



Career Development Professional Centre: What's Next?

Presented by:

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www.ccdf.ca

It is Canada and Global Career Month

Career Development Changes
Everything
#AMPLIFIER2022

GLOBAL CAREERS MONTH

CAREER
DEVELOPMENT
CHANGES
EVERYTHING

During November,
share your story on
Twitter, Facebook,
LinkedIn, & Instagram.

Use the hashtag
#Amplifier2022

Let's step out of the
shadows and be an **Amplifier**
by posting about the value
and impact of career
development. Check out our
prompts for inspiration!



How To Be An Amplifier

Choose your social platform and either
write or record a short video!

- Keep written posts less than 1,000 characters
- Videos should be shot vertically and be less than 45 seconds
- Use the Hashtag #Amplifier2022 and tag CCDF, CERIC, or NCDA Career
- Contributors to the #Amplifier2022 campaign will be recognized by the North American region, including opportunities for small gifts and publicity for select contributors



NORTH AMERICA

NCDA

CERIC

ccdf | fcde





Our Time Together

How Did We Get Here?

What Did CDPs Have to Say?

What's Next for the Career Development Professional Centre?

How Are You Feeling This Morning?



How Did We Get Here?



*“Never before in human history has
career guidance been more important”*
~Anthony Mann, OECD, 2020



Responsive Career Pathways Initiative

“Testing, prototyping, and evaluation of new approaches that will provide forward-looking, customized, high-quality, accessible career and training advice, alongside education and skills training.”

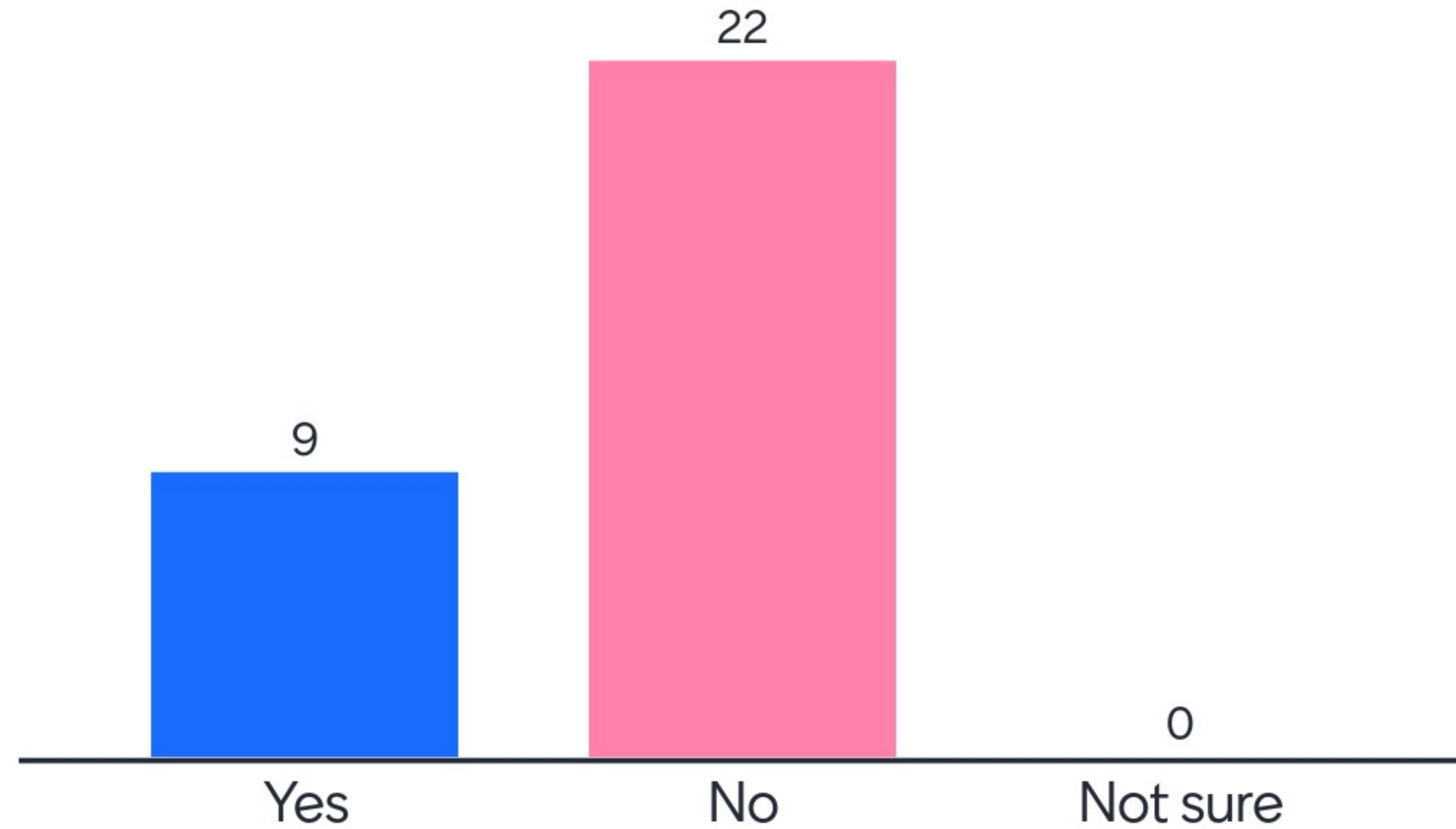
Focus on service innovations to impact actionable policy change.

Series of research papers that shared a range of ideas for strengthening practice.



See: <https://fsc-ccf.ca/research/innovative-practice-ideas>

Before today, had you heard about the RCP Initiative?



RCP Phase 1 Research Findings

CDPs have a critical role to play in supporting Canadians through career transitions

CDPs have capacity gaps that stand in the way of providing high-quality career guidance

Investment and participation in professional development has not kept pace with the ever-expanding scope of CDPs' responsibilities and skill needs

A lack of common certification requirements and other systemic factors have led to inconsistent service quality and weak professional identity among CDPs



RCP Conceptual Framework

Career Development Process

Sets the foundation for consistent, evidence-informed and high-quality career development service delivery

Guides service
delivery model

Provides the foundation
for training and
capacity-building

UPSTREAM EMPLOYER ENGAGEMENT

Proactive early outreach to
support workers in transition

Services
customized
to the
needs of
workers

FUTURE STATE CAREER HUBS

Personalized career
guidance services for all
Canadians

Enables
high-quality
service
delivery

CAREER DEVELOPMENT CAPACITY

Foundational training and
community of practice for
career development
practitioners



Building Career Development Capacity

Freely available foundational training on career development process

Community of practice to connect CDPs from coast-to-coast-to-coast

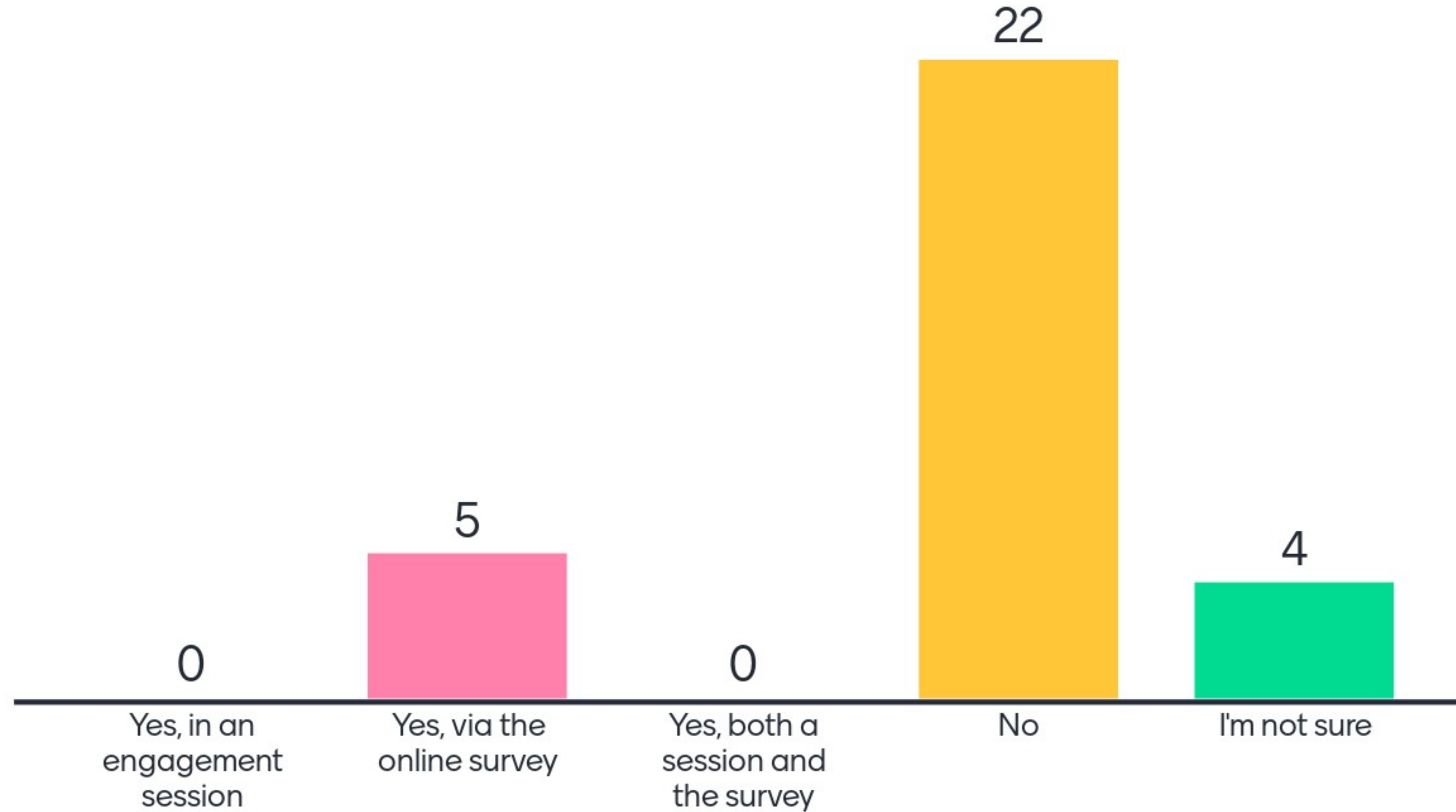
Central hub of available training and professional development opportunities





What Did Canada's CDPs Have to Say?

Did you participate in the feasibility study?



CDPI Feasibility Study

- February to May 2022
- Advisory Council
 - 12 career development thought leaders, researchers, and trainers
- 30 Individual Interviews
 - Career development trainers; directors/leaders of associations, industry councils, and other prominent bodies; international colleagues
- 47 Engagement Sessions
 - 448 people participated
- Online Survey
 - ~560 responses



Opportunity to create a stronger sense of community across regions and areas of practice; improve connections across stakeholders.

Important to recognize and balance the needs of local communities and specialized client groups.

Access to foundational training and credentials will improve accessibility.

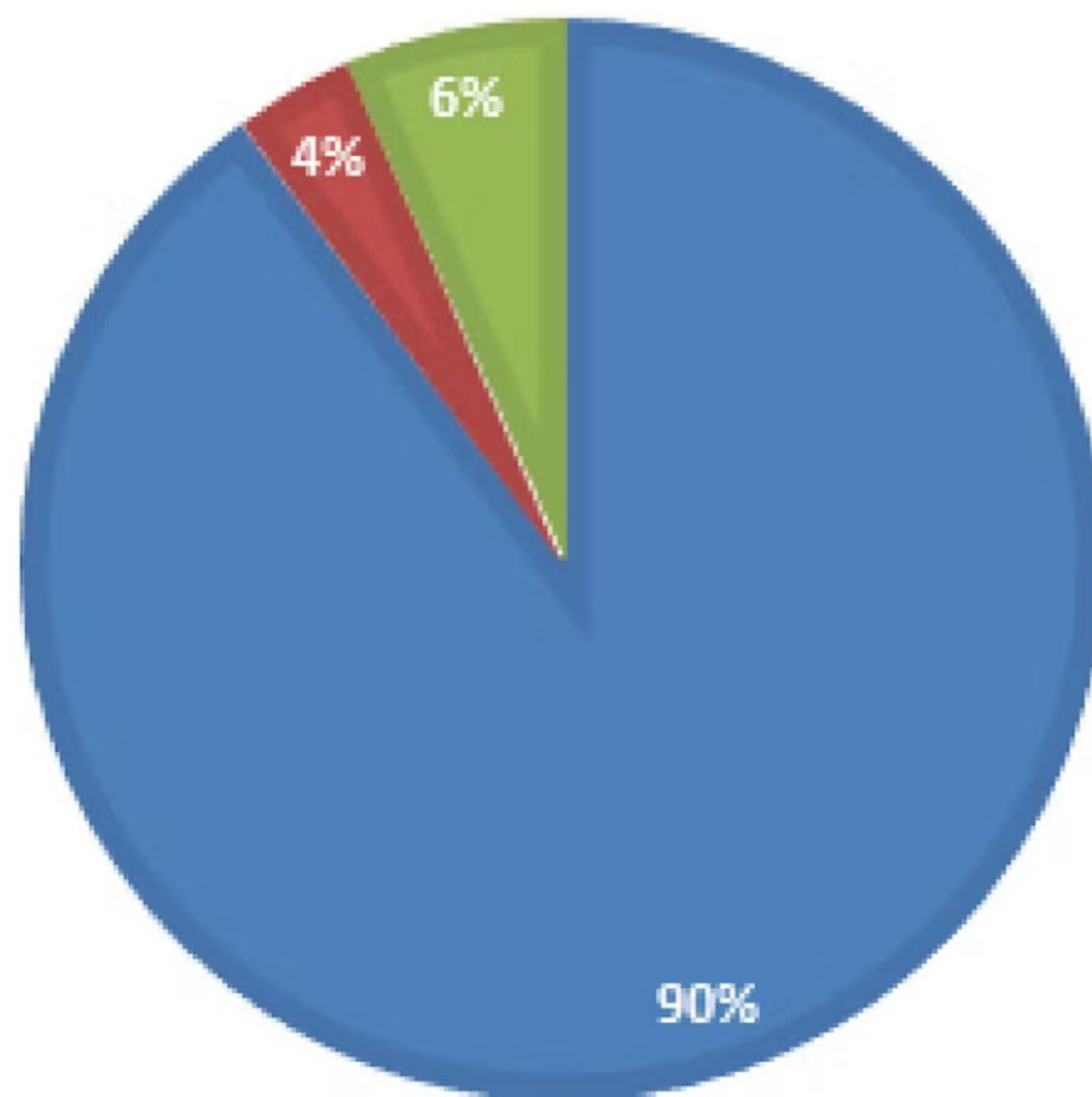
Ensure a common foundation among practitioners, and contribute to increased accountability, strengthening the identity of the field.

A force for good, helping to advocate for the field and the work of career development professionals.

Engagement sessions demonstrated clear and strong support for the establishment of a Career Development Professional Centre.

I SUPPORT THE VISION OF A CAREER DEVELOPMENT PROFESSIONAL INSTITUTE

■ Yes ■ No ■ I Don't know



Career Development Professional Centre

A virtual centre building excellence and innovation in career and workforce development.



- Provide a home for the Competency Framework, National Profile, Code of Ethics, & associated resources
- Support CDPs to access basic, foundational training on the career development process, helping to ensure a common language and an understanding of the full scope of career development practice
- Create & nurture a community of practice, where CDPs can exchange and grow with respect to their practice
- Establish a central hub to promote existing training/events
- Building a strong evidence base sector to inform policy and practice
- Be a unified voice to advocate for our sector, communicating our contribution to the socio-economic health of individuals, communities, and our nation.

Thinking about the Centre, what excites you most? What are you most curious about?

Peer to peer support; learning about good practices; the possibility to provide support to clients with short term needs; networking

Having a hub for practitioners get the support to complete the competency piece of the application

Most excited about having better trained staff. Curious about how they will find the capacity in the current model to launch and implement this centre for training.

Is this being developed as a one stop/one size fits all approach?

Consistency across Canada

More professional development learning for staff

This is super exciting. What about staff that just is not open to continuous learning and stuck in the ways they do things?

One main area to house CDP related and relevant resources and information, Canada wide.

Bringing the country together in one centre for best practices, training, development etc.

Thinking about the Centre, what excites you most? What are you most curious about?

Initiating policy changes and LMDA changes to allow for greater internal development

Bringing on new workers who have no experience or training

Foundational training

Point of access, will it be online? Will it include Accreditation standards?

Better effective consistent training

The collaborative nature across Canada is exciting

Excited to see more comprehensive framework to support our sectors needs. Strategy for collaboration with sector in development ?How will indigenous lens be included?How will foundational training be formed for specialized roles?

Talking about complicated clients with other CDPs

Global access to training and resources for staff in the industry

Thinking about the Centre, what excites you most? What are you most curious about?

A single voice for our industry will have greater impact on funders' decisions about program design and funding models.

Resources Training online learning

Most curious about how large it will have to be to manage all of what it hopes to accomplish

Creating a automated place for central resource/training

Subsidies to access training.

I think it would be great to connect with others who are experienced the same issues with clients instead of going to a manager

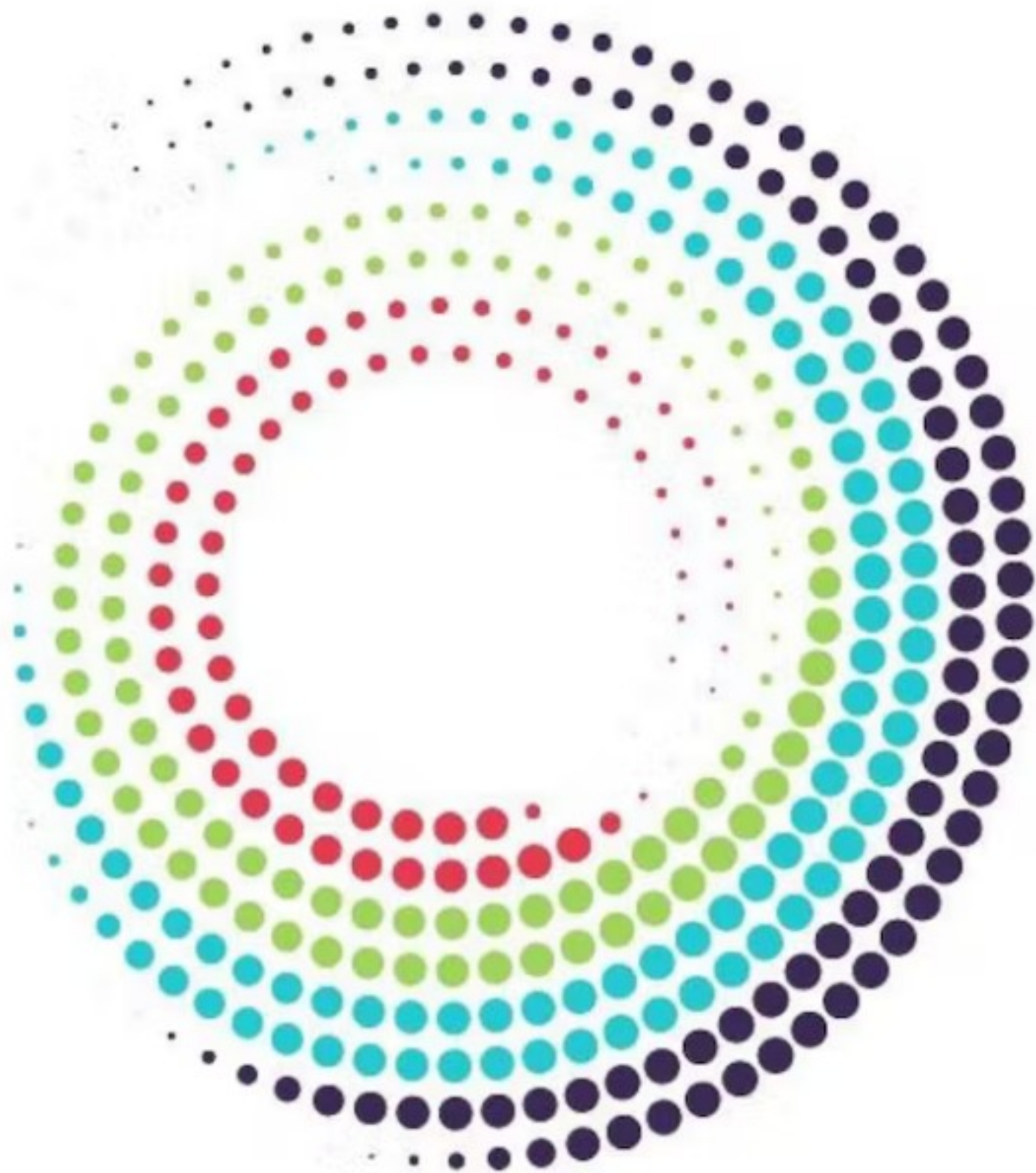
As a new CDP, I'm excited for the opportunity to gain more knowledge from the experts that have put the theory & education into practice. As well being remote and new to the industry many conferences aren't offered to newer CDP to attend

A place where all CDPs will have support group, not just talking about best practices but also practices support staff emotionally such as how to prevent burn out

What's Next?

What's Next for the
Career Development Professional Centre?

The Big Reveal



CDPC

Building excellence and
innovation in career and
workforce development

CEDC

Favoriser l'excellence et
l'expertise en développement
de la carrière

Centre Goals

Refresh professional identity and pride

Support access to, and recognition of, our full scope of services

Promote currency and application of our professional standards

Furnish CDPs from coast-to-coast-to-coast with consistent entry-level training across the sector

Provide a place for the sector to engage, exchange, and grow together

Take charge of our own evidence base to demonstrate the full impact of career development

Promote awareness and recognition of our value to individuals, employers, and governments

Be a hub for the sharing of best practices, training, and professional development

Nurture and share research, keeping the career development sector fresh and leading-edge

Advocate for policy, programming, and funding decisions informed by frontline wisdom and evidence



Project Deliverables

National hub for competency framework / launch certification	<ul style="list-style-type: none">• NCSDA will likely take leadership role
Foundational training developed and launched	<ul style="list-style-type: none">• Curriculum development and design
National training inventory	<ul style="list-style-type: none">• Website
Community of practice	<ul style="list-style-type: none">• Professional learning community virtual platform
Build and extend the evidence base	<ul style="list-style-type: none">• Establishing central library• Working with Blueprint ADE



Tentative Timelines

Fall 2022

Website and Virtual Centre

Training Development/Design



Winter 2023

Training (Phase 1)

Cannexus 2023



Spring 2023

Training Traveling Roadshow

Training Hub



Summer 2023

Training (Phase 2 & 3)

Training Traveling Roadshow

Initial Ideas

Training

- Module 1:
What is Career Development?
- Module 2:
Career Development Scope of Practice
- Module 3:
Career Development Process
- Module 4:
Trauma Informed Reflective Practice

Website

- cdpc-cedc.ca
- Competency Framework
- Project History

Virtual Community

- Discussions, Blogs, & News
- Groups & Sub-Groups
- Branded Micro-Sites
- Library





Get Connected

Join the Community

Follow Our Updates

Inform Your Networks

Send Ideas/Comments



Thank You

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