

Career Development in Alberta



- ◆ CACEE | May 25-28, 2014
- ◆ E4 | May 27 | 1:00 pm | Battery Room
- ◆ Victoria Chio, CDAA Board Member

Introduction

- ◆ Victoria Chio
- ◆ CDAA Board Member, Members and Chapters Development Committee (MCDC) Chair/Board Representative
- ◆ In and out of CDAA for 10 years
- ◆ Alumni + Career Services Coordinator, Bow Valley College
- ◆ Values Career Development and role of CDPs in shaping the workforce, improving lives of job seekers and helping individuals/employees reach their career/life potential

Introduction to CDAA

- ◆ CDAA supports Career Development Practitioners to stay current in their field of practice, connect with their profession and other professionals, and commit to ongoing learning and professional development.
- ◆ CDAA is a registered not for profit association with an 8 member Board of Directors, a part time paid administrator / registrar, a part time paid communications coordinator, and 6 Chapters throughout Alberta.
- ◆ CDAA is a proud member of the Canadian Council for Career Development (CCCCD), has representation on the Steering Committee, and is actively involved with the Certification Committee.



◆ **CDAA Positioning Statement:**

- ◆ CDAA provides strategic leadership for the career development field by supporting practicing professionals who provide quality services.

◆ **CDAA Beliefs:**

- ◆ In support of lifelong career development, CDAA believes in: Leadership and Accountability, Learning and Development, Communication and Transparency, Advocacy and Partnerships, Growth and Viability, and Respect and Integrity.



◆ CDAA Strategic Directions:

- ◆ Strategic Direction #1: Strengthen and Grow the Association
- ◆ Strategic Direction #2: Engage the Membership
- ◆ Strategic Direction #3: Position CDAA in the Community



◆ Board Committees that support these strategic directions include:

- ◆ Marketing and Communications
- ◆ Member and Chapter Development
- ◆ Registration / Standards and Certification



Benefits of Membership

- ◆ Current. Connected. Committed.
- ◆ Professional Development discounts of up to 50%.
- ◆ Career Momentum newsletter / connections to other career development resources.
- ◆ “Members Only” website access.
- ◆ Member “PERKS”.
- ◆ Certified Career Development Professional (CCDP) designation.
- ◆ Leadership, partnership, and advocacy opportunities.

NEW Benefits of Membership

◆ **Group Membership Option**

- ◆ Groups of 5 to 9 members will receive a membership discount of 10%.
- ◆ Groups of 10 or more will receive a membership discount of 15%.
- ◆ Group Members can be new or renewing members and do not have to be members of the same organization.

◆ **20% off annual membership at events**



◆ Liability Insurance

- ◆ AON is prepared to offer a significantly reduced insurance rate for professional and commercial general liability insurance to career development practitioners
- ◆ Optional Coverage Options - so you can tailor your coverage based on your individual insurance requirements
- ◆ \$0 Deductible - applicable to Professional Liability
- ◆ \$500 Deductible - applicable to Commercial General Liability (CGL)
- ◆ Sexual Abuse Cover - providing you with the defence you need when you have been served with allegations of sexual abuse or misconduct
- ◆ Defence Costs - in addition to your coverage limits
- ◆ Security & Privacy Liability - when your network security is compromised, exposing your clients' confidential information and exposing you to a lawsuit



CCDP Designation

◆ **OPTION 1:**

◆ **Education Pathway**

- ◆ Certificate in Career Development, at minimum, in an accredited post secondary program (UofL, UofC, AU, Concordia)
- ◆ 3000 hours of work experience in career development and currently employed in the field
- ◆ Ethics and Professional Conduct (min. 10 hours) and Career Theories (min. 30 hours)
- ◆ 3 professional references



💧 **OPTION 2:**

💧 **Employment Pathway**

- 💧 10 years (7000 hrs) work experience in career development with a minimum of 2500 hours in the past three years
- 💧 Currently employed within the career development field
- 💧 Ethics and Professional Conduct (min. 10 hours) and Career Theories (min. 30 hours)
- 💧 3 professional reference



Membership Fees

- ◆ **Certified: 131.25 + GST**
- ◆ **Associate: 131.25 + GST**
- ◆ **Pre-Certified Associate: 105.00 + GST**
 - ◆ Open to members registered in a CDAA approved certificate/diploma program in career development
 - ◆ **MUST** attach proof of enrolment
- ◆ **Senior Associate (non-voting): 65.63 + GST**
 - ◆ Open to members who after the 10th year of continuous membership have primarily retired from career development CCDA/CC standard fee. **MUST** sign a self declaration
- ◆ **Student (non-voting): 31.50 + GST**
 - ◆ **MUST** attach proof of full time student status



Contact CDAA

- ◆ Website – www.careerdevelopment.ab.ca
- ◆ LinkedIn – Career Development Association of Alberta (CDAA)
- ◆ Facebook – Career Development Association of Alberta
- ◆ Email – admin@careerdevelopment.ab.ca



Why get involved?

- ◆ **Career Development Practitioners**
- ◆ **Employers, Human Resources, Recruiters**
- ◆ **Organizations that provide Career Development Services
(Job search, career advising, coaching)**



Career Development Practitioners

- ◆ Recognition and best practices sharing amongst fellow CDPs (Network + Connect)
- ◆ Profession is standardized and certified – consistent acknowledgment by employers, clients, peers, and funders
- ◆ Raises the bar and demonstrates professional excellence
- ◆ Operationalizes competency standards and ethical guidelines
- ◆ Ensures you are continually improving and enhancing your opportunities
- ◆ Certification protects the public, setting a standard for excellence and credibility

Employers/Human Resources

- ◆ CDPs are a valuable source of employees and coach prospective workers into education pathways relevant to your industry
- ◆ CDPs can add value to an organization in terms of internal employee development
- ◆ CDPs connect workers to companies and help them navigate the job search/recruitment process

Employers of CDPs

- ◆ Government, private businesses, non-profit organizations, post-secondary institutions, high schools
- ◆ Certification can differ between hiring candidates (assessed skills and competence, leadership)
- ◆ Certification can assist with staff training and professional development
- ◆ Certification helps you to demonstrate to funders and other stakeholders that your business runs effectively
- ◆ Regular assessment improves staff responsibility, commitment and motivation

CDAA Connections

- ◆ Member of the **CCCDA** (Canadian Council for Career Development)
- ◆ **CCDF** (Canadian Career Development Foundation)
- ◆ **CPC** (Career Professionals of Canada)
- ◆ **CACEE** (Canadian Association of Career Educators and Employers)
- ◆ **CERIC** (Canadian Education Research Institute for Counselling)

Is there certification in your province?

- ◆ Are you a CDP or Employer/Educator?
- ◆ Are you currently certified?
- ◆ Would you consider accreditation beneficial to the career services and development field?