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| 6:00 PM - 7:00 PM | Welcome Reception  
Sponsored by Insurance Institute - Career Connections | Nova Scotia Foyer               |
| 7:00 PM - 9:00 PM | President's Dinner + Awards Ceremony  
Sponsored by Outcome by Orbis                                                  | Nova Scotia CD                  |
| 9:00 PM - 12:00 AM | Networking Suite  
Sponsored by Vector Marketing                                                   | Nova Scotia Foyer / Nova Scotia A |

**Sunday, May 26**

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**Monday, May 27**

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| 8:00 AM - 9:00 AM | Breakfast  
Sponsored by Emera Inc.                                                      | Nova Scotia Foyer               |
| 9:00 AM - 9:15 AM | Opening Remarks                                                                | Nova Scotia CD                  |
| 9:15 AM - 10:15 AM | Keynote Speaker  
Challenging Unconscious Bias to Innovate the Post Secondary to Career Transition  
The Honourable Wanda Thomas Bernard, PhD, C.M., O.N.S | Senator, East Preston, Nova Scotia |
| 10:15 AM - 10:45 AM | Networking Break  
Sponsored by Beedie School of Business, Simon Fraser University         | Nova Scotia Foyer               |
| 10:45 AM - 11:45 AM | CACEE Competencies: Integrating the CACEE competencies into your everyday practice  
Sponsored by Partnerships for Employment            
Tara Mollett | Director, Student Services, BCIT Student Association  
Kathryn Leitner | Manager, Eng. Co-op & Career Services, McMaster University  
Trevor Buttrum | Manager, Career Connections, Insurance Institute | Annapolis |
| 10:45 AM - 11:45 AM | Launching an Innovative Learning Resource for Students: Experiences, Competencies, and Preparing for their Future  
Sponsored by Partnerships for Employment            
Katherine St. Louis | Associate Director, Resources and Operations, Wilfrid Laurier University  
Jan Basso | Assistant Vice President, Experiential Learning and Career Development, Wilfrid Laurier University  
Jan Basso | Assistant Vice President, Experiential Learning and Career Development, Wilfrid Laurier University | Nova Scotia A |
| 10:45 AM - 11:45 AM | Approaches to On-Campus Employment as a High Impact Practice for Top Skills Acquisition  
Sponsored by Partnerships for Employment            
Libby Whittington-West | Coordinator Student Peer Programs, University of Toronto  
Danielle Jackson | Employer Relations Coordinator, Memorial University | Nova Scotia B |

**2019 CACEE National Conference**

**Sunday, May 26 - Wednesday, May 29**

**Marriott Harbourfront Hotel**

**Sunday, May 26**

- **Registration**
- **New Members Networking Reception**
- **Welcome Reception**
  Sponsored by Insurance Institute - Career Connections
- **President’s Dinner + Awards Ceremony**
  Sponsored by Outcome by Orbis
- **Networking Suite**
  Sponsored by Vector Marketing

**Monday, May 27**

- **Registration**
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**2019 CACEE National Conference**

**Sunday, May 26 - Wednesday, May 29**

**Marriott Harbourfront Hotel**
10:45 AM - 11:45 AM

**Lunch and Volunteer Awards**

*Foyer*

11:45 AM - 1:00 PM

1:00 PM - 2:00 PM

**Keynote Speaker**

*Remains Wanted: How Canadian Youth can Thrive in the Age of Disruption*

Valerie Chorz | VP Corporate Citizenship, RBC

Nova Scotia CD

2:00 PM - 2:15 PM

**Break**

*Foyer*

2:15 PM - 3:15 PM

**Preparing Undergraduate Students for Tomorrow's Workplace: Participation in Experiential Learning Opportunities**

Christine Fugault | Career Services Coordinator, Mount St. Vincent University Career Services

Dr. Elizabeth Bowering | Department of Psychology, Mount St. Vincent University

Dr. Anthony K. Yue | Department of Communication Studies, Mount St. Vincent University

Annapolis

2:15 PM - 3:15 PM

**Conducting Large Scale Career Needs Assessment**

Dafne Hnatchuk | Director, Career Planning Services, NSCC University

McGill University developed and administered its first Career Development Needs Assessment. We surveyed undergraduates, master's students and PhD candidates to understand how to best support and prepare them to transition into careers post-degree. Our Assessment team and CaPS developed a confidential, online and bilingual survey to learn more about our students' skill development, career preparation, future career aspirations and destinations, the skills and services they sought and feedback on our services (including access and satisfaction). Learn how we prioritized our themes and developed questions to support actionable items, and how we communicated this back to our campus stakeholders.

Nova Scotia B

2:15 PM - 3:15 PM

**Data Driven Decisions on ROI**

Andrea Crawford | Group Talent Manager, Enterprise Holdings

2:15 PM - 3:15 PM

**Preventing Undergraduate Students from Tomorrow's Workplace: Participation in Experiential Learning Opportunities**

Sponsored by Mount St. Vincent University Career Services

Christine Fugault | Career Services Coordinator, Mount St. Vincent University

Dr. Elizabeth Bowering | Department of Psychology, Mount St. Vincent University

Dr. Anthony K. Yue | Department of Communication Studies, Mount St. Vincent University

Annapolis

2:15 PM - 3:15 PM

**Client Centred Approach Model: Fostering Identity and Culture**

Tammy Martin | Career Development Practitioner, Center Director & Vocational Coordinator, First Nation's Regional Adult Education Center

Brenda Ross | Jerome | Career Development Practitioner, Counselor/Instructor, First Nation's Regional Adult Education Center

The model supports the rebuilding of policies around the client's needs to ensure success. It is designed with the client at the center, working through their needs, building services around their barriers to empower successful independent citizens. The model is based around the 7 sacred teachings of a community. The end result is an action plan based on client's needs.

Acadia C

2:15 PM - 3:15 PM

**Preparing Undergraduate Students for Tomorrow's Workplace: Participation in Experiential Learning Opportunities**

Sponsored by Mount St. Vincent University Career Services

Christine Fugault | Career Services Coordinator, Mount St. Vincent University

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### Blazing a Path in Co-op, Career & Experiential Education
Sponsored by Brock University
Cara Kresek | Director, Co-op, Career & Experiential Education

4 years ago Brock underwent a major change in their operations bringing together co-operative education and career services with the addition of starting a new department for experiential education. Throughout the last 4 years, the team has gone through different stages of forming, working through challenges, seeing opportunities, finding stability and de-fining, tracking and measuring success. In a political landscape of government funding for experiential education, conversations of a highly skilled workforce, innovations and industry changes, our Co-op, Career & Experiential Education (CCEE) department has had to respond to various pressures, both internally and externally to work as a cohesive team with multiple stakeholders and sometimes competing priorities. Through this work, conversations around career education and our partnership to academics has become a key focus of the institution. Come learn how we work through the various nuances of different departments and at the same time work towards a common goal in a complex, high pressured environment.

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### Why Transition to the Workforce is a Great Time to Build the Leadership Pipeline for Women
Katharine Confield | Founder, ambiStarous

The business case for a balanced workplace and boardroom is well established. The more women in leadership, the better bottom-line result - from higher shareholder returns to increased profits. By taking steps to advance gender equity in the workplace, Canada could see six per cent higher than business-as-usual growth forecasts over the next decade. (McKinsey Global Institute).

What if the path to more gender-balanced boardrooms begins earlier than we think? Today’s young women are a promising and powerful force - but they need a long runway to fly, learn and experience if they are to conquer the rocky leadership pipeline.

Employers, career educators, and co-op practitioners play unique but collaborative roles when it comes to situating young women for success in the workforce. Through innovative approaches to training, coaching, and talent development, together we can achieve gender balance at decision-making tables across industries.

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### The Power of Partnerships - Leveraging Communities to Enhance Opportunities
Sponsored by Sobey School of Business, Saint Mary’s University
Amy Bray | Manager, International Education Centre, Mount St. Vincent University
Kan McChol | Manager, Graduate Career Services, Saint Mary’s University

In the context of the Atlantic Growth Strategy, hiring international students and international graduates is essential in our effort to enhance our region’s capacity to develop, deploy and retain a skilled workforce. While there is great potential in this domain, programs, tools and resources are required in order to support employers in creating an employment environment that will lead to the stronger retention rates our provinces need to support the economic growth of our region.

This talk will consider how two Halifax universities (Saint Mary’s University and Mount Saint Vincent University) have leveraged cross-sectoral partnerships to address the needs of employers in this area. Their experiences demonstrate that the intersection of the complex systems at work in each sector requires active engagement with the collaborative process to facilitate joint initiatives effectively, allowing us to achieve our shared objectives.

Using feedback and discussion, participants will contribute to the ongoing development of strategic initiatives designed to meet the goals of the Atlantic Growth Strategy as presented by the facilitators.

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### Orbis Communications
Natalie Nitsopoulos | Orbis Communications

Orbis Communications and Magnet have partnered to create Canada’s largest Experiential Learning technology platform. The purpose of Campus Connect is to develop and nurture the next generation of Canadian talent and make it easier for companies to access the future skills needed to be competitive and grow Canada’s economy.

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### Queers, Careers & Cupcakes: Engaging Alumni in Supporting LGBTQ+ Career Education
Mary Stefanidis | Career Educator, University of Toronto

The LGBTQ+ population still faces increased barriers to accessing supports and resources to help them succeed in their career. The University of Toronto’s Career Exploration & Education and two LGBTQ+ student groups on campus collaborated to develop an evening event that engaged over 100 alumni and current students in discussion regarding navigating identity and career. Engaging in discussion with queer alumni can increase sense of community, representation and clarity when navigating jobs and careers. In this presentation, you will learn how to best engage alumni, structure an effective event to prioritize LGBTQ+ student’s career development, the value of collaborating with student groups and the impact it can have on building trust and developing further opportunities to support the LGBTQ+ community on your campus.

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### Identifying and Aligning Goals of University-Embedded Experiential Learning: An analysis of Ontario and Nova Scotia Universities’ stated outcomes
Lorraine Godden | Adjunct Assistant Professor, Queen’s University
Carolyn Hoessler | Curriculum Development Consultant, Ryerson University

Experiential learning (EL) at its best, connects learning across classrooms and applied settings, and at worst is busywork, misleading or disruptive, for students and employers, who may or may not sign on again. Institutions and governments raise questions about funding and push for shorter programs to gain the necessary constructive alignment across outcomes, activities and assessment (Biggs, 1999). By categorizing EL goals across Ontario universities, we have developed a concise systematic framework for identifying learning outcomes to inform constructively-aligned EL designs. We tested the framework with Nova Scotia universities.
Connecting Alumni and Students through a Strengths-Based Lens
Stephanie Koonar | Faculty, Langara College/PeerSpectives Consulting
Dionne Orrange | Instructor, Co-op & Career Development, Langara College
Louann McCurdy | PeerSpectives Consulting

Come hear from the creators of the new “Co-op Peer Mentorship 8-month Program” designed to reconnect with recently graduated Alumni who had completed a Co-op work term at their home institution. Alumni are matched with Co-op students seeking their first work placement. One goal of the program is to provide additional support to students throughout their co-op job search, application process and work term. Another goal is to provide coaching and mentoring experiences for recently graduated Alumni.

To facilitate the Mentor and Mentee relationship, each Mentor and Mentee is provided with the CliftonStrengths online assessment to identify their Top 5 talents. The launch of the program included a workshop where Mentors and Mentees share their unique Strengths with each other and learn to use their own Strengths throughout the search and application process, work term, and career.

Acadia C

Exhibitor Showcase
We are happy to welcome many fantastic exhibitors to this year’s CACEE conference, including Riipen, Outcome by Orbil, Direct Selling Education Foundation, TalentEgg, Ceric, Halifax Partnerships and Eventus.

All conference attendees are encouraged to attend the Exhibitor Showcase for a mix and mingle reception with tasty hors d’oeuvres and free flowing libations.

Nova Scotia Foyer

Dine Around Town

9:00 PM - 12:00 AM
Networking Suite
Sponsored by Direct Selling Education Foundation
Nova Scotia Foyer / Nova Scotia A

Tuesday, May 28

8:00 AM
Registration
Nova Scotia Foyer

8:00 AM - 9:00 AM
Continental Breakfast
Nova Scotia Foyer

9:00 AM - 10:00 AM
Keynote Speaker
Resilience at Home and on the Job: Maintaining Our Capacity to Cope During Times of Change and Challenge
Dr. Michael Ungar
Canada Research Chair, Child, Family and Community Resilience
Director, Resilience Research Centre
Network Director, Children and Youth in Challenging Contexts Network, Dalhousie University

Studies of resilience are showing that our ability to cope with change is not just about having the right personal qualities (for example, being a rugged individual). It is much more about being a resourced individual with the right supports necessary to cope with crises. In this inspiring, story-filled presentation, Dr. Ungar will use his research from around the world and examples from his clinical practice to explore the twelve factors that are critical to the resilience of students, counselors and employers. Dr. Ungar will show that which factors matter most always depend on the kind of stress we experience and the quality of the physical and social environments we experience around us. A number of innovative strategies to improve resilience, whether we are a young person coping with stress, or the people helping and employing them, will be shared in ways that the audience can use immediately.

Nova Scotia CD

10:00 AM - 10:30 AM
Networking Break
Sponsored by Smith School of Business, Queen’s University
Foyer

10:30 AM - 11:30 AM
Mary Jane Comes to Canada - Cannabis 101
Christine Barnett | Associate Director, Employer Engagement Graduate Career Management Centre, Simon Fraser University
Saxon Black | Talent Acquisition Specialist, Enterprise Holders

With the legalization of cannabis, our career centres may be faced with ethical dilemmas such as whether or not marijuana growers can have booths (and “swag”) at career fairs, posting jobs for pot distributors, advising students who apply about implications at the Canada/US border, and placement of students who toke up while on co-op terms. For recruitment teams: are they well-prepared for the hazy area of weed at work? What policies are in place for an employee who self-discloses that they consume cannabis? Or a candidate who has cannabis industry related experience on their resume?

Is this topic high on your radar? Has your administration rolled out their Cannabis policy yet? What’s the buzz in your workplace?? Let’s keep the conversation rolling as we weed through the issues as Canada moves into the cannabis age.

This presentation will be a joint effort with information sharing from the science, campus and employer perspectives.

Annapolis
Using Sport Coaching Models to Support Career Development
Irene Wallace | Student & Alumni Career Services Facilitator, Camosun College

Sport coaching traditionally was a directive-oriented approach. Massive improvements have been made with regards to physical training development methodologies and continued work is being done by the national and provincial coaching associations to better educate coaches on types of coaching and instruction that results in a positive experience for their athletes. Sport Canada’s Long Term Athlete Development Framework - Sport for Life, Canadian Sport Centres Advanced Coaching Diploma Program and Own the Podium modules provide us as Career Coaches some innovative ways to look at how we approach career development and strategies that we might apply cross disciplines.

I will share how I use my previous elite sport coaching, sport coaching education and athlete background in the career coaching process with our college students and alumni pertaining to their career interests, questions and needs, included with be such topics as: planning, communication, commitment, trialing, peer coaching, partnerships, equity, confidence building, addressing fears, risk-taking, leadership, mentorship.

Class Spaces’ to ‘Workplaces’: Atlantic Canada Study and Stay as an Innovative Program Model for Pre-employment Support, Transition, and Retention of International Students
Sponsored by EduNova Co-operative Ltd.
Jennifer Weisman | Retention Manager, EduNova Co-operative Ltd.
Chantel Blire | CEO EnPoint, EduNova Co-operative Ltd.

Nova Scotia is small in size, but robust in partnerships supporting international students. EduNova’s award-winning pilot program, Stay in Nova Scotia served as the model for a recent 2018-2019 roll-out of programming across Atlantic Canada. Re-branded as Atlantic Canada Study and Stay (in the program is now offered in all four Atlantic Canada provinces to provide comprehensive career support for international students transitioning from ‘student’ to ‘professional’ in their final year of study. Using Nova Scotia as a case study, we present a partnership model and suggested practices to demonstrate how universities, private sector and government are taking steps in sector-wide initiatives to support and retain international students in the province—and in the Atlantic region. We will highlight the ways in which targeted programming and services provide collaborative tools, resources, connections, and opportunities for hundreds of international students to stay, live, and work in Nova Scotia and Atlantic Canada, post-graduation. Programs of this nature support the transition from ‘students’ to ‘professionals’, and ‘class-spaces to ‘workplaces.’

Best Practices for Safer Campus Job Portals
Kate Baker | Employer Relationship Developer, Western University
JoAnne Metcalfe | Events and Employer Development Coordinator, Queen’s University Career Services

In recent years there has been an increase in the number of suspicious job postings circulated to campus job portals. When suspicious opportunities are promoted on-campus, students and their personal information are potentially put at risk. To remedy this, a taskforce of career educators have worked collaboratively to share best practices that aim to protect students and maintain the integrity of campus portals. Queen’s University and Western University will share the work of the taskforce, and communicate standard processes that career educators and employers can implement for safer job portals.

Riipen: A New Tool to Support Employer Connections to Post-Secondary Students
Dana Stephenson | Director of Academic Partners, Riipen
Susan Thomas | Manager of Career Development, Seneca College

In 2017 Seneca began a partnership with Riipen, an innovative new platform designed to increase post-secondary student access to real world experience and skills through employer led projects and assignments. This opportunity to support experiential learning is in line with the Seneca goals and provides an added connection to employers seeking students for work term or full time employment roles. Seneca’s Career Development also took advantage of this opportunity to connect with their employer base, offering innovative ways for employers to connect with students in pre-interview and post campus visits as part of their recruitment processes. This workshop will review the steps Seneca put in place to ensure the success of the platform integration, the challenges faced, and tips for using the Riipen tool to build real world experiences for students. We will then focus on the use of Riipen for employers – to collaborates in contributing directly to student learning but also to preview and select future employees while building brand awareness and creating a virtual on-campus presence.

Keynote Speaker
Diversity Benefits of Non-Linear Career Paths: Defining your own Leadership Journey
Ulrike Bahr-Gedalia | President & CEO, Digital Nova Scotia

Very few things in this world are linear, and often it’s the different, the unusual and the unknown that we find most fascinating. So, I ask you, why should our career paths be any different?

We know that diversity, inclusion, equity and accessibility are crucial global factors that determine the success and well-being of every society, but do we embrace this approach on an individual level?

We have control over our own lives - we decide to drift, follow or lead. We choose to fit in or stand out, be explorative or stay the course, pursue one career path or perhaps many. It is up to us to define our own leadership journey, and as leaders, realize the power, impact and fulfillment that these diverse journeys hold.

Regardless your age or career stage, it is up to you to define your personal, professional and societal calling. We need to learn to not only embrace the diversity benefits of non-linearly in lives, but also find the fascination and the beauty within that.
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| 2:15 PM - 3:15 PM | Examining the Traditional Career Fair: What to do When the Price of Oil Bottoms Out  
Melissa Pynn | Career Services, Office of Career Integrated Learning, Fisheries and Marine Institute of Memorial University Nova Scotia A |
| 2:15 PM - 3:15 PM | Western University launched the hirewesternuPhD marketing campaign. The era where a PhD could complete their doctorate and graduate into a tenured university professor career passed rather than employing CI/CSP and technical skills alone, are part of the new wave of talent acquisition trends that are disrupting campus recruitment and making the school to work transition that much more challenging for students and grads. In 2019, TalentEgg is excited to launch new value-added online and mobile digital services to support the job seekers and employers. TalentEgg will launch Video Interviewing and AI skills training and practice sessions as well as a Video Bio + CV platform to amplify the student's profile in a searchable database for employers. Meanwhile, TalentEgg (TalentEgg University (TEU)) will offer Certificate Courses for soft skills development and early career management coaching to help young hires navigate the transition into the workplace and build confidence and competence for a strong foundation for success and a meaningful career path in any organization. |
| 2:15 PM - 3:15 PM | Co-Curricular Record: A 21st Century Recruitment Tool  
Christy Starkey | Co-Curricular Record Coordinator, Saint Mary’s University  
Darlene Hratchuk | Director, Career Planning Services, McGill University Annapolis |
| 2:00 PM - 5:00 PM | Industry Tours  
Darlene O’Neil | Director, Employment and Student Entrepreneurial Services Fanshawe College Volta Halifax Central Library Emera IdeaHub Building |
| 6:00 PM - 10:30 PM | Dinner and Social  
Sponsored by Enterprise Holdings  
Mary Barroll | President, TalentEgg Sponsored by Brainstrom Strategy Group Inc. |

**Wednesday, May 29**

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| 8:20 AM - 9:20 AM | Round Table Discussions | Be the disrupter!  
What can we do today's world to disrupt how things have always been done and bring positive, progressive change if this fast-paced round table discussion will be focusing on disrupting the local, regional, and national arenas. Your turn to be the disrupter! |
| 9:30 AM - 10:30 AM | Co-Curricular Record: A 21st Century Recruitment Tool  
Christy Starkey | Co-Curricular Record Coordinator, Saint Mary’s University  
Darlene Hratchuk | Director, Career Planning Services, McGill University Annapolis |
| 9:30 AM - 10:30 AM | HirewesternPhD: Helping PhDs Transition to Careers in Industry. Helping Employers Hire Extraordinary Talent  
Jeff Watson | Associate Director Employer Relations, Western University Nova Scotia A |

The era where a PhD could complete their doctorate and graduate into a tenured university professor career passed years ago. Fewer than 20 percent of Canada’s PhDs are employed as full-time professors. Many PhDs pursue careers outside of academia and struggle to translate their skills in ways that are meaningful to employers. Non-academic employers are often unclear about the specific skills PhDs can bring to their organization. To address these problems, Western University launched the hirewesternPhD marketing campaign.

In this presentation, you will discover how stakeholders partnered and collaborated to bring the hirewesternPhD campaign to life. You will learn how students are trained to articulate their competencies through the Own Your Future program and how employers are educated on these skills through intentional marketing and outreach tactics. With this training and immersion in more internships, PhDs are now optimally positioned to influence employers and transition to careers in industry.
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| 9:30 AM - 10:30 AM | Introducing...Career Peer Education -- Lounge Style!  
Nicole Joron | Career Educator & Peer Coordinator, York University  
Julie Rahmer | Director, Career Centre, York University  
Dianne Twombly | Manager, Career Development, York University  
York University is one of Canada’s largest and most diverse universities. Learn about our experience developing a new Career Peer Educator program, designed to expand services and meet growing needs around career worries and mental health. This presentation will focus on our newly developed Career Lounge service model, including processes, evaluation results, and lessons learned. | Nova Scotia B |
| 9:30 AM - 10:30 AM | The BEST Conference: Coaching international students to successful employment transitions  
Sponsored by Nova Scotia Department of Labour and Advanced Education  
Ashley PARENT-Tobin | Manager, International Learning (Inbound), Nova Scotia Community College  
Amy Braye | Manager, International Education Centre, Mount St. Vincent University  
Nathan Laird | Program Manager, Connector Program, Halifax Partnership  
Jennifer Wesman | Retention Manager, EduNova Co-operative Ltd.  
Brandon Randall | Projects and Program Coordinator, International Centre, Dalhousie University  
The BEST (Building Employment Skills for Successful Transitions) conference is a collaborative, annual event that offers innovative, progressive, and practical training for international students on positioning themselves in the Nova Scotia job market. The BEST Conference incorporates skill building workshops, networking opportunities, and breakout sessions that support the exchange ideas and unique approaches for students to build and pitch their personal brand. In this session, the conference organizers share how they collaborate to produce the event each year and offer suggestions on how other institutions could replicate the conference. | Nova Scotia CD |
| 9:30 AM - 10:30 AM | Results from the Canadian Career Centre Benchmarking Survey  
Christine Sjolander | VP Business, Canada, City University in Canada  
In this session, I will share the most interesting results of the 2019 Canadian Career Centre Benchmarking survey on career centre operations. I’ll provide comparison data from the 2016 survey to identify trends in service offerings, data collection and resourcing. This session is intended for any career educator interested utilizing national, empirical data to benchmark their own career centre. Participants will receive a copy of the preliminary research findings brief. | Acadia C |
| 10:30 AM - 10:45 AM | Networking Break | Foyer |
| 10:45 AM - 11:45 AM | Keynote Speaker  
Power UP Success! The keys to successful thinking  
Karen Furneaux | 3-Time Olympian and 2-Time World Champion  
In this keynote we will uncover the ONE thing that ALL successful people do! Participants engaged in this session will explore an Olympian mindset philosophy that anyone can use for success. You will:  
• Explore what successful thinking looks like.  
• Define keys to frame up goals for best results.  
• Activate in-the-moment meditation techniques to focus the mind, build on stress management and resiliency.  
• Learn how to catch thinking traps and beliefs that can keep us from achieving or even starting our goals.  
• Learn how to bring these skills to the forefront to move the energy forward and form power thoughts to keep on track! | Nova Scotia CD |
| 11:45 AM - 12:00 PM | Closing Remarks | Nova Scotia CD |