



**BUILD BACK BETTER
ASPECT
CONFERENCE 21**
NOVEMBER 4 & 5, 2021



**Conference
Program**

#ASPECT21Virtual



Welcome

We are delighted to welcome you to ASPECT BC's 31st Annual Conference. Again, we are virtual this year but this means that more people can participate in the conference without the added expense of travel. We've come up with a program of professional development and networking opportunities that will support you now in the work you do.

Thank you to our sponsors for supporting our conference and the work that ASPECT does on behalf of the sector. We couldn't do this without you. Please take time to visit them and our exhibitors during the breaks in the conference schedule.

We are all attending this conference from many different places. I would like to acknowledge the location of the ASPECT office, which is on the traditional territory of the Songhees, Esquimalt, and WSÁNEĆ peoples whose historical relationship with the land continues to this day. Making this acknowledgement reminds me of my part in removing the barriers from colonialism and working toward truth and reconciliation.

Sit back, grab a hot beverage, and settle in for two days of inspiring presentations!

Janet Morris-Reade
CEO, ASPECT BC



Janet Morris-Reade
CEO, ASPECT BC

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ASPECT BC Annual Conference 2021

Schedule - Day 1

Subject to change - All times listed are Pacific Standard Time

**Build
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Thursday, November 4, 2021

9:00 - 10:00 am

Opening Remarks & Keynote: Wendy Loewen, The Culture Question

10:00 - 10:30 am

Break - Exhibitor Area Open

10:30 - 11:30 am

Resilience, Post-Traumatic Growth and Toxic Positivity - Lessons for CDPs

*Seanna Quressette
Catherine Hajnal*

Panel: Career Development for Diverse Clients

*Roberta Borgen
Cassie Taylor
Trina Maher
Farheen Hassany
Glenda Lagasse*

Motivational Interviewing: A Taster

*Lori Godin
Sam Burnett*

Re-imagining Possibilities for Youth Employment: Building a Provincial Strategy

Patrick Jobe

11:30 - Noon

Break - Exhibitor Area Open

Noon - 1:00 pm

Keynote Speaker - Sareena Hopkins, Taking Charge of Our Own Evidence

1:00 - 1:30 pm

Break - Exhibitor Area Open

1:30 - 2:30 pm

Improving Mental Health Outcomes, Utilizing a Measurement-Based Approach

*Beth Hurst &
Londa Morris*

Alpha Factor of Skills for Success

Joanne Chung

The Case for Case Conferencing in Employment Services

Malorie Moore

How to Engage in Ethical Advocacy

Andrew Bassingthwaight

2:30 - 3:00 pm

Break - Exhibitor Area Open

3:00 - 4:30 pm

Truth & Reconciliation in Employment Services

Jessica Bolduck

Public Policy and Advocacy Engagement Post Pandemic

Imbenzi George

Panel: Online Learning Tools for Career Practitioners - Our Experience

*Megan Hamlet
Darcie Davidson
Matt Vissers*

How to overcome recruitment challenges for the employment industry

Manny Judge

Schedule - Day 2

Subject to change - All times listed are Pacific Standard Time

**Build
Back
Better**

Friday, November 5, 2021

9:00 - 10:00 am

Opening Remarks & Keynote: Pedro Barata, The Future of Work

10:00 - 10:30 am

Break - Exhibitor Area Open

10:30 - 11:30 am

What exactly is Emotional Intelligence anyway?

David Cory

Assistive Technology in the Office Environment

*Gemma Pollock
Nate Toevs*

Your Career Identity - Rebuilding and Strengthening It

*Steve Miller
Silviu Cojocar*

CCCBET Panel: Canadian Update

*Akosua Alagaratnam
Ashley Boha
Valérie Roy*

11:30 - Noon

Break - Exhibitor Area Open

Noon - 1:00 pm

Keynote Speakers: Update from the Ministries of SDPR & AEST

1:00 - 1:30 pm

Break - Exhibitor Area Open

1:30 - 2:30 pm

Work Search: A Trauma-Informed Approach

*Patricia Rawson
Carrie Everett*

Career Development Practitioners' Transition to Virtual Services: What we learned

*Roberta Borgen
Deborah Bromley
Janet Morris-Reade*

Panel: Employability Services in Distinct & Rural Communities

*Peter Bailey
Shauna Wouters
Lori Forgeron
Jackie Theisen*

Virtual Reality for Career Choices

Lynda Tessier

2:30 - 3:00 pm

Break - Exhibitor Area Open

3:00 - 4:30 pm

Speed Networking:

For those who lead organizations and/or don't work directly with clients.

Speed Networking:

For those who work directly with clients.

4:30 pm

Closing Remarks & Play-to-Win Prizes

Conference Program

Thursday, November 4

Plenary Session 9:00 am

KEYNOTE: THE CULTURE QUESTION

Presenter: Wendy Loewen, *ACHIEVE Centre for Leadership* and co-author of [The Culture Question](#).

Over the past 19 months, maintaining and building workplace culture has been a challenge. Add to that the 4th wave of the pandemic, the conflicts related to vaccine requirements, the increase in angry clients, and the inability to meet in large groups to share meals, has shifted the internal culture of our organizations. Wendy Loewen will tell us why culture is so important to the work we do and how we can build it back better.

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 10:30 am - 11:30 am

RESILIENCE, POST-TRAUMATIC GROWTH AND TOXIC POSITIVITY - LESSONS FOR CDPS

Presenters: *Seanna Quressette, Douglas College & Dr. Catherine Hajnal, Life Fundamentals*

Being trauma-informed invites us to look at resilience and post-traumatic growth. We need to find the balance between being positive and toxic positivity and from getting comfortable and living with the uncomfortable. We also need to learn to shift from “fixing” to managing. In this session we will explore these topics from a Career Development lens.

Learning Outcomes

- Define resilience, post-traumatic growth and toxic positivity
- Explore what it means to work while uncomfortable in a CDP setting
- Learn about managing versus 'fixing' in a CDP setting

PANEL: CAREER DEVELOPMENT FOR DIVERSE CLIENTS

Facilitated by *Roberta Borgen*. Panelists are *Cassie Taylor, Life Strategies; Trina Maher, Bridging Concepts; Farheen Hassany; Glenda Lagasse, Douglas College*.

Diversity is a complex, multi-faceted construct which includes countless inter-related characteristics and influences. Career Development Professionals (CDPs) who go “beyond the basics” are able to adopt a more nuanced approach rooted in a client’s unique expression of cultural identity(ies). This panel will support practitioners in examining some of the unique challenges encountered by diverse clients as they endeavour to move their careers forward while facing complex barriers to employment and career success. Hear from editor of *Career Development for Diverse Clients: Beyond the Basics*, Roberta Borgen, and a panel comprising a variety of chapter contributors to the book, as they discuss how customized, relevant, and culturally informed interventions can strengthen the CDP-client working relationship and outcomes. Leave better equipped to adopt a more culturally competent approach to career and employment services.

MOTIVATIONAL INTERVIEWING: A TASTER

Presented by *Lori Godin & Sam Burnett, The Centre for Collaboration, Motivation and Innovation (CCMI)*

Motivational Interviewing is a collaborative conversation style to strengthen a person’s own motivation and commitment to change. In this interactive session, you will learn and practice practical skills to apply to interactions in your work. These skills are applicable for interactions with clients, colleagues, family, and friends. Join us to support people in moving forward with some collaborative skills.

Learning Outcomes

- Learn the Spirit of MI
- Learn and Practice Ask Tell-Ask-Skill
- Learn and Practice Teach-Back Skill

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Thursday, November 4 (continued)

Breakout Sessions 10:30 am - 11:30 am (continued)

REIMAGINING POSSIBILITIES FOR YOUTH EMPLOYMENT: BUILDING A PROVINCIAL STRATEGY

Presented by Patrick Jobe

CanAssist at the University of Victoria is dedicated to helping people with disabilities improve their quality of life, with a focus on promoting independence and inclusion. Hear about the work they are doing and their latest project for the Ministry of Social Development and Skills Training.

Learning Outcomes

- *Introduce CanAssist and role of Employment Strategy Manager*
- *Introduce the Provincial Employment Strategy for Youth with Disabilities*
- *Introduce the Provincial Employment Services Network for Youth with Disabilities*

30-Minute Break – Visit the Conference Exhibitors

Plenary Session 12:00 pm

TRUE STORIES: TAKING CHARGE OF OUR OWN EVIDENCE

Presented by Sareena Hopkins, Canadian Career Development Foundation

How we evaluate and report on the impact of career services matters. Current metrics are actively contributing to recidivism and a broken ecosystem. In this session, Sareena will share a new approach to defining meaningful metrics and reporting that provides more robust and compelling evidence for funders and feeds the frontlines with data that supports quality service and stronger outcomes.

Learning Outcomes

- *Explore the full impact of career services*
- *Examine practical ways to generate meaningful evidence of our impact*
- *Discuss the benefits of taking charge of our data story*

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 1:30 pm - 2:30 pm

IMPROVING MENTAL HEALTH OUTCOMES, UTILIZING A MEASUREMENT-BASED APPROACH

Presented by Beth Hurst & Londa Morris, Kootenay Employment Services

The need for increased awareness for mental health supports and the benefits to our overall health is commonly understood. Within KES, we gather and analyze data which allows us to create a holistic view of clients, increase company success, improve communication, and enhance outcomes. We are excited to share with you how we do this, how this helps us and more importantly, how this helps our clients.

Learning Outcomes

- *Understand the need for data collection and analysis within our industry.*
- *Understand the process for collection and analysis*
- *Understand the applied use the data collected*

ALPHA FACTOR OF SKILLS FOR SUCCESS

Presented by Joanne Chung, Langara College

The existing 9 essential skills have been integrated into Skills for Success in order to respond to the current needs and future demands of labour market. In this session, Skills for Success Framework will be explained as updated Essential Skills (Reading, Writing, Numeracy, Communication, Adaptability, Collaboration, Digital, Creativity & Innovation, and Problem Solving), and examined as a career decision making tool.

Learning Outcomes

- *Re-examine 9 Essential skills*
- *Understand newly integrated Skills for Success*
- *Utilize ES as a career decision making tool*

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Thursday, November 4 (continued)

Breakout Sessions 1:30 pm - 2:30 pm (continued)

THE CASE FOR CASE CONFERENCING IN EMPLOYMENT SERVICES

Presented by Malorie Moore, Kootenay Career Development Society

Case conferencing is a practice that is used in multidisciplinary fields such as mental health and housing security. This workshop will present on the ways in which case conferencing can be successfully implemented in the employment counselling setting to provide robust wrap-around support for both clients and career development professionals.

Learning Outcomes

- *Participants are familiar with the case conferencing structure and format*
- *Participants understand the benefits of organizational case conferencing*
- *Participants learn how to implement case conferencing in their organization*

HOW TO ENGAGE IN ETHICAL ADVOCACY

Presented by Andrew Bassingthwaighe, Brock University

Advocacy is an essential part of the Career Development Professionals toolkit. However, when engaging in this work, it is important that career professionals be aware of ethical considerations such as informed consent. This workshop provides career professionals with an understanding of the roles advocacy plays within supporting clients and how to deal with these areas of concern.

Learning Outcomes

- *Understanding of different areas of advocacy*
- *Issues to be aware of when engaging in advocacy*
- *Identify how advocacy intersects with Career Development*

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 3:00 pm

TRUTH & RECONCILIATION IN EMPLOYMENT SERVICES

Presented by Jessica Bolduc, 4Rs Youth Movement

Learn about truth and reconciliation in employment services.

PUBLIC POLICY AND ADVOCACY ENGAGEMENT POST PANDEMIC

Presented by Imbenzi George, MYERT CORPS INC

Understanding the new norm of engagement in both public, private, and non-profit sectors post-pandemic in the world of service/ employment delivery.

Learning Outcomes

- *Embrace the new norm Post Pandemic*
- *Realign organizational goals Post Pandemic*
- *Create successful alternatives for organizational clients post-pandemic*

ONLINE LEARNING TOOLS FOR CAREER PRACTITIONERS - OUR EXPERIENCE

Presented by Megan Hamlet, ETHOS Career Mgmt. Group Ltd.; Darcie Davidson, ETHOS Career Mgmt. Group Ltd.; Matt Vissers, ETHOS Career Mgmt. Group Ltd.

As a Learning Organization, we strive to keep our Teams engaged in learning opportunities. Online learning tools were introduced to all staff as a way to have fun while learn something new. Come hear our team of Career Practitioners, from Job Developers to Business Coaches, share their experiences with putting online learning tools into action.

Learning Outcomes

- *An overview of the tools actually used in career development*
- *A transferable approach to how online learning tools can be used for respective roles in our industry*
- *The clarity on where to go to find solutions to address the technology questions they may have*

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Thursday, November 4 (continued)

Breakout Sessions 3:00 pm (continued)

HOW TO OVERCOME RECRUITMENT CHALLENGES FOR THE EMPLOYMENT INDUSTRY

Presented by Manny Judge

Due to the current climate finding qualified and suitable staff for the employment & social services industry is a big challenge. This workshop would build knowledge and give practical tips on how organizations can find train and retain quality candidates in our industry.

Break for the Day

Friday, November 5

Plenary Session 9:00 am

KEYNOTE: THE FUTURE OF WORK IN CANADA

Presenter: Pedro Barata, Executive Director of the Future Skills Centre

How do we rethink employment services after navigating last year's challenges? How do we address emerging trends such as widening inequality and disruptive technologies, while ensuring that we support diversity and inclusion and the integration of newcomers into our workforce? Hear from our keynote speaker, Pedro Barata, Executive Director of the Future Skills Centre, who will talk about the economic landscape and critical priorities for the future of work.

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 10:30 am

WHAT EXACTLY IS EMOTIONAL INTELLIGENCE ANYWAY?

Presented by David Cory, The Emotional Intelligence Training Company Inc.

The World Economic Forum has listed Emotional Intelligence (EI) as a top 10 employment skill, and companies around the world offer EI training, and yet EI remains relatively misunderstood by many. Join David Cory, founder of one of the first companies in the world to offer emotional intelligence training as he discusses what you need to know to boost your own EQ and that of your clients.

Learning Outcomes

- Learn what EI and EQ are and why they matter
- Take away an understanding of the world's leading model of EI
- Be able to apply 5 quick tips for better EQ

ASSISTIVE TECHNOLOGY IN THE OFFICE ENVIRONMENT

Presented by Gemma Pollock & Nate Toevs, Neil Squire Society

Assistive Technology in the Office Environment will provide an overview of assistive technology and ergonomics considerations to support individuals with a variety of barriers. Topics covered will include how employers, job developers, and case managers, can work with experienced professionals to ensure client success with obtaining employment, returning to work, or preventing a need to take time off. Education regarding ergonomics positioning at a workstation and an overview on a variety of assistive technology products on the market will be covered. Interventions for individuals with chronic pain, low vision, hearing loss, and cognitive challenges will be covered. Participants will have the opportunity to explore specific ergonomic and assistive technology devices through case studies and product demonstrations.

Learning Outcomes

- Learn about the services provided through the Neil Squire Society
- Gain an understanding of the benefits of ergo and AT accommodations
- Learn about ergo and AT devices used in an office environment

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Friday, November 5 (continued)

Breakout Sessions 10:30 am (continued)

YOUR CAREER IDENTITY: REBUILDING AND STRENGTHENING IT

Presented by Steve Miller, Implicit Career Services; Silviu Cojocaru, Millennial Hero Ltd.

Learn a simple process to help become aware of the different 'identities' we use to navigate through life. Some identities ('assertive' identity, 'friendly' identity, etc.) are helpful, some ('unmotivated person', 'unfulfilled person') not so much. Leave this session with a practical method to strengthen the identities that you want to keep and release those that are sabotaging you.

Learning Outcomes

- Identify different identities you are currently using.
- Remove identities that are sabotaging your career goals.
- Learn to express your Career Identity

CCCBET PANEL

Presented by Akosua Alagaratnam, First Work; Ashley Boha, Regina Work Preparation Centre; Valérie Roy, AXTRA;

Panelist from the Canadian Coalition of Community-Based Employability Training will discuss what's happening in Saskatchewan, Ontario, and Quebec with employment services.

30-Minute Break – Visit the Conference Exhibitors

Plenary Session 12:00 pm

KEYNOTE SPEAKERS: GOVERNMENT UPDATE*

Presented by Kerry Taylor, Ministry of Social Development & Poverty Reduction & Catherine Poole, Ministry of Advanced Education and Skills Training

Find out the latest from the government about employment programs in BC, the outcomes, and plans for the future. This informative session will provide you with insight into the data that is being collected through your contracts and how it is used to inform policy and program decisions. There will be an opportunity for questions.

** Please note this session will not be recorded*

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 1:30 pm

WORK SEARCH: A TRAUMA-INFORMED APPROACH

Presented by Patricia Rawson & Carrie Everett, Bridges for Women Society

Are you seeing clients who appear unmotivated, unwilling or unable to make change, or are aggressive? Are you perplexed about how to help them? In this workshop, we will look at trauma, how it impacts people during work search, and introduce tools to help you support clients impacted by trauma.

Learning Outcomes

- Understanding how the fight, flight or freeze response shows up in work search
- Understanding trauma-informed practice
- The connection between trauma and barriers to economic security

CAREER DEVELOPMENT PRACTITIONERS' TRANSITION TO VIRTUAL SERVICES: WHAT WE LEARNED

Presented by Robert Borgen, Life Strategies; Deborah Bromley, ETHOS Career Management Group Ltd.; Janet Morris-Reade, ASPECT BC

With support from the Future Skills Centre and funded through the Government of Canada, ASPECT and ETHOS Career Management Group have been conducting research concerning the transition of CDPs to virtual services during the pandemic and the results are out! In this session, you'll find out what was learned and take a first look at interventions designed to address gaps in learning.

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Friday, November 5 (continued)

Breakout Sessions 1:30 pm (continued)

Learning Outcomes

- Identify areas of practice for the future of employment services.
- Understand the gaps in CDP competencies and how to fill those gaps.
- Plan for the future of your organization and yourself.

PANEL: EMPLOYMENT SERVICES IN DISTINCT RURAL COMMUNITIES

Facilitated by Peter Bailey, Free Rein & Associates. Panelists: Lori Forgeron, Workforce Development Consulting Services of Northern BC, Shauna Wouters, Hecate Strait Employment Development Society, and Jackie Theissen, Dawson Creek Catholic Social Services Society.

Delivering employability services to rural and remote communities comes with its own set of challenges making for some great stories and some innovative work-arounds. Hear from the mavericks of the sector in this panel discussion about how they overcome the obstacles, share their successes, and tell you what they really wish others knew.

VIRTUAL REALITY TO HELP WITH CAREER CHOICES

Presented by Lynda Tessier, Centre de Services à l'emploi de Prescott-Russell

Artificial Intelligence and new technologies are becoming more and more a part of our lives. Sometimes they worry us and sometimes they help us in our daily lives. Since the summer of 2019, the Prescott-Russell Employment Services Centre has taken the plunge and is using CareerLabsVR, a virtual career exploration lab to support people in a handicapped situation with their orientation and socio-professional integration process. The technology enables clients to live out a professional experience in complete safety at our offices thanks to 3D virtual reality. In the workshop, we will begin by presenting the tool, its operating conditions, and its limitations. Next, you will see what clients encounter during an immersive experience in a trade. Finally, we will share the tool's advantages and disadvantages in a career decision-making context.

30-Minute Break – Visit the Conference Exhibitors

Breakout Sessions 3:00 pm - 4:30 pm

SPEED NETWORKING

Group 1: For those who lead organizations and/or do not work directly with clients

Group 2: For those who work directly with clients

This session will provide a great way to network. Conference delegates will choose the group to which they wish to belong in the conference platform and create their virtual business card. Each zoom meeting room will have a facilitator with a series of discussion topics. The groups will breakout into multiple zoom rooms for 10 minutes to introduce themselves, discuss the questions, and then we go back to the larger group for the next discussion topic. This will be repeated 5-6 times. You will likely meet many more people than you would in at an in-person session. It's also a good way to touch base with your colleagues, find program partners, and collect great ideas that you can take to your own organization.

Plenary Session 4:30 pm

CLOSING REMARKS & PLAY-TO-WIN PRIZES

Visit our Conference Exhibitors on your breaks!



Speaker Bios

AKOSUA ALAGARATNAM

First Work

Akosua is the Executive Director of First Work. Prior to joining the organization, Akosua worked as a senior public affairs professional, primarily focused on policy affecting marginalized communities and youth.



*CCCBET Panel: Canadian Update
Friday at 10:30 am*

ANDREW BASSINGTHWAIGHTE

Brock University

Andrew Bassingthwaighte (MA, CCDP) is a Talent Performance Consultant at Brock University working with students from a variety of disciplines and has worked in the UK and Canada for over 20 years.



*How to Engage in Ethical Advocacy
Thursday at 3:00 pm*

ASHLEY BOHA

Regina Work Prep

Ashley Boha is the Executive Director at Regina Work Prep, a leading employment service provider and workforce development organization in Saskatchewan that has been around for over 45 years.



*CCCBET Panel: Canadian Update
Friday at 10:30 am*

BETH HURST

Kootenay Employment Services

Beth was born and raised in the UK where she worked extensively in recruitment and service industries before entering the corporate world. Roles in both risk and project management further developed her passion for helping others to become the best version of themselves



*Improving Mental Health Outcomes Utilizing a Measurement-Based Approach
Thursday at 1:30 pm*

CARRIE EVERETT

Bridges for Women Society

Carrie Everett has been with Bridges for Women since 2010 and has extensive experience in mentorship, volunteerism, facilitation, and leadership. She holds a degree in women's studies and is currently completing a Master of Counselling.



*Work Search: A Trauma-Informed Approach
Friday at 1:30 pm*

CASSIE TAYLOR

Life Strategies

Cassie Taylor, has over 10 years of experience supporting a vast array of diversity-focused projects from conceptualization, data gathering/analysis, and creation of tools, resources, and presentations/workshops. From local to international, Cassie's work seeks to improve career development services through fostering culturally-informed practices rooted in empathy, understanding, collaboration, and data.



*Panel: Career Development for Diverse Clients
Thursday at 10:30 am*

DR. CATHERINE HAJNAL

Life Fundamentals

Dr. Catherine Hajnal facilitates an understanding of trauma, loss, and grief as well as their transformative potential. She is committed to creating learning environments that foster a deeper understanding of the human conditions.



*Resilience, Post-Traumatic Growth & Toxic Positivity – Lessons for CDPs
Thursday at 10:30 am*

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KEYNOTE: CATHERINE POOLE

Ministry of Advanced Education and Skills Training

Catherine Poole is the Executive Director of the Workforce Development Programs and Accountability Branch in the Workforce Development and Skills Training Division of the Ministry of Advanced Education and Skills Training. The Branch leads the design and implementation of programs funded under the Canada-BC Workforce Development Agreement (WDA) aimed at supporting vulnerable and underrepresented groups to gain skills and attach to the labour market.



*Government Update
Friday at noon*

DARCIE DAVIDSON

ETHOS Career Mgmt. Group Ltd.

Darcie is our new WorkBC GM with a penchant for learning and growing. She leads a diverse team of career practitioners who are embracing a new and enduring reality of online, virtual and in-person services.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

DAVID CORY

The Emotional Intelligence Training Company Inc.

David Cory, B.Ed., M.A., is a coach and a trainer and the founder of The Emotional Intelligence Training Company Inc., starting in 1998 it was one of the first companies to offer emotional intelligence training.



*What Exactly is Emotional Intelligence Anyway?
Friday at 10:30 am*

DEBORAH BROMLEY

ETHOS Career Mgmt. Group Ltd.

Deborah has extensive experience in the fields of adult education, performance management and project management. Working in the industry for over 30 years, Deborah has provided innovative and relevant learning solutions to small business, corporate clients, and government agencies in a variety of industries.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

*Career Development Practitioners' Transition to Virtual Services:
What We Learned
Friday at 1:30 pm*

FARHEEN HASSANY

Farheen Hassany is passionate about diversity advocacy and has over 7 years of experience working and volunteering with vulnerable populations including women, children, and immigrants. She believes in the importance of intersectional activism that considers the many dimensions of individuals' identities and experiences.



*Panel: Career Development for Diverse Clients
Thursday at 10:30 am*

GEMMA POLLOCK

Neil Squire Society

Gemma Pollock is a Registered Occupational Therapist with the Neil Squire Society. She specializes in ergonomics and assistive technology assessments for people with barriers in the workplace.



*Assistive Technology in the Office Environment
Friday at 10:30 am*

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GLEENDA LAGASSE

Douglas College

Glenda teaches in the Access Program at Kwantlen Polytechnic University and is passionate about helping people with disabilities realize their full potential whether through employment, volunteering, further studies, or entrepreneurship.



*Panel: Career Development for Diverse Clients
Thursday at 10:30 am*

DR. IMBENZI GEORGE

*MYERT CORPS INC/ Trinity Western
University Graduate School*

Currently serving in the Diplomatic Corps, Assistant Professor and CEO of MYERT CORPS INC.



*Public Policy and Advocacy Engagement Post Pandemic
Thursday at 3:00 pm*

JACKIE THIESSEN

*Dawson Creek Catholic Social Services
Society*

Jackie is the Executive Director with DCCSSS. Jackie specializes in Contract Procurement & Management, Community Outreach Strategies, and Client-Centred Employment Services.



*Panel: Employability Services in Distinct & Rural Communities
Friday at 1:30 pm*

JANET MORRIS-READE

ASPECT BC

Janet Morris-Reade is the CEO of ASPECT BC (Association of Service Providers for Employability and Career Training). At ASPECT BC, she works to provide leadership, education, advocacy, and public awareness in support of community-based workforce development service providers, working with government and stakeholders to ensure that the needs of those seeking a meaningful and sustainable livelihood are met.



*CCCBET Panel: Canadian Update
Friday at 10:30 am*

*Career Development Practitioners' Transition to Virtual Services:
What We Learned
Friday at 1:30 pm*

JESSICA BOLDUC

4Rs Youth Movement

Aanii boozhoo! My name is Jessica, and I am Anishinaabe-French from the Batchewana First Nation. I am privileged to be the Executive Director of the 4Rs Youth Movement, working alongside leaders who are creating capacities for Indigenous and non-Indigenous young people to come together to cultivate understanding and action in support of a type of reconciliation that is relevant to young people.



*Truth & Reconciliation in Employment Services
Thursday at 3:00 pm*

JOANNA JAMES

ETHOS Career Mgmt. Group Ltd.

Joanna is the RiseUp! Program Manager, Coordinator of the Island Ops Program, and has a Degree in Social Work. She comes from a vast background in the non-profit sector working with children, adults and youth with disabilities in both therapeutic and educational settings. She also has experience as an advocate within indigenous organizations. Joanna, along with her team of professional, like-minded, highly educated women, all have a passion to support women with disabilities to thrive in the workforce.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

JOANNE CHUNG

Langara College

Joanne Chung (aka “CDP Whisperer”) is a learner-focused, outcome-oriented Career Practitioner/Educator with superb skills in career counselling and innovative strategies in adult learning. She is a strong believer in self-efficacy by empowering people to maximize their potentials.



*Alpha Factor of Skills for Success
Thursday at 3:00 pm*

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KEYNOTE: KERRY TAYLOR

Ministry of Social Development and Poverty Reduction

Kerry is currently Acting Assistant Deputy Minister with the Employment and Labour Market Services Division responsible for the WorkBC Program at the Ministry of Social Development and Poverty Reduction. She has been an Executive Director with the division since May 2018.



*Government Update
Friday at noon*

LONDA MORRIS

Kootenay Employment Services

Londa Morris is the Finance & Operations Manager and oversees four offices in the Central and East Kootenays that deliver a range of employment programming. With a background in counselling, psychology and research, Londa brings a unique skillset to KES.



*Improving Mental Health Outcomes Utilizing a Measurement-Based Approach
Thursday at 1:30 pm*

LORI FORGERON

Workforce Development Consulting Services North Ltd.

Lori is the CEO of WDCS North Ltd. and serves on the ASPECT BC Board.



*Panel: Employability Services in Distinct & Rural Communities
Friday at 1:30 pm*

LORI GODIN

The Centre for Collaboration, Motivation and Innovation (CCMI)

Lori Godin is a Registered Nurse with 38+ years of experience in both acute care and the community. She is a Master Trainer at CCMI and coordinates the activities of the Centre for Collaboration, Motivation and Innovation and is a member of the Motivational Interviewing Network of Trainers.



*Motivational Interviewing: A Taster
Thursday at 10:30 am*

LYNDA TESSIER

Employment Services Centre Prescott-Russell (CSEPR)

Lynda is a career advisor at the employment services centre of Prescott-Russell located in Quebec.



*Virtual Reality for Career Choices
Friday at 1:30 pm*

MALORIE MOORE

Kootenay Career Development Society

Malorie is a Registered Social Worker and a Certified Career Development Professional in BC. She has over 10 years of experience working in the field of mental health, substance use and community development.



*The Case for Case Conferencing in Employment Services
Thursday at 1:30 pm*

MANNY JUDGE

Open Door Group

Manny Judge is an Associate Program Director at Open Door Group based in Vancouver, British Columbia.



*How To Overcome Recruitment Challenges for the Employment Industry
Thursday at 3:00 pm*

MATT VISSERS

ETHOS Career Mgmt. Group Ltd.

Matt is a Business Coach and Small Business Specialist with 10+ years of experience providing excellent customer service and problem-solving approaches. Matt has been instrumental in helping our clients learn in an online environment.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

#ASPECT21Virtual

MEGAN HAMLET

ETHOS Career Mgmt. Group Ltd.

Megan Hamlet joins the ETHOS panel as Manager of Learning and Development. She brings a passion for technology, online learning and creating engaging facilitation sessions that combine her education and lived experiences.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

NATE TOEVS

Neil Squire Society

Nate is the Marketing Manager at Neil Squire, a non-profit organization that has been revolutionizing the lives of Canadians with disabilities since 1984 through accessible technology. Nate has a long-standing background in Retail, Wholesale and Business to Business sales and marketing activities.



*Assistive Technology in the Office Environment
Friday at 10:30 am*

PATRICIA RAWSON

Bridges for Women Society

Patricia Rawson has been with Bridges for Women for over 7 years. She has extensive experience in education and employment services and is committed to supporting women to have more opportunities and choices in their lives.



*Work Search: A Trauma-Informed Approach
Friday at 1:30 pm*

PATRICK JOBE

CanAssist, University of Victoria

Patrick brings a principled but fluid worldview to the role of Employment Strategy Manager. Passionate about supporting human potential, Patrick will be working closely with CanAssist leadership to lead the development of the Provincial Employment Strategy for Youth with Disabilities, for the Ministry of Social Development and Poverty Reduction. This three-year project will be guided by a Provincial Network of key stakeholders.



*Re-imagining Possibilities for Youth Employment: Building a Provincial Strategy
Thursday at 10:30 am*

KEYNOTE: PEDRO BARATA

Future Skills Centre

Known for his strategic leadership, an active voice on social policy, and a commitment to community building, Pedro Barata's career and extensive volunteer work in the non-profit sector spans two decades. As the Executive Director of the Future Skills Centre, Barata works with the key project partners to realize the Centre's mandate and objectives: to build a network of key partners and stakeholders, lead and invest in cutting-edge research, test and evaluate innovative projects, and ensure that knowledge is shared and acted on.



*The Future of Work in Canada
Friday at 9:00 am*

PETER BAILEY

Free Rein Associated

Peter Bailey has worked with Free Rein Associates in every capacity since 1993. Peter is a certified employment counselor, holding the BC Career Development Credential. He also has a business certificate from BCIT and the Provincial Instructor's Diploma through VCC. It is Peter's personal value that the Free Rein services help community members develop their careers to enhance their quality of life and therefore the quality of life in the whole community.



*Panel: Employability Services in Distinct & Rural Communities
Friday at 1:30 pm*

PATTY WATT

ETHOS Career Management Group Ltd.

Patty Watt (she/her) works with ETHOS Career Management Group Ltd to provide employment services and supports to participants in the TechWORKS for Young Adults Program. Patty also works as the Team Lead in both the TechWORKS and QmunityWORKS Programs. Patty has been involved in employment services since 1990, working in both Saskatchewan and on Vancouver Island, and has been CCDP certified in BC since 2015. She enjoys being involved in her community and in building relationships to connect clients to employment opportunities and services.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

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ROBERTA BORGEN

Life Strategies

Dr. Roberta Borgen (Neault), CCC, CCDP, GCDFi, is President of Life Strategies Ltd., Project Director with the Canadian Career Development Foundation, and President of the Counsellor Educators Chapter of the Canadian Counselling and Psychotherapy Association. An award-winning career management specialist with almost four decades of relevant experience in counselling, coaching, consulting, training, curriculum design, research, and writing, Roberta recently retired as Associate Dean of the Faculty of Behavioural Sciences for Yorkville University and served on Team Canada for the 2017 International Symposium on Career Development and Public Policy in Korea.



*Panel: Career Development for Diverse Clients
Thursday at 10:30 am*

*Career Development Practitioners' Transition to Virtual Services:
What We Learned
Friday at 1:30 pm*

SAM BURNETT

*The Centre for Collaboration,
Motivation and Innovation
(CCMI)Centre*

Sam Burnett is dedicated to building constructive and collaborative opportunities for growth and development within teams and across organizations. He works with organizations to design skill and capacity building programs that improve their services and functioning.



*Motivational Interviewing: A Taster
Thursday at 10:30 am*

SARA COLLINS

*ETHOS Career Management Group
Ltd.*

Sara Collins (she/her) offers Career Supports at ETHOS Career Management Group Ltd, where she helps clients to build careers in the digital economy, focusing on high-demand skills training and work experience. Sara has been a part of the team at QcommunityWORKS since the program began in 2019, working with LGBTQ2S+ folks & their allies, who face barriers to finding employment.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

SARAH HOLLOWAY

ETHOS Career Mgmt. Group Ltd.

Sarah Holloway (she/her) works as a Job Developer providing employment services and advice to participants in the TechWORKS for Young Adults Program offered by ETHOS Career Management Group Ltd. She enjoys meeting new people and building relationships with participants in the Program and with people in her community.



*Panel: Online Learning Tools for Career Practitioners – Our Experience
Thursday at 3:00 pm*

KEYNOTE: SAREENA HOPKINS

*Canadian Career Development
Foundation*

As Executive Director of the Canadian Career Development Foundation (CCDF), Sareena works in Canada and internationally to strengthen the reach and impact of career development. With her team at CCDF, she moves from ideas to action in areas of public policy, research and development, capacity building and advocacy.



SEANNA QURESSETTE

Douglas College

Seanna Quressette, M.Ed., CCDP: trauma therapist with 30+ years experience in Career Development. Seanna lives with PTSD and anxiety. Seanna has taught Career Practitioners for over twenty years and is currently faculty at Douglas College.



*Resilience, Post-Traumatic Growth & Toxic Positivity – Lessons for
CDPs*

Thursday at 10:30 am

SHAUNA WOUTERS

*Hecate Strait Employment
Development Society*

Shauna Wouters is the Chief Administrative Officer at Hecate Strait Employment Development Society based in Prince Rupert, British Columbia.



*Panel: Employability Services in Distinct & Rural Communities
Friday at 1:30 pm*

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SILVIU COJOCARU

Millennial Hero Ltd.

Silviu Cojocaru, a UK based career coach specializing in helping fellow millennials find and transition into meaningful careers collaborated with Steve Miller to create Career Hero Academy, an online program designed specifically for employment agencies.



*Your Career Identity – Rebuilding and Strengthening It
Friday at 10:30 am*

STEVE MILLER

Implicit Career Services

In 2019 Steve Miller, creator of The Implicit Career Search, partnered with Silviu Cojocaru to develop Career Hero, an online program that combines Miller's strategic planning process with Cojocaru's cutting edge job search strategies.



*Your Career Identity – Rebuilding and Strengthening It
Friday at 10:30 am*

TRINA MAHER

Bridging Concepts

Trina Maher is President of Bridging Concepts, an Indigenous owned enterprise with the vision to see Indigenous peoples enjoy meaningful careers within Canadian organizations. Since 1999 Trina has become a nationally recognized specialist of Indigenous workplace inclusion.



*Panel: Career Development for Diverse Clients
Thursday at 10:30 am*

VALERIE ROY

AXTRA

Valérie Roy is the Executive Director of AXTRA, the Alliance des centres-conseils en emploi. Valérie works with AXTRA's members and partners to develop best practices and to develop the body of knowledge in the employment and training sector. She also serves on a number of boards and committees in Quebec and Canada and on the international stage.



*CCCBET Panel: Canadian Update
Friday at 10:30 am*

KEYNOTE | WENDY LOEWEN

Achieve Centre

Wendy is the Managing Director of ACHIEVE Centre for Leadership and co-author of The Culture Question. She is a thoughtful and empowering leader who believes in the importance of listening to the needs and aspirations of people, and then facilitating the next step in their development. Wendy is vice president of the Alternative Dispute Resolution Institute of Manitoba. She is a former teacher and director of a health and social services program. Wendy has a Master's degree in Conflict Analysis and Management, and Bachelor's degrees in both Psychology and Education. She believes that learning is a dynamic and lifelong endeavor, and with commitment and guidance, the process should be enjoyable and motivating. Wendy is an engaging presenter who delivers material in a way that maximizes the learning potential for all participants.



*The Culture Question
Thursday at 9:00 am*

ASPECT Conference Prizes!

Sometimes we all need a little reward to keep us motivated.

Before the Conference

Register by October 30th and you are entered to win a \$25 e-gift card

During the Conference

Play-To-Win Prizes for a \$50 e-giftcard or one of two \$25 e-giftcards

Use **#ASPECT21Virtual** in your social media for a draw to win a \$25 e-giftcard

At the End of the Conference

We will have a draw to win a free Conference Registration for the 2022 ASPECT Conference.

You must be there at 4:30 on Friday, November 5 to win!

Thank you to the ASPECT Board of Directors & Staff for their help in presenting this conference:

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ASPECT Staff



Janet Morris-Read, CEO

Janet has been leading membership-serving nonprofit associations for nearly 20 years. She uses her extensive knowledge and experience to provide leadership, education, advocacy, and public awareness in support of community-based workforce development service providers. Passionate about community-building, she has recently returned to school to pursue her Master's Degree in Community Development at the School of Public Administration, University of Victoria.

jmorris-reade@aspect.bc.ca



Jennifer Nichol, Operations Manager

Jen has a strong business background with a Bachelor of Commerce and years working at the executive level in the private sector, she keeps things running for ASPECT BC.

jnichol@aspect.bc.ca



Lya Iglesias, Events Management

Lya has been event planning since 2008 and holds a Master Degree in Event Management from the La Rochelle Business School of Tourism, France. She currently works on contract with ASPECT.

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