



Premiers Peuples

UNDERGRADUATE SHORT PROGRAM ON EMPLOYABILITY AND CAREER DEVELOPMENT IN ABORIGINAL CONTEXT*

PROGRAM INTENDED FOR FIRST PEOPLES STUDENTS

*La terre est ronde
tourne aussi e
oiseaux du ciel
sont ronds. Le
lune toutes les
circulaires. Cerc
les quatre saisi
en rond : prin
automne et hiver
leurs tentes s
Nos sages aînés
le cœur de l'hor
la nature, deve
sages aînés sa
manque de resp
animaux*

* In case of discrepancy, the French version shall prevail.

PROGRAM ADMINISTRATOR

Hugo Asselin
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DEGREE

12 credits, Undergraduate Short Program

OBJECTIVES

This short program will answer to the professional and personal needs of participants by allowing them to develop knowledge related to counselling, career development, helping relationship in a job counselling context, ethics and employment rights in an aboriginal context.

ADMISSION REQUIREMENTS

Collegial Studies Basis

Applicants must hold a diploma of college studies (DCS) or the equivalent in an appropriate field.

Relevant Experience Basis

Applicants must be at least 21 years of age and demonstrate sufficient preparation, skills and knowledge, and have relevant experience. One or some upgrading courses could be added based on some students or group needs.

COURSE PLAN

Mandatory Courses

- SOA1201E Career Development Theories in Aboriginal Context (3 cr.)
SOA1202E Job Search Strategies in Aboriginal Context (3 cr.)
SOA1203E Employability and Ethics in Aboriginal Context (3 cr.)

3 optional credits

Optional Courses

Students choose among these courses:

- ADM1205E Individuals and Teams in a Working Context (3 cr.)
EDU2530E Workshop on Cognitive Efficiency (3 cr.)
JUR1132E Employment Rights (3 cr.)

DESCRIPTION OF MANDATORY COURSES

SOA1201E Career Development Theories in Aboriginal Context

Objectives

Understand how human development models relate to career development models. Describe the main models for career development theories and employment counselling. Describe the main components of career development. Link these models and theories to aboriginal perspectives in human development, counselling as well as career development.

Content

Introduction to key concepts in counselling and career development: concepts, skills (knowledge, knowhow and attitude), the process necessary for effective work in career development and counselling. The six dimensions of employability and their relation with the identification and evaluation of the client's employability needs.

SOA1202E Job Search Strategies in Aboriginal Context

Objectives

Guide clients in identifying their own skills, strengths, personality traits, values and interests. Learn how to train clients for the writing of résumés, to prepare for an interview and how to use effective job search strategies. Use and apply the information related to the labor market with the client. Clarify the client's job-related needs. Identify and test standard and non-standard assessment tools. Select and use the appropriate assessment tools according to client's needs.

Content

Exercises for skills assessment, strengths, personality traits, values and interests. Job search strategies: registration forms, cover letter, résumés, portfolios, self-marketing plans, phone calls and networking. Referrals and skills in interviews. Elements of information related to the labor market and Ecommerce (online trade). Standard and non-standard assessment tools.

SOA1203E Employability and Ethics in Aboriginal Context

Objectives

Study the different challenges, processes and approaches related to employment counselling and career development in community and traditional aboriginal contexts. Introduction to the caregiving

aspect of the employment counselling trade. Awareness to the main ethics principles for employment counselling and career development in aboriginal context.

Content

The many challenges, processes and approaches related to employment counselling and career development. Community and traditional practices models. Caregiving communication basics for employment counselling: required attitude, skills and techniques. Ethical principles applied to employment counselling and career development as well as to the particulars related to the agent's role in a community.

and adjust those processes (learning and problem-solving strategies, cognitive, affective and meta-cognitive strategies). To discover and experiment efficient ways of studying and intellectual work methods.

Content

Human brain and intellectual functioning: cognitive, meta-cognitive, affective and motivational processes, their impact on learning and problem-solving (needs, motivation, perception, memory, data processing, decision-making, application). Intelligence and efficiency: intelligence education and intellectual potential actualization. Designation, self-image, feeling of competence, and motivation to overcome challenges. Impulsiveness control and emotional and intellectual block management. Organization, planning, time management, resources management. Attention, concentration and memory functioning, and memorization strategies. Data perception and observation and data organization strategies. Problem-solving processes and strategies applied to university learning.

OPTIONAL COURSE DESCRIPTIONS

ADM1205E Individuals and Teams in a Working Context

Objectives

Knowing and understanding the relationship between individuals, groups and organizations that constitute the behavioral dynamics of individuals and groups in a working context. Becoming aware of the human dimension within the framework of today's work environments. Becoming familiar with analysis tools that foster understanding of one's human behavior and that of others at work. Transpose theoretical notions to real or virtual situations affecting human activities in an organizational milieu and professional practice related constraints.

Content

Introduction to the fundamental conceptual elements of human behavior sciences applied to a working context. Ten (10) themes will be addressed in this course: personality, perception, learning, motivation, adaptation, (change, innovation and stress), work groups, leadership, exercising influence (power games and politics), communication and organizational culture. From self-management to resources management.

EDU2530E Workshop on Cognitive Efficiency

Objectives

To bring students to actualize their intellectual potential and enhance their cognitive efficiency. To know more about cognitive and affective processes at play in new and complex knowledge acquisition and personal and professional problem solving. To learn how to control

JUR1132E Employment Rights

Objectives

Familiarise the student with the Code du travail du Québec [Quebec Employment Code] and the legal framework to which it is connected.

Content

Characteristics and sources of rights, work contract, versus business contract, the place of the individual contract. Achievement of the right of association: phases, protection of the right of association, collective negotiation and nature of collective agreements, conflicts. Study of the mechanisms used to arrive at a private determination of working conditions.



*Earth is round. The
 poles are round. The
 orbits of the air,
 the planets are round. The
 moon, both are
 round and round
 the seasons go: spring,
 summer, fall and
 winter. The Cree, their
 world is round. Our wise
 forefathers' hearth,
 from nature, becomes
 the wise elders knew
 the lack of respect for
 the land led to lack of
 humans*



FOR INFORMATION

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