

Joint Update from the Board of the Canadian Council for Career Development (3CD) and the Canadian Career Development Foundation (CCDF)

July 2020



The Canadian Council for Career Development (3CD) is in a period of transition. This letter is to provide you with an update and to reconfirm our commitment to being a national voice for the career development field and a champion for issues that concern all of us.

Background

In 2007, CCDF was approached by CDP associations in BC, AB and ON to find a mechanism to promote stronger collaboration, cohesion and advocacy in our field. After intensive consultations (with very clear and strong support from the field), 3CD was formed as an informal network of organizations interested in advancing career development in Canada. In 2016, 3CD formally incorporated as a non-profit entity.

From the beginning, CCDF has provided leadership, coordination and operational support for 3CD. Sareena Hopkins has served as the Executive Officer of 3CD since its incorporation and, behind the scenes, the whole CCDF staff team has made a sustained and significant volunteer commitment to keep 3CD moving forward.

Our Transition

While these past 13 years have resulted in important strides forward, the model is not sustainable. The Board of CCDF agreed for its staff to invest in incubating 3CD and now, both 3CD and CCDF agree that it is time for 3CD to embrace its identity as an autonomous organization. This will require some adjustments, no doubt, but the Board of 3CD is excited about working with its membership to shape a renewed vision for 3CD. CCDF continues its commitment by shifting to being an enthusiastic member of 3CD. This transition will formally take effect January 2021.

The Supporting Canadians to Navigate Learning and Work Project - National Certification

In 2018, CCDF secured funding from Economic and Social Development Canada (ESDC) to develop a new competency framework and model for national certification for career development professionals. Previously, a 3CD Working Group had been engaged in updating the existing Standards and Guidelines. Given its membership, 3CD originally seemed to be a natural home for the framework and national certification program. As the project has progressed, however, we have come to understand that the criteria and conditions required to play such a role are extensive and beyond the current capacity of 3CD.

CCDF has formed a National Certification Stakeholder Committee (NCSC), a working group, with representation from every province/territory and from 3CD to collaboratively design the structure, processes, policies and business model to develop a sustainable national certification program. A fundamental principle of this group is that the outcomes cannot be pre-determined, including who will

manage the program. In other words, our collective discovery and building process will shape all decisions regarding national certification and the eventual recommendations made to the National Stakeholder Committee for approval.

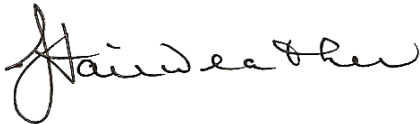
Next Steps for 3CD

Throughout the month of May and into June, the 3CD Board of Directors have participated in a self-study governance course prepared by former Board member Sharon Graham and have responded to a 3CD governance survey. Survey results have been reviewed and we are in the process of contracting a facilitator to guide us through the process of clarifying a renewed 3CD vision, mission, and mandate as an autonomous organization.

The 3CD Board knows that this process needs your input as 3CD members. Please be assured that you will be consulted and updated regarding the process and our progress as a Board. We feel strongly that 3CD has an important role to play, both as a representative organization for our field, and as a (small p) partner in the Supporting Canadians to Navigate Learning and Work project. This is an important step in our evolution and growth.

If you would like to discuss this with me personally, I would invite you to contact me and we will set up a time to connect.

With all sincerity and respect,



Jon Fairweather
Chair, 3CD
(on behalf of the 3CD Board of Directors)

And



Sareena Hopkins
Executive Director, CCDF