



## Revitalizing the Canadian Standards and Guidelines for Career Development Practitioners: *Your contribution is needed and welcomed*

As you know, in January 2009 members of the Executives of several provincial career development professional associations along with other interested partners and career development advocates met in Toronto following the NATCON conference and agreed to the formation of a Canadian Council of Career Development Associations (CCDDA). The intent of the Council is to provide a mechanism for associations and action groups to collaborate together on issues which impact on the career development field as a whole. Under this broad goal, three initial priorities were identified as follows:

- Provide a mechanism to keep the Canadian Standards and Guidelines for Career Development Practitioners (S&Gs) current and vital;
- Provide access to clear information regarding certification initiatives and associated training via an online clearinghouse;
- Provide a mechanism for increased communication and collaboration among involved groups regarding certification with the goal of simplifying, streamlining, and promoting practitioner mobility.

We are writing to you today regarding the S&Gs, the first of these priorities.

The S&Gs were last updated in 2004. The practice of career development is constantly evolving in response to economic shifts, technological advances, global forces, emerging new needs of clients and, in many cases, new client bases. It was always the intent of the career development community to find some mechanism for ensuring that the S&Gs remained current and reflected clearly the competencies required to deliver quality career development services. The S&Gs are used for many purposes across Canada, including the determination of requirements for provincial/territorial certification, the design of professional training programs at all levels, the establishment of hiring criteria and the development of job descriptions. For all of these applications, it is critical that the S&Gs reflect current practice.

To refresh your memories, the S&Gs currently have core competencies and six specializations (Assessment, Facilitated Individual and Group Learning, Career Counselling, Information and Resource Management, Work Development and Community Capacity Building). You can revisit the S&Gs at [www.career-dev-guidelines.org](http://www.career-dev-guidelines.org).

At the January meeting, some participants cited limitations in the current S&Gs, such as insufficient emphasis on working with individuals with disabilities and on working in multi-cultural contexts. These may or may not constitute new "specializations"; the

limitations might be addressed by adding new needed competencies to the core competencies and/or to some existing specializations.

As a first step, the CCCDA would like to focus on ensuring the S&Gs are updated and as current as possible so they remain a highly relevant tool for the field. Thanks to support from the New Brunswick Department of Post-Secondary Education, Training and Labour and the New Brunswick Career Development Action Group, CCDF is now able to begin this work on behalf of the CCCDA.

To this end, we are seeking your input in the following areas:

Identify any area(s) in which the current S&Gs are, in your view, not sufficiently current or complete. Please be as specific as you can with regards to the area(s) and whether the area(s) cited is a new specialization or could be addressed by additional competencies within the existing structure.

Indicate what expertise (you included) we might call on to gather specific input in the area(s) you have identified above and how these sources can be contacted.

Indicate if you are willing to work with us in updating the area(s) you have identified and if yes, what role you would be willing to play. Please provide your contact information.

Your input will provide us with a sense of the scope of the work to be undertaken and will greatly assist us in putting together a work plan and a working group to move forward.

The S&Gs were the result of very large numbers of career development practitioners providing input, conducting field tests and applying the S&Gs within their own settings. They represent over a decade of commitment by the field as a whole. They have also been the basis for several countries moving forward to establishing their own S&Gs as well as the establishment of an international competency framework - for which we can be justifiably proud.

We now need your input to keep the S&Gs alive, current and growing to keep pace with the realities of career development practice. Please reply to [Sareena Hopkins](#) and feel free to contact either of us by telephone (see coordinates below) if you want to discuss any aspect of this initiative in more detail.

**Your reply by September 18 would be appreciated.** We will summarize all the input we receive, send it to you and keep you informed as we progress. We look forward very much to your input.

With best regards

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Canadian Career Development Foundation  
On behalf of the CCCDA

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