

# contact 2024

WEDNESDAY, APRIL 17

10:30 AM – 12:30 PM REGISTRATION OPEN

11:45 AM – 12:30 PM LUNCH

12:30 – 1:00 PM WELCOME ADDRESS

1:00 – 2:30 PM

PANEL  
SESSION

## **UNDERSTANDING THE SASKATCHEWAN ECONOMIC LANDSCAPE**

**Jason Aebig, CEO, Greater Saskatoon Chamber of Commerce**

**Richelle Bourgoin, Deputy Minister, Ministry of Immigration and Career Training**

**Lisa Shingoose, Vice President, Employment Development & Career Services Saskatchewan Indian Institute of Technologies and Saskatchewan Indian Training Assessment Group Inc.**

**Abdur Rehman Ahmad, Talent & EDI Consultant, University of Saskatchewan**

In this panel session moderated by Jason Aebig, CEO of the Greater Saskatoon Chamber of Commerce, key stakeholders from education, government, and economic development will discuss Saskatchewan's latest trends, expectations, and limitless opportunities.

2:30 – 3:00 PM NETWORKING & NUTRITION BREAK

3:00 – 4:30 PM

KEYNOTE  
ADDRESS

## **BRICK BY BRICK: UNLOCKING INNOVATION THROUGH METAPHORS AND LEGO® SERIOUS PLAY®**

**Andrea Fruhling, Founder | Coach | Director of Doubleknot Works**

An interactive and creative session exploring a unique approach to team collaboration and client work using metaphors and LEGO® Serious Play®. Get hands-on experience unlocking potential and uncovering expertise and new perspectives. Discover how this engaging method can help you tackle complex problems, recognize strengths, navigate career development, and ignite innovation. Immerse yourself in a dynamic session where tactile metaphors will broaden your thinking and reshape how you work within your organization and in support of your clients.



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THURSDAY, APRIL 18

7:30 – 8:30 AM REGISTRATION & BREAKFAST

8:30 – 9:00 AM WELCOME & DAY 1 RECAP

9:00 – 10:00 AM KEYNOTE ADDRESS **BUILDING BRIDGES OF UNDERSTANDING: FOSTERING RECONCILIATION AND ALLYSHIP**

***Dr. James Makokis & Anthony Johnson***

Dr. James Makokis and Anthony Johnson, the incredible Two-Spirit couple, come together to shed light on the importance of building bridges of understanding and fostering reconciliation and allyship. Drawing from their experiences and perspectives, they navigate the complexities and relationships between Indigenous and non-Indigenous communities and the journey towards healing and unity.

They delve into the historical context of colonization, addressing the deep-rooted impacts of systemic oppression and the ongoing challenges faced by Indigenous communities. They share personal stories of resilience, triumph, and cultural reclamation, highlighting the power of allyship in creating positive change.

Through open and honest conversations, Dr. Makokis and Anthony Johnson challenge participants to examine their biases, confront stereotypes, and actively work towards dismantling barriers perpetuating inequality and injustice. They provide practical strategies and tools for fostering meaningful connections, promoting cultural understanding, and becoming effective allies with Indigenous peoples.

With warmth, compassion, and a shared vision for a more inclusive society, Dr. Makokis and Anthony Johnson inspire individuals to embrace their roles as agents of change. They encourage participants to actively engage in the process of reconciliation, standing in solidarity with Indigenous communities and uplifting their voices.

In this empowering presentation, attendees will understand the importance of building bridges of understanding, fostering reconciliation, and becoming true allies. Their powerful message serves as a call to action, inviting individuals to join the journey toward healing, unity, and a future built on mutual respect, cultural celebration, and social justice.

10:00 – 10:30 AM NETWORKING & NUTRITION BREAK



**SESSION #1 EMPLOYER AND EMPLOYEE PERCEPTIONS OF MICRO-CREDENTIALS****GALLERY SUITE 1*****Partha Roy, Northern Alberta Institute of Technology (NAIT)***

Funded by Future Skills Centre and in partnership with SAIT, Bow Valley College and Saskatchewan Polytechnic, NAIT has conducted a research study of learners and employers' perspectives on micro-credentials with an emphasis on the Information Technology, Renewable Energy and Project Management sectors. The research's conceptual framework will help guide the future investment and development of micro-credentials and ensure programming addresses the demonstrated needs and expectations of learners and employers.

**SESSION #2 WAYFINDING: COACHING THE PERSON, NOT JUST THE PROBLEM****GALLERY A*****Andrea Fruhling & Dr. Norm Amundson, Doubleknot Works***

Hope-Action Theory offers a full range of career competencies that support personal "wayfinding" and problem-focused action. This session will outline a career coaching framework for self-reflection and navigating career uncertainties within a liminal space. Clients and career coaches often leap too quickly toward the solving of problems. These "quick fixes" can be ineffective and disheartening without a strong personal foundation. The presenters will be sharing a new practical career tool that values the "pause" as well as "taking action."

**SESSION #3 HUMAN-CENTERED DESIGN IN THE AGE OF AI****GALLERY B*****Daniel Price & Rene Dufour-Contreras, Melcher Studios***

Amid unprecedented changes in the labour market fueled by Artificial Intelligence (AI), Melcher Studios stands at the forefront, navigating the evolving landscape with innovative solutions.

Join Rene and Daniel as they delve into the challenges and boundless potential of integrating AI and Machine Learning into Melcher Studios' solutions. In this session, the duo explores how AI enhances their offerings, particularly around the accelerating pace of career evolution. Together, they unravel the complexities of aligning technology with human aspirations, shaping a narrative that showcases the limitless possibilities emerging at the intersection of AI, VR, and human-centred solutions.

**SESSION #4 EMPOWERING PATHWAYS: UPLIFTING INDIGENOUS CAREER EDUCATION****GALLERY C*****Katelyn Morin, University of Saskatchewan***

This presentation explores the transformative Indigenous Student Employment Readiness Program (ISERP), which empowers students by nurturing career competencies through self-discovery, land-based learning, hands-on experiences, and networking opportunities. ISERP supports Indigenous youth in their journey towards meaningful employment, intertwining cultural values and contemporary practices. ISERP fosters self-awareness and personal growth by engaging students in land-based activities, while hands-on learning equips them with practical skills. Furthermore, networking opportunities enable students to connect with industry professionals, enhancing their professional development. This program is a powerful vehicle for Indigenous students to cultivate career readiness and contribute to their communities' sustainable development.

**SESSION #5 LIMITLESS PATHS: SASKATCHEWAN'S OPPORTUNITIES EXPLORED BY INDUSTRY****GALLERY D*****Featuring: Manufacturing, Construction, Mining, and Apprenticeship***

Moderated by Jaimie Malmgren from the Ministry of Immigration and Career Training, participants will connect with industry associations and organizations to learn about career opportunities and employment outlook information in these sectors.

**SESSION #1 BEST PRACTICES FOR A BRAND NEW EMPLOYMENT RESOURCE****GALLERY SUITE 1*****Bonnie Grove & Sherry Faris, SaskAbilities***

Laugh as you learn. Sherry and Bonnie will walk participants through SaskAbilities' new, modernized, interactive employment training video series for individuals experiencing disabilities and/or barriers to employment across Saskatchewan (and beyond). The videos hilariously support the development of essential foundational and transferable job skills for success. This free training resource emphasizes the "What Not to Do's" and "What to Do's" skills and behaviours required for job seekers and/or employees to be successful in looking for, securing, and maintaining employment. The videos appeal to a variety of learning styles.

**SESSION #2 THRIVING NOT SURVIVING: BUILDING SUSTAINABLE HABITS FOR PERSONAL AND PROFESSIONAL WELLNESS****GALLERY A*****Steven Langer, Well By Design***

More than ever, mental health and wellness are essential to a healthy workplace culture and environment. When people are healthy and organizations focus on wellness, it leads to loyalty and engagement, higher productivity, reduced absenteeism and illness, and a better overall workplace.

In this workshop, participants will learn about Well By Design's four pillars of wellness and complete their own personal wellness assessment. Based on their personalized results, participants will develop strategies to support their personal and professional wellness, including sustainable habits for wellness.

**SESSION #3 USING ARTIFICIAL INTELLIGENCE TO IMPROVE PRODUCTIVITY****GALLERY B*****Curtis Clements, Saskatoon Industry Education Council***

This session will provide practical examples of ways that Artificial intelligence (AI) can be used to improve productivity. This will be a general introduction to ChatGPT and how it can assist in your planning and communication to save you time.

**SESSION #4 THE POWER OF COMING TOGETHER: FINDING SOLUTIONS TO SHARED CHALLENGES****GALLERY C*****Sareena Hopkins & Annika Laale, CCDF***

Many career and employment professionals work day in and day out behind closed doors, with few opportunities to exchange with colleagues doing similar work who are likely facing similar challenges. CCDF has been keenly listening to CDPs from Saskatchewan, across Canada, and worldwide to identify the issues, challenges and opportunities we have in common. We'll share some of the resources, tools, research, and initiatives we've been working on in response to what we've heard and offer space for exchange so that we can learn from each other. Let's come together to celebrate the power of our shared experience and our collective capacity to help our sector and those we serve to thrive.

**SESSION #5 LIMITLESS PATHS: SASKATCHEWAN'S OPPORTUNITIES EXPLORED BY INDUSTRY****GALLERY D*****Featuring: Tourism & Hospitality, Information Technology (Sask Interactive), Health Care, and Public Service***

Moderated by Jaimie Malmgren from the Ministry of Immigration and Career Training, participants will connect with industry associations and organizations to learn about career opportunities and employment outlook information in these sectors.

- SESSION #1**  
**GALLERY SUITE 1** **DEVELOPING SOCIAL AND EMOTIONAL SKILLS FOR LIFE, LEARNING, AND WORK**  
**Paul Brinkhurst, Futureworx**
- Learn about the need for Social and Emotional Skill (SES) development in education and programming, principles for coaching SES, and the best practices identified by Futureworx for doing this work successfully. The use of the Employability Skills Assessment Tool (ESAT) to achieve these practices will be discussed.
- SESSION #2**  
**GALLERY A** **EXPLORING SELF-EMPLOYMENT - SHARING SUCCESS STORIES OF ENTREPRENEURS WITH DISABILITIES**  
**Susan Bater, Community Futures Saskatchewan | Luke Bitner, Entrepreneur**  
**Brittany Boon-Marchand, Stone Massage Therapy | Jessica Rorison, Metis Roots Outsourcing Inc.**
- There are many reasons why individuals with disabilities choose self-employment, including an opportunity to have the flexibility to create their own work hours, follow their passion, provide a service or product that benefits the public, and take control of their destiny.
- This moderated panel discussion will allow conference delegates to hear the success stories of three successful Saskatchewan entrepreneurs. They will hear why self-employment can be a good fit, what resources are available in Saskatchewan and how career development, employment, and education professionals can support people interested in exploring self-employment. There will be a Q&A period following the panel discussion.
- SESSION #3**  
**GALLERY B** **JOURNEY TO LABOUR READY**  
**Marc Okihcihtaw & Deidre Lavallee-Tootoosis, SIIT Career Centres**
- The SIIT Career Centre adopts an "Indigenous lens" through its "Journey to Employment" model, aiming to create "Labour Ready clients" via individualized case management. This approach is grounded in Indigenous worldviews, emphasizing a sense of belonging, mastery, independence, and generosity. The Career Centre commits to both the client and the employer relationships, ensuring a smooth transition. The developed relationships mutually benefit both job seekers and employers.
- SESSION #4**  
**GALLERY C** **"OOPS, I DID IT AGAIN!": MICROAGGRESSIONS IN THE WORKPLACE AND HOW TO DISRUPT THEM**  
**Dr. Manuela Valle-Castro, Prairie Centre for Racial Justice**
- Microaggressions are subtle, insidious comments and attitudes that maintain systems of oppression and superiority. Even the well-intentioned may unintentionally participate in microaggressions. Building a culture of safety requires awareness of how our intentions and behaviour can impact others. This session will define racial microaggressions in relation to other forms of racism, explore the impacts of microaggressions in the workplace, and provide tools to identify and interrupt racial microaggressions.
- SESSION #5**  
**GALLERY D** **HUMAN RESOURCE INSIGHTS: DISCUSSION ON EMPLOYEE ATTRACTION AND RETENTION STRATEGIES**  
**Nicole Norton Scott, CPHR, CPHR Saskatchewan | Ory McClelland, CPHR, Star Group | Rosalie Hughes, CPHR, Hughes Recruitment | Viktoria Schuler, CPHR, Canadian Agricultural Human Resource Council**
- Moderated by Nicole Norton Scott from the Chartered Professionals in Human Resources (CPHR) Association of Saskatchewan, this panel discussion will provide invaluable insights and perspective on the crucial aspects of attracting and retaining employees.

2:45 – 3:00 PM NETWORKING & NUTRITION BREAK

3:00 – 4:00 PM

KEYNOTE  
ADDRESS

**RESILIENCY THROUGH ADVERSITY: PERSEVERANCE FROM PRE-WAR SYRIA TO THE UNITED NATION**

***Tareq Hadhad, Entrepreneur | Speaker***

Join Tareq on an emotional journey from Syria to Canada, with heartbreaking and perspective-shaping stops along the way.

From sunny days in Syria where the scent of roses filled the air to the beginning of conflict and war. Listen as Tareq shares the fear and confusion that came when violence and danger began to slowly surround his family. Understand what it is like to spend days hiding in your basement, praying for safety, food, and medicine. Learn how a family decided to leave everything behind in search of safety outside of their homeland, only to find more uncertainty and desperation as refugees in Lebanon. Witness the life-changing impact of being granted a family ticket to Canada. Watch as that country's prime minister singles out the Hadhad family and their community for their perseverance and kindness.

Resiliency Through Adversity is an emotional rollercoaster for any audience, leaving them feeling inspired and resolved to make their impact on the world.

4:00 PM CLOSING & THANK YOU



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