group approaches, socio-professional workforce integration and career management.

Block 4	English
TITLE	USING THE ONTARIO SKILLS PASSPORT TO MAKE INFORMED CAREER CHOICES
ABSTRACT	A tour of the Ontario Skills Passport (OSP) website and a discussion on how educators and service providers are using the OSP to help their learners and job seekers assess, build and communicate their Essential Skills and work habits, and then transfer them to work, independent living and further education or training. Get an overview of the videos, interactive resources and practical tools on the OSP and the confidence and motivation to use them with your learners and job seekers.
BIOGRAPHY	Chantal Locatelli , Senior Policy Advisor, Student Success/Learning to 18, Strategic Policy Branch, Ontario Ministry of Education, is the provincial lead for Ontario Skills Passport. Chantal is recognized for her passion, expertise and leadership in the areas of skills development, transitions and business-education-community partnerships.

Block 4	English
TITLE	MEETING THE VOCATIONAL NEEDS OF THE CURRENT AND FUTURE GENERATIONS
ABSTRACT	VRA Canada has been providing vocational rehabilitation services since assisting the returning soldiers of WWII. For the past 40 years this professional association and its members have been an advocate for the provision and advancement of pre-vocation and vocational services throughout Canada. By investigating, understanding and exploring ways to build a strong and viable profession we will ensure that we continue to transition individuals with impaired work capacity to a suitable and satisfying outcome in the most effective, efficient and professional manner.
BIOGRAPHY	Naireen Lowe is the President and CEO of MC Integrated and has been vital in the establishment of the Professional College for the Vocational Rehabilitation and Vocational Service Professionals in Canada. Naireen has over 30 years experience in the marketing communication profession and has acted for many organizations and companies.

Block 4	French
TITLE	THE ENVOL PROGRAM
ABSTRACT	Why are clients so resistant to networking? For better results with your clients, attend this presentation on ENVOL a French acronym representing five steps leading to a motivated, non-humiliating job search: Be in touch with yourself and find inspiration every day – Act, don't analyse – Target names and even no's – Be open to learning everyday - Free yourself from fears.
BIOGRAPHY	Andrée Martineau , B.A.A., M.C.S., N.D., Consultant–Psychotherapist, specializes in career management and is a graduate of the “Hautes Études Commerciales”, with a specialization in human resources management. She is interested in professional development in the workplace and career development, including drafting CVs and accompanying letters and preparing for written examinations or interviews.

Block 4	English
TITLE	EFFECTIVE COUNSELLING AND FACILITATION TECHNIQUES
ABSTRACT	Challenged to deliver on topics that are dry or intensely personal and working with “guarded” or “hard to employ” clients? We need to be creative in our approach so that the topic becomes relevant, and clients are able to transfer the skills immediately. We will cover basic adult learning styles and present various interactive techniques using formats such as game shows, puzzles and hands on learning strategies. These techniques are easily replicated and customized for any facilitator to use as they please.
BIOGRAPHY	Sabrina Mathusz has over 20 years experience as group therapist and facilitator with client groups specializing in hard to employ. She is currently working as vocational rehabilitation counsellor and college professor in social service work and addictions counselling. During her 30 years in the employment counselling field Nancy Lewis has acquired extensive facilitation experience with a variety of groups both professionally and through her volunteer activities. She will share some of the knowledge and experience she has gained during this time.

Block 4	English
TITLE	EMOTIONAL FITNESS: THE DOOR TO SUCCESSFUL CAREERS
ABSTRACT	Emotional Fitness offers a tool-kit for career professionals to use in their counselling, coaching and leadership roles. These tools are simple to use and highly effective. We will focus on 'Learning from Experience' and on the 'Lifescale' and will demonstrate some of the tools. These remarkably empowering processes have been used with great success in the U.K. and across Canada.
BIOGRAPHY	Warren Redman founded the Emotional Fitness Institute in 1996 in Calgary. He is a presenter, facilitator, trainer and writer with fifteen books published to date. He now lives in Shediac, New Brunswick training Emotional Fitness Coaches and Instructors across Canada.

Block 4	English
TITLE	CRUISING THROUGH CAREER PLANNING
ABSTRACT	Join us to learn how Career Cruising's complete guidance system can help clients of any age navigate the career planning process, and how new tools can help clients connect with real working career coaches and local company representatives, or find current job postings in the fields that interest them. We will review how you can use our comprehensive portfolio tool and administration functions to support your clients. All participants not currently licensed will receive free trial access.
BIOGRAPHY	Lynn Sadlowski is a former career studies teacher, school counsellor and department head in the secondary panel in Ontario. She has also worked as an employment counsellor in community-based programs. She has over 15 years experience in helping people with career exploration, goal setting and job search.

Block 4	English
TITLE	STAYING ALIVE: A TOP TEN LIST FOR JOB DEVELOPERS
ABSTRACT	Job Developers can find themselves in a lonely and isolated place, connected by referrals but without buddy systems. Whether you are losing momentum, or just starting out and want some great ideas on how to energize your approach, we will walk you through some tried and true methods that are simple and effective. Tips on media attention, running job fairs, getting and keeping employer attention, building relationships, and establishing networks with others will be discussed. A Top Ten list of survival tips will leave participants ready to hit the ground running!
BIOGRAPHY	Joanne Stuart , Corporate Trainer, has gained a reputation for bringing thought provoking and innovative ideas to many of the National and Provincial career conferences. She appreciates as practitioners how we long for new and inspiring information at conferences and she delivers.

Block 4	English
TITLE	OPPORTUNITIES FOR YOUTH IN THE NEW GREEN ECONOMY
ABSTRACT	Solar PV industry, identified as a new expanding sector with great human resource shortages, is the focus of our first project for First Work's Green Skills Network. By recruiting and training solar PV installers, and connecting students directly to employment in the field, we will be able to equip Ontario's green economy with the labour force it requires. The Green Skills Network will add value by constantly monitoring the labour market, training environment, government policy and program, PV installation plans, and new opportunities in Ontario's green economy and disseminating findings with paying stakeholders.
BIOGRAPHY	Antonia Tchogleva , B.A. (Honours in Environmental Studies and Business Ethics), is a YMCA Youth Eco Intern with First Work. She has previous experience working in the social service sector as a Human Service Counsellor, Life-skills Coach, and Training Facilitator for several non-profit organizations.

Block 5	French
TITLE	FACTORS AFFECTING A SATISFACTORY CAREER
ABSTRACT	The economy forces leaders to re-structure their organizations and causes workers to question their career plans. We identified thirty-six factors which represent the strategy of the individual, their confidence in the future and the influence of the organization on career management. Being aware of these concepts and factors reinforces pro-activity. To assist in overcoming these, we have created a game which we shall introduce. You will take away the game and CDrom.
BIOGRAPHY	Dominique Clavier has taught at CNAM in Paris, at The University of Rouen and at the University of Sherbrooke. He has directed the research of a major European cabinet for more than 10 years. Currently, he directs the International Human Research Network as well as administering a program of study "Career Management " at a post-graduate business school in Spain.

Block 5	English
TITLE	WHAT ARE THEY GOING TO DO WITH THEIR CAREER LIVES?
ABSTRACT	Low educational attainment rates and skilled labour shortages yet Canada's education/youth career development system remains fundamentally unchanged; lack of understanding regarding the relevance of gaining a formal education; lack of exposure to meaningful career services; lack of family involvement, disjointed services and many other factors continue to conspire to limit the potential of our young people and as a result, our nation. Career Trek is a national award-winning, not-for-profit organization based in Winnipeg, Manitoba. Learn about Career Trek's more specialized career development work with populations such as young mothers, rural populations and Aboriginal People.
BIOGRAPHY	Darrell Cole , a proud member of Rider Nation, is the Founder and current Executive Director of Career Trek. Self-identifying as a "survivor" of the career development system, he has dedicated his professional life to providing young people and their families with the career experiences and knowledge.

Block 5	English
TITLE	SERVING MARGINALIZED YOUTH THROUGH SOCIAL ENTERPRISE
ABSTRACT	Social enterprise is a growing service model in Canada and other jurisdictions. Learn how it can be used as an innovative approach in providing hands-on training for marginalized youth. Examine the experiences of Youth Opportunities Unlimited (YOU) in developing this model. By discussing and examining what's in place at YOU and various other leading enterprises, participants will gain an understanding of the risks and benefits of adopting a social enterprise model and specific actions they can take in developing an organizational culture that supports such innovations.
BIOGRAPHY	Steve Cordes has more than 25 years in non-profit leadership. He has led innovations in social enterprise, affordable housing, employment and support services for youth which have garnered international recognition and awards. He is an enthusiastic, informative and impactful speaker.

Block 5	
English	
TITLE	BEST PRACTICES FOR COMMUNITY CAPACITY BUILDING
ABSTRACT	The Service Delivery Standards of the Employment Sector Council London-Middlesex (ESCLM) are independently designed and adhered to by this unique network of more than 40 agencies in the London-Middlesex area for the purpose of: strengthening employment, training and career development service to participants by ensuring that complete and high quality services are provided by its member agencies; and demonstrating to clients, funders, employers, and other service providers that these services provide the accepted quality of service for this network. We will discuss innovations and best practices for both developing and meeting Standards.
BIOGRAPHY	Kelly Culver , the Prime Consultant for ESCLM's Service Delivery Standards Project, is a Certified Management Consultant and President of The Culver Group, a management consulting company focusing on public sector transformation, organizational capacity/sustainability, and program/service quality evaluations with not-for-profit and public sector organizations.

Block 5	
English	
TITLE	REMARKABLE CAREER STORIES SPARK PERSONAL INSIGHTS
ABSTRACT	Hear real career stories, full of twists and turns, which illustrate an effective and published model for becoming empowered in career and life choices. As a Career Buzz radio host, the presenter gets behind statements like, "it was just luck," and "I fell into it," to connect the dots. Radio guests reveal the clues they followed and inspired actions they took to arrive at career happiness. Tune in to learn and experience personal insights you can use to spark career satisfaction.
BIOGRAPHY	Mark Franklin , M.Ed. (Counselling Psychology), practice leader of CareerCycles, has enriched the career wellbeing of 2000+ clients. Mark has developed the CareerCycles method of practice, presents nationally (Cannexus, CCPA, CACUSS), and hosts the Career Buzz radio show.

Block 5	
French	
TITLE	CAREER COUNSELLING STRATEGIES FOR YOUTH AND ADULT CLIENTS
ABSTRACT	We will start by presenting the various components and potential applications of the <i>Inventaire visuel d'intérêts professionnels</i> (IVIP), which is a tool for the exploration of self and the world of work intended for people with low educational attainments. Secondly, we will discuss the various stages of developing another assessment tool for occupational interests, this time intended for youth and adult clients termed "regular", which is entitled <i>Inventaire T-VIP (Inventaire typologique visuel des intérêts professionnels)</i> . This inventory under development, which is based on Holland's RIASEC typology of vocational personalities and environments, may equally be used in Canada and abroad as an instrument for assessing occupational interests and as a tool for career exploration.
BIOGRAPHY	Marcelle Gingras is a career counsellor and full professor in the career counselling department of the University of Sherbrooke. She is a member of the <i>Collectif de recherche en counselling et développement de carrière</i> (CRCDC) at the University of Sherbrooke and of CRIEVAT at Laval University. Bruno Thériault is project coordinator of the <i>Centre de transfert pour la réussite éducative du Québec</i> (CTREQ) and coordinator of the <i>Inventaire visuel d'intérêts professionnels</i> (IVIP) and the <i>Inventaire typologique visuel des intérêts professionnels</i> (T-VIP).

Block 5 English	
TITLE	THINKING STRATEGICALLY ABOUT THE JOB SEARCH: GETTING A JOB QUICKLY
ABSTRACT	The Job Search Management System is based on the principle of assisting job seekers to move from step-to-step within a normal job hiring cycle. Based on five components; one, knowing the job search numbers, two, focusing on what the individual is doing throughout the search, three, understanding the hiring cycle, four, generating a plan A/B, and five, monitoring the job search process. The job search management system allows clients and their career coaches to track activity and identifies any corrective actions in order to reduce the time it takes to find a job.
BIOGRAPHY	Dr. John-Paul Hatala is a Visiting Professor at Louisiana State University and is the founder of the Social Capital Development firm Flowork International. A regular blogger on www.contactpoint.ca , he has been featured in such media outlets as the Globe and Mail, CBC Radio and Global TV. His latest book is entitled "The Strategic Networker: A Learner's Guide to Effective Networking".

Block 5 English	
TITLE	WORKPLACE ESSENTIAL SKILLS TRAINING FOR THE EMPLOYED AND EMPLOYABLE
ABSTRACT	The New Brunswick Workplace Essential Skills Program is aimed at enhancing adult literacy, promoting continuous learning, and collaborating with workers and employers to meet workforce training needs. The program is based on HRSDC's nine essential skills and occupational profile methodology. NBWES, the program's bilingual online system, provides skills assessments, captures prior learning, stores occupational profiles and supports program delivery and evaluation. This session will provide an overview of the program, examples of initiatives, and a demo of NBWES.
BIOGRAPHY	Kim Hollihan , Ed.D., is the WES Senior Development Consultant with Post-Secondary Education, Training and Labour, NB. She is actively involved in the career development field provincially and nationally and is the current President of the Career Development Chapter of CCPA. Frank Vandenburg , M.B.A., improves learning delivery and recognition of learning using his Adult Education, Technology and Communications skills. He is PETL's Strategic Innovator and owns Vandenburg & Associates, a learning consulting firm.

Block 5 English	
TITLE	INTEGRATING SOCIAL MEDIA INTO AN EFFECTIVE CAREER TRANSITION STRATEGY
ABSTRACT	What is all the hype about Social Media? What does all the noise about these online tools like LinkedIn and twitter have to do with Career Transition and Job Search? What are the signs of Social Media Addiction? How can job seekers, career practitioners, and professionals get the best return on their investment by utilizing these resources? A majority of people are at one end of the spectrum or the other, either totally ignorant about these applications or entirely dependent upon them.
BIOGRAPHY	Maureen McCann is a strategic thinker and writer who, turns challenges into opportunities as she coaches and mentors clients, one-on-one and in groups. She is an expert in forging open and honest communication between clients and colleagues and engendering strong partnerships. With over 13 years experience in career development, Wayne Pagani is known for connecting people with people, resources and opportunities. He is an award-winning, master certified resume, interview, and career strategist. Wayne assists executives, managers and six-figure professionals through the full scope of career transition.

Block 5	
English	
TITLE	MULTIPLE BARRIERS OR HIDDEN GIFTS?
ABSTRACT	Stella Burry Community Services (SBCS) provides housing, employment and clinical programs for, individuals with histories of mental illness, addictions, abuse, trauma, or involvement with the justice system. From pre-employment to social enterprise, our continuum of programs, training and services are built on a recovery philosophy and a firm belief that everyone can work no matter what the barriers may be! This session provides an overview of our employment programs and social enterprise to show how the power of relationships and seeing people's hidden gifts as opposed to their deficits can lead to real work and meaningful participation in their community!
BIOGRAPHY	Michelle Murray , a member of the Newfoundland Association of Social Workers, has 19 years of community experience as a social worker and manager working with marginalized populations in mental health, addictions, homelessness and employment. Michelle is currently the Director of Employment & Education Division for SBCS in St. John's, Newfoundland. Rob McLennan is also a community based social worker and Manager of Social Enterprise with Stella Burry. He has a long time interest in the relationship between work and health; assisting people with their career development and overcoming barriers to employment.

Block 5	
English	
TITLE	INTEGRATING ASSESSMENTS WITH CAREER CONVERSATIONS
ABSTRACT	Many career practitioners select, administer, or interpret career assessments. However, restricted by budget and contract requirements, with limited training or exposure to the wide range of tools available, some use assessment tools ineffectively. This workshop will help you move beyond "test and tell," integrate assessment results into meaningful career conversations, and refresh your assessment toolkit based on comprehensive research about assessments used in career services across Canada.
BIOGRAPHY	Dr. Roberta Neault , award-winning president of Life Strategies Ltd., developed and instructs psychometric assessment courses and supported the FLMM Career Development Services Working Group's research on the use of career assessments across Canada.

Block 5	
English	
TITLE	HELPLESS TO HOPEFUL: A BRIDGE TO MENTAL HEALTH EMPLOYMENT
ABSTRACT	Mental Health service has been weakened by the exclusion of many foreign professionals. The new college for mental health workers has led to opportunity to create a program that will facilitate employment of needed professionals. Based on a mentoring program of the Mennonite New Life Centre and using the continuing education expertise of TAPE Educational Services, the bridge prepares professionals for employment, supported by mentors trained in the unique needs of those who will be helping many with similar immigration histories as themselves.
BIOGRAPHY	Eva Saphir , MA, DTATI; art/psychotherapist co-founded Hospice Wellington; first counsellor at Casey House Hospice; developed art therapy program for Latinos Living with HIV; refugee and immigrant trauma work; mentoring mental health clinicians at the Mennonite New Life Centre: and in private practice. Beatriz Traub-Werner , MSW, RSW, is the President and Director of Education of TAPE Educational Services, a continuing education and professional development organization, based in Toronto. Formerly, she was Director of Admissions and Adjunct Professor, Faculty of Social Work, University of Toronto.

Block 5 English	
TITLE	ANTIDOTE TO THE SILO MODEL UNDER EMPLOYMENT ONTARIO TRANSFORMATION
ABSTRACT	For more than fifteen years, London and Middlesex have operated a model which encourages communication and collaboration among community-based agencies in order to ensure that clients' needs are met. This is achieved through the use of a common method of client needs assessment, information-sharing between agencies, and referral of clients to the most appropriate agency in the area based on the assessment of that client's needs. We believe that this model is one that can be adapted in any city or municipality where more than one MTCU-funded service provider operates.
BIOGRAPHY	As the Project Manager of the Employment Sector Council of London-Middlesex, Carol Stewart coordinates the labour market and employment policy and planning interests of more than 40 non-profit and public employment and training service delivery agencies, and community, business, and government organizations in the London-Middlesex County Region. Wendy Richards is a graduate of the CDP program at Conestoga and works in the non-profit sector providing needs assessment and employment counselling services to clients including newcomers to Canada. She is an experienced CAP facilitator and curriculum developer.

Block 5 English	
TITLE	CAREER MANAGEMENT IN A KNOWLEDGE ECONOMY
ABSTRACT	The knowledge economy demands a proactive approach to successful career management. In order for individuals to be consistently happy and effective in their work, they need to be able to strategically manage their careers. Regardless of the work challenges one faces, this session will help you teach others to take the steps needed to build their careers (e.g. how to change jobs, get promotions, ask for a raise, etc). You will learn: what really matters about career building today; where we need to focus our energies to be effective; and how to create effective career building strategies.
BIOGRAPHY	Rob Straby has followed his passion for the innovation and development of state-of-the-art professional development coaching, facilitation and training systems since 1986. In addition to his consulting work, Rob also is a faculty in the Career Development Practitioner Program at Conestoga College. This unique program trains career development professionals across Canada via the Internet with interactive Webinars.

Block 5 English	
TITLE	BUILDING MENTORSHIP
ABSTRACT	This session will outline the Business Mentorship Institute (BMI) of Saskatchewan's program model. It will go into detail about BMI's program and training services to give the viewer an understanding of not only how the program works but how it has become successful. It will also address the roles, responsibilities, and benefits for both mentors and protégés and the principles involved in the mentorship relationship.
BIOGRAPHY	Donna Walton , Executive Director for the Business Mentorship Institute, has had many years experience in the business administrative area. She started her career as an Office Manager for a law office but after a few years decided to go back to College. She completed her degree in Commerce with a major in accounting while working to support this initiative.

Block 5	English
TITLE	YOUTH VOLUNTEER CORPS: OPPORTUNITIES, ASSETS, COMMITMENT
ABSTRACT	We provide opportunities, build developmental assets in youth and create leaders. The Youth Volunteer Corps (YVC) program promotes civic responsibility and mentoring through volunteering among youth ages 14 to 24. The program draws young people from diverse ethnic and socioeconomic backgrounds and actively involves them in community problem solving through structured volunteer service. Our mission is to: "Create and increase volunteer opportunities for youth; address community needs and develop a lifetime commitment to service".
BIOGRAPHY	Sue Watts , B.A. (Psychology - Carleton University) is the Coordinator of Special Projects for the Employment & Education Centre. She is a certified Life Skills Coach. She has 16 years experience in the employment services field. Sue is the recipient of a provincial and national award for her work. Lesley Patry B.A., (Carleton University – Psychology) is a graduate of the Christopher Leadership Effective Speaking Course. Lesley works with youth developing resumes and employability skills. She coordinates the Youth Volunteer Corps, developing agency partnerships and promoting youth volunteerism.

Block 6	English
TITLE	FROM EXPLOITATION TO EDUCATION
ABSTRACT	Moving into its fourth year of operation with 28 graduates to date, the Child and Youth Care Certificate Program at Ndinawe offers college accredited training and certification in the field of Child and Youth Care to individuals who were themselves sexually exploited as youths. The majority of graduates have moved on to secure employment in the field or further post secondary education. The key to the success of this program has been the wide range of therapeutic support available. The program employs a full time counsellor who has created a dynamic, flexible and effective program to overcome barriers.
BIOGRAPHY	Christine Hudrick , counsellor for the Child and Youth Care Certificate Program, is a trained social worker and counsellor and has specialization in treating addictions. Christine came to this program from the justice system and working with youth. Susan Berthiaume , the Program Coordinator of the Child and Youth Care Certificate Program, has worked in the non-profit community of Winnipeg for over 20 years. Her specialty has been in coordinating, developing and facilitating education programming for many organizations.

Block 6	English
TITLE	RESEARCH INFORMED INTERVENTIONS: COUNSELLING WORKERS
ABSTRACT	The presenters have been involved in several recent studies exploring the factors that have helped and hindered workers from a range of employment groups from doing well with changes that have affected their work. The presentation will focus on ways that these factors can be utilized by career-related professionals as a frame of reference to develop strategies and interventions that will assist workers who may be challenged by ongoing and accelerating rates of change.
BIOGRAPHY	Bill Borgen is a professor and department head at UBC He has conducted research and developed interventions in the area of life transitions and career development for several years. His work has been translated and adapted for use in Bhutan, Denmark, Finland, Hungary, and Sweden. Lee Butterfield is Program Director and Core Faculty in the Master of Arts in Counselling Psychology Program at the Adler School of Professional Psychology. Prior to becoming a Registered Psychologist she worked for 25 years in human resource management in a number of industries.

Block 6	English
TITLE	INCORPORATE MORITA PRINCIPLES IN CAREER COUNSELLING
ABSTRACT	As one of the few most influential Eastern therapeutic approaches in the West, Japanese Morita approach has the potential to help individuals tackle the challenges in vocational life, and survive and flourish in difficult and uncertain economical times. This presentation explores how some of the Morita-oriented theoretical principles can be incorporated into the career management and development process. In applying the unique and stimulating Morita tenets and techniques to work/life dynamics, implications for career-coping and career counselling intervention are discussed.
BIOGRAPHY	Charles P. Chen , Ph.D., is Professor of Counselling Psychology and a Canada Research Chair at the University of Toronto. His book: "Career endeavour" received the 2008 Best Counselling Book Award in Canada. He is a prominent social scientist featured in the Canadian Who's Who and Who's Who in the World.

Block 6	English
TITLE	MENTORSHIP AND CAREER PLANNING FOR CAREER DEVELOPMENT PRACTITIONERS
ABSTRACT	Managers, supervisors and practitioners are invited to explore the role of mentorship in supporting career development practitioners in broadening their professional skills sets, securing appropriate credentials and networking their way through a career action plan that will lead to career success. We will explore tools, resources and methodologies of mentoring, as well as testimonial feedback from practitioners who have used mentoring support and resources in furthering their careers.
BIOGRAPHY	John Coward is committed to a managerial leadership style designed to drive extraordinary performance through a vision focused on action and results. He has won several awards including, "Best Practice in Staff Development", "Team Career Development Award of Excellence" and "Mentor of the Year".

Block 6	English
TITLE	BUILDING GREAT LEADERS
ABSTRACT	Due to many changes in the career counselling field client workload has dramatically increased, placing greater demands on career practitioners and their leaders. Many leaders face restructuring decisions, downsizing, and high levels of employee stress. We will share techniques for motivating and engaging staff especially during times of great change. This workshop draws from the latest research in positive psychology, authentic leadership and appreciative inquiry to help leaders build on strengths and improve employee resilience.
BIOGRAPHY	Crystal Dolliver is an experienced trainer and leader of Corporate Training for Northern Lights Canada. She draws on her experience delivering leadership and retention programs and assists leaders in the career development field to build resilience in themselves and their staff.

Block 6	French
TITLE	THE POSITIVE IMPACT OF DEVELOPING ENTREPRENEURSHIP
ABSTRACT	In the past 12 years, the Québec Entrepreneurship Contest has received submissions for more than 50,000 projects involving one million participants of all ages. The Contest has had quite an impact on the community, leading to fewer school dropouts, the development of entrepreneurial skills, fewer behavioural disorders, etc. Come and see for yourself how the development of entrepreneurship has a positive impact on Contest participants, both youth and adults, and how the Contest promotes careers in the field of entrepreneurship.
BIOGRAPHY	Vincent Dumont is Interim Director of Operations and Special Projects and has been working for the Québec Entrepreneurship Contest for over a year. Mr. Dumont holds a Bachelor's degree in Business Administration and has worked in entrepreneurship for more than five years.

Block 6	English
TITLE	TERMS OF ENGAGEMENT
ABSTRACT	Job Development has many interpretations, not all of them accurate. From start to finish, clients and employers need clear understanding of how job development can work for them and result in long term sustainability and retention. This workshop offers practical tips and proven methods to engage, enlighten and encourage action and participation for positive results.
BIOGRAPHY	Melissa Fletcher turns Job Development on its head and gives it a shake resulting in fresh, upbeat, effective approaches. Her education in HR, training background and staffing industry know how offers that valuable multi-dimensional perspective needed when bridging client and employer needs.

Block 6	French
TITLE	ANALYSIS OF PRACTICES IN A STUDENT PLACEMENT SERVICE
ABSTRACT	We will present the results of a research/intervention project conducted among counsellors working in a university placement service. The research process is based on the critical incident method. Results enabled us to identify three levels of interaction (employers / university / students) and six stress points (e.g. professional role ambiguity) in the counsellors' work. Various learning outcomes also resulted from the research and are grouped into four categories of knowledge: representational, operational, interpersonal and organizational.
BIOGRAPHY	Geneviève Fournier is currently a full professor at Laval University. Her interests focus on job indecision, the dynamics of integration into work and the analysis of practices, especially as they relate to employment. She is director of research focused on the dynamics of joining, rejoining and integration into the labour market. Liette Goyer, Ph.D. is a full-time researcher and expert in career counselling for the "CRIÉVAT", has been a professor at Laval University since 2003 and teaches in the counselling program at all levels. Her research interests are related to counselling practices, and methods and processes of counselling for youth and adults.

Block 6	English
TITLE	CROSS CANADA DIALOGUES: YOUTH VOICE ON THE RECESSION
ABSTRACT	Bringing together and engaging 2000 plus youth in on-line discussions of their career development and their experience of youth counselling supports the "Cross Canada Dialogues" project. It will also bring together 50 plus youth-serving organizations, youth employment counselling organizations and professionals from all regions across Canada in a dialogue to share their knowledge of how youth are affected by the current economic downturn, how they are coping, and the options available to youth counselling organizations to best address these challenges.
BIOGRAPHY	Michelle Haddad, B.A. (Honours in Sociology - University of Toronto) is Project Coordinator at First Work. Michelle has a passion for working with multi-barriered youth and in the past has worked with YMCA Sprott House, the WoodGreen HOST program, Out of the Cold Support Services and has directed projects for a youth communications organization.

Block 6	English
TITLE	WHAT MIGHT HAVE BEEN: COMING TO TERMS WITH CAREER REGRET
ABSTRACT	What if you spent your life at a job you disliked? What if you never figured out what you wanted to do? What if you did know, but circumstances prevented you from achieving your career goals? Regret connects individuals to their past, anchors them in the present, and focuses them on possibilities for the future. This presentation details the researcher's use of a phenomenological method to discern common themes in the lives of retirees who have experienced career regret. Possible implications for career counselling will be explored.
BIOGRAPHY	Juanita Hennessey is an International Student Advisor at Memorial University of Newfoundland, and a part-time graduate student in the Master's of Education (Counselling Psychology) program.

Block 6	English
TITLE	DEMONSTRATING THE ECONOMIC VALUE OF CAREER SERVICES
ABSTRACT	Many client changes are unreported because placement is viewed as the only worthwhile indicator of success. Employment equivalence provides a numerical value for services like job search skills, job maintenance skills, etc., which are important but frequently unreported client outcomes. Practitioners need to link the services they provide to client change and ultimately to the economic benefit of career services.
BIOGRAPHY	Dr. Bryan Hiebert is a member of the Canadian Research Working Group on Evidence-Based Practice in Career Development and part of the international Prove It Works initiative. He was president of the Canadian Career Development Foundation from 1985 to 1999. In 2005, he was granted Honorary Life Membership in the Alberta Teachers' Association Guidance Council in recognition of his contribution to guidance and counselling in Alberta. In 2007, he was awarded the Stu Conger Gold Medal for Leadership in Career Development.

Block 6 English	
TITLE	HOW TO USE SOCIAL MEDIA WEBSITES IN A JOB SEARCH
ABSTRACT	Web 2.0 or social media, is the new way to engage in personal branding. Employers are increasingly using social media web sites to pre-screen candidates and to check references. This session will highlight social media web sites which can assist clients to become more effective on-line job seekers: establish a personal brand; identify their USP; establish an online presence, reputation and area of expertise; penetrate the hidden job market by gathering valuable contacts; choose a company or industry where they will fit; select which social media web sites are valuable for a proactive job search.
BIOGRAPHY	Melissa Martin , B.A. (Queen's University), B.Ed. (University of New Brunswick) is a bilingual employment and professional development counsellor. Her résumé includes over eleven years' experience in employment services. She has a Teaching English as a Foreign Language certificate (TEFL: University of Ottawa). Melissa is the proprietor of a home-based business, M.C. Martin career coaching & teaching: careercoachingbyphone.com .

Block 6 English	
TITLE	HOPE-FILLED ENGAGEMENT
ABSTRACT	How do we create an environment of hope for people, even for those who feel hopeless? How do we equip people to walk their life/career paths with dignity and value no matter their challenges? This workshop will introduce the new sequel to Active Engagement. Hope-Filled Engagement is a person-centered, solution-focused, hope-focused approach, utilizing tools and processes that combine a holistic worldview (including creativity, spirituality, connectedness, values, and life balance) with sound career concepts.
BIOGRAPHY	Gray Poehnell encourages hope, spirituality, creativity, and career integrity as he trains career practitioners nationally and internationally. With Dr. Norm Amundson, he has developed numerous career programs and workbooks, including Guiding Circles and the new Hope-Filled Engagement.

Block 6 English	
TITLE	THE CANADIAN ADVANCEMENT OF LITERACY AND ESSENTIAL SKILLS (SCALES) PROJECT
ABSTRACT	The CON*NECT SCALES Project, is a national initiative that aims to assist unemployed and underemployed individuals understand where their skills align in a Literacy and Essential Skills perspective. Through this knowledge, they gain the confidence to make effective decisions, set achievable goals and create and realize their action plans. CON*NECT hopes to engage with career practitioners, the project's primary audience, to determine what the SCALES project can do to assist them in their daily practice, and to open pathways for their clients to enter/re-enter the workforce.
BIOGRAPHY	Debi Saul has been working at CON*NECT Strategic Alliances for three years. She has worked very closely with Career Practitioners all over Ontario who assisted Farmers in creating action plans for education and training programs, and skills upgrading. Debi is pleased to have the opportunity to work with Career Practitioners and their clients again on the SCALES project. Michelle Forrest is the full-time Essential Skills Subject Matter Expert working on the SCALES project with CON*NECT Strategic Alliances. Michelle is currently on leave from Durham College where she works full-time as an Employment Counsellor and Job Developer. She is a certified Essential Skills Profile Analyst.

Block 6	English
TITLE	EMPLOYMENT OUTCOMES AMONG YOUTH WITH PSYCHIATRIC DISABILITIES
ABSTRACT	A study exploring the background and service factors which differentiate youth with psychiatric disabilities in the vocational rehabilitation system who achieved successful employment from those who do not to demonstrate the need for career development approaches to vocational rehabilitation of youth with psychiatric disabilities. Differences in employment outcomes along the lines of clinical diagnoses, race, and type of public support received, and education level at application may be important for programs which train career practitioners to emphasize the importance of holistic career development approaches.
BIOGRAPHY	Grace Ukasoanya is an Assistant Professor (2008-2010) and was a Postdoctoral Clinician (2005-2008) and a Doctoral Student and research assistant (2001-2006) at Michigan State University. She was also a Fulbright Scholar (Youth Development and Rehabilitation 2000-2001) at Michigan State University.

Block 6	English
TITLE	GONE FISHING!
ABSTRACT	Create a more engaged and alive workplace; Increase productivity and reduce employee turnover; Encourage imagination and creativity and infuse a fun-filled spirit Inspire others to own their choice of attitudes; Build trust and improve communications and relationships in the workplace Implement FISH!! If we are going to spend most of our working days away from the people we love, it better be worth it! Spend some time in this session and reconnect with your job, your colleagues, your boss and your organization.
BIOGRAPHY	Betty Woodman , a dynamic presenter with a passion for employee engagement, has a diversified background and over 20 years of experience dealing with people and their relationship with their work. She is committed to working with organizations and individuals to enable stronger commitment and contentment in the workplace.

Block 7	English
TITLE	CAREER FLOW: HOPE-CENTERED CAREER DEVELOPMENT
ABSTRACT	People need to navigate times of whitewater, still water, and smooth sailing in their careers. The Career Flow model, grounded in hope, includes self-reflection, self-clarity, visioning, goal setting/planning, and implementing/adapting. The presenter, along with Dr. Spencer Niles and Dr. Roberta Neault, co-authored a career workbook using this model; join us for a lively and engaging look at Career Flow and leave with practical activities that you can immediately apply.
BIOGRAPHY	Dr. Norman Amundson , professor at UBC, is an award-winning author and accomplished international speaker. He focuses his work on practical, theoretically-grounded applications involving imagination, active engagement, and visual imagery.

Block 7	English
TITLE	LABOUR MARKET INFORMATION: WHAT WORKS?
ABSTRACT	How much support, if any do clients need to make sense of LMI and use it to advance their career goals? A very exciting research partnership between the provinces of Saskatchewan and New Brunswick, the Canadian Career Development Foundation and the Canadian Research Working Group on Evidence Based Practice in Career Development (CRWG) is unpacking these questions in a study with almost 200 clients, some of whom are followed by in depth telephone interviews for four months after their intervention. Results of this study will be presented.
BIOGRAPHY	Lynne Bezanson is a career development leader, author, researcher and adult educator. She is a founding member of the Canadian Research Working Group (CRWG) and the International Centre for Career Development and Public Policy. She is the recipient of the Public Service Award of Excellence and the Stu Conger Gold Medal for Leadership in Career Development.

Block 7	English
TITLE	EMPLOYEE ENGAGEMENT
ABSTRACT	Engaged employees are emotionally and intellectually committed to the success of the organization. They are prepared to go the extra distance for clients, for the team and for the employer. Engaged employees are more productive; have lower stress levels, greater work satisfaction and stay longer with the organization. Workshop attendees will have an opportunity to explore the various concepts of employee engagement and the methods of measurement of engagement. Discover the key drivers to engage employees, identify successful communication strategies and share best practices.
BIOGRAPHY	Loveridge Haparimwi , B.A. (Management and Human Resources) is Coordinator of the Community Employment Resource Centre in Ottawa. He has over 20 years of experience in management of not-for-profit organizations and extensive experience in employment services, organizational development and change management.

Block 7	English
TITLE	HELPING CLIENTS USE CAREER INFORMATION EFFECTIVELY
ABSTRACT	The world of career information is expanding exponentially in direct relation to an expanding world of opportunities. The pace of growth is so rapid that it challenges career service experts to keep up-to-date, so imagine how clients must feel when they are trying to make sense of it all! You will learn the fundamental steps that clients need to take in order to manage career information effectively and efficiently so they can comfortably set a plan for their next career step. As well, the information management skills you need to learn will be highlighted.
BIOGRAPHY	Kathy Harris is both a career information specialist and career counsellor. With over 35 years in the field, she works in both the education and business sectors in her social enterprise company that is said to be profoundly changing the world of education and work. Penny Hopkins is a retired guidance head who discovered a career information access program that she felt the whole world needed to hear about. She became co-owner of Jobmatics in order to develop the company's capacity to make a difference in people's lives.

Block 7	English
TITLE	WELL SAID: PRESENTATION SKILLS FOR CAREER PROFESSIONALS
ABSTRACT	Whether it's a job interview, a career coaching session, or a management meeting, the situation requires a confident, polished delivery, ideally with a minimum of dysfunctional stress. This interactive workshop, will offer tips and best practices, used by some of the most successful speakers in the world, which you can apply to your own speaking opportunities and to the advice you provide your clients, co-workers or staff.
BIOGRAPHY	Gail Hulnick is head of WindWord Communications Inc., a consulting firm that provides training and coaching in public speaking, presentation, and media skills to professionals, executives and managers in Canada and the U.S. Her background includes 20 years as a broadcast journalist.

Block 7	French
TITLE	ORIENTATION MODE D'EMPLOI
ABSTRACT	Orientation Mode D'emploi "Counselling Employment Style" a book which came out in 2010 is aimed at those who need to know more about making a career choice correctly. More specifically, it is aimed at youth in the final stage of their secondary education until they make a final choice of career, sometime in their twenties. In the course of this presentation, we do an overview of the contents of this book to see how it may be useful both for professionals and for their clients.
BIOGRAPHY	Dr. Jacques Langlois has been a career counsellor for 10 years. He has a master's degree in counselling and in education, as well as a doctorate in the fundamentals of education. His approach is based on both sociology and analytical psychology.

Block 7	English
TITLE	E-LEARNING COURSE DEVELOPMENT USING MOODLE
ABSTRACT	Harness the power of Moodle, an Open Source Course Management System for creating dynamic e-learning content! Learn about developing and delivering highly interactive, interesting, and accessible e-courses. Discuss the potential for reaching out to target client groups, including persons with disabilities, those living in remote regions, youth, and internationally-trained individuals. Experiment with Moodle activities and resources and see for yourself how e-learning using Moodle can add value to your current service offerings. Receive a 288-page .pdf guide for attending!
BIOGRAPHY	Jennifer Mackey is a resourceful, empowering, and personable career counsellor, training & development specialist, and human resources generalist. Her experience includes e-learning course development, facilitation, and assessment and testing.

Block 7	English
TITLE	THE IMPLICIT CAREER SEARCH
ABSTRACT	The Implicit Career Search, currently being delivered in Canada, Sweden, France and the USA, is a career decision making and planning program that uses a Hero's Journey model to assist participants in basing their career plan on the contribution they wish to make to their community. Get the opportunity to experience the model along with the sources of awareness used in the actual ICS workshop: guided imagery; movement and metaphor; scientific assessments; non-verbal exercises. It is now being used as the backbone in the United Kingdom to help revitalize their approach to reemployment.
BIOGRAPHY	Steve Miller began developing The Implicit Career Search approach to career decision making in 1994. In 1999 a federally funded study of the program found it to be three times more effective in returning people to work than the traditional job services being offered at that time. In 2009 a self-directed workbook, 'Profoundly Simple Career Planning' was released.

Block 7	English
TITLE	ESSENTIALLY EMPLOYABLE: SKILLS FOR SUCCESS!
ABSTRACT	People seeking new and different work need help in identifying their skill levels so they can research job profiles, develop action plans for training, re-training, entry or re-entry into the workforce and ultimately build their self-confidence and self-esteem. Essential skills are the underlying skills needed by workers to perform their jobs safely, competently, and efficiently. National Research shows that 42% of Canadians lack the skills levels to fully contribute to their work. This interactive workshop will assist Career Development Practitioners in understanding the critical importance of Essential Skills; how they fit into the Career Planning Process.
BIOGRAPHY	Darlene O'Neill , M.Ed. (Adult Education) from MSVU, and a B.A. (Psychology) from SMU and completed the Concordia University College of Alberta's Certificate in Career Development has over 15 years of experience in Human Resource Management, Adult Learning and Career Development.

Block 7	English
TITLE	HOW TO USE THE GROUPE INTEREST AND PERSONALITY INVENTORY
ABSTRACT	This workshop will include some theoretical information about the Holland's and Jung's typologies used in the GROUPE interest and personality inventory, but most of the time will be spent on an exercise and case studies. The exercise will allow the participants to assess themselves based on the theories used in the test and use the results to evaluate their own work experience. Links will then be made to show them how this can be done and be useful with their clients. The case studies will be inspired from different sectors of practice (guidance with students, employment services, career counselling).
BIOGRAPHY	Nathalie Perreault is a career counsellor, member of the OCCOQ, and has over 12 years experience in the development of specialized tools for professionals of our field. She now combines the roles of trainer and consultant at Psymétrik, teacher at Laval University and is a member of CERIC's Research Committee. Sandra Piperni joined the Psymétrik team in 2008. She is an accredited trainer for the GROUPE test and also works on the development of the English sector. She has a degree in Educational Counselling from the University of Ottawa. She has over eight years' experience in employment organizations and provides career counselling and coaching in private practice.

Block 7	
English	
TITLE	MAXIMIZING SOCIAL MEDIA FOR CAREER ACCELERATION
ABSTRACT	Career management and job hunting has become a direct marketing exercise. “Who you know” matters less than “who knows you.” The orderly processes of the last generation are evaporating as quickly as newspapers. Old industries disappear while new ones explode on the scene. Success is a matter of how quickly you can acquire and harness attention. You need to know what you want and where to get it. Looking for work means finding people we want to work with and helping them find you. Let them know you are available, better than competent, creative and persistent by demonstrating your Value.
BIOGRAPHY	David Perry is the author/coauthor of three books including "Guerrilla Marketing for Job-Hunters 2.0". He is concurrently the HR Policy Adviser for the CATAAlliance, former board member of the Software Human Resources Council and past Vice-Chair of the Canadian Technology Human Resources Board.

Block 7	
English	
TITLE	TRANSITIONING DEAF AND HARD OF HEARING YOUTH TO EMPLOYMENT
ABSTRACT	With findings identified, possible solutions, new outreach materials and best practices this project will directly aid students with a hearing loss and their parents to better prepare for the transition from high school to post secondary studies or the working world. It will help these youths receive career guidance and to establish transition plans through outreach activities, sharing of best practices, information sessions with employers and representatives from post-secondary institutions, and tailored Employment Assessment tools. Three CHS offices in Ontario are piloting the transition and assessment tools with local School Boards. Materials will be available for local use.
BIOGRAPHY	Gordon Ryall , Provincial Program Manager of Employment and Training with The Canadian Hearing Society, is responsible for Employment Services and Education Support Services for registered part-time college and university students with hearing loss. He graduated from Gallaudet University and has also graduated with numerous diplomas in different technical areas

Block 7	
French	
TITLE	OPTRA Premières Nations (OPN)
ABSTRACT	OPTRA Premières Nations (OPN) is a tool for integration into society and the workforce, enabling those who are unemployed and lacking in education to acquire knowledge and develop skills that promote employability prospects. It has two main thrusts: on the one hand, to provide dynamic support for those outside the labour market; and on the other hand, to enable individuals to achieve a level of independence in the workforce and the social economy. The program helps fight the poverty, social and economic exclusion and job insecurity that are endemic among the First Nations of Quebec and Canada.
BIOGRAPHY	Luis San Martin , career counsellor, active member of OCCOQ, in the Office of Social Development at FNQLHSSC. He has a background in career counselling and psychology and holds a B.A. and a M.A. in counselling and a diploma in psychology. Patrice K. Lacasse M.Sc. is manager of the Office of Social Development at FNQLHSSC. He holds a B.A. in history and an M.A. in organizational management. For several years, he worked for the band council of Uashat mak Mani-Utenam and is currently with a regional organization in the field of social development.

Block 7 English	
TITLE	UNHEARD VOICES: THE WORKING LIVES OF RURAL WOMEN
ABSTRACT	I will present the results of a study in one community drawing on the possible-selves maps, life-space maps, life-lines, and future projections of participants. Results will be viewed through the lens of Relational-Cultural Theory (Jordan, Walker, & Hartling, 2004; Robb, 2006). The concept of career resilience within a rural community and the influence of macro systems on rural communities will also be examined. Several meta-themes that emerged from their narratives have practical relevance for practitioners who work with women living in rural areas.
BIOGRAPHY	Dr. Blythe Shepard is a long-time rural resident. Her research focuses on rural career development across the lifespan. Blythe's work is informed and mobilized through her interconnected identities as a rural woman, a solo-parent, a caregiver to her mother, a community-based researcher and a counsellor. She has co-developed a workshop for rural youth entitled, Future Bound.

Block 7 English	
TITLE	GLOBALIZATION'S EFFECT ON MENTAL HEALTH & CAREER
ABSTRACT	We will discuss research on the connections between globalization, mental health and career development. Economic instability has been linked to increased levels of psychiatric symptoms. Low self-esteem prior to job loss can limit job-seeking behaviours. Career counselling may be the preferred form of counselling for clients, who come for complex concerns including mental health. The changing nature of career counselling motivates us to be more creative in effectively helping clients.
BIOGRAPHY	Barbara Smith is a current UBC Counselling graduate student where she received a M.Ed. in Adult Learning & Global Change. She counselled and taught job search skills in a community agency, and has advised international students on career planning. Lauri Mills is a current graduate student at UBC conducting research on creativity in career counselling. She has an M.S. in Counselling from San Francisco State University and has worked as a career counsellor in universities and private practice.

Block 7 English	
TITLE	ARE THE VOICES IN MY HEAD STOPPING MY SUCCESS?
ABSTRACT	The recession has made the labour market unstable. For FTPs, Mature Workers and New Graduates attempting to find work, they may be experiencing more anxiety due to present conditions. Job searching strategies can assist these individuals with tapping into the hidden job market. However, they may possess cognitive scripts which pose as barriers to finding work. This interactive workshop will allow Career Practitioners to assist individuals in turning their negative voices into positive career success
BIOGRAPHY	Sonny KH Wong , M.Ed., is a Career Counsellor with over 8 years experience as a Facilitator, Writer, and Researcher within the public and academic sectors. Wong is a writer for Learning Curve where he addresses career and employment issues.