



ASPECT ANNUAL CONFERENCE 2019



NOVEMBER 4-5, 2019
SHERATON VANCOUVER AIRPORT HOTEL
RICHMOND BC

#ASPECT19

Thank you!

Thank you for attending the 2019 ASPECT Annual Conference. Without the support of you, our speakers, our exhibitors, and our generous sponsors, this conference would not be possible!



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Visit Our Exhibitor Booths at the Breaks

ASPECT Benefits Program (Community Services Benefits Trust & Delta Pacific Benefit Brokers), Community Futures BC, BC Labour Market Report, BC Career Development Association, Douglas College, The Centre for Collaboration, Motivation and Innovation, Applied Science Technologists and Technicians of BC, CERIC, Neil Squire Society

ASPECT Summit 2020

Our sector has the expertise, we have the relationships with employers, now it's time to get together for a summit to discuss how we can work together to meet the training needs of the province and our communities.

The 2020 Summit is scheduled for April 22, 2020 at the Metro Vancouver Airport in Richmond. More information soon!

ASPECT BC Conference 2020

Join us next year in Victoria, BC at the Delta Hotels Victoria Ocean Pointe Resort on Thursday, November 6 and Friday, November 7, 2020.

Join ASPECT

If you prepare people for the workforce, then you should join ASPECT today. Joining ASPECT means that you'll become a part of a powerful professional community. Go to aspect.bc.ca/join.



Sheraton Conference password: aspect



#ASPECT19 post for prizes!



Check in at the ASPECT registration desk for lost and found items.



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ASPECT-BC

7:30 am	Breakfast & Registration			
8:55 am—10:40 am	Ballroom: Plenary Welcome & Opening: Hon. Shane Simpson, Minister of Social Development & Poverty Reduction Keynote: <i>Eric Termuende</i>			
10:40 am—11:00 am	Networking Break			
LEARNING STREAMS	LEADERS & EMERGING LEADERS	CAREER DEVELOPMENT	EVERYONE	CAPACITY BUILDING-ALMOST EVERYONE
Rooms	Britannia A	Britannia B	Cedarbridge	Britannia C
11:00 am —12:30 pm	Values Based Leadership Overview <i>Roberta Neault, Life Strategies</i>	Getting IN with Outcome-based contracts: A client-focused approach to job sustainment <i>Megan Hamlet, ETHOS</i>	Immigrant Integration in the Workplace <i>Katie Rosenberger, AMSSA</i>	Growth Strategies for Non-Profits <i>Carla Langhorst, Small Business Solver</i>
12:30 pm –1:30 pm	Lunch			
ROOM:	Britannia A	Britannia B	Cedarbridge	Britannia C
1:30 pm—3:00 pm	Leading with Confidence <i>Terry Deakin, INEO</i>	Supporting Canadians to Navigate Learning & Work National Career Development Consultation <i>Roberta Neault, Life Strategies</i>	Rockets, Car Rentals, and Successful Tenancies: RentSmart at Work in Your Employment Program <i>Susana Guardado, Ready to Rent</i>	Lessons learned from the British Employment model (WorkBC 2.0) <i>Manny Judge, MOSAIC</i>
3 pm -3:30 pm	Networking Break			
ROOM:	Britannia A	Britannia B	Cedarbridge	Britannia C
3:30 pm—5:00 pm	Intercultural fluency as a strategic skill for leader of the future <i>Mathias Klenk, MOSAIC</i>	What do Employers Want from Employment Service Organizations? <i>Trish Kelly, President's Group</i>	A report from the International Career Development Symposium in Norway <i>Roberta Neault & Valerie Roy</i>	Early Results: Social Services Labour Market Research <i>FCSSBC & SPARC BC</i>
5:30 pm – 7:00 pm	Networking Reception			

8 am – 9 am	Breakfast			
LEARNING STREAMS	LEADERS & EMERGING LEADERS	CAREER DEVELOPMENT	EVERYONE	CAPACITY BUILDING-ALMOST EVERYONE
ROOM:	Britannia A	Britannia B	Cedarbridge	Britannia C
9:00 am —10:30 am	Automation and the BC Labour Market <i>Christian St. Cyr</i>	Presentation by the BC Centre for Women in the Trades <i>Nina Hansen, BC Centre for Women in Trades</i>	Reconciliation: The Heart of It <i>Pulxaneeks</i>	Brief Action Planning <i>Sam Burnette, The Centre for Collaboration, Motivation and Innovation</i>
10:30 am—11:00 am	Networking Break			
ROOM:	Britannia Ballroom			Britannia C
11:00 am—12:30 pm	Ministries Update <i>ADM Chris Brown, SDPR & ED Catherine Poole, AEST</i>			Guiding Principles in Changing Times <i>Riz Ibrahim & John Horn, CERIC</i>
12:30 pm—2:00 pm	Plenary Luncheon & Leadership Awards & Closing Presentation Canadian Mental Health Living Life to the Fullest <i>Tara Sudbury, CMHA Vancouver-Fraser Branch</i>			
2:00 – 5:00 pm	Project Integrate: National Consultation Britannia C			



Colour Legend:

Britannia A

Brittania B

Cedarbridge

Britannia C

7:30 - 9:00 am	Registration
7:30 - 9:00 am	Hot Breakfast
8:55 - 9:00 am	Opening Remarks - Val Meaney, ASPECT President
9:00 - 9:10 am	Minister of Social Development & Poverty Reduction, Hon. Shane Simpson
9:10 - 10:40 am	Keynote Speaker

Plenary: Welcome & Opening Keynote Eric Termuende

BRITANNIA BALLROOM

Eric is a globally-recognized thought leader, author, and international speaker on the future of work and building teams that thrive. As co-founder of NoW Innovations, he advises industry-leading organizations, institutions, & associations on future-proofing their teams, talent management, & rehumanizing the workplace. Eric has a deep understanding of the next generation of work & how to attract and retain the right talent. His best-selling book, *Rethink Work*, has become a must-read for today's leaders.

10:40 - 11:00 am	Refreshment Break
11:00 - 12:30 pm	Sessions

Values Based Leadership Overview

BRITTANIA A DR. ROBERTA NEAULT, LIFE STRATEGIES

Dr. Roberta Neault will provide overview of the concepts of Values Based Leadership, giving workshop participants a mini-workshop of ASPECT's new Values Based Leadership series. You will learn about the fundamentals of leadership with an opportunity to reflect on effective leadership practice. This session is designed for current and emerging leaders as in response to our leadership session from last year's conference.

Getting IN with Outcome-based contracts : A client-focused approach to job sustainment

BRITTANIA B MEGAN HAMLET, ETHOS CAREER MANAGEMENT GROUP

Megan's presentation will help attendees learn how to maximize resources within regular and outcome-based contracts, and create greater wrap-around support for the client for long-term sustainment. You will learn, how to engage your teams to build stronger relationships with their clients, the best policies and procedures to ensure sustainment success, how to create buy-in for existing staff in the new model, and how to use technology for resource management.

Immigrant Integration in the Workplace

CEDARBRIDGE KATE ROSENBERGER, AMSSA

This presentation will examine the positive trends in the Canadian labour market that indicate significant strides for newcomers but also reflect on current norms that show that immigrants continue to struggle to reach their career goals and what steps, programs and initiatives still need to take place to change that.

Growth Strategies for Non-Profits

BRITTANIA C CARLA LANGHORST, SMALL BUSINESS SOLVER INCORPORATED

There are lots of small business growth strategies that you can apply to the nonprofit sector: from new products and services, to territory expansion and the elusive social enterprise development. Carla Langhorst of Small Business Solver will explain how you can apply growth principles in financial and marketing planning to your nonprofit. Carla will show you the business strategies and tools you can use so that your nonprofit can assess risk and scale up sustainably.



Colour Legend:

Britannia A

Brittania B

Cedarbridge

Britannia C

12:30 - 1:30 pm
1:30 - 3:00 pm

Lunch
Sessions

Leading with Confidence

BRITTANIA A *TERRY DEAKIN, INEO EMPLOYMENT COUNSELLING INC.*

Leading with Confidence is an interactive workshop where participants will learn and practice some tips and tools on how to be an effective leader. The session will touch on the following topics: leading responsibly, utilizing feedback, overcoming obstacles, and keeping agreements; it will also include real life stories, exercises, & handouts.

Supporting Canadians to Navigate Learning & Work National Career Development Consultation

National Consultation Session

BRITTANIA B *DR. ROBERTA NEAULT, LIFE STRATEGIES WITH JANET MORRIS-READE & VALÉRIE ROY*

Join us in creating a Career Development Professional (CDP) Competency Framework that represents you and your practice. We know that the needs of CDPs are as diverse as the topography of our nation. During this consultation session, we'll discuss how we define the field and how it's changing to meet the needs of the future.

Rockets, car rentals, & successful tenancies: RentSmart at work in your employment program

CEDARBRIDGE ROOM *SUSANA GUARDADO, READY TO RENT*

Housing & employment go hand in hand for ensuring a person's quality of life and stability. What do renting a car & rockets have to do with successful tenancies? Come be part of this fun & interactive session to see the RentSmart curriculum in action and learn how tenancy education can easily fit into your program. The RentSmart program is a highly engaging and easy-to-follow tenant education program that incorporates key transferable life skills such as: communication skills, financial literacy, caring for a home, navigating conflict, knowing your rights & responsibilities as a tenant, & identifying personal goals and priorities.

Lessons Learned from the British Employment model (WorkBC 2.0 model)

BRITANNIA C *MANNY JUDGE, MOSAIC*

There are a lot of similarities between the new WorkBC model and the British Employment model, specifically the focus on sustained employment outcomes. There were a lot of fear, uncertainty and doubt when the British model was being put in place, including the need to ask clients for pay stubs. This session will compare and contrast the two models and highlight the lessons learned (best practices and pitfalls) from the British model which WorkBC contract holders should consider as they undertake their new journey into WorkBC 2.0.

3:00 - 3:30 pm
3:30 - 5:00 pm

Refreshment Break
Sessions

Intercultural fluency as a strategic skill for leaders of the future

BRITANNIA A *MATHIAS KLENK, MOSAIC*

Intercultural fluency paired with intersectionality is a key skill for the Canada of the future. With the constant intake of newcomers, employers have to put more effort & budget into the integration & retention of people with diverse & complex backgrounds in their workforce in order to be competitive. This session will dig into how leadership has to change & what the key skills are to be a prepared, inclusive leader who is able to communicate & act as needed to lead diverse teams; What qualities are required to become a leader with thoughts & experiences.

3:00 - 3:30 pm Refreshment Break
 3:30 - 5:00 pm Sessions

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International Symposium for Career Development and Public Policy, Norway 2019: A Summary

CEDARBRIDGE ROOM **ROBERT NEAULT, LIFE STRATEGIES & VALÉRIE ROY, AXTRA**

The 9th International Symposium on Career Development and Public Policy was held in June 2019 in Tromsø, Norway. With more than 160 delegates from over 33 countries, career development leaders, researchers and policy makers were invited by the International Centre for Career Development and Public Policy (ICCDPP) to discuss labour market trends and promising practices. The symposium focused on four key themes: context and challenges for career development policy; aims for, and access to, career development programs and services; integration of career development policies, programs and services into wider society; and leadership, innovation and change for the future.

What do Employers Want from Employment Service Organizations?

BRITANNIA B **TRISH KELLY, THE PRESIDENT'S GROUP**

The Presidents Group is a leadership table for CEOs and business owners committed to creating accessible employment for people with disabilities in BC. This group of 25 companies employs over 250,000 people in the province, and aims to encourage more employers to adopt inclusive hiring practices. From province-wide crown corporations to your favourite neighbourhood bakery, many Presidents Group members rely on strong relationships with employment service organizations to meet their hiring goals.

What we heard: Sharing the preliminary findings from a Labour Market Research Study on BC's community social services sector.

BRITANNIA C **PAMELA ALCORN, FCSSBC & IRIS LEE, SPARC**

The Federation of Community Social Services of BC, The Social Planning and Research Council of BC (SPARC BC), and CSSEA have been conducting a labour market research to gain a better understanding of the issues related to organizational capacity in BC's community social services sector—recruitment and retention, workforce and labour market needs, volunteerism, training, and HR capacities. In this session, we will share our preliminary findings.

5:30 - 7:00 pm Networking Reception



8:00 - 9:00 am Breakfast

9:00 - 10:30 am Sessions

Automation in the Labour Market: Assisting People to Map Their Career on Shifting Sands

BRITANNIA A *CHRISTIAN ST. CYR, BC LABOUR MARKET SOLUTIONS*

We all know that automation has, is and will transform the labour market. We need only to go into a Starbucks or Tim Hortons, see people pick up an App order and realize technology is revolutionizing thousands of food service jobs. Few of us doubt that driverless vehicles are on the verge of replacing hundreds of thousands transportation workers and yet when will any of this happen? In this presentation, Christian will discuss the transformative technology, occupations secure from wild change and the skills workers must acquire to be masters of change in a changing world.

Presentation by the BC Centre for Women in the Trades

BRITANNIA B *NINA HANSEN, BC CENTRE FOR WOMEN IN TRADES*

Come learn about the BC Centre for Women in the Trades and their exciting new employment program.

Reconciliation: The Heart of It

CEDARBRIDGE ROOM *PULXANEKS*

In this interactive experience, we'll be delving into what's at the heart of this healing relationship to Indigenous People. Together we'll unpack how we got to be where we are as a people, what your role is in all this & where we can go from here. Going in the common direction of shifting this healing relationship, it's not possible to do so without the presence of some level discomfort. We will be acknowledging the brilliance, the struggle, the strength & the truth of the First Peoples.

Only delegates who registered by October 28th will be accepted in this session.

Brief Action Planning

BRITANNIA C *SAM BURNETT, THE CENTRE FOR COLLABORATION, MOTIVATION AND INNOVATION*

Brief Action Planning is a self-management support approach to help people make action plans to address the aspects of their situation that are most important to them. It is practical and highly structured, and involves using an algorithm to guide someone step-by-step through deciding whether they want to make a plan, developing a SMART plan, assessing their confidence, problem-solving if necessary, and planning their follow-up.





10:30 - 11:00 am Refreshment Break

11:00 - 12:30 pm Sessions

Ministry Update

BRITANNIA BALLROOM

**CATHERINE POOLE, MINISTRY OF ADVANCED EDUCATION & SKILLS TRAINING
& CHRIS BROWN, MINISTRY OF SKILLS DEVELOPMENT AND POVERTY REDUCTION**

Join us to hear the latest developments from the Ministry of Advanced Education & Skills Training as well as the Ministry of Social Development and Poverty Reduction.

Guiding Principles in Changing Times: A Focus on the Dynamic Nature of Career Development

BRITANNIA C **RIZ IBRAHIM & JOHN HORN, CERIC**

Join Riz & John for an immersive and interactive session that will take you away from the day to day & put you back in touch with first principles as we explore the Guiding Principles of Career Development developed by CERIC. This session will touch on each of the 8 guiding principles, exploring how each applies to your practice now & what each means within the context of an increasingly dynamic labour market & the fluid nature of "career."

12:30 - 2:00 pm Closing Luncheon, Leadership Awards and Closing Presentation

Closing Presentation: Let's Get Honest About Mental Health...It Starts with Awareness

BRITANNIA BALLROOM

TARA SUDBURY, CMHA VANCOUVER-FRASER BRANCH

2:00 - 5:00 pm Additional Session

Project Integrate: Explore Future Employment Pathways

BRITANNIA C

Career paths have become less predictable and today's youth face significant challenges making sense of the ever-changing world of work. For those currently entering the workforce, understanding and navigating the labour market in personalized, responsive and targeted ways will be essential. Artificial intelligence and big data are bringing disruption to the workforce, but they have also brought promising advancements in workforce innovation and HR technology. Sophisticated job matching, assessment and market analytics tools are increasingly accessible, but their adoption across the employment and training ecosystem remains inconsistent.

This session is limited to 50 participants. To hold your space, please register at aspect.bc.ca/events. There is no charge to attend this session.



Thank You

FOR ATTENDING ASPECT
CONFERENCE 2019

Apr. 22 2020

ASPECT SUMMIT
MARRIOTT VANCOUVER
AIRPORT HOTEL

Nov. 6&7 2020

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