

**Certificate in Employability and Career Development in Indigenous Contexts - 4633**

**RESPONSABLE :**

Francis Lévesque  
819 874-8728 poste 6518

**SCOLARITÉ :**

30 crédits, Premier cycle

**OBJECTIFS :**

The Certificate in Employability and Career Development in Indigenous Contexts will meet the professional and personal needs of participants by allowing them to develop knowledge related to employability, career development, helping relationship in a job counselling context, and ethics in an Indigenous 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 a work experience considered relevant by the program manager.

**PLAN DE FORMATION :**

**Preparatory Activity**

SOA1001E Introduction to Indigenous Studies (0 cr.) \*

**Mandatory Courses**

ANI2201E	Group Animation Principles and Techniques in Employability and Career Development Contexts (3 cr.)
JUR1117E	Introduction to Labour Law and to Financial Literacy (3 cr.) *
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.) *
SOA2411E	Helping Relationship and Counselling in Job Search and Career Development I (3 cr.) *
SOA2412E	Help. Relationship and Counselling in Job Search and Career Dev. II (3 cr.) (SOA2411E) *
SOC2501E	Educational System Structure and Operation Mode (3 cr.) *
SOC2550E	Descriptive Psychopathology (3 cr.) *

3 optional credits

**Optional Courses**

Students choose one course (3 credits) among the following:

ADM1136E	Contemporary Aboriginal Challenges and Issues (3 cr.) *
HIS1021E	History of indigenous people(s) in North America (3 cr.) *
SOC2320E	Introduction to Indigenous Cultures and Languages (3 cr.) *

Or any other course of the undergraduate programs of the School of Indigenous Studies under reserve of the module director approbation.

\*: Disponible à distance

**Règlements pédagogiques :**

To ensure that all students have a common knowledge base related to Indigenous contexts, it is mandatory to successfully complete SOA1001E Introduction to Indigenous Studies (0 cr.) before the end of the first semester. Registration to a second semester will be conditional to the successful completion of this preparatory activity.

For recognition of prior learning, some requirements must be met. They are listed in the following document:  
[https://www.uqat.ca/telechargements/guidelines\\_recognition\\_prior\\_learning\\_school\\_of\\_indigenous\\_studies.pdf](https://www.uqat.ca/telechargements/guidelines_recognition_prior_learning_school_of_indigenous_studies.pdf)

**ADM1136E****Contemporary Aboriginal Challenges and Issues**

**Objectifs :** Define and analyze current political, economic, social and cultural issues and challenges facing Aboriginal peoples. Understand the foundation of Aboriginal nations' claims. Analyze the impacts of agreements and treaties on Aboriginal and non-Aboriginal communities.

**Contenu :** Issues and challenges facing Aboriginal communities, more specifically those in Quebec; Aboriginal points of view on these issues and challenges; Aboriginal rights, land claims, economic development; political autonomy, social development; treaty content and impact; image conveyed by the media, and strategic use of communication tools.

**ANI2201E****Group Animation Principles and Techniques in Employability and Career Development Contexts**

**Objectifs :** Know, understand, and use the principles and processes of planning and organizing group facilitation activities.

**Contenu :** Notions of ethics in group facilitation context. Elements of pedagogy applied to workshops in the context of employability and career development, including the Kolb cycle and Bloom's taxonomy. Common themes in employability and career development workshops. Design and implementation steps for typical facilitation projects in the field of employability and career development. Preferred techniques in an employability and career development context. Types of participants. Tensions and conflicts in groups. Professional development resources in group facilitation and related fields.

**HIS1021E****History of indigenous people(s) in North America**

**Objectifs :** Learn and understand the history of Indigenous Peoples in Canada and Quebec. Familiarize oneself with the different source material about the history of Indigenous Peoples (archaeological sources, archive material, observations and oral testimonies). Understand the epistemological limits specific to history. Develop a critical judgment towards history. Understand the historical origins of contemporary Indigenous issues.

**Contenu :** History in Indigenous context. Pre-Columbian settlements and presence in the Americas. Indigenous cultural and linguistic diversity. Indigenous and non-Indigenous relations in North America from the first contacts to the 1970s: first contacts, fur trade and colonial wars until 1812, the American and Canadian territorial expansion in the 19th century, Canadian colonialism and its consequences for Indigenous people. Origins of the 20th century political and territorial claims.

**JUR1117E****Introduction to Labour Law and to Financial Literacy**

**Objectifs :** Understand the basics of labour and employment law and related case law. Understand the notions of legal identity and how organizations issuing legal documents relating to identity work. Demonstrate and develop the skills necessary to make responsible economic and financial decisions with confidence.

**Contenu :** Characteristics and sources of law, employment contract versus business contract. Place of the individual contract of employment. Conquest of the freedom of association: steps, protection of the freedom of association, collective bargaining, nature of the collective agreement, conflicts. Study of the mechanisms for private determination of conditions of employment. Regulatory framework of occupational health and safety. Skills needed to make responsible economic and financial decisions with confidence. Elements of legal identity and organisations issuing legal identity documents. Money and credit matters, consumer awareness, personal finance management, budgeting, and budget management. Financial literacy, interest rates, mortgage rules, Canadian and world economy. Safe financial choices. Daily decisions and major investments.

**SOA1001E****Introduction to Indigenous Studies**

**Objectifs :** Introduce students to Indigenous historical elements and contemporary issues to ensure their ability to actively participate in the academic programs of the School of Indigenous Studies.

**Contenu :** Myths and prejudices, colonial history, ancestral rights, rights of Indigenous peoples, diversity and cultures, connection to the land, Indigenous knowledge, social and political dynamics, future, and reconciliation.

**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 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.

**SOA2411E****Helping Relationship and Counselling in Job Search and Career Development I**

**Objectifs :** Develop basic counselling skills and attitudes. Identify values and abilities to meet basic requirements as a counsellor. Become aware of communication barriers.

**Contenu :** Counselling theories, techniques related to basic interpersonal skills, introduction to advanced intervention and helping relationship skills and their practice in various forms. Introduction to the theory and practice of individual counselling. Origins of individual counselling. Similarities and differences between counselling and psychotherapy. Basic and advanced attitudes and skills required in individual counselling. A few counselling theories that are particularly useful in career

development. Structured approach to intervention at different career stages. Action plans and intervention plans. Concepts of personal safety in the context of danger. Concepts of confidentiality and record keeping.

**SOA2412E****Help. Relationship and Counselling in Job Search and Career Dev. II**

**Objectifs :** Strengthen the knowledge acquired in the Helping Relationships and Counselling in Employment and Career Development I course, while anchoring it in a career-building perspective. Develop the ability to analyze and understand career phenomena in their individual, interactive and social dimensions. Integrate an intervention model into the practice of helping relationships in career counselling.

**Contenu :** Develop further knowledge about the different career counselling theories. Management of a counselling process as part of a problem-solving process; efficient helping relationship, climate of trust specific to individual intervention, analysis techniques, intervention strategies, ethical rules specific to the helping relationship process and record keeping. Explanation of the dynamics of professional choices and career development. Career stages and change processes (indecision, integration, transfer, promotion, unemployment, adjustment, dissatisfaction, etc.) that people may experience throughout their career.

**SOC2320E****Introduction to Indigenous Cultures and Languages**

**Objectifs :** Learn about the diversity and heritage of Indigenous languages and cultures. Learn the major Indigenous linguistic and cultural groups in Canada. Identify traditional and contemporary Indigenous lifestyles. Analyze intercultural relationships related to Indigenous identities. Develop attitudes of openness and understanding towards different cultures. Be aware of one's own biases and prejudices.

**Contenu :** Indigenous peoples' oral traditions, and writing. Current state of Indigenous languages and dialects, and the means of dissemination. Definition of major Indigenous linguistic and cultural groups in Canada. Linguistic diversity and territorial location of languages. Evolution of spelling systems in Indigenous languages, of standardization, and the idea of linguistic kinship. Traditional and modern life. Knowledge and values. Traditional learning (transmission of knowledge). Rites, ceremonies, spirituality, and religions. Food, hunting, fishing, gathering, and agriculture. Indigenous identities, feelings of belonging, and intercultural relations.

**SOC2501E****Educational System Structure and Operation Mode**

**Objectifs :** Know the structure and role of the main organizations in the

education systems. Know the laws and regulations governing education. Understand certain states of affairs in the structure of current education systems based on an analysis of historical, political and sociological elements and be able to take a critical look at these states of affairs. Develop skills related to information processing and critical thinking. Develop attitudes leading to the acquisition of a greater culture in various areas.

**Contenu** : Overview of education systems. Sociohistorical overview of their evolution. Laws and regulations. School structures and their functioning. Trade unionism and the teaching profession. Debates and issues in education. Rights, roles and obligations of school stakeholders. Pedagogical regimes at the elementary and secondary levels. College and university networks. Vocational education, adult and continuing education. Prior learning and skills recognition. Development and treatment of minority groups in a pluralistic society. Summary of information technology in education and school information systems. Guidance services and certification structures, including Red Seal certification, reception, referral, counselling and support services, Commission de la construction du Québec, etc.

## **SOC2550E**

### **Descriptive Psychopathology**

**Objectifs** : Learn about the distinction between the roles of various professionals who work in mental health and the diagnosis of mental health disorders. Learn contemporary psychopathology approaches. Acquire knowledge of the main psychopathological disorders in adults and their impacts on interpersonal relationships. Understand the professional responsibilities and ethics required with regards to the security of personal information.

**Contenu** : History of the concept of abnormality and evaluation criteria. Differentiating the roles of various professionals in relation to mental health. Main theoretical psychopathological concepts: biological, psychoanalytical, phenomenological, cognitive-behavioural, and systemic-interactional. Examples of maladaptive cases. Professional ethics and security of personal information.