

ROUNDTABLE DESCRIPTIONS

Tuesday, January 20, 2009
8:45 – 10:00 A.M.

Plaza Ballroom

ROUNDTABLE #1

Retention Strategies: Beginning with the Individual

Lorraine Clemes, Principal, Life Design Consultants

One objective of this roundtable is to share information so participants understand the demographic currently approaching traditional retirement age—issues about individuals and society that have informed their choices and patterns, and the impact on them and their workplaces. In the interactive segment, delegates will be able to discuss the challenges emerging for employers with an aging workforce and opportunities that understanding this demographic presents for organizations. Delegates will share their perspective and ideas they're considering in the context of this topic and hear what others are doing to retain talent in their organizations. Input from both the individual and HR perspectives are relevant.

ROUNDTABLE #2

Bridging the GAP in your People Skills

Bill Geraats, President, VISTA Learning Services

A fast moving *experiential* learning demonstration called the "Bridge Game":

- enhances "*soft skills*", and applies to all people at all stages in their careers.
- a journey through a typical business scenario, giving newcomers a good sense of the Canadian business culture.
- a highly interactive work simulation where participants learn how *team synergy*, and strong *communication skills* are keys to success.
- a non-threatening forum where people can demonstrate and enhance their soft skills, allowing them to learn with a smile on their faces.

The "Bridge Game Workshop" is ideal for employee development in general, and a favourite of career development counselors; it lets them assess a client's strengths and weaknesses in very short order, giving them a clear vision of what's required to prepare the newcomer for the Canadian employment market and to provide current Canadian employees with the skills needed for employment maintenance.

Using your good "*people skills*" to sell your strong "*job skills*"!

ROUNDTABLE #3

Mining Industry Attraction, Retention, and Recruitment Strategy

Ryan Montpellier, Director of Operations, Mining Industry Human Resources (MiHR) Council
Melanie Sturk, Project Manager, Recruitment and Retention, Mining Industry Human Resources (MiHR) Council

Presentation attendees will gather information on MiHR's comprehensive Mining Industry Attraction, Recruitment and Retention Strategy (MARS). Discussions will include an overview of the MiHR Council, background on the MARS project, and details on a plethora of exciting attraction, recruitment, and retention deliverables.

The Mining Industry Attraction, Retention, and Recruitment Strategy (MARS) is one of several integrated strategies developed by MiHR in direct response to the gap between supply and demand of skilled labour for the industry; its focus is on the attraction, recruitment, and retention of six under-represented, or target groups: Aboriginal peoples, new Canadians, women, youth, mature workers (retirees), and expatriates (individuals who have left the sector to work in other sectors either domestically or overseas). MiHR will target these groups through promotional and outreach tools, programs, and communications initiatives.

ROUNDTABLE #4

Workplace and HIV

André Samson, Professor, Career Counselling, Faculty of Education, University of Ottawa

Today, living with HIV and working are no longer mutually exclusive. Indeed, for people living with HIV (PWHIV) who left the workforce at the time of diagnosis, professional reinsertion has become their goal. Although research has shown evidence of certain undeniable benefits related to returning to work, professional reinsertion for PWHIV is a complex process. This presentation will describe the four types of obstacles that challenge PWHIV's attempts at re-entry into the job market.

ROUNDTABLE #5

Makin' it Work! A Win–Win Model for Engaging Private Sector Employers in Neighbourhood-based Employment Strategies

Peggy Matchim, Project Coordinator, Community Centre Alliance

The challenge of recruiting and retaining the skilled labour required to support economic growth and stability is an issue facing employers in many communities across Canada. At the same time, we know we have significant numbers of low skilled, unemployed individuals who want to work. There is an 'undiscovered labour pool' that employers must learn to engage with and support in new, innovative and practical ways.

Makin' it Work! is a 'skills-to-employment' program that is neighbourhood-based and client-centred, but with the unique focus on engaging private sector employers and others as active partners throughout each phase of the program.

ROUNDTABLE #6

Working Virtually: Career Paths for the Future

Jennifer Kuta, Independent Consultant, Seneca College

In these times of economic uncertainty and office overhead on the rise, many business owners and managers are turning to a new category of office workers known as virtual assistants, contractors or professionals. This emerging career path is ideal for many individuals, particularly as they strive for greater flexibility between work and family. This interactive discussion will include perspectives from employers and employees including:

- the top three myths about outsourcing;
- services offered by virtual professionals and why businesses want to hire them;
- selection criteria for virtual professionals and marketable skill assessment; and
- how the concept of virtual professional appeals to Generation Y.

ROUNDTABLE #7

Enhancing Career Counselling Services through Social Justice Practices

Catherine Marshall, Graduate Student, Division of Applied Psychology, Faculty of Education, University of Calgary

This presentation will focus on how career practitioners attempt to meet the needs of an increasingly diversified workforce through practicing from a social justice agenda. Participants will explore different streams of social justice, such as: a) distribution of resources, b) client capabilities, and c) normative social theory of justice, and their relation to career development. In addition, participants will explore examples from Canadian research in terms of how career practitioners identify main themes of social justice as a concept and the competencies that support their practices with clients. This roundtable will allow individual practitioners to enhance their knowledge and skills about social justice and career counselling services, regardless of the population they assist.

ROUNDTABLE #8

Learning Online: Flexible Professional Development for Busy Career and HR Management Specialists

Roberta Neault, President, Life Strategies Ltd.

Are you working toward certification as a career practitioner, counsellor, or HR professional? Collecting Continuing Education Units (CEUs) to maintain your credential(s)? Interested in expanding your knowledge and skills but struggling to integrate school with the rest of your busy life? Perhaps you've heard about e-learning options but you're a bit skeptical about how "soft skills" can be effectively taught online? Bring your questions and concerns to this roundtable and learn about a wide range of e-learning opportunities developed specifically for people just like you!

ROUNDTABLE #9

Talking Transitions and Pathways

Gil Silberstein, President, Doublethink Inc.

We all struggle with transitions in our life and our students are no different. MyBlueprint Education Planner 2.0 is a web-based pathways planning resource that helps you prepare your students for the transition to secondary school and beyond. Discover an easy-to-use resource that can play a central role in your development of an engaging career education program. The simple 3-step approach promotes every potential destination as valuable and provides you with a wealth of accessible and comparable data for truly effective and efficient counselling sessions. Your students will thank you for helping them unlock their pathway to success!

ROUNDTABLE #10

Breaking Ground with Internships for Internationally Trained Professionals

Carla J. Foote, Marketing and Communications Coordinator, AXIS Career Services, Association for New Canadians

The Association for New Canadians, AXIS Career Services division is spearheading an Internship Pilot Program (IPP) to provide internationally trained professionals in Newfoundland and Labrador with a sponsored internship. The IPP helps immigrants gain professional work experience in the occupational area of their international education and training. The IPP aims to give immigrants the required Canadian employment experience to better understand their work environment. The interns are pre-screened to ensure that they meet all eligibility requirements; the internship provides the immigrant with a chance to demonstrate their abilities, network with others in the same profession, and utilize occupation-specific language and communication skills.

ROUNDTABLE #11

Seven Steps to Becoming a Conference Presenter

Joanne Stuart, Corporate Trainer/Job Developer, Northern Lights Canada

Crystal Dolliver, Corporate Trainer/ Employment Specialist, Northern Lights Canada

Whether it is a community-based or a national conference, being a presenter has value both to you and your audience. This roundtable offers practical steps for those who would like to share something they know and feel passionately about with people who stand to benefit by it. From identifying timely topics to tips on responding to the call for proposals, participants will be offered ways to get noticed and insights on creating and delivering a presentation that gets rave reviews. Time will be dedicated to exploring creative approaches and test driving them with those in attendance.

ROUNDTABLE #12

Engaging Youth in Industry Training Programs

Jessi Zielke, Senior Lead, Labour Supply Initiatives, Industry Training Authority BC

For the past two years Jessi Zielke has managed the successful ITA Youth Initiative programs and would like to share the successes and challenges of engaging high school aged youth in industry training programs. The program started in February 2005 with 800 students and has grown to over 5,000 participants province-wide. Ms. Zielke will take you through the program features and share success stories so you can learn how targeted funding, coaching and a developmental model has assisted 53 out of the 60 BC school boards to become engaged in the ITA Youth program.

ROUNDTABLE #13

Don't Send a Résumé

Juan Segura, Coordinator, Skills for Change Employment Resource Centre
Nelson Briceno, Employment Advisor/Motivational Speaker, Laugh or Go Bananas Co.

This roundtable intends to give settlement workers basic information about less traditional, but more effective job search tools.

Newcomers, just like anyone else, can easily fall in the trap of the “easy” way of looking for work: mass mailing generic résumés in response to Internet-based job board postings. The experts agree that this is one of the most ineffective job search methods.

Newcomers lack the resources, such as contacts, Canadian experience, language skills and self-confidence to network, make contacts and market themselves. This session provides knowledge regarding a few simple techniques that have the potential to greatly simplify the newcomers' job search.

ROUNDTABLE #14

The Benefits of LGBT-positive Workplaces

Annemarie Shrouder, Founder and President, Building Equitable Environments

Why are LGBT (Lesbian, Gay, Bisexual and Transgender) issues on the diversity radar these days? As human rights for LGBT people in Canada have increased over the last few years, so has the awareness of the cost (to the individual and the organization) of employees not being able to be “out” at work. Beyond impacting individual productivity, the business case for an LGBT-positive workplace extends to your company's image and your ability to attract the “Pink Dollar”. This workshop will explore various aspects of the business case for an LGBT-positive workplace, as well as the components of policy and practice required to make this a reality in your organization.

ROUNDTABLE #15

It's Not Just Who You Know, It's How Well You Know Them: Linking Social Capital to Career Objectives by Generating Social Income Through Social Exploration

John-Paul Hatala, Director, Flowwork International

This presentation will discuss social capital and its impact on career development. More specifically, it will take the ubiquitous term 'social capital' and provide a framework for increasing the utility of social networks as a means for supporting an individual's career path. An individual's ability to access social resources is critical to effectively turning the relationships they have into social income. Social exploration is a researched-based "next generation" understanding of what has commonly been called social networking and is the process of systematically exploring an individual's network for resources to help reach their career goals.

ROUNDTABLE #16

Portfolio: A Workforce Reintegration Strategy for Persons with Acquired Disabilities

Maria Gill, Associate Director, Centre for Education and Work

Carol Hawkins, Project Manager, Centre for Education and Work

This two-year research study, funded by the Canadian Council on Learning, explores the Prior Learning and Assessment (PLAR) strategy of portfolio development to assist individuals with acquired disabilities in the workforce re-entry process. Portfolio development is a facilitated, reflective process designed to help individuals discover, identify and document their personal, experiential and transferable workplace skills and strengths, and prepare themselves for re-entry into the workforce by identifying alternative or untapped strengths for transferability to the workplace. By using the portfolio development strategy to focus on identifying the individual's occupational, transferable and essential skills, individuals with acquired disabilities can identify occupational goals and develop new career options.

ROUNDTABLE #17

Intercultural Career Counselling Competencies Applied to Face-to-Face Interactions with Immigrants

Cynthia Martiny, Professor, Université du Québec à Montréal

The acquisition of intercultural counselling competencies of future career counsellors is a preoccupation in Québec because wherever the counsellors will eventually work, their practices will most likely be within a multiethnic context. This presentation describes an experiential teaching method followed by an analysis of its impact on the counsellors-in-training (n=40) at the bachelor level. A qualitative methodology was used to analyze the competencies in action as they encountered non-francophone immigrant students face-to-face. Specific intercultural communication skills and attitudes will be discussed including openness towards diversity, the transmission of the host cultural values and customs, as well as adapting career counselling practices.

ROUNDTABLE #18

Enhancing Career Counselling with Second-generation Canadian Post-secondary Students

Anoosha Aghakhani, Graduate Student, University of Alberta and Grant MacEwan College

Canadian post-secondary institutions are becoming more ethnically and racially diverse. Practitioners working with post-secondary students are likely to see an increased demand for career counselling, especially among second-generation Canadian students. Since the concept of 'career' holds different meanings across various ethnic groups, as a function of their economic, socio-cultural, historical, and political experiences, practitioners need to be aware of the different career influencers second-generation Canadian post-secondary students may face. These students often deal with unique challenges in career exploration and career decision-making due to factors such as the traditional values espoused by their parents regarding an 'acceptable' and 'desirable' career and the dominant culture's emphasis on individual choice. This roundtable is designed to provide an introduction to culturally appropriate career counselling for second-generation Canadian post-secondary students, as well as the career issues these students may face.

ROUNDTABLE #19

A Prelude to Positive Development

Howard B. Esbin, Director and Founder, Heliotrope

New research maps out many diverse 'positive lifespan development' initiatives, which are concerned with fostering capacities, such as: resiliency, creativity, empathy, and cooperation.

Prelude, a new group learning game designed for schools, community agencies, and workplace training helps to foster soft skills by using the ancient elements—air, fire, water, and earth—as a metaphor for the relation between self, peers, community, and world. Four activity modules take players from inner exploration, to teamwork, and then group work. The "artefacts" they produce become valuable additions for life-career portfolios.

ROUNDTABLE #20

Need for Revival in Caring Management: Today's Managers and Employees 'Don't Care'

Charles Hendriks, President, The Performance Management Academy

The bond between employee and employer is broken! Employees feel powerless and CARE less than ever before. Management's short-term, shifting focus and abandonment of good management practices have helped create this state. There is an absolute need for businesses to commit to the Revival of Caring Management which WILL result in business gains and employee loyalty. After years of neglect, there is a need for training and soft-skills. New managers must receive comprehensive management skill training. Managers must convince and motivate, not bully and coerce! Management must learn to deal with today's multi-generational workforce and achieve employee emotional engagement and "win-back" commitment. Overall, management must learn to CARE!