



# Building a New Era: Transforming Career Development Practice Across Canada

**How do we create career development training that is transformative and community-driven?**

**How can we make sure training supports the unique strengths and realities of all communities?**

**Building a New Era is shifting the culture of training to flexible, relational, and community-centered!**

Career development is a cornerstone of thriving communities — it helps people find meaningful work, strengthens families, and supports local economies. Yet, often training for practitioners struggles to embrace the realities of people and communities.

Building a New Era (BNE), brought to you by the Canadian Career Development Foundation ([www.ccdf.ca](http://www.ccdf.ca)), is changing that — it's a 4-day, community-driven learning experience, where participants contribute as much as facilitators do. Participants demonstrate their learning in ways that make sense for them, share their lived wisdom, gain and enhance skills and leave with renewed energy for themselves and their work.

By focusing on reflection, connection, and relationship-building BNE is equipping those working in career development and employment service roles to support people in ways that are grounded in community, relationship, and adaptable to diverse contexts. Many describe leaving with refreshed perspectives and momentum they carry back to their workplaces — sparking ripple effects for the communities they serve.

## What Building a New Era Participants Say

*"This training was an amazing experience ... I laughed, cried, and felt a true connection for the first time in a while."*

*"The time and emphasis given to connecting with others in the same sector ... was absolutely life-changing!"*

*"It gave me a compass for my practice and a community to walk alongside."*

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## What Makes Building a New Era Special

- **Relational and inclusive:** Participants co-create the learning, with flexibility to demonstrate it in ways that make sense to them (e.g., reflection, art, conversation, etc.).
- **Empowering and sustaining:** Participants leave with renewed energy, deeper relationships, and a stronger sense of how to create belonging for the people they serve.
- **Guided by the reality of the communities they serve:** Builds capacity across Indigenous and non-Indigenous organizations while honouring community strengths and realities.
- **Change that ripples outward:** By modelling meaningful reflection, connection, and relationship-building, BNE strengthens practice and improves the quality of services across communities.
- **Transformative, not transactional:** Moves training from a checkbox exercise to a relational, community-centered experience.

## Building a New Era Impacts

- **Over 1,000 practitioners** trained across all 13 provinces and territories, including Indigenous participants coming from over 170 communities.
- **Ripple effects in communities:** most participants shared their learnings with colleagues, strengthening organizations beyond individual participants.
- **Increased confidence & capability:** most participants said they felt more confident and capable in their practice after BNE.
- **Transformative Experience:** participants described BNE as “life-changing” and left “refreshed to continue in their role” with a “full and with an open heart”.
- **Sustained impact:** after participating, almost all participants still reported using skills learned in BNE in their practice.

\*This project ended at the end of 2025 and final evaluation reports will be available soon

*Together, we can build a stronger, more inclusive career development system — one that benefits individuals, families, and communities for generations.*

**AVAILABLE IN BOTH ENGLISH AND FRENCH VIRTUALLY AND IN PERSON**

Be part of shaping the future of career development! Reach out to Annika Laale to learn more and explore opportunities at: [a.laale@ccdf.ca](mailto:a.laale@ccdf.ca)

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