

CAREER

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Career Work Exploration: Career Development Programming for the New Millennium

by Anna Fornal

Saskatchewan Education is requesting that interested Career and Work educators become involved in the development of the Career and Work Exploration 10, 20, 30 curriculum.

Teachers may field test modules from the new Career Work Exploration courses in the fall of 2000. The initial inservice will be held in spring 2000 with a follow-up session in the winter of 2001. Feedback will be collected at the inservice sessions, as well as through mail, e-mail, fax and telephone.

Interested teachers can complete an application form that can be obtained through their Director of Education. The Regional Superintendents of Curriculum and Instruction will select field test sites, in collaboration with Science and Technology Unit personnel.

Career and Work Exploration aims to empower students to acquire the awareness, knowledge, skills, information, and attitudes necessary to understand and positively influence their own career, work, and life development.

The foundational Objectives for Career Work Exploration are based on three categories: awareness, exploration, and experience. The career development progression has been correlated to *The Blueprint for Life/Work*

Designs (1998) that deals specifically with areas and levels of competency in personal management (awareness level), learning and work exploration (exploration level), and career building (experiential level).

Young people today face a complex and changing world in which they are asked to make more informed decisions about the future. Career and Work Exploration provides young people with an opportunity to discover this world and who they would like to be in it.

Career and Work Exploration builds on the philosophy of *Career Guidance: A Curriculum Guide for the Middle Level* (1995) that career development is a life-long process and that a comprehensive career development program in all schools is an important strategy for assisting youth with school to career and work transitions. Career Work Exploration also builds on Work Experience Education (1989) in that it aims to help students understand themselves, identify their unique skills and abilities, make decisions, and connect with their communities while exploring potential career paths.

Career and Work Exploration contributes to the career development of students in grades 10, 11, and 12.

(continued on page 2)

Career Work Exploration (continued)

It complements other courses such as Wellness 10, Life Transitions 20, 30, Entrepreneurship 30, the career exploration modules in all of the Practical and Applied Arts, as well as the continued integration and articulation of career development concepts into existing and emergent Saskatchewan Education curricula.

It is the hope that all students gain access to career development programming at the Secondary Level through a variety of courses, supplementary modules, activities, and events.

Career Work Exploration blends theory-based and experiential learning components in a career development continuum of aware-

ness, exploration, and experience. Students access the community of a learning environment and thereby enhance their opportunities for career life success.

The curriculum promotes exploration of various educational and occupational interests and encourages students in the expression of themselves. The curriculum is not intended to force students to make premature choices, rather it aims at helping students to expand their occupational awareness and to relate their educational choices and achievements to future requirements of school and the community world of work.

Career and Work Exploration is not a stay-at-your-desk curriculum. It

has been developed to encourage students to engage in a process of self-empowerment. Activities are meant to be interactive, participatory, and engaging. Resources are current, and opportunities to interact with the community are on-going and infused throughout each of the modules.

If you or your school division would like to be involved in development and delivery of field test materials, please call your Director of Education. For more information on the process, please call your Regional Superintendent of Curriculum and Instruction.

SCWEA supports career development programming and works in partnership with the Department of Education in the development of the new Career Work Exploration courses.



PRESIDENT'S MESSAGE

by Wayne Sawka

Well, here we are, year 2000 and what a year this promises to be. With the re-writing of our curriculum, I believe we will face a number of changes, and we can expect more change in the future. As Work Education teachers, we have witnessed the changes in our communities during our monitoring meeting. As we manage the change in our schools, we need to remember that all changes must benefit the students.

The Board of directors met on November 27, 1999 for our first meeting, and we planned a number of strategic actions. We are hopeful that communications with our members will continue with accurate and current information using Career Connections. SCWEA members need to be aware of the details that will create opportunities for students and schools.

Start making plans to attend our annual conference to be held Oct. 5 and 6, 2000 at Manitou Springs, Watrous, SK.

Please accept my personal wishes for a successful start in the millennium year for you and your students.

Editorial Comments

Welcome to the new millennium. Along with the year 2000 comes lots of changes and adjustments for SCWEA. Let's welcome this year's executive who are already working on our behalf on new curriculum, pilots, and new directions in career development across the province.

At this time we would like to say thanks to the former executive: Fred Ozirney, Lana Bauer, Rhonda Gill, Rod Lederhouse, Gord Selinger and Ron Wallace for their leadership and hard work, and welcome to Hazel Lorenz and Bob Bellamy who join this year's executive.

Your Editorial Board would welcome your contributions to and comments on this publication. Contact us at:

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1999-2000 SCWEA Executive



**Wayne Sawka,
President**

Wayne completed his Bachelor of Education degree at the University of Regina. He worked in the

Student Services area for three years before returning to the University of Regina to obtain a post-graduate diploma in School Guidance and Counselling. He spent one year with the Regina Catholic School Board and the last 18 years with the Regina Catholic School System. Currently, Wayne is the Community Services Facilitator - his major responsibilities are to coordinate the Work Experience and Partnership Programs.

This is the 11th year Wayne has been involved in the Work Experience Program. He has served on SCWEA's Board of Directors since 1990. For the first two years, he was the Editor of the Newsletter. From 1994 to 1996 he served as Vice-President and is presently serving his 4th year as SCWEA's President.

Wayne is the Regina Catholic School's representative on the Community netWORKS initiative.



**Elizabeth Henger,
Vice President**

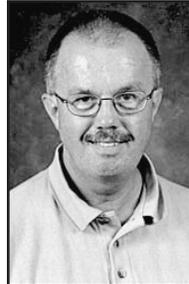
Elizabeth graduated from the University of Regina with a B.A., B.Ed., and M.Ed. in curriculum and

Instruction (Science Education). Liz has taught for 27 years, including four years as principal of Gladmar Regional High School and two years

as a science education instructor for the University of Regina, Faculty of Education.

Currently, Liz is teaching in Carnduff High School. Her teaching assignment includes Science 10, Biology 20, and Biology 30. She is the Work Education Coordinator for Souris Moose Mountain School Division. Liz has been involved in work education for 12 years, and is serving her 2nd term as Vice President of SCWEA. She is also president of Carnduff Golf Club, coaches high school golf and girls basketball, and is involved in local five-pin bowling leagues.

**Bill Pennefather,
Secretary-
Treasurer**



Bill graduated from the University of Calgary in 1975 and began teaching at Westmore Junior High School in Prince Albert. From this first teaching assignment to the present he has been involved with work education.

After leaving Prince Albert Bill initiated an Alternate Work Education Program in Enderby, British Columbia in the early 80's. Prior to coming to the Saskatoon Public School Division Bill was the Principal at Brabant Lake School in the Northern Lights School Division. Since coming to Saskatoon He has been involved as a work education teacher at Mount Royal Collegiate and City Park Alternate Program. Presently Bill is the Youth Internship Coordinator.

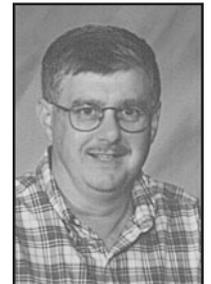
Bill is the Secretary/Treasurer of SCWEA and is working on the development of the SCWEA Web Site.

**Judy Behrns,
Director**



As the Practical & Applied Arts Consultant for Regina Public Schools, Judy currently becomes involved in a wide variety of projects and activities that link school and work. Her past life includes stints as teacher, counsellor, work experience coordinator, and curriculum writer with assignments in Weyburn, Saskatoon, SIASST Wascana and Regina. Judy is a strong advocate of career development through quality experiences in and with the community. She and her husband, Don, have two teenage sons, Mike and Scott.

**Robert Bellamy,
Director**



Robert graduated from the University of Regina in 1974 with a B.A. and B.Ed. He spent seven years teaching in LeRoy in a Grade 7 to 12 school. For the last 18 years he has been teaching at Humboldt Collegiate Institute. Robert is currently in his eighth year as the Work Education Coordinator at the Collegiate.

Robert coaches girls soccer, junior badminton and officiates nine-man football and volleyball at the Collegiate. He also coaches the Under 15 boys indoor soccer travelling team in the community—hopefully they will make it to the Provincials in March. Robert and his wife, Susan, have a son in grade 12 (Eric), one in grade nine (Sean) and one in grade 7 (Andrew).

SCWEA Executive (continued)

**Anna Fornal
Director**

Happy New Year
Folks!

This is my third term as a SCWEA Director and once again I must say how impressed I am with provincial Career Work Educators! What a hard-working and hardy lot we are!



I currently serve as the Career Work Education Coordinator for the Saskatoon Public School Division. In addition, I am working on a number of projects, on behalf of SCWEA, with the Saskatchewan Chamber of Commerce, the Saskatchewan Labour Force Development Board, and Saskatchewan Education.

I have my B. Ed., B. A., and M. Ed., all from the University of Saskatchewan, and I have enjoyed a wide range of career and work experiences myself!

This is my twentieth year as an educator, and I just keep learning; I guess that's what career education is all about.

I live with my husband, Mike Gollop, and our nine-year old son, Alex. They are the joys of my life.

Wishing you all the best for the new year!

Hazel Lorenz, Director



Hazel has been involved with work education since 1985, and has served three terms on the SCWEA executive. She is currently employed with Lands West school

division as the Practical and Applied Arts coordinator, a job which changes and grows on a continuing basis. She is happy to be back on the executive and hopes to serve the membership of SCWEA well.

Lynn Peterson, Director

Lynn works as an Educational Psychologist with the Saskatchewan Rivers School Division. Her career has included several different occupations all centering around counselling and community development. Although her roots are in Saskatoon, she has lived with her family at Christopher Lake for the past 20 years. She loves her work but loves recreation even

more, especially travelling. It is her fondest hope that in her working life time a comprehensive K to 12 Career Exploration curriculum will be developed and implemented in Saskatchewan.



Dear SCWEA

It is with a great deal of emotion that I submit this letter of resignation from the SCWEA Executive and the Board of Directors. My decision to resign from the position of Past President has been mostly motivated by a lack of time. My position with the Saskatoon and District Industry-Education Council is very time consuming. Consequently, I don't feel that I am able to provide the energy that is required to play an effective role on the SCWEA Board.

SCWEA has been a big part of my professional life over the past decade and a half - since 1982. The support that I have received from SCWEA members, over the years, is immeasurable. I have never known another group of professionals so dedicated and committed to providing the right kind of education to our students. I have always seen SCWEA members as trailblazers, leading the masses through uncharted territory. When you stop to think about it, promoting Career Education is not as simple as introducing a new subject content, new techniques or technologies; it is changing the way people think about education. I commend all career Educators, past and present, for their tenacity.

In closing I wish to congratulate you, the SCWEA Board, on the difference that you are making. Keep up the great job you are doing. Although I will miss being part of the SCWEA Board, I will always be dedicated to the organization. Remember that I am just a phone call or an e-mail away - in Bill's case just across the desk. Good luck with your endeavors on my behalf, a SCWEA member.

Fred Ozirney



**SCWEA
Conference**

Career Connections 1999 was held at the Sheraton Cavalier in Saskatoon on October 7 and 8. Keynote speakers were Dr. Fred Reekie of the University of Saskatchewan and Christel Gee, Consultant for SaskEd.



SCWEA Awards

The **AWARD OF EXCELLENCE** is presented to the SCWEA member who has made the most outstanding contribution to the development and promotion of Career-Work Education in Saskatchewan. This year the recipient of this award is **Wayne Sawka**.

Wayne began molding the hearts and minds of youngsters at Langenburg High School. Throughout his career, he has devoted his contagious enthusiasm and his considerable energies towards teaching and counseling middle years and high school students. Although Wayne has worked in a wide variety of programs, career awareness has always played an integral role. Currently, Wayne is the Community Services Facilitator for Regina Catholic Schools. His duties include coordination of work experience programs; management of partnerships; and the facilitation of various community-related programs. He also contributes his expertise to the career development of young people, their educators, and their parents through his role as the Community netWORKS representative for Regina Catholic Schools. Wayne is supported by his wonderful wife, Donna, a learning assistance teacher in Regina. Two very active sons, Ryan and Justin, round out the Sawka family.

Wayne became hooked on career development when he was awarded the 1983 Shell Canada Merit Fellowship to study in the area of Career Education. He is well-versed in current career development concepts through his additional specialized training in programs such as Engage, Self-Portraits, and the Real Game series. What sets Wayne apart is that he eagerly and willingly shares his expertise with others, initially through involvement with the Saskatchewan Guidance and Counseling and then through our Saskatchewan Career/Work Education Association. He became a SCWEA Director in 1990 and has never looked back! Wayne's contributions include three years as Editor; two years as Conference Chair; two years as Vice-President; and finally four years as President. Here is an individual who has devoted his entire profession to the career development of students and a decade of leadership to our association!

As our President, Wayne puts the attributes of a true leader into practice. He leads by example, promoting career development through work experience programs, school projects, and community programs whenever the opportunity arises. A leader fosters collaboration. For example, Community netWORKS is a partnership between the three school boards in Regina and area. School boards and community organizations working together towards common goals is not always easy! Without Wayne and his considerable influence, that spirit of unity that is essential to this partnership simply would not exist. A skilled leader is one who develops partnerships. Wayne has contributed to many partnerships, all in the name of career development, such as SCWEA's association with the Saskatchewan Chamber of Commerce and Saskatchewan Education. A worthy leader is one who empowers others and builds trust. Many of us can relate personally to Wayne's ability to listen, to support, and to allow us to act on our creative ideas

around career and work experiences for kids. An admirable leader is one who supports innovation and creativity. During Wayne's presidency, both provincially and locally, were continually trying new things and taking risks. A true leader empowers others. The "Why Not Our Kids Too" report has set the stage for new partners, new projects, and new approaches to career development. A true leader facilitates. Wayne fulfills that requirement by supporting each of us as work experience and career practitioners, offering direction and advice as needed. His expertise will continue to be essential as New Career Work Exploration curricula is being developed. An admirable leader is also one who maintains a sense of humour. As many of you will attest, although Wayne's sense of humour is a little warped, it is definitely there!

Under Wayne's very dedicated and effective leadership, SCWEA has maintained quality work experience programs while making huge strides in the development of career awareness throughout our province. We applaud his dedication, his expertise, and his insight. Wayne's contributions have indeed been most outstanding!

Submitted by Judy Behrns

FRIENDS OF CAREER/WORK EDUCATION AWARDS

These awards are presented to non-educators who have assisted in the development and promotion of Career/Work Education in Saskatchewan. At SCWEA's Annual General Meeting in October three recipients received this award.

Jim Savage – Jim has indeed been a friend of Career Development over the *past two decades*. Jim has been employed with the Saskatchewan provincial government since 1976 in a variety of positions including Supervisor of Guidance, Labour Market Analyst, Senior Policy Analyst,

(continued on page 6)

SCWEA Awards (continued)

Manager of Student Development and presently, Manager of Career Services. Prior to joining government, Jim worked in the K-12 school system as a teacher, principal's assistant, Physical Education coordinator, Guidance counselor and Guidance Department Head.

Committees Jim sits on include: Saskatchewan Post-Secondary Education and Skills Department (also the representative on Canada's Workinfo Net Board); Canadian Career Information Partnership; Canada Career Consortium; CanLearn; and Real Game Series International Advisory Board

Most recently Jim is responsible for developing information systems, career resources products and a policy framework for the new career and employment service delivery system. This includes such development as SaskNetWork, online job order/job matching system, and a new project, Student Financial Planner.

Because of his tremendous devotion and commitment of Career Education, it gives us great pleasure to acknowledge Jim's efforts and award him the Friends of Saskatchewan Career/Work Education Award.

Fred Reekie – For decades, Fred has been integrally involved in the development of career guidance curricula and related initiatives in Saskatchewan. His enthusiasm and encouraging nature and his obvious commitment to human growth and development have enhanced and furthered the career/work education cause in Saskatchewan schools.

The *Why Not Our Kids Too?* (1988) position paper commissioned by the Saskatchewan Labour Force Development Board, authored by Fred, Sheri Streisel and Ann Remy, was the culmination of years of experience and reflection on an issue that is sometimes regarded as a frill in educational circles. Although Fred has sometimes almost seemed to be

a lone voice in continually raising the importance of a comprehensive approach to life/career preparation, his persistence and effort finally seem to be paying off. *Why Not Our Kids Too?* has generated renewed inter-sectorial interest in career/work education.

Fred is an Associate Professor in Educational Psychology and Special Education at the University of Saskatchewan in Saskatoon. Prior to that, he taught, counseled, and worked as an educational psychologist in Saskatchewan school systems. His research and practice interests include career development, classroom management, and improving educational and career services for youths and adults with learning disabilities. Fred is committed to working with students, parents, teachers, administrators, and policymakers in improving career services for all Saskatchewan youth. Fred is a father, son, husband, friend, mentor, co-worker and, most importantly, a very proud grandfather. His world view is grounded in family, faith and rural Saskatchewan values. It is these rich traditions, in addition to academic learning, that have made Fred's contributions to the field of career/work education so valuable.

The Saskatchewan Chamber of Commerce (Education Sub-Committee)–

Summary of Contributions: The Saskatchewan Career Work Education Association joined the Saskatchewan Chamber of Commerce in 1998. During this relatively short period of time, this partnership has been extremely fruitful. The Saskatchewan Chamber of Commerce has supported and/or participated in the following Career Work Education initiatives:

Take Our Kids to Work: The Saskatchewan Chamber has partnered with SCWEA and the Department of Education to support the TOKTW Program. Distributions of materials province-wide, as well as continued discussions and com-

munications with the provincial membership, have contributed to a wider base for support and understanding of this project.

Work Experience Survey: The Saskatchewan Chamber of Commerce crafted and distributed a work experience survey to all of its membership. This survey supports work experience in its many forms.

Selected Issues: The Saskatchewan Chamber of Commerce has supported Career Work Education in a public way in that "selected issues" were submitted, discussed and passed at its annual general meeting in May, 1999. Issues included a support of the trades and technical education, a support of the increase of career information, a support of career development initiatives K-12.

Visioning for the Future: The Saskatchewan Chamber of Commerce is crafting a document that will take it into the twenty-first century. Career development, as a concept, and as a need, will be woven into this document.

The Saskatchewan Chamber of Commerce has worked in partnership with the Saskatchewan Career Work Education Association in its enhancement of career work education initiatives and principles.



RECOGNITION OF SERVICE AWARDS are presented to members who have made recent and present contributions to Career/Work Education in Saskatchewan. A maximum of three awards are presented. This year's recipients are Liz Henger and Judy Behrns.



Liz Henger

Her students say, "she is awesome, sort of strict, but fair and fun" ... to me that is the highest compliment a teacher can receive. Her fellow teachers say she is an inspiration, hard working, always positive and supportive. The SCWEA executive who have worked with her since 1988 say she has a wonderful sense of humor and is a wonderful team player. She dismisses her many activities and coaching duties as just trying to do her share. As I drive in here and see the geese flying in formation I think many of the lessons they teach us are the ones this teacher has shown us with her actions.

1. As each goose flaps its wings, it creates an uplift for other behind it. There is 71% more flying range in V-formation than in flying alone. **Lesson: People who share a common direction and sense of purpose can get there more quickly.** Liz shows us this in her teaching, coaching, and as vice president and membership chair of SCWEA.

2. Whenever a goose flies out of formation, it feels drag and tries to get back into position. **Lesson: It is**

harder to do something alone than together. Liz is a team player and encourager. She reminds us to stay in the fold for comfort, strength and information.

3. When the lead goose gets tired, it rotates back into formation and another goose flies at the head. **Lesson: Shared leadership and interdependence give us each a chance to lead as well as an opportunity to rest.** Liz and Wayne have shown us how effective a team can be – look at the wonderful things the SCWEA executive have done with them leading.

4. The geese flying in the rear of the formation honk to encourage those up front to keep us their speed. **Lesson: Encouragement is motivating. We need to make sure our "honking" is encouraging and not discouraging.** At one time or another I suspect each one of us has had words of encouragement from Liz in one form or another. It was a recurring theme when I spoke to her students and staff.

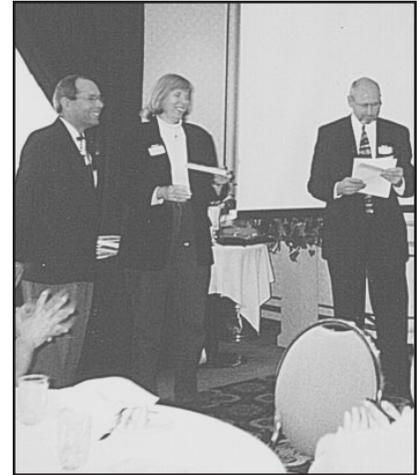
5. When a goose gets sick or wounded and falls, two geese fall out and stay with it until it revives or dies. Then they catch up and join another flock. **Lesson: We may all need help from time to time.** We should stand by our colleagues in difficult times. Liz will call out of the blue just to say hi! How are you? How are things going?

I'm sure you all agree the lessons of the geese are important ones. We thank you for reminding us of these lessons with your actions, Liz, and take great pleasure in presenting you with this SCWEA award.

Submitted by Hazel Lorenz

Judy Behrns

Judy has served on the Board of Directors for only three years. During these three years she has served on the Expert Committee, Editor of the Newsletter, and is currently instrumental in the rewriting and



development of Sask. Education's Provincial Guidelines for the Career Work Exploration Curricula.

In Judy's current position as Consultant, Practical and Applied Arts, she co-ordinates many career-related programs. These include: the Work Experience Program, Partnerships in Education, Take Our Kids To Work, Junior Achievement programming, Skills Canada, Saskatchewan and General Manager of Community netWORKS. Judy also represents the Regina Public schools on various advisory boards and committees.

Today, we want to thank Judy for her dedication and work as a Work Education teacher, Guidance Counselor, Work Experience Coordinator, Curriculum Writer and PAA Consultant.

This is not an award that we bestow lightly. It is an award that Judy richly earned through years of service to our youth.

Judy Behrns represents the highest ideals of teaching.

We are thankful that you are here to contribute your thoughts and expertise to building our association; we are honored that we have the pleasure of being associated with you on a professional level and as a friend.

Submitted by Wayne Sawka

SCWEA EXECUTIVE

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Are You Ready for Work? Your Rights

by Liz Henger

This is a topic that every student should consider and one that every work experience program should address. An excellent teaching resource is now available to any teacher in Saskatchewan. Saskatchewan Labour and the Saskatchewan Federation of Labour have developed an one hour slide presentation to be used with high school students. A speaker from the Saskatchewan Federation of Labour will present the program and answer students questions.

The main focus of the program is safety in the workplace. The causes of injuries and accidents to young workers are compared to those of older workers. Examples from actual accident situations are utilized. Workplace health and safety rights and responsibilities are reviewed. The three rights of any worker - the right to know, the right to participate, and the right to refuse are stressed. The speaker will answer questions about any labour concerns of students and distribute fact sheets and brochures. The slides are excellent and students find the presentation very informative.

The book this presentation (slides and speaker) phone the Saskatchewan Federation of Labour (306) 525-0197 and ask for the *Are You Ready For Work* presentation. They are waiting to talk to your students!

Take Our Kids to Work 1999 - Saskatchewan Report

On November 3, 1999 over 7,700 Saskatchewan students participated in the *Take Our Kids to Work* (TOKTW) Program. Major objectives of the program include:

- For the young people, it links the world of education to the world of work.
- It gives students a realistic opportunity to see what skills and competencies are necessary in various workplaces.
- It allows the students to see adults in different roles and responsibilities.

If your school is interested in participating in the TOKTW program on November 1, 2000, contact

SaskEd at 787-6843

Check this out

Mazemaster

<http://www.mazemaster.on.ca/Index2.htm>



Visit Our Website!

<http://www.scwea.com>