
Undergraduate Microprogram on Employability and Career Development in Aboriginal Context - 0883

RESPONSABLE :

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SCOLARITÉ :

12 crédits, Premier cycle

OBJECTIFS :

This microprogram 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.

CONDITIONS D'ADMISSION :

Base collégiale

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

Base études universitaires

Be at least 21 years of age and have successfully completed a minimum of three university courses.

Base expérience

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.

PLAN DE FORMATION :

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

The student must choose 3 credits among the following courses:

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

* : Disponible à distance

ADM1205E

Individuals and Teams in a Working Context

Objectifs : Know and understand the relationship between individual, group and organization that constitutes the behavioral dynamics of individuals and groups in a working context. Become aware of the human dimension of modern work environments. Becoming familiar with theories and models that foster understanding of one's own behaviors at work, and those of others. Transpose theoretical notions to real or fictive situations related to human activities in organizational contexts.

Contenu : Introduction to the fundamental knowledge of human behavioral sciences applied to the working context. Ten topics are addressed in this course: personality, perception, learning, motivation, adaptation (change, innovation and stress), work groups, leadership, influence (power and political games), communication and organizational culture.

EDU2530E

Workshop on Cognitive Efficiency

Objectifs : Bringing 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 and adjust those processes (learning strategy, problem solving strategies, cognitive, affective and meta-cognitive strategies); and to discover and experiment efficient ways of studying and intellectual work methods.

Contenu : 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.

JUR1132E

Employment Rights

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

Contenu : 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.

counselling: required attitude, skills and techniques. Ethical principles applied to employment counselling and career development as well as the particulars related to the agent's role in a community.

SOA1201E

Career Development Theories in Aboriginal Context

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

Contenu : Introduction to key concepts in counseling and career development: concepts, skills (knowledge, knowhow and attitude), the process necessary for effective work in career development and counseling. 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

Objectifs : Guide clients in identifying their own skills, strengths, personality traits, values and interests. Learn how to train clients for the writing of resumes, 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.

Contenu : Exercises for skills assessment, strengths, personality traits, values and interests. Job search strategies: registration forms, cover letter, resume, portfolio, 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

Objectifs : Study the different challenges, processes and approaches related to employment counselling and career development in community and traditional aboriginal contexts. Get acquainted with the caregiving aspect of the employment counselling trade. Develop awareness to the main ethics principles for employment counselling and career development in aboriginal context.

Contenu : The many challenges, processes and approaches related to employment counselling and career development. Community and traditional practices models. Caregiving communication basics for employment