

CAREER

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SCWEA Executive

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Articles and letters should be sent to:
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President's Message



Greetings! As I write this message and consider the activity during the last few months, I am encouraged and inspired by recent good news regarding career development initiatives in this province. In June, 2004, our Learning Minister, Andrew Thomson, announced the Provincial Framework for the Recognition of Prior Learning in Saskatchewan that has been approved as government policy.

"By recognizing prior learning we can help ensure maximum benefit from and full utilization of the skills of Saskatchewan people," Thomson said.

According to a 2001 Conference Board of Canada report, *Brain Gain: the Economic Benefits of Recognizing Learning and Learning Credentials in Canada*, Canada has a major learning recognition gap. In the past few years, there has been growing awareness and support of this type of program as an effective career development approach that fosters an individual's ability to identify, document, demonstrate, and manage the knowledge and skills gained over a lifetime.

"This policy is about giving credit where credit is due," Thomson said. "With it, we will be better able to promote and support the recognition of all learning that contributes to the development of a skilled, flexible, and responsive labour force that helps make Saskatchewan an even better

place to live, work and raise a family."

Saskatchewan is fast becoming a national leader in building institutional capacity for the delivery of Recognition of Learning services in Canada. The creation of the Saskatchewan Co-ordinating Group for the Recognition of Prior Learning, a group of approximately 50 individuals, met in Regina on October 18-19, 2004 following this announcement. The Group's mandate is to "monitor the implementation of the Provincial Framework, to provide a forum for ongoing strategic planning, and to identify resource requirements needed to undertake the Framework actions." We look forward to future communication and sessions to enhance the learning opportunities for the young people in our educational settings.

Meanwhile, in Saskatoon on October 19, 2004, Dr. Margaret Lipp addressed the SLFDB-Education and Training Providers' Reference Group with a comprehensive and informative powerpoint presentation outlining the progression of career development education and initiatives in the province.

Further to these sessions, SaskLearning hosted the Career Development Workshop on November 29, 2004 in Regina. Information and action continue to shape support for career education and development in Saskatchewan!

Best Wishes,

Shelley

CONNECTIONS



The Saskatoon and District Industry-Education Council

by Carrie Kiefer

At "Bridging the Distance" Janet Uchacz-Hart and Lana Bauer gave an informative presentation on the Saskatoon and District Industry-Education Council (IEC). The IEC is a non-profit organization that was founded in 1997. It is a partnership between five Saskatoon school divisions and



regional business/ industry. Its administrative costs are covered by educational organizations while project costs are financed by in-kind contributions, corporate sponsorships and government grants. According to Uchacz-Hart, the vision of the IEC is to "create a community of shared responsibility preparing youth for

quality careers." The mission of the IEC is to "collaborate and focus resources supporting youth to make SMART career-life decisions."

SMART (Students Moving Ahead with Real-World Training) is a program of the IEC that fosters partnerships between students and businesses. SMART provides students with opportunities to "make informed career decisions and learn marketable skills before they enter the workforce." Businesses benefit by having a skilled workforce from which to hire. Some SMART projects include:

- Spotlight on Careers - a series of one-day tours to businesses and training institutions;
- Career Expo - a five-day youth conference featuring industrial sector workshops designed to showcase employment and training opportunities;
- "It's a Matter of Choice" Parent Career Fair - a one-day event for invited parents and their youth to explore post-secondary and sector opportunities available in Saskatchewan;
- Summer Youth Internship Program - students enter a summer employment program in a variety of sectors that explore specific careers to make informed career decisions; and
- Career Practitioners Conference - a conference for teachers, guidance counselors and career practitioners to focus on career development opportunities for youth.

If you have any questions about the IEC contact Janet Uchacz-Hart at (306)683-7566.

The Saskatoon Labour Market Committee is proud to present

For More information please contact Andrea @ 683-2738 or czornohaya@spsd.sk.ca

Renewing Your Spirit

The 2nd Annual Career Practitioners Conference
 Registration May 12 - Conference May 13, 2005
 Saskatoon Travelodge

For Reservations please contact the hotel directly at (306)242-8881 or reservations@travelodgesaskatoon.com

Key Note Speaker: **Lynne Bezanson**
 Executive Director Canadian Career Development Foundation

Sponsored by:

TOWES

Krista Medhurst
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Saskatchewan Tourism Education Council – What I learned at the conference

by Hazel Lorenz

If you want a great guest speaker – you've just found a wonderful resource. STEC will come to your classroom and do a 1 hour career presentation including games and activities for free! The presentation consists of a 10 min video and highlights the eight sectors in the tourism industry and the opportunities in each area. Wages, training, professionalism etc...

Their resources include video rentals and books for loan or purchase.

Samples include A Career Planning Guide (\$20); Student travel map (\$25) CD rom Tourism a world of opportunity (27.50). Check them out at www.stec.com

A third worthwhile opportunity is partnership with STEC for schools offering the tourism credit. Students enrolled in 110 hrs of tourism, who participate in the 1 hr presentation and do 25 hours of volunteerism can earn level one of the Canadian Academy of Travel and Tourism. Level

2 is available if students take service best, and 2 cwe credits – 110 hrs of class and 100 hrs of work experience. The third level – Gold can be obtained with grade 12 graduation, the tourism and career workshop, service best, a portfolio and 200 hrs of work experience. Nutana Collegiate in Saskatoon is currently partnered with STEC and the Canadian Academy of Travel and Tourism.

Service Best – Training program from Saskatchewan Tourism Education Counsel (STEC)

by Hazel Lorenz

Why Service Best? If we only give excellent service 99.9% of the time :

- 22,000 checks will be deducted from the wrong account in the next 60 mins.
- 1314 phone calls will be misplaced every min.
- 13,322 pieces of mail will be mishandled in the next hour
- 880,000 credit cards will turn out to have incorrect information on the magnetic strip
- 114,500 mismatched pairs of shoes will be shipped each yr.
- 107 incorrect medical procedures will be performed daily....

The training encompasses 8 hours of training covering giving your best service, service recovery and communication, attitude, selling and being an ambassador for your school or business.

This pre-conference workshop was valuable, an opportunity for participants living outside the city who cannot take advantage of training to take back to students and implement immediately. Employers particularly like CWE students who have this training as they bring something extra to the business. It also gives students another perspective to consider. Sincere thanks to Dennis Moffatt for preparing this pre-conference workshop.

Conference Keynote – Krista Medhurst

Krista Medhurst works with the Business Development Program at Bow Valley College in Calgary in Essential Skills and Workplace Learning. SCWEA was very fortunate to have Krista deliver a informative keynote address on Essential Skills Learning. The Essential Skills methodology had been developed about seven years ago by the Federal Government with the purpose of integrating the Essential Skills in the K – 12 system and curriculum and in workplace training.

Heavy investments are made in the area of Essential Skills because of their

impact on safety, their requirement for employment, their effect on Canada's GDP and Canada's skill deficit. She discussed a survey that had been completed in 22 countries, which determined the literacy levels of adults and the impact of literacy on economic success and global competitiveness. The results showed that many Canadians score at the two lowest levels in three important essential skill areas. The findings prompted "The Essential Skills Research Project (ESRP)" which highlighted two points. The Federal Government devised a measure to determine the essential skills jobs

required using the IALS 5 point scale and secondly the essential skill requirement for over 200 NOC job classifications will be determined based on over 3000 interviews across Canada.

During the afternoon breakout session, Krista elaborated on her keynote address and explained the TOWES assessment, which many businesses are supplying to their employees for the purpose of assessing their own essential skills. The group then had an opportunity to write a sample TOWES, which everyone deemed relevant.

Career Education - Ideas for the Classroom:

Session presented at the conference by Val Laing, Cut Knife High School.

The session allowed participants an opportunity to exchange ideas on scheduling, resources and job site challenges.

The following is a brief summary of some of the ideas:

1. Present job search activities using the PAA cluster for job categorization. (transportation, communication, care and hospitality, resources, design, and agriculture.
2. Activities for networking. poster assignment.
 - a. students place their name in the center of the poster
 - b. develop a web from the student name to make connections to a transferable skills
 - c. connect to the person from whom they gained the skill

d. connect to potential jobs, careers, post-secondary institutions.

3. Activity using appendix C: glossary

- a. assign a term to a student
- b. make the term a title
- c. develop a graphic to illustrate the term
- d. include a single sentence of definition

4. Job Sites

Living in a small community presents a challenges when obtaining job sites for students. Some suggestions:

- a. In addition to categorizing jobs into the PAA cluster, students are encouraged to look at site placements with someone in a service club, or with a specific hobby. They also look at all the volunteer opportunities in the community. (Elks, Royal Purple, Brownies, Boy Scouts, Girl Guildes, Figure Skating, dance, Children's festival, Skating Rink canteen.)

5. Reflection (Module #8)

This booklet is used throughout the course and contains the following chapters. (Teacher developed booklet)

- a. pre-placemnt preparation
- b. interviews
- c. letter of application
- d. placemnt #1
- e. post placement #1
- f. mid placement #2
- g. self contract for job site improvement
- h. post placement #2
- i. career planning
- j. program evaluation

The booket has 48 pages with questions covering the following topics:

- a. goals, expectations of the course
- b. summary of self assessment work
- c. guidelines on letter of application
- d. interview activities, questions, self assessment
- e. work site questions on first week of work, expectations at work, evaluation.

6. Job Site Duo Tang (Module #6)

This booklet (teacher developed) includes job site contracts, log sheets, on site expectation for the student, employer, teacher, monitoring sheets, evaluation rubric, protocol for dismissal, school division operating calendar, insurance form, self evaluation forms.

Skilled Trades Trying to Beat Stigma

Canadian Press

VANCOUVER - Some of Adam Byron's relatives winced when he abandoned dreams of being a lawyer and apprenticed as an electrician.

What would people think, they wondered, if he didn't earn the respect that comes with a university degree?

And why would he want to work with his hands? That's an option for people who can't do anything else, they thought.

"Those comments never bothered me," said Byron, part of a small army of young people who are ignoring the stigma associated with trades and entering what has become a goldmine of opportunities.

The construction industry is booming in Alberta and British Columbia as housing starts climb and 2010 Olympic projects go out for tender.

"There aren't enough skilled tradesmen to get them built," said Phil Hochstein, president of the Independent Contractors and Businesses Association.

"People apprenticing now are going to be walking out into a different work landscape," he said. "The old guard that has run the industry for years is going to walk out the door and retire in the next five years, leaving so many top jobs vacant and clearing the playing field for new companies.

"We really need people," Hochstein added. "The volume of work in B.C. alone is going to go up astronomically. We need estimators, project managers, expeditors, we need people

in the field to do form work, you name it."

The problem is that for years few people have wanted to do this type of work, and there is a serious lack of skilled tradespeople in Canada.



Workers have to be flown in from out of province, even from overseas. Trades, Hochstein said, have not been good enough for parents obsessed with the status symbol of a university education.

Immigrant families in the Vancouver suburb of Richmond actually wanted to bulldoze woodworking and electrical shop classrooms in a local high school.

"They are costly to run and the skills aren't seen as desirable," said Jim Allison, principal of Steveston Secondary.

Meanwhile, British Columbia is in dire need of at least another 1,000

carpenters who stand to make good money as employers compete for workers.

"These are seen as menial, blue-collar pursuits requiring little more than brawn," Allison said.

"That's got to change before we can hope to get kids signing up for shop classes again and fill the labour shortage. The enrolment just drops off year after year."

The federal government, fearing a slowdown in productivity, has launched an all out campaign to warm parents and guidance counsellors to skilled trades.

It is spending \$12 million on advertising, some aimed at youth and airing on TV stations like MuchMusic, and some at mothers and appearing in magazines such as Canadian Living.

Since the commercials began in September, high school students being prepped for university have been calling Toronto's Central Technical School asking to switch to trades courses.

Now the school can't find enough teachers because people who are qualified are all making far better money working in the field, said guidance counsellor Mary Machmer.

The campaign also worked for Byron, 21. His mom was impressed by an ad for the electrical apprenticeship program.

President's Message Conference, October, 2004

by Shelley Hosaluk

Career Education. Career Fair. Take Our Kids to Work. Career Guidance. Work Experience. Career and Work Exploration. These are popular words in 2004, words that career and work educators know only too well. These words are used to describe programs, processes and events designed to enhance learning and life experiences for youth while preparing them for the world beyond the four walls of the typical classroom. As career educators we strive to provide an opportunity for young people to apply their learning through the development of work-based learning opportunities while working in partnership with business, industry, labor, and the community.

The true reality; however, is that too many students leave high school (and Saskatchewan) without the occupational and academic essential skills needed to succeed in the global workplace or in postsecondary education. How many of our graduating seniors enroll in postsecondary education and complete or attain a degree? What expectations does society hold for students who do not plan to pursue a university degree after graduation? What are the current dropout rates nationally and provincially? Are we doing all we can to prepare our students as they approach adulthood with the skills they need to sustain themselves economically or succeed in postsecondary education?

The beauty of connecting career, education, and community is the engagement of active learning versus passive learning. With this triangular combination firmly supported and encouraged, the young people in our province will gain great benefits. If we pause to examine theories of learning,

demographic changes, influences on education and industry, historical events, and evolving patterns, we clearly see that we are currently awash in the tide of educational reform. Without meaningful and relevant career and work experiences for young people, we run the risk of creating a generational gap, creating work-based programs based on convenience. Collaborative planning to provide consistent and equitable career guidance and work experience will improve opportunities for our youth. As united members of SCWEA, we can use our voice to activate community connections while meeting the diverse learning needs of students.

In conclusion, through our daily interactions with the young people

we serve, SCWEA members can strive to eliminate access barriers to career and work experience for the youth of Saskatchewan. Racism, poverty, health, remote locations, incarceration, lack of employment opportunities. These are additional words career and work educators know only too well. We face serious challenges everyday. Let us continue to work together to further develop applied curriculum, to establish partnerships with business, labour, industry, and the community, to assist students to transition between K-12 and postsecondary education, and to continue to grow through professional development activities. May you gain insight and growth at this year's conference.

From the Editor:

I would like to thank your SCWEA executive members for submitting article reviews of the past Fall Conference for this edition of Career Connections. All members are encouraged to submit articles for the late spring/summer edition. I am also looking for assistance with the production of the newsletter.

I look forward to seeing many of you at the Career Practitioners Conference in Saskatoon in May. (see Advertisement and insert). SCWEA is working in partnership with the organizers of this conference. Other professional development activities are being planned by your executive for next year.

On a personal note, get well wishes to Shelley Hosaluk, our president who is currently home recuperating from an accident. Also, get well wishes to Anna Fornal and Wayne Sawka who are on a medical leave of absence. We hope to see you all healthy and back at work very soon.

Your Editor,

Dennis Moffat

SCWEA Executive 2004-2005

**Shelley Hosaluk:
President**



Shelley is currently serving on the SCWEA executive in the role of President and has completed several years as co-editor and frequent contributor to Career Connections. She holds a B.Ed in English and French from the University of Saskatchewan and an M.A. in International Educational Leadership (Career Education) from San Diego State University. Her research interests include both teacher portfolios for professional development and student career exploration portfolios, innovative assessment practices and K-12 Career Exploration. Contributions include the monograph *Setting the Scene...VCR* and the *Career Development Culture* for the Saskatchewan School Trustees Association, journal articles for the *Among Teachers Community (OISE/U of A)* and the Saskatchewan Educational Administrator, a *Prior Learning Assessment and Recognition DVD, The Power of Portfolio*, in partnership with Saskatchewan Learning and SIAST Kelsey, as well as numerous conference presentations and workshops. Currently teaching senior English, French, and Career/Work Exploration at Marion Graham Collegiate in Saskatoon, Shelley looks forward to working with a wonderful executive team and enjoys her involvement with SCWEA.

Career Facilitator, Library, History 10, History 30, English 10 and Re-Entry. He was the SCWEA Conference Chairman in 2004 and is planning the fall conference in 2005.

Don Morrison: Treasurer

I was raised on a farm at Archydal, Saskatchewan, located about 20 miles northwest of Moose Jaw. I graduated from the U of R in 1096 (along with Wayne Sawka) with a B. Ed. (Distinction) with majors in Business Education and History. I have spent most of my career at Peacock Collegiate in Moose Jaw.

During that time I have taught a broad range of subjects, including most recently, Career and Work Exploration. I was on the original steering committee that created the special subject council SACE and I chaired its first convention. Subsequently I served on the SACE Executive off and on in the 1980s. I was site administrator in charge of computer use at Peacock during this time as well. I have also been part of the In-School Suspension program at Peacock for the last four years.

I am married to Barb, who is also a teacher (surprise, surprise). We have two sons, Kent and Kirk who keep me busy watching and/or coaching baseball, basketball, and hockey. I plan to retire in about 3 years and move on to other things.

coordinates the various Career and Work Exploration Programs as well as Community Based Learning and Job Shadowing experiences. "Partners in Education" is another initiative she oversees. Carrie first became involved in Career and Work Education when employed by Thunder Creek School Division #78. From 1994-1998, she was the School Work Education Coordinator in Mortlach. As SCWEA President, Carrie is excited to be able to work with a diverse, experienced and dedicated team who serves career and work educators throughout the province.

**Renette Edgar:
Director**



I'm presently employed with the Scenic Valley School Division as the Career Guidance Counsellor. After spending sixteen years in an elementary setting, I needed a change of direction and so a year and a half ago I was offered this position. This position now takes me in four directions as I am responsible for four high schools including: Grenfell, Balcarres, Lemberg and Wolseley. My time is spent teaching the middle years Grade 8 and 9 Career Education program and offering guidance services to Grade 11 and 12. My husband Rod and I farm outside of Wolseley and our two children, Danean, age 7, and Derek, age 5, keep us very busy and on the go.

**Dennis Moffat:
Vice President/
Membership/
Editor**



Dennis Moffat is a teacher at Nutana Collegiate whose responsibilities include

**Carrie Kieffer:
Past President**



As the new President, Carrie is entering her third year on the SCWEA Executive having previously served as Vice-President and Director. She is currently the Work Education Consultant for Moose Jaw School Division #1. In this position she

**Val Laing:
Director**



Val has been involved with Work Education since 1988 at Cut Knife High School in the Landswest School Division.

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She is currently teaching CWE 10, 20, 30 and Home Economics grades 7-11. She also works with the Structured for Success, guidance, and is an in-school administrator. She has been involved with Work Education as a field test teacher and implemented a mandatory CWE 10 class at Cut Knife. One of the most interesting challenges has been to find enough work sites for large classes in a small rural community. Creativity and flexibility have been keys to successful job sites. Val and her husband, Les, have three daughters.

Hazel Lorenz: Director



Hazel is the Practical and applied arts coordinator for LandsWest School Division #123. She is serving in her sixth term with SCWEA. Her sons are both in Grande Prairie and Wally is still "the old grey mayor" of Wilkie. Hazel's passions are career education and the lake.

Jacky Lothian: Director



Jacky Lothian has been the principal of Briercrest School for the past two years. In her 17 years of teaching, she has taught various K-12 classes including Career and Work Explorations. This year Jacky is thrilled to be the Career Transition Coordinator for Thunder Creek School Division. Jacky lives in Avonlea with her husband Brent and two children, Breanne and Austin.

Wayne Sawka: Director



Wayne Sawka has served in numerous capacities on the SCWEA executive. He is valued for his experience, dedication and commitment to career education in this province. He is a counselor at Miller High School in Regina.

SCWEA Fall Conference

"Work & Education Celebrate Saskatchewan"

October 13 & 14

Cedar Lodge - Blackstrap Lake, SK

A Retreat & Reunion - A time to Refocus
Reflect Re-energize

A Call for Session Speakers

Contact: Dennis Moffat at 683-7580 (School) or 382-8728 (Home)

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