



# WHAT'S NEXT IN YOUR CAREER?

How Employment Counselling and  
Assessment Services at The Centre  
can help you obtain your career goals



# What's Next In Your Career?

## Are you:

- having difficulty finding work?
- re-entering the workforce, unsure what to do?
- ready for change and new challenges?
- looking for a different work/life balance?
- Interested in training or upgrading – but what?

If so, meeting with a career counsellor may be a good next step for you!



# Define Career Directions

**With a career counsellor, you can work toward:**

- understanding yourself;
- understanding occupations;
- understanding labour market trends;
- making good career decisions; and
- developing a plan to move in the right direction.





# Understanding Yourself

**This will involve looking at:**

- **your interests**
  - tasks, environments, and people
- **your strengths and limitations**
  - skills, personality, experience, and knowledge
  - contributions you make; the value you add
- **your values**
  - personal and professional expectations,
  - how I will measure my success and satisfaction



# Understanding Occupations

It will also involve looking at sources of labour market information:

- current and future job titles and profiles
- what is expected of these roles
  - education, skill, work conditions, responsibilities
  - the type of temperaments and work styles that suit a particular occupation



# Understanding the Job Market

**The next question will be:** What are the factors influencing the job market now and in the future?

**You'll want to make a decision that considers:**

Location

Industries

Education

Technology

Supply/Demand

Employment Conditions

Regulations

Demographics



# Making a Decision

When you're trying to make a choice, you'll probably find yourself being swayed by:

<b>Spouse/partner, friends, family</b>	<b>Past experience (positive/negative)</b>
<b>Spiritual, cultural, and/or community</b>	<b>Media</b>
<b>School</b>	<b>Career research</b>
<b>Health</b>	<b>Salary</b>

and you may need some help...



# Steps to Decision Making

1. Assess your current situation;
2. Determine and evaluate your options;
3. Decide on the best option;
4. Develop a path with “S.M.A.R.T.” goals;
5. Take action immediately!

We can help you get through these steps and keep the action going forward.

Plus, we can help you re-evaluate as needed and problem solve to overcome obstacles.



# Making a Decision

Ultimately, the decision  
is **YOURS** to make!



...and we're here to help.



# What We Offer:

*Free* employment and career assessment services to adults who are either unemployed or working under 20 hrs/week





# Employment Counselling

**Purpose:** guidance and support with your career planning and job search

## Things to know:

- one-on-one support for up to six visits
- assistance with
  - assessing your strengths, obstacles and employment needs
  - developing an effective plan of action, and support in implementing it



# Career Assessments

**Purpose:** To help you understand your strengths, values, and interests. To guide you with your career research, determining career paths and training options.

## Things to know:

- career assessments are not “tests”; there is no pass/fail.
- a variety of assessments are available and assessment packages are tailored to individuals
- you will receive a confidential report summarizing the results AND a one-on-one debrief with a career counsellor



# Career Assessment Tools

- Strong Interest Inventory
- Abilities & Possibilities Aptitude Test
- Self-Employment Profile
- Personality Dimensions
- SkillScan
- Survivability Profile
- Pre-GED
- Test of Workplace Essential Skills
- DiSC

Note that assessments will be selected at the discretion of a career counsellor



# Assessment Tools

## **ABILITIES & POSSIBILITIES (A&P):**

- an aptitude assessment
- looks at clerical perception, spatial visualization, vocabulary, numerical computation, numerical reasoning, and problem solving/inductive reasoning
- can help you determine career direction and/or identify training or retraining needs



# Assessment Tools

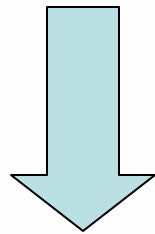
## **STRONG INTEREST INVENTORY (SII):**

- a well-regarded standardized assessment that allows clients to uncover potential careers best suited to their:
  - interests,
  - leadership style,
  - values,
  - risk taking level, and
  - work environment/style preferences



# Assessment Tools

## Core Assessments A&P + SII



together they help identify the careers best suited to your unique profile of abilities, aptitudes, interests and work style preferences



# Assessment Tools

## **SURVIVABILITY PROFILE:**

- see what changes you need to make, what skills you need to improve on to make yourself more viable in today's workplace.
- self- rate your skill levels in 10 employability related areas.
- identify the value you bring to an employer with your strengths



# Assessment Tools

## **PERSONALITY DIMENSIONS:**

- examines your personality and temperament
- can give insight into how you work in a team setting – how you relate to others.

## **SKILLSCAN:**

- identify your top transferable skills.
- find the right words to use to discuss yourself and your work history in accomplishment based resumes and interviews



# Assessment Tools

## SELF EMPLOYMENT PROFILE:

- will help you see if you are a good fit with the usual profile for self employment success
- can also help you identify the type of opportunities to seek out, versus those to avoid



# Assessment Tools

## Pre-GED Readiness Assessment:

- do you need to obtain high school equivalency (GED)?
- the Pre-GED is a short sample of the GED test. Writing this free sample test will help determine how ready you are to write the actual GED exam.



# Assessment Tools

## DiSC:

- assessment that classifies dimensions of workplace behaviour patterns.
- results identify your strengths and weaknesses in the workplace, and shows how other people may perceive your behaviours on the job.



# Assessment Tools

## **TOWES** (Test Of Workplace Essential Skills):

- this assessment uses typical Canadian workplace documents as the basis for assessing job specific skills and aptitudes
- results may be useful in planning your career, job search, or upgrading



# Benefits of this Approach

1. This whole approach puts you in the driver's seat. You get to choose something that fits YOU!!!



2. Taking this approach with a professional's guidance will show you how to keep on top of things in the future



# Benefits of this Approach

3. If you know what fits you → You can make better informed choices.
4. Global economy changes will require ongoing decision-making about your career. By working with us now, you'll know how to do it on your own in the future.



# To Work with Us...

- You will need to get a **referral** for our services from a Case Manager in your city: VPI in Halton or MCC in Mississauga.



- Once we receive this referral you can access our services within 10 business days.

*We look forward to assisting you take control of your next career move!!!*



# Our Contact Information

- You can access these services through the Employment Counselling & Assessments team (EC&A) at The Centre for Skills Development & Training
  - North Halton (Georgetown & Milton)  
905-702-7311 or 1-866-260-1175, ext. 101
  - South Halton (Burlington & Oakville)  
905-333-3499, ext. 104