



Career Development Practice: Building a New Era

You have likely been hearing about change and complexity in the world of work and have no doubt seen firsthand the myriad of challenges people are facing. This new course, *Career Development Practice: Building a New Era* is focused on supporting you in the incredibly important work you do.

The course is offered by the [Career Development Professional Centre \(CDPC\)](#), created to advocate for the work you do and help you to connect with others doing this work across the country, access practical training and resources, and continue developing your expertise.

Career Development Practice: Building a New Era is the first course on foundational career development skills and knowledge ever to be offered to Canadian career development practitioners in all provinces and territories, free of charge! The course, which blends virtual sessions, online activities, and 2 days of face-to-face learning, is being pilot tested across Canada throughout 2023. You will participate with a group of about 20 others who will work through the course together over 4 weeks.

Career Development Practice: Building a New Era is more than a course. You will learn new skills or deepen the ones you have and explore new knowledge areas and attitudes/mindsets. You will also be invited into something much bigger – the opportunity to create and help shape a pan-Canadian community of career development professionals.

Learning Outcomes

When you finish the course, you will be able to use your core interpersonal skills – questioning, listening, and structuring – more effectively within a 6-step career development process to help individuals and groups in a variety of settings. You will learn the breadth and depth of the career development field, enabling you find the help you, and the people you serve need, more effectively while also helping you expand the possibilities of your own career development. You will leave the course confident in your abilities to:

- appreciate the scope of the career development field
- recognize the drivers behind the changes in the work world
- maintain personal and professional boundaries
- connect in genuine ways with the people you serve
- apply the steps of a reimagined career development process
- honour differences among the people you serve
- recognize and moderate the impact of your privileges, biases, power, and authority on your practice
- recognize the importance of key issues affecting your practice, such as social justice, equity, diversity, inclusion, and reconciliation
- apply the fundamentals of trauma-informed practice
- recognize ethical concerns and find appropriate guidance to resolve them
- apply ways to manage your own learning and career development

Reflective practice principles and methods are embedded throughout the course so that completing the course will not only help you *improve your practice* and enable the *people you serve to achieve better outcomes* but also *look after your own professional growth* long after the course is over.



Delivery

The 30-hour course comprises four modules blending virtual, face-to-face, and online learning.

Module 1: Career Development Today

Learn	Group	Individual
Career development - as a process, a field, a community Introduction to current issues, such as trauma-informed practice and inclusion Reflective practice	Join a small group of colleagues for a 3-hour virtual session facilitated by 2 expert CDPs	Work through online activities – reading, viewing, listening, discussing, and reflecting – and begin working on your course assignment (about 2 hours)
Key takeaway: Immediately see different ways you can help others succeed.		

Module 2: Career Development Practice in a Changing World

Learn	Group	Individual
Career development competency framework Boundaries of competence Ethics overview Key drivers of changing world of work Considering privilege, biases, power, and authority More on key issues such as social justice, and dual-client model	1 week after the first session, join the same group of colleagues for a 3-hour virtual session facilitated by the same 2 expert CDPs	Work through online activities – reading, viewing, listening, discussing, and reflecting – and continue working on your course assignment (about 2 hours)
Key takeaway: Use new skills to better look after yourself while more effectively helping others.		

Module 3: Reimagining the Career Development Process

Learn	Group	Individual
Fundamental skills of career practice, reimagined and practiced Putting Career Development Dimensions into practice Applying a reimagined career development process More on reflective practice	1 week after the 2 nd session, join the same group of colleagues for a 2-day face-to-face session facilitated by the same 2 expert CDPs. Practice skills in a safe environment with people you know	Work through online activities – reading, viewing, listening, discussing, and reflecting – and continue working on your course assignment (about 3 hours)
Key takeaway: Confidently help people with a process that effectively produces results.		

Module 4: Reflective Career Development Practice

Learn	Group	Individual
Your own career development, professional development, and strategic learning Reflective practice that is person-centred, trauma-informed, anti-oppressive, and inclusive	1 week after the 3 rd session, join the same group of colleagues for a final 2-hour virtual session facilitated by the same 2 expert CDPs	Work through online activities – reading, viewing, listening, discussing, and reflecting – and finish working on your course assignment (about 3 hours)
Key takeaway: Continuously improve your practice in support of your own career development.		
A final reflective activity is due 2 weeks after the final virtual module.		