

Project Insights Report

Career Development Professional Centre



PARTNERS

Canadian Career
Development Foundation
MixtMode



LOCATIONS

Across Canada



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CONTRIBUTORS

Blueprint

Executive Summary

The Career Development Professional Centre (the Centre) is a pan-Canadian initiative designed to enhance the capacity, professional identity and impact of career development professionals (CDPs). Launched in spring 2023 by the Canadian Career Development Foundation (CCDF) and [MixtMode](#), the Centre aims to address critical gaps in professional development and sector unification. Early findings from the Centre's foundational training and online platform suggest significant potential to transform career services. By September 2023, the Centre engaged nearly 450 training participants across Canada and registered almost 1,000 users on its online platform. Participants reported increased confidence, enhanced competencies and a stronger sense of professional identity. Despite modest early uptake of the platform, the Centre is helping to fill a long-standing gap in Canada's career development ecosystem.

KEY INSIGHTS

- 1 The foundational training improved participant confidence, and 95% of participants reported that they were able to apply their learning.
- 2 Participants valued in-person training for fostering connections but identified challenges navigating the online platform and integrating digital tools with training components.
- 3 The Centre successfully delivered training to 29 cohorts across 12 provinces and territories, including Indigenous- and French-focused cohorts, but platform uptake remains limited due to time constraints and lack of public awareness.

► The Issue

Canada's labour market is undergoing rapid change due to technological advancements, automation and demographic shifts, yet career development services remain under-resourced and fragmented. CDPs face challenges such as limited access to training, inconsistent certification and underinvestment in modern technologies. These challenges hinder their ability to meet the evolving needs of workers and employers. To address these gaps, the Centre seeks to establish a unified, pan-Canadian resource hub to provide training, professional connections, and evidence-based tools to elevate the career development sector.



What We Investigated

The evaluation of the Career Development Professional Centre focuses on understanding the accessibility, effectiveness and impact of its early-stage implementation. Using a mixed-methods approach, data were collected from April to October 2023 through surveys with 452 training participants and 957 platform users, interviews with 14 stakeholders, and administrative data on platform usage and engagement. Additional follow-up surveys and interviews explored participants' application of learning and barriers to engagement. This approach provided insights into user experiences, satisfaction and outcomes while identifying opportunities for continuous improvement in training delivery and platform functionality.

What We're Learning

The Centre is effectively enhancing CDP capacity and fostering professional identity. Training participants reported significant gains in confidence and knowledge, with mastery improvements of 40–50% in key areas such as career development processes and trauma-informed practice. In-person training was particularly valued for building connections, while the Social Learning Community supported ongoing collaboration. One challenge, however, was participants' limited platform engagement; users cited time constraints and lack of clarity on platform benefits. Early feedback highlights the need for streamlined platform navigation and clearer communication about available resources.

★ Why It Matters

Career development is a vital yet underutilized lever for addressing Canada's workforce challenges. The Centre addresses this gap by equipping CDPs with the skills, tools and connections needed to support workers in a rapidly changing labour market. By fostering a unified, professionalized career development sector, the Centre contributes to more effective career services, benefitting both workers and employers. Its scalable model has the potential to inform broader efforts to enhance workforce development systems across Canada.



State of Skills: Enhancing Career Prospects and Well-Being for Canadian Youth

To stem the recent downturn in labour market conditions of youth and to lay the groundwork for them to play a pivotal role in fostering growth and inclusion, it is imperative to address and dismantle the multiple and intersectional barriers they encounter.

[Read Thematic Report](#)

► What's Next

The Centre's next phase will:

1. expand training offerings with an online onboarding tool and a pan-Canadian survey of CDP managers to tailor supports;
2. launch a national certification standard for CDPs;
3. enhance platform engagement through live "ChatCDP" sessions, focused discussions and skills development events;
4. increase research participation with improved incentives and data integration to support long-term sustainability.

These efforts aim to deepen the Centre's impact, ensuring it continues to address sector needs and support the evolving demands of Canada's workforce.

Have questions about our work? Do you need access to a report in English or French? Please contact communications@fsc-ccf.ca.

How to Cite This Report

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