

# **Careers with a Conscience:**

## **Making a Difference While Making a Living**

### **Panellists:**

**Cathy Annetta, Volunteer Resources Coordinator  
Canadian Cancer Society**

**Stephanie Crocker, Coordinator  
Peel Environmental Network**

**Sergeant Rob Higgs, Evidentiary Property Bureau  
Peel Regional Police**

**Iain Duncan, Leadership Coordinator  
Free the Children/Leaders Today**

### **Presented by the UTM Career Centre**

**In partnership with:**

**The Sociology & Criminology Club at UTM (SCCU) and  
The Psychology Association of Undergraduate Students at Erindale (PAUSE)**

**Developed by Erica Berg, Career Assistant**

**Thursday, February 9, 2006  
Student Centre Boardroom**



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## PANELLISTS

### **Cathy Annetta, Volunteer Resources Coordinator Canadian Cancer Society**

Cathy Annetta graduated from UTM in 2000, with Distinction, earning an Honours Bachelor of Science degree with a Specialist in Psychology and a Minor in Sociology. After graduating, Cathy worked briefly at the UTM Career Centre before beginning full-time employment with the Canadian Cancer Society. In her 5 years with the organization, Cathy first worked in an administrative capacity before receiving a promotion to Community Services Coordinator and was recently promoted to the role of Volunteer Resources Coordinator for the Canadian Cancer Society's South Central Region. In this role she is based at The Credit Valley Hospital and manages the volunteer program for the newly-opened Carlo Fidani Peel Regional Cancer Centre. In preparation for this role, Cathy also earned a Certificate in Volunteer Management from Humber College in 2003. She has been an active volunteer for the Canadian Cancer Society and wrote an unpublished manuscript titled *A Self-Help Guide for Loved Ones and Friends of Breast Cancer Patients*.

Cathy says someone in her field must have excellent interpersonal skills since they would be constantly interacting with volunteers and people living with cancer. "Empathy is extremely important in order to understand what someone with cancer might be going through but at the same time not making them feel that you know exactly what they are feeling, as every cancer experience is unique. You also have to be very self-aware. You are helping people who may be very upset and scared, but you cannot get involved to the point where you are always upset and cannot do your job."

Prior to her current position, Cathy worked as a Secretary, an Administrative Assistant, and a Community Services Coordinator with the Canadian Cancer Society. "Volunteering for the Canadian Cancer Society was a factor in wanting to work for the Society, however, more important was my personal experiences with cancer in my family. I felt I could use my knowledge of psychology and my desire to interact with and help people by working in a non-profit organization," Cathy says.

"I feel that I was hired by the Cancer Society because I kept an open mind and was willing to take a job that wasn't really what I wanted to do—administrative work—in order to get where I wanted to go—working directly with clients who have cancer. I also think I was hired because I did a lot of research before my interviews and came across as very knowledgeable and enthusiastic in the interviews."

Cathy's advice to current students is to keep an open mind. "Don't think that just because you have a certain degree you have to get a certain job right away. Sometimes it's the jobs you are not initially sure about that provide the most valuable experience in getting you where you want to go. Talk to people and find out how they ended up where they are. You will see there is no straight path. Even when you have found a great job, always think about what your next career goal is going to be and work towards that," she says.

### **Stephanie Crocker, Coordinator Peel Environmental Network**

Stephanie Crocker is a 2004 graduate of UTM, with a Specialist in Anthropology. She was very involved in the Erindale Environmental Association (EEA) as a student, and was President of EEA for two years. In 2004, she joined the Peel Environmental Network, which provides support to other Environmental not-for-profits operating in Peel Region. Stephanie has a strong interest in youth involvement in environmental issues.

Her environmental action began as a first year student at UTM in September 2000, when she immediately sought out the student environmental organization on campus. In 2002, she took part in an overseas archaeology course through UofT's Woodsworth College that turned out to be a life-changing experience. "Although I was fascinated with archaeology, environmental issues more urgently needed my attention," Stephanie says. She continued with her Anthropology degree and increased her involvement with the EEA, eventually serving as President for two years. In that time, she organized a number of events and

projects such as the annual tri-campus Environment Week, campus naturalization plantings, and seminars on various environmental issues. In her final year at UTM, she enrolled in ENV400, the Environmental Internship course and accepted an internship with Evergreen, in which she planned and promoted planting events and developed a walking tour of the campus' natural and cultural history. In the spring of 2004, Stephanie was awarded the Principal's Student Involvement Award for the environmental work she had done on campus.

"During my internship with Evergreen, I met a number of active participants in the local environmental movement," says Stephanie. "When a position opened up with the Peel Environmental Network, many of the individuals on the hiring committee were familiar with me and I was hired in September 2004. Coordinating PEN was immediately a rewarding job. I had the opportunity to learn about and provide support to all the wonderful things groups and individuals were doing across Peel Region to make a positive environmental change, many volunteer their time. Most rewarding of all is the work I do with high school students across the region to develop a network of youth concerned about environmental issues." Today, the Peel Environmental Youth Alliance is helping students manage environmental projects in their high schools and building a strong environmental conscience within the leaders of tomorrow.

"It's a wonderful thing to be able to use your job to be the change you wish to see in the world," says Stephanie. "As you go to work everyday, always keep sight of the future you wish for the planet and never doubt the power of collaboration to make this change an effective one."

### **Rob Higgs, Sergeant Peel Regional Police**

Rob Higgs has 17 years of experience in policing and currently holds the rank of Sergeant with Peel Regional Police. His current assignment is the Supervisor of the narcotics section of the Evidentiary Property Bureau. Previous assignments include: Morality, Child Abuse and Sexual Assault Bureau, Intelligence, Homicide, Criminal Investigations Bureau; he directed Policing Unit and Neighbourhood Policing Unit.

"My most rewarding assignment to date has been with the Child Abuse and Sexual Assault Bureau," says Rob. As the primary investigator, you guide the victim through the entire process, from the initial contact right through to the completion of the court case. Given that I feel a sexual assault is like a homicide where the victim lives, doing the job well can make all the difference to that one person."

When not working, Rob is also very involved in making a difference in his community. He has been involved with the Canadian Cancer Society as a volunteer for five years and is currently the President of the Canadian Cancer Society's Mississauga Unit.

Rob is currently pursuing a University degree via correspondence with Athabasca University and has obtained an Ontario Management Development Program – Leadership Skills Certificate.

"Everyone everywhere has the ability to make a difference," says Rob. "It is all about communication. Communicate that you actually care and make it clear that the person you are communicating with has your full, undivided attention. I know I've done it right when the victim thanks me, and all doubt is removed when the accused does as well."

### **Iain Duncan, Leadership Coordinator Free the Children/Leaders Today**

Iain Duncan is a graduate of the University of Guelph, with a degree in International Development. A combination of his encounters with poverty overseas and his passion for helping others brought Iain to work for Leaders Today as a Leadership Coordinator.

In 1998, Iain worked with 12 other high-school students and a teacher from his hometown of Burlington, Ontario, to raise money for a school, water system, and a toilet for a rural Nepalese village. The experience was an eye-opener and inspired him to learn more about the complexities of the world around him. So he

embarked on an extensive journey across India, and eventually ended up back in Canada, studying international development at university. Since he first caught the travel bug, he has had many other opportunities to travel, study, work, and volunteer overseas. From visiting with inhabitants of the Guatemala City dump, to his experiences as the manager of an eco-lodge in the Ecuadorian Andes, Iain has developed a passion for human equality and ecological sustainability. He was also able to return to India where he worked with the Canadian International Development Agency (CIDA) to train rural farmers in organic farming methods, while doing garden-based education with children. While at home, Iain worked as a camp leadership director, as the vice-president of his university residence, and as a peer counsellor.

A true believer that anything is possible, Iain will always ask the question “Why spend your life wishing you could do something?” and then, after giving you a moment to think about it, he’ll tell you to stop thinking about it and start doing it.

*About Leaders Today:* Craig Kielburger first became a spokesperson for children's rights in 1995, when he was 12 years old. Searching for the comics in the local paper, a front-page article caught his attention. He read about a young boy from Pakistan who was sold into bondage as a carpet weaver, escaped, and was murdered for speaking out against child labour. Craig gathered a group of friends and founded the organization Free the Children. In 1999, Craig and his brother Mark Kielburger, founded Leaders Today, a sister organization of Free the Children, with a common vision to empower youth to become socially involved. Leaders Today truly believes that through youth leadership, young people will become not only the leaders of tomorrow – they are the leaders of today!

## INTRODUCTION - CAREERS WITH A CONSCIENCE: MAKING A DIFFERENCE WHILE MAKING A LIVING

*“A life divorced from any sense of social responsibility is a very lonely life.”  
- Nadine Gordimer, South African novelist*

Do you want to do something with value and meaning with your career? Do you want to make a difference in the world and in the lives of others, something that has social value? Do you believe that one person can make a difference? And do you identify with those who have dedicated their lives to make the world a better place? If so, you are someone who will be happiest in a career that strives to improve and protect human and animal lives, society, and the environment.

The list of well-known good Samaritans and humanitarians is endless, but each one of us can contribute everyday in our own small way to try and make the world a better place. Social and community workers, psychologists, counsellors, volunteers, police, environmentalists, and many others, all let their concern for others and for the planet guide their career choices.

There are many areas in need of altruistic people with a conscience who want to make a difference. Many people suffer because of poverty, crime, abuse, addiction, and disease. The planet, which gets more polluted each year, needs protection; without it, we see global challenges such as climate change, unhealthy food, disease, habitat loss, and species extinction. Wanting to help through a career with a conscience and that makes a difference is a very worthwhile endeavour.

Careers with a conscience, then, are those careers that go beyond earning a living and providing personal basic needs and material goods for the individual; their social and environmental values appeal to individuals who wish to make a difference in the community, society, and the world, *while* making a living.

\* From *Careers for Good Samaritans and Other Humanitarian Types*

This package is designed as a guide toward a career path driven by values, meaning, and passion, toward sustainable livelihoods. The overwhelming majority of Careers with a Conscience will be found in the Not-for-Profit (Charitable, Health and Welfare, Social Services, and Human Rights Organizations) and Public (Government and Education) Sectors, although some Private Sector organizations also strive to make a difference. We shall begin with a quick look at the Private Sector, then proceed with the Not-for-Profit and some Public Sector organizations.

## PRIVATE ORGANIZATIONS THAT MAKE A DIFFERENCE

Existing laws, markets, and public opinions are pushing private organizations for social and environmental innovation. Whether they're complying with existing laws, looking for alternative resources, or building a healthy and competitive relationship with customers, stakeholders, and the community, many private organizations are looking for more conscientious alternatives for their businesses, thus doing their bit toward the planet's sustainable livelihoods.

*Corporate Knights - the Canadian Magazine for Responsible Business*, is the world's first mass-market magazine with an explicit focus on corporate social responsibility or CSR - the proposition that good corporate citizenship and solid financial performance go hand-in-hand. Corporate Knights ranks **The 2005 Best 50 Corporate Citizens** (for methodology used, check [www.corporateknights.ca](http://www.corporateknights.ca)).

*Corporate Knights* also provides a guide to business schools for students who want to change the world. The Knight School Ranking is the result of a survey of 34 Canadian business schools infusing social and environmental impact management into their curricula. Check out [www.corporateknights.ca](http://www.corporateknights.ca) for more information and learn who the 50 most responsible corporations and top 10 Knight Schools are.

***An example of Social Responsibility - We know that environmental responsibility is essential if we hope to sustain the quality of life on our planet. We believe our growth and success are the result of our unwavering commitment to ... conducting business in ways that produce social, environmental and economic benefits for the communities in which we do business. During the early days ... we were determined to create a company with a heart and a conscience – one that would continually deliver shareholder value while touching people's lives and enriching the human spirit. The phenomenal success Starbucks has achieved confirms my belief that a company can do good and do well at the same time.***

*– Howard Schultz, Chairman of Starbucks*

You can always make a difference, individually or as a group. Many individuals who work for the private sector are also involved in volunteering outside of working hours, trying to make a difference. Other than the obvious satisfaction you get through helping others, there are other benefits to this, for instance, your volunteering can lead you to your next career path or to a job promotion. A candidate's community involvement is an asset many employers value, when deciding on promoting someone. And if you've worked your way up to an executive position, you may use your position and your contacts to *facilitate* or *initiate* programs that make a difference; that is what President and CEO of Brinks Canada, Larry Rodo, did.

*“At Brink's Canada, people are genuinely involved in charities because it's part of their lives. They give up their personal time to help charities organize events or implement programs throughout Canada and around the world. For them it's a personal choice that makes them feel that they are making a difference.*

*I keep telling my people that it doesn't matter if they decide to do their own thing by helping a friend, a relative, or a neighbour in need; but you have to do something. When you see so much waste; when there is so much grief in this world; so many societies where undernourished children are the rule, not the exception; countries devastated by terrible diseases; people who lost hope and faith; people who struggle every day to make it ... you cannot simply stay indifferent. You cannot pretend that it doesn't exist. When you make this choice, you save someone's life.”*

*- Larry Rodo, President and CEO, Brink's Canada Limited*

## DID YOU KNOW?

Are you working towards a Management, Commerce, or Computer Science degree, and also want to make a difference while making a living? **One can have a rewarding career in business or technology by working for a non-profit organization.** These organizations, too, need professionals working in Accounting, Finance, Marketing, Development, Information Technology, etc. So you can put your business skills to work for an organization that is making a difference in the world!

Some sample business and IT careers in non-profit organizations include:

- Director of Public Affairs, Arthritis Society
- Chief Financial Officer, Sierra Club of Canada
- Accounting Manager, Child Find Ontario
- Coordinator, Corporate Development, Canadian Diabetes Association
- Internal Auditor, Canadian National Institute for the Blind
- VP, Finance and Administration, Habitat for Humanity
- Communications Manager, United Way of Peel Region
- Systems Administrator, Free the Children

## THE NON-PROFIT SECTOR IN CANADA

Non-profit (also called not-for-profit) organizations are created to benefit the community. Activities of a not-for-profit organization may be of a patriotic, national, charitable, philanthropic, religious, professional, or athletic nature, without monetary gain. Not-for-profit organizations are a varied and essential factor of the economy and are home to many people working for social and environmental change that promotes more humane and sustainable business practices. In 2003, there were approximately 161,000 non-profit and voluntary organizations operating in Canada.

*\* From CharityVillage.com and Canada-Ontario Business Service Centre*

## NON-PROFIT CAREERS THAT MAKE A DIFFERENCE

*\*\* Please note: The following is not a comprehensive list of all careers or organizations that "make a difference." Use this information as a starting point in your career search. Primary sources include: Charity Village ([www.charityvillage.com](http://www.charityvillage.com)), Career Cruising (available in the Career Centre), and the Peel Community Information Database ([www.pinnet.on.ca/csd.htm](http://www.pinnet.on.ca/csd.htm)).*

## Addictions

**Addictions Counsellor:** Through education and counselling, Addictions Counsellors help people overcome alcohol, drug, gambling, and other addictions. Many Addictions Counsellors have graduate degrees in related fields such as Psychology or Social Work, while some have an undergraduate degree. Formal training in an area related to addictions studies/counselling increases your chances of getting into the field and establishing a more rewarding career. The Canadian Addiction Counsellors Certification Board ([www.caccb.ca](http://www.caccb.ca)) offers various levels of certification requiring anywhere from 1 to 5 years of work experience.

Some organizations and career paths available for those wanting to work in Addictions include:

- Centre for Addiction & Mental Health ([www.camh.net](http://www.camh.net)): Case Worker, Child & Youth Worker, Occupational Therapist, Social Worker, Psychiatrist, Registered Nurse, Volunteer Coordinator
- Responsible Gambling Council ([www.responsiblegambling.org](http://www.responsiblegambling.org)): Program Coordinator, Researcher, Project Manager-Prevention Programs
- Canadian Centre on Substance Abuse ([www.ccsa.ca](http://www.ccsa.ca)): Research Analyst, Information Specialist

## Animals

Want to make a difference by working with animals? Careers that help and protect animals include:

**Veterinary Medicine and Animal Health Science:** Veterinarians treat sick or injured animals and provide preventative medical services for a wide range of animals. Admission to Veterinary schools is very competitive. It takes four years of study after your undergraduate studies to obtain a Doctor of Veterinary Medicine (DVM) designation. Professionally trained Animal Health/Veterinary Technologists are important members of the professional animal health care team. Duties include preparing and administering medications, laboratory diagnostic procedures, nutrition management among others. AHT/VT technicians work in a variety of settings including private veterinary practice, wildlife rehabilitation, laboratories, and animal shelters.

**Animal Welfare:** Animal care workers take care of animals wherever they are housed: shelters, kennels, pet shops, aquariums, etc. They provide animals with food, water and take care of their living environment. More opportunities are available for those with related post-secondary education (e.g. zoology, biology), experience working with animals (e.g. working in a kennel or pet shop or volunteering with the Humane Society), and of course, a love of animals.

*"The greatness of a nation and its moral progress can be judged by the way its animals are treated." - Gandhi*

**Wildlife Conservation/Management:** Career opportunities also exist for those wanting to work with wild animals in wildlife conservation, wildlife sanctuaries, and wildlife protection.

Some samples of careers that help animals include:

- Humane Society ([www.torontohumanesociety.com](http://www.torontohumanesociety.com)): Veterinary Technicians, Animal Care Workers
- World Wildlife Fund ([www.wwf.ca](http://www.wwf.ca)): Program Officer, Donor Communications Manager, Conservation Science Intern, Accounts Payable Supervisor, Online Communications Developer
- ZooCheck Canada ([www.zoocheck.com](http://www.zoocheck.com)): The only Canadian organization with a specific focus on captive wild animal issues and problems
- Wye Marsh Wildlife Centre ([www.wyemarsh.com](http://www.wyemarsh.com)): Stewardship/Wildlife Manager, Wildlife Research

*"Our own future lies in the preservation of other creatures and the habitats in which they live."  
- Zoocheck*

## Children/Youth/Family

There are many opportunities for rewarding careers that make a difference in the lives of families, youth and children in the community. Possible careers include:

**Social Worker:** If you're interested in helping individuals, families, and groups identify and understand problem areas in their lives, consider a career in Social Work. Social Work is concerned with individual with personal problems, as well as with broader social issues, such as poverty, unemployment, and domestic violence. Social workers work in a variety of settings:

- Social workers employed by **child welfare agencies** investigate cases of family violence, child abuse and neglect, and take protective action as required.
- Many **school boards** hire social workers to help students, parents, and teachers, to deal with problems such as aggressive behaviour, truancy, and family problems.
- In **general and psychiatric hospitals**, social workers are members of the treatment team, and they provide a link between the team and the family, as well as with community resources.

- In **health and community service centres**, social workers are involved in the provision of counselling to individuals or families, and in providing services to seniors.
- In the **correctional field**, social workers may be part of a team concerned with the social rehabilitation of young or adult offenders.
- Social workers in **private practice** offer their services on a fee-for-service basis to individuals, families, and organizations, including: counselling, psychotherapy, mediation, sex therapy, policy and program development, organizational development, and employee assistance programs.

The minimum educational requirement to become a social worker is a Bachelor of Social Work. Most agencies, however, prefer applicants with a Master's degree in Social Work. A Master's degree is also generally required to advance to senior positions and to do specialized work, such as therapy.

**Child & Youth Worker:** Provides special support and guidance to young people who come from troubled backgrounds. Child and youth workers are not psychiatrists or social workers, but *do* have formal training in counselling young people. Child and youth workers work in many settings, including shelters, drop-in centres, group homes, and, in some provinces, hospitals, and public schools. The minimum educational requirement to become a child and youth worker is usually a college diploma in child and youth care. Generally, however, opportunities are greater, and salaries higher, for those who have a bachelor's degree in areas such as social work, psychology, or sociology.

Samples of careers available for those wanting to help families, youth and children include:

- Peel Children's Centre ([www.peelcc.org](http://www.peelcc.org)): Clinical Supervisor, Residential Counsellor
- Our Place (Peel) ([www.ourplacepeel.org](http://www.ourplacepeel.org)): Case Worker, Fundraising Manager, Shelter Manager
- The Dam Youth Drop-In ([www.thedam.org](http://www.thedam.org)): Drop-In Director, Youth Outreach Worker
- Big Brothers, Big Sisters of Peel ([www.bbbspeel.com](http://www.bbbspeel.com)): Caseworker, Family Resource Worker, Community Relations Coordinator, Development Manager

## Community Services

Interested in a career that will make a difference to those in your community? A wide range of community and social service agencies offer a variety of services that make a difference in the lives of others. Community workers help people in need with food, shelter, healthcare, companionship, and hope. Their clients include people facing problems such as homelessness, substance abuse, family violence, poverty, physical disability, or mental illness.

- Foodpath Mississauga ([www.foodpath.org](http://www.foodpath.org)): Executive Director, Volunteer Coordinator
- Supportive Housing in Peel ([www.shipsey.ca](http://www.shipsey.ca)): Community Mental Health Counsellor, Director of Finance, Tenant Relations Support, Volunteer Coordinator
- Kids Help Phone ([www.kidshelpphone.ca](http://www.kidshelpphone.ca)): Fundraising Coordinator, Phone Counsellor
- Nellie's Shelter ([www.nellies.org](http://www.nellies.org)): Transition Support Worker, Program Manager, House Coordinator

*"When you help others, it's extraordinarily empowering" – Craig Kielburger, who Founded the aid agency Free the Children, when he was just 12 years old.*

## Criminal Justice

There are many career opportunities in criminal justice that help make a difference in our community. Career options include work in policing, the courts, the prison system, probation or parole, and with victims or offenders.

**Probation and Parole Officer:** Help ex-prisoners adjust to and integrate into life in the community, while conforming to the conditions of their parole. Probation officers prepare reports for courts; enforce the probation order; comprehensively assess offenders, make effective case management decisions and determine rehabilitative interventions (e.g., referral to internal or community-based educational, counselling, or treatment programs). In Ontario, Probation and Parole Officers are employees of the

Ministry of Community Safety and Correctional Services. Requirements vary by province, but in Ontario, Probation and Parole Officers must hold an undergraduate degree, preferably in the social sciences, from a recognized university.

Some organizations that offer a range of careers that might be of interest to those wanting to make a difference in criminal justice include:

- The Elizabeth Fry Society of Toronto ([www.efrytoronto.org](http://www.efrytoronto.org)): Provides transitional housing and community support for women who are or who have been in the criminal justice system
- John Howard Society of Peel/Halton ([www.web.net/~jhspeel](http://www.web.net/~jhspeel)): Their mission is the prevention of crime through research, community education, the promotion of systemic change, and restorative services to individuals
- Victim Services of Peel ([www.vspeel.org](http://www.vspeel.org)): Victim Services is mandated to provide immediate crisis intervention and other related services to persons victimized by crime or tragic circumstance.

Other sample career opportunities in criminal justice include:

- The Gatehouse ([www.thegatehouse.org](http://www.thegatehouse.org)): Development Manager, Investigation Support Coordinator
- Victim Services of Peel ([www.vspeel.org](http://www.vspeel.org)): Crisis Counsellor, Program Coordinator, Manager of Client Services
- Centre for Children and Families in the Justice System ([www.lfcc.on.ca](http://www.lfcc.on.ca)): Psychologist, Assessor, Social Worker, Clinician

*"The part of my job that I enjoy so much is meeting people and helping people. This is such a rewarding part about my job that makes it exciting and interesting everyday." - Ron Mori, OPP*

## Disabilities

A disability may be one of the following, but is not limited to the following:

- Mental health disability (schizophrenia, bi-polar disorder, anxiety and panic disorder)
- Learning Disability
- Acquired Brain Injury
- Attention Deficit Disorder
- Deaf, deafened, hard-of-hearing
- Low vision or blind
- Chronic Health condition (cancer, epilepsy, heart disease, etc.)
- Physical (paralysis, amputation, etc.)

The nature or degree of certain disabilities might render them "non-evident" to others. Chronic fatigue syndrome and back pain, for example, are not apparent conditions. Other disabilities might remain hidden because they are episodic. Epilepsy is one example. Similarly, environmental sensitivities can flare up from one day to the next, resulting in significant impairment to a person's health and capacity to function, while at other times, this disability may be entirely non-evident. Other disabilities may become apparent based on the nature of the interaction, such as when there is a need for oral communication with an individual who is deaf, or there is a need for written communication with an individual who has a learning disability. A disability might become apparent over time through extended interaction, or the disability might remain "non-evident" because the individual chooses not to divulge it for personal reasons."

*\*From the UTM AccessAbility Resource Centre website ([www.utm.utoronto.ca/access/about\\_disability.html](http://www.utm.utoronto.ca/access/about_disability.html))*

*"The world is moved along, not only by the mighty shoves of its heroes, but also by the aggregate of tiny pushes of each honest worker." - Helen Keller*

Just a few of the organizations that make a difference in the lives of those with disabilities include:

**UTM AccessAbility Resource Centre** ([www.utm.utoronto.ca/access/](http://www.utm.utoronto.ca/access/)): The Centre provides services and academic accommodations to students who have a documented learning, physical, sensory, mental health disability or medical condition. The mission of the AccessAbility Resource Centre is to ensure that all students with disabilities can freely and actively participate in all facets of University life; to provide and coordinate services and programs that enable students with disabilities to maximize their educational potential; and to increase awareness of inclusive values among all members of the University community.

**Community Living Mississauga** ([www.clmiss.on.ca](http://www.clmiss.on.ca)): Supports individuals with intellectual disabilities as they develop their capacity to live, learn, work, and participate in all aspects of living in the community. Some of the career opportunities include: Residential Counsellor, Transitional Support Facilitator, Community on Campus (UTM) Coordinator, Associate - Family Home / Respite Programs.

**Canadian Hearing Society** ([www.chs.ca](http://www.chs.ca)): Provides a wide range of fully accessible services in a supportive environment by professionals experienced in meeting the needs of deaf, deafened and hard of hearing individuals. Career opportunities include: ASL Interpreter (ASL/English), Hearing Care Counsellor, Technical Devices Specialist, and Employment Consultant.

**Canadian National Institute for the Blind** ([www.cnib.ca](http://www.cnib.ca)): Aims to help individuals who are blind, visually impaired, or deafblind, find ways to lead independent lives, while being integrated into the mainstream of community life. Careers include: Life Skills Coach, Early Intervention Specialist, Braille Translation Specialist, Rehabilitation Teacher, Corporate Campaign Manager, Audio Book Producer, and more.

**Erinoak** ([www.erinoak.org](http://www.erinoak.org)): Supports children and youth with physical, developmental, and communication disabilities. If you are interested in a career dedicated to helping children with special needs be the best they can be, possible careers that make a difference include: Special Needs Workers, Speech-Language Pathologists, Autism Spectrum Disorder Consultants, Program Assistants, and more.

**Special Olympics Canada** ([www.cso.on.ca](http://www.cso.on.ca)): Dedicated to enriching the lives of Canadians with an intellectual disability, through sport. Examples of career opportunities are: Manager, Sports Services; Events Coordinator; National Program Coordinator.

## Education

Educating our young is a very important endeavour. Teachers can touch the lives of children in significant ways through inspiration and role modelling, and help create the leaders and citizens of tomorrow. Read the following comments of an elementary school teacher below.

### **Profile: Paul Murphy, Teacher, Peel Elementary School Board**

*I am proud to be a teacher. I truly believe that my profession is a most noble one. Over my years of teaching I have had the opportunity of working with students with diverse backgrounds, beliefs, and cultures. I have worked with students who were extremely bright and students who were struggling, students who were full of self-esteem and students who felt that they were totally insignificant individuals.*

***What makes teaching such a noble profession is that you have the ability to make a difference in the life of each student you teach. You have the opportunity to bring out the very best in every student. Many times you will spend more time with a student than do his/her parents, which obviously puts a great deal of responsibility on the shoulders of each teacher.***

*People considering entering the teaching profession are often put off by the amount of stress that can be associated with the job; however, I personally feel that the rewards far outweigh any difficulties. There are certainly many challenges, but that is what makes it such an exciting career. There is not a "one size fits all." The teacher must find the best way to get to each student. As a principal once said to me, "If a student is not learning, don't assume that there is anything wrong with the student; ask yourself what is*

*wrong with your teaching?"*

*For anyone considering the teaching profession as a career choice I would suggest job shadowing a teacher. Find out what a typical day looks like and ask yourself if you could see yourself in that position.*

## Environment

Concerned about: Public health and safety? The quality of air we breathe and water we drink? Preserving wilderness areas? Conserving natural resources? There are many environmental-related careers that make a difference in our world. Here are just a few careers that help preserve the environment and make our world a better place for all:

**Air Quality Specialist:** Ensures that emissions and other airborne pollutants do not violate provincial or federal air pollution laws, reviews environmental assessments for proposed factories and manufacturing plants, and makes recommendations for air pollution control equipment.

**Conservation Biologist:** Focuses on how to protect and restore biodiversity, particularly in understanding and minimizing human impact on the natural world. Conservation Biologists emphasize the use of planning and sustainable management practices to prevent species extinction, and repair damage to ecosystems.

**Environmental Educator:** Teaches others about issues of conservation, preservation, and sustainability and play a significant role in developing environmental awareness. Environmental Educators work in a variety of settings, including schools and post-secondary institutions, zoos, and parks.

**Environmental Health Officer:** Implements measures for protecting public health, and administers and enforces provincial legislation related to environmental health. Environmental Health Officers are involved in a variety of activities, such as inspecting food facilities, investigating public health nuisances, and implementing disease control.

**Fisheries Technicians/Technologist:** Studies fish and their environment and can work with both wild populations and hatchery-raised stock. Working with a variety of fish species and habitats, Fisheries Technicians/Technologists are often responsible for sampling and gathering data, supporting research, and fisheries management. They play a key role in the conservation of Canada's fisheries resources.

**Remediation Specialist:** Environmental remediation is the treatment and removal of contamination from soil, groundwater, and other media. Remediation Specialists design and implement remedial action plans to clean up sites affected by substances such as automotive fuels, pesticides, and heavy metals.

*Primary Source: ECO Canada ([www.eco.ca](http://www.eco.ca))*

Some local organizations that offer environmental opportunities include:

- Credit Valley Conservation ([www.creditvalleycons.com](http://www.creditvalleycons.com)): Opportunities in Watershed Management, Land Management, Stewardship, Natural Heritage, Planning, Conservation Area Management
- EcoSource Mississauga ([www.ecosource.ca](http://www.ecosource.ca)): Careers include: Stewardship Manager, Youth Education Manager, Community Education Coordinator
- Earth Day Canada ([www.earthday.ca](http://www.earthday.ca)): Positions include: EcoAction Teams Coordinator, EcoMentors Coordinator, EcoKids Program Coordinator, Director of External Communications
- Evergreen ([www.evergreen.ca](http://www.evergreen.ca)): Manager-Green Space Planning, Stewardship Coordinator, Project Manager, Development Coordinator, System Administrator, Communications & Marketing Manager

**Profile: Nicole Phillip, Cancer Research Coordinator, the Centre for Research in Women's Health**

Nicole is a UTM Biology/Anthropology graduate (2003), who is a research coordinator for an international study on hereditary breast and ovarian cancer at the Centre for Research in Women's Health, a division of Sunnybrook and Women's College Health Sciences Centre.

Some of her responsibilities include managing the database, maintaining communication with all the centres, contacting participants for follow-up interviews or mailing out questionnaires, getting genetic testing approved and ordering the tests, assisting on various projects, and supervising work done on the project. She found her position via the Career Centre web site.

Nicole says: **"The main reward is working on a project that I know will help women in the end."**

## Health & Disease

**Allied Health Professionals:** There are many career opportunities in the health care sector that make a difference in the lives of individuals, other than the traditional roles in Medicine, Nursing, and Research. These include:

- **Occupational Therapist:** A health care professional who works with people with disabilities and with physical or mental limitations, to help them overcome barriers and lead independent and productive lives. By 2010, all new graduates from Occupational Therapy programs will be required to hold an entry level professional Master's degree in Occupational Therapy. For more information, go to [www.otworks.com](http://www.otworks.com).
- **Diabetes Educator:** Nearly one in twenty Canadians has diabetes, a condition in which the body either cannot produce insulin or cannot effectively use the insulin it produces. Left untreated or improperly managed, the high levels of blood sugar associated with diabetes can result in a variety of serious complications. Diabetes Educators partner with patients and their families to teach diabetes self-management and help patients gain control of their disease.
- **Radiation Therapist:** Radiation therapy is the treatment of cancer and other diseases with ionizing radiation. Radiation Therapists work closely with doctors, patients, and other members of the health care team to calculate the radiation dose; simulate its distribution; position the patient; operate the radiation therapy equipment; counsel patients on possible side effects and provide advice on how to minimize these effects. They provide the patient and their family with in-depth and continuous care, support, and counselling, throughout the treatment process. The University of Toronto and The Michener Institute of Applied Health Sciences ([www.michener.ca/ft/rad\\_therapy\\_dd.php](http://www.michener.ca/ft/rad_therapy_dd.php)) offer a joint program in Radiation Therapy.

**Profile: Darien Heathcote, Speech-Language Pathologist, Trillium Health Centre**

Darien Heathcote is a speech-language pathologist working at the Trillium Health Centre in Mississauga. Darien graduated from UTM in 1999 with a Specialist in Psychology.

"I have recently moved from outpatient services where I primarily did speech and language therapy, to inpatient services where I am responsible for therapy as well as swallowing assessments," says Darien, who also has a Masters of Health Science in Speech-Language Pathology. Darien works with adults who have neurological impairments such as stroke or degenerative diseases.

**"Speech-language pathology is an extremely rewarding career, giving one the chance to interact with many different types of people, and to help people in need. The challenges of the job include dealing with patients and families with unrealistic expectations as well as coming to the realization that most**

*individuals will never truly regain their former communication skills.”*

*Darien says successful Speech-Language Pathologists are usually very social people—people who enjoy interacting with others. Darien adds that excellent communication skills are important and that most Speech-Language Pathologists are “go-getters” who are very motivated and enthusiastic.*

*“Speech-Language Pathologists are actually in short supply in the GTA, so it was not very difficult to find a job,” says Darien, who is also a member of the Canadian Association for Speech-Language Pathologists and Audiologists and the Ontario Speech and Language Association.*

**Non-Profit/Charitable Organizations:** In addition to careers as a health care professional, there are many other careers available in non-profit and charitable organizations for those wanting to make a difference in the lives of others. Some examples of charitable organizations related to health and disease are: Juvenile Diabetes Research Foundation, Heart and Stroke Foundation, Lung Association, etc. Typical career areas include:

- **Professional Fundraiser:** Professional Fundraisers, also often called “Development” or “Donor Relations” staff, build relationships with individuals and corporations that help them raise money. Most Fundraisers have a four-year undergraduate degree, often in Business or Communication Programs, as they must prepare business plans and budgets to determine funding goal, and must communicate with the media and the community. Many community colleges also offer continuing education certificate programs in Fundraising, which include courses in Public Relations, Marketing, and Finance. Sample jobs include:

Director of Development, Huntington Society of Canada  
Donor Relations Officer, St. Joseph’s Healthcare Foundation  
Fundraising Coordinator, Canadian Cancer Society.

- **Volunteer Coordinator:** Most charitable organizations rely on a team of dedicated volunteers. It is common for charitable organizations to have a paid Volunteer Coordinator on staff who is responsible for planning, recruitment, training, as well as supervision and recognition of volunteers.

Volunteer Coordinator, Alzheimer Society of Peel  
Volunteer Coordinator, Canadian Cystic Fibrosis Foundation

- **Program Coordinator:** Whether it is to coordinate transportation of cancer patients to and from treatment, to organize and run support groups for ALS sufferers, to provide prevention information and raise awareness of Heart and Stroke Disease in the community, there is a wide variety of careers available in project/program management within charitable organizations. Sample positions include:

Community Resources Coordinator, Parkinson Society of Canada  
Agency Coordinator (Chronic Homelessness Project), St. Michael’s Hospital  
Education Coordinator, Canadian Diabetes Association

## Human Rights & Civil Liberties

Human rights mean that everyone has the right to live in safety, dignity, equality and freedom. Interested in promoting Human Rights and Civil Liberties? A great number of organizations that offer these “careers with a conscience” include:

**Equitas / Canadian Human Rights Foundation** ([www.equitas.org](http://www.equitas.org)): A non-profit, non-governmental organization, dedicated to the defence and promotion of human rights through education and the support of training and development issues. Possible careers include: Program Officer, and Education Specialist.

**Canadian Centre for Victims of Torture** ([www.ccvvt.org](http://www.ccvvt.org)): Responds to the continuing needs of survivors of torture and their families in Canada and abroad, and increases public awareness of torture and its effects upon survivors and their families.

**Amnesty International** ([www.amnesty.ca](http://www.amnesty.ca)): A worldwide voluntary activist movement that works impartially to prevent violations of people's fundamental civil and political rights.

**KAIROS** ([www.kairoscanada.org](http://www.kairoscanada.org)): A partnership of 11 Canadian churches and church organizations dedicated to social justice in Canada and worldwide, KAIROS advocates for economic and ecological justice, human rights, aboriginal rights, and the rights of refugees. Career opportunities include: Program Coordinator-Human Rights, and Program Coordinator-Africa Partnerships Program.

**PEN Canada** ([www.pencanada.ca](http://www.pencanada.ca)): Works on behalf of writers who have been forced into silence for writing the truth as they see it; lobbies governments; and conducts public awareness campaigns about freedom of expression.

**Free the Children** ([www.freethechildren.org](http://www.freethechildren.org)): An international network of children helping children through representation, leadership, and action. Free the Children has two main purposes: to free children from poverty, exploitation and abuse; and to give children a voice, leadership training, and opportunities to take action on issues which affect them from a local to an international level.

*"Something as important as ending cruelty to children is fantastic to be a part of. I also enjoy the work life balance that you get with working in this sector and I love the culture of passion and commitment."*  
- Chris Greenwood, National Society for the Prevention of Cruelty to Children

## International Development

International development (also known as humanitarian or foreign aid) is about helping people help themselves. The "Canadian International Development Agency's" mandate is to support sustainable development in developing nations in order to reduce poverty and contribute to a more secure, equitable, and prosperous world. Check out [www.acdi-cida.gc.ca/workin-e.htm](http://www.acdi-cida.gc.ca/workin-e.htm) to start researching international opportunities. Some non-governmental organizations (NGOs) that offer rewarding careers that make a difference include:

**Right to Play** ([www.righttoplay.com](http://www.righttoplay.com)): A humanitarian, non-governmental organization committed to improving the lives of the most disadvantaged children and their communities, through Sport for Development throughout Africa, Asia, and the Middle East.

**Oxfam Canada** ([www.oxfam.ca](http://www.oxfam.ca)): Works with over 125 African, Latin American, and Caribbean partner organizations to develop self-reliant and sustainable communities that will improve people's basic living conditions as they work to overcome poverty and powerlessness.

**World Vision** ([www.worldvision.ca](http://www.worldvision.ca)): A Christian humanitarian advocacy, relief, and development organization active in more than 90 countries around the world, providing help to more than 85 million people each year. Employment opportunities at their National Office in Mississauga include: marketing, IT, accounting, advocacy, and fundraising among others.

*For more information about International Development, don't miss the Career Centre's upcoming 'Careers in International Development' panel session to be held on March 9, 2006. Details at [www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers).*

## Poverty

You can make a difference in the lives of families in need through a career with an organization that helps those living in poverty, such as:

**Habitat for Humanity** ([www.habitat.ca](http://www.habitat.ca)): A non-profit organization that builds simple and affordable housing, with a mission to eliminate poverty housing and make decent shelter a matter of conscience and action. Careers include: Donor Database Administrator, Marketing & Development Coordinator, Major Gifts Officer.

**Moorelands Community Services** ([www.moorelands.org](http://www.moorelands.org)): Works with Toronto children and youth living in poverty to enhance their self-esteem and life-skills and to assist them in becoming responsible members of their community. Activities include a summer wilderness camp, city day camp, after-school and youth leadership programs. Careers include: City Program Coordinator, Camp Registrar, Director of Development.

**Second Harvest** ([www.secondharvest.ca](http://www.secondharvest.ca)): Helps feed hungry people by picking up and preparing excess fresh food and delivering it daily to social service agencies. Careers include: Distribution Coordinator, Special Events Coordinator, Volunteer Coordinator, Manager of Agency Relations and Food Resources.

*“Having lunch every day is something most of us take for granted,” says Zoë Cormack Jones, Second Harvest’s Executive Director. “However, there are thousands of people in this city who consider lunch a luxury.”*

## Seniors

Make a difference in the lives of the elderly. Here is a sampling of organizations with careers that make a difference in this area:

**Welcome to Help the Aged** ([www.helptheaged.ca](http://www.helptheaged.ca)): A non-denominational, non-profit, registered international development organization meeting the needs of poor or destitute elderly people in Canada and the developing world.

**Yee Hong Centre for Geriatric Care** ([www.yeehong.com](http://www.yeehong.com)): With roots in the Chinese culture, and a deep respect for seniors, Yee Hong’s four centres provide the highest quality of ethnically and linguistically appropriate services to seniors of various backgrounds. Careers include Dietary Aide, Manager of Events, and Registered Nurse.

**VON** ([www.von.ca](http://www.von.ca)): Offers high quality client-focused community health and support services including Nursing Services, Home Support, Alzheimer Services. Careers include Personal/Home Support Worker, and Occupational Therapist.

**Region of Halton** ([www.region.halton.on.ca](http://www.region.halton.on.ca)): There are a number of opportunities in government for those wanting to make a difference while making a living. For example, careers with the Region of Halton include Director, Services for Seniors; Case Manager, Community Care Access Centre of Halton; Recreation Coordinator; Manager, Community Support Services.

### **Profile: Charlene Howard, Area Counsellor, Veterans Affairs Canada**

*Charlene (a pseudonym) graduated from UTM in 1999 with majors in Psychology and Crime & Deviance and a Sociology minor. She works as an Area Counsellor with Veterans Affairs Canada. She performs assessments, counsels about programs, makes referrals to other agencies, coordinates services, liaises with the community, and advocates for the rights of veterans.*

*"I love my work. The rewards include helping veterans get benefits that they rightly deserve and assisting them in their time of need," says Charlene. "The biggest challenge is that the population is growing older and the World War II and Korean veterans are dying." Charlene says you need intuition, integrity, honesty, empathy, open-mindedness, and a sense of humour in her line of work.*

*Before starting in her current position, she worked as a Case Manager (and subsequently as a Coordinator) for young offenders in the Toronto area. "My main responsibilities were placing people into the community for court-ordered community service, running 'Stop Shoplifting' workshops, and preparing breach packages for probation officers," says Charlene, who also has a Diploma in Counselling.*

*Charlene's advice to current students: "Talk to students who have already graduated. Talk to instructors of the courses you are taking and ask them questions," she says. "Contact an employer in the field you are interested in and schedule a time to ask someone a few questions—and consider volunteering there. For those without experience, volunteering is a wonderful way to gain experience and to see if you like or don't like the work."*

## Women

Some careers that make a difference in the lives of women include opportunities with:

**METRAC** ([www.metrac.org](http://www.metrac.org)): The Metropolitan Toronto Action Committee on Violence Against Women and Children is a community-based organization that seeks to decrease and finally eliminate all forms of violence against women and children. Careers include Outreach Manager, Community Justice Program Coordinator, and Resource Developer.

**Interim Place** ([www.interimplace.com](http://www.interimplace.com)): A shelter for abused women. Staff operate 24-hour crisis phone lines and provide immediate assistance in cases of abuse.

**Canadian Women's Foundation** ([www.cdnwomen.org](http://www.cdnwomen.org)): Positions include Violence Prevention Grants Coordinator, Special Events Assistant, and Manager of Marketing and Communications.

## MORE EXAMPLES OF CAREERS THAT MAKE A DIFFERENCE

Activist	Motivational Speaker
Art/Music Therapist	Optometrist
Audiologist	Paramedic
Cardiovascular Technician	Physiotherapist
Career Counsellor	Police Officer
Dietician	Psychiatrist
Marriage and Family Counsellor	Rehabilitation Counsellor
Midwife	Respiratory Therapist

*"Ultimately we're here to help people and that's where the real reward comes, when someone has felt they need to call us and you turn up to help them out. I love going to work. I look forward to it." - Sean Perry, Firefighter*

# SKILLS AND ABILITIES NEEDED IN A CAREER THAT MAKES A DIFFERENCE

**Compassion** and a **concern for others and for our environment** are necessary for a career with a conscience, but are not enough to get hired. You must be **people-oriented** and have excellent **interpersonal skills**. You must demonstrate that you can work with people who have serious problems, you need to have a **sense of humour**, and **emotional maturity** to be able to put difficult situations in **perspective**. Good **communication**, both oral and written, are necessary, as well as **patience, responsibility, empathy, respect for diversity and for confidentiality** when dealing with sensitive cases. A basic knowledge of **computer skills** may also be a requirement. A university degree makes it easier to get a job and move up the ladder, and a master's degree is sometimes necessary for the highest positions.

*\*From Careers for Good Samaritans and Humanitarian Types*

*“Maturity begins to grow when you can sense your concern for others outweighing your concern for yourself.” - John MacNaughton*

## SKILLS AND ABILITIES DEVELOPED THROUGH A DEGREE IN ARTS AND SCIENCES

Analytical Skills  
Communication Skills (oral and written)  
Critical Skills  
Objectivity  
Problem Solving and Creativity  
Organizational Skills

Research Skills  
Investigative Skills  
Time Management  
Technical Skills  
A better understanding of human behaviour  
and of the individual's place in society

## THE THREE STAGES OF THE CAREER DEVELOPMENT PROCESS and HOW THE CAREER CENTRE CAN HELP YOU AT EACH STAGE

### Stage 1: Exploring Careers that Make a Difference

You might be wondering what you want to do when you graduate. Know yourself. What do you enjoy? What skills would you like to use in your job? Spend some time to get to understand your skills, interests and values. Working in a field that reflects your interests and who you are is an important step towards a rewarding career path.

#### Career Counselling

Book an individual Career Counselling appointment with one of the professional Career Counsellors in the Career Centre to get your career search and development started (call 905-828-5451 or visit SE3094). You can also get immediate assistance from our trained student Career Assistants who will help you locate and use Career Centre resources.

#### Career Resource Library

When you have some time between classes, drop by the Career Resource Library in SE3094, take a seat in one of the new comfy chairs and take a look through some of our books, which include:

- ***Careers for Good Samaritans and Other Humanitarian Types***, Marjorie Eberts and Margaret Gisler
- ***Making a Living While Making a Difference***, Melissa Everett
- ***The Eco Guide to Careers that Make a Difference, Environmental Work for a Sustainable World***, The Environmental Careers Organization
- ***Creating a Life Worth Living***, Carol Lloyd

- *Career for Nature Lovers & Other Outdoor Types*, Louise Miller
- *Great Jobs for Environmental Studies Majors*, Julie DeGalan and Bryon Middlekauff

The Career Centre offers many programs and services for you to explore your career options, including:

### **Career Cruising**

An electronic Canadian career exploration tool, available using computers in the Career Centre. Try the interactive Career Selector or Matchmaker tools to explore different career areas and career opportunities that match your interests.

### **Vault**

Another electronic career exploration tool; although American-based, it offers good career information.

### **Extern Program**

A career exploration program that lets you visit with professionals working in the field of your choice to gather more information about what they actually do.

### **Career Expo**

A career fair that gives you a chance to speak with more than 30 employers from a wide range of industries about possible career paths available to you upon graduation.

### **Networking Binder**

Browse through dozens of listings of professionals, all ready and willing to speak with you individually about their career area. Many are UofT or UTM alumni.

### **Workshops**

Attend “Explore Your Career Options” or “Choosing Your Program” workshops to explore interests, values, and skills. “What Can I Do With My Degree in...” sessions are also offered; program areas covered vary from year to year (in 2005-2006, sessions include Philosophy and Historical Studies).

### **Career Panels**

Alumni and industry professionals come to UTM to share their experiences and pass on their advice to current students. Check the events page on our website for copies of past information packages.

### **Professional Schools Fair**

Thinking of graduate or professional school? This is your opportunity to speak with dozens of representatives about admission requirements and career options for graduates. See our events page for information about upcoming fairs.

### **Careers by Major**

An online resource at [www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers) with possible career options, skills, and more, for those wondering how their academic program will lead to a meaningful career upon graduation.

## **Stage 2: Gaining Experience while Studying**

You might have an idea of what you are interested in, and you want to learn more about that field, or gain some experience in that field. Experience is a very important factor in your career search, as it further develops your skills and knowledge about a particular area. You must be able to clearly state to an employer what skills you have and how they relate to the position you seek. Think about gaining experience and building your skills, both technical/specialized skills (e.g. computer programming, accounting, etc.) and transferable skills (e.g. communication, interpersonal, leadership skills). Many transferable skills gained through a Bachelor’s degree in Arts and Sciences rate as the most important in the eyes of employers. But how does one get experience while studying? The UTM Career Centre offers help through:

- Volunteer Opportunities Listings
- Internship Database and Listings

- Job postings for Part-Time and Summer work (on- and off-campus)
- Work-Study Program opportunities
- How to Find Part-Time Work
- Summer Job Fair
- On-Campus Opportunities Directory
- Research Opportunities Program (ROP) listings

## Volunteer Experience

Many organizations require a candidate to have work experience, and volunteering can give a head start and provide the experience needed to get hired. Volunteering also gives the opportunity to “try out” a Career with a Conscience before making a bigger commitment to a particular area.

### Why Volunteer?

- Explore a career area, discover skills necessary for success
- Gain experience and develop skills that employers want
- Develop valuable contacts and expand your network
- Personal development
- Participate in your community
- Demonstrate leadership skills
- Make a difference

The Career Centre holds an annual **Volunteer Fair** every September (last Wednesday of the month).

Just some of the organizations that attended this year’s UTM Career Centre Volunteer Fair included:

- |                                    |                           |
|------------------------------------|---------------------------|
| • Alzheimer Society of Peel        | • Peel Children’s Aid     |
| • Big Brothers and Sisters of Peel | • Peel HIV/AIDS Network   |
| • Distress Centre Peel             | • UTM Community of Campus |
| • Evergreen                        | • Victim Services of Peel |
| • Habitat for Humanity             | • Youth Assisting Youth   |

### Volunteer Opportunities that Make a Difference

*Sample of recent listings from the Career Centre Online*

**Canadian Cancer Society:** Volunteer at Relay for Life, a 12-hour overnight non-competitive relay, a celebration of survival, a tribute to lives of loved ones and a night of fun and fundraising to beat cancer.

**Community on Campus:** As a Support Assistant you will be responsible for supporting individuals on campus to achieve their goals and improve their quality of life by involving them in a variety of vocational and recreational activities.

**COTA Health:** Pediatric Volunteer In-Home - To assist child in home setting with respect to specific occupational therapy goals outlined by the Occupational Therapist.

**Ernestine’s Women’s Shelter:** Literacy Volunteers will provide assistance to women taking literacy courses or ESL courses, and assist them in enhancing their skills. Volunteers will encourage and give support to clients. Benefits: knowing that you are helping a woman enrich her learning skills of English.

**Etobicoke Services for Seniors:** Senior’s Lunch Program Volunteers enhance the lunch experience for an isolated and/or frail senior or adult with a disability.

**St. Joseph's Health Centre:** Volunteers are needed for a variety of programs: Courtesy Escorts, Emergency, Mealtime Host, Ambulatory Clinics, Diagnostic Imaging. Candidates must be understanding, supportive and want to make a real difference for fellow community members.

**University Health Network:** Multi-Organ Transplant Program (Student Research Training Program). For students who are interested in working in research pertaining to clinical studies in the transplant program.

**Yonge Street Mission:** The Assistant to the Manager of Volunteer Resources will provide support in the management of a large volunteer program working in an inner-city setting. Ideal candidates would have concern for those living with poverty.

*"To know that even one life has breathed easier because you lived - this is to have succeeded."*  
- Ralph Waldo Emerson

### Other Volunteer Links:

- **UTM Career Centre Online** ([www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers)): Register online with the Career Centre and view on-and-off-campus volunteer opportunities throughout the year.
- **Charity Village** ([www.charityvillage.com](http://www.charityvillage.com)): Extensive listings of volunteer opportunities as well as an extensive non-profit organizational directory.
- **Volunteer Centre of Peel** ([www.volunteerpeel.com](http://www.volunteerpeel.com)): This site maintains a database of hundreds of positions from a wide variety of organizations/groups in the Region of Peel, for different commitment levels.
- **Volunteer Centre of Toronto** ([www.e-volunteering.org](http://www.e-volunteering.org)): Visit web site to find volunteer opportunities in Toronto that fit with your personality, skills, and goals.

### Internship Experience

An internship is a short-term work experience in which you receive training and gain experience in a specific field or career area. An internship can be paid or unpaid. Some internships are designed for current students, while others are available for those who have just graduated. The important element that distinguishes an internship from a short-term job or community service, is the intentional "learning agenda" that the intern brings to the experience. Consider doing an internship to gain career-related experience during your studies or upon graduation!

Locate internships using the Career Centre Online: (i) browse the job postings for internship opportunities, and (ii) search the online Internship Database. Of course, there are many additional internships that are not posted via the University of Toronto system, so be sure to do your own research too. Here are some examples of internship programs that may be of interest to students seeking to make a difference in the world:

**Amnesty International Youth Internship Program:** Are you seeking work experience in human rights issues and activism? Amnesty Canada helps protect individuals and communities around the world whose human rights are under attack. Summer interns receive an honorarium of \$6000 [www.amnesty.ca](http://www.amnesty.ca).

**Earthroots:** Earthroots is both a strong advocate for wilderness preservation in Ontario, and it combines aggressive grassroots campaign strategies with research and educational programs. Earthroots offers a summer internship for a student with a passion for environmental issues to assist with Earthroots' public outreach activities. Details: [www.eathroots.org](http://www.eathroots.org).

**ECO Canada Internship Program:** The six- to twelve-month professional work placement program is designed to give you professional environmental work experience right after graduation ([www.eco.ca](http://www.eco.ca)).

**On-Campus Internship Programs:** Some programs at UTM (e.g. Environment) offer internship courses to students in their senior years. Visit [www.utm.utoronto.ca/intern](http://www.utm.utoronto.ca/intern) for more information.

**Ontario Ministry of Natural Resources:** Interns work as ecologists, resource technicians, biologists, and communication officers in ten-month placements, to ensure that Ontario's natural resources are managed in a sustainable manner. More details at: [www.mnr.gov.on.ca/MNR/youthprograms/intern.html](http://www.mnr.gov.on.ca/MNR/youthprograms/intern.html).

**People for the Ethical Treatment of Animals:** PETA's College Leadership Program helps students to be the future leaders of the animal rights movement. Leadership Program members work closely with PETA staff to raise awareness about cruelty to animals through efforts on their campus [www.peta2.com](http://www.peta2.com).

**UNICEF Internship Program:** UNICEF is the driving force that helps build a world where the rights of every child are protected. More details at: [www.unicef.org](http://www.unicef.org).

**United Nations High Commissioner for Human Rights (UNHCR):** Internships for students specializing in human rights are available at the High Commissioner/Centre for Human Rights. Most interns work in fields such as refugee protection (legal), international relations, field work, etc. Details at [www.unhcr.ch](http://www.unhcr.ch).

**World Literacy of Canada:** India Summer Program. Past summer intern assignments have involved working as a teaching aide, working with disabled children, and working on various research projects. Interns will gain exposure to community development projects at the rural level and will learn about literacy, education, and the development process. Details: [www.worldlit.ca](http://www.worldlit.ca).

*"When North Americans are reaching record levels of obesity, it is absurd that more than half of all childhood deaths are spurred by hunger. It is equally absurd that in today's "globalized" world, where you can buy a Coke practically anywhere, children are still denied basic medical care. We must find the courage to change our priorities because children everywhere deserve to look forward to a future past the age of five"*

*- David Suzuki, award-winning Canadian scientist, environmentalist and broadcaster*

## Summer and Part-Time Work Experience

Seek relevant summer and part-time opportunities that will help you gain experience and develop the skills that employers want. A sample of recent summer/part-time positions includes:

**Riverdale Immigrant Women's Centre, Settlement Worker:** Part-time Mandarin-speaking settlement workers to provide community based, culturally and linguistically specific, settlement and counselling support services to Chinese newcomers. Responsibilities include: individual, family and group counselling re: settlement issues, cultural dislocation, intergenerational conflicts.

**Woodgreen Community Services, Research Assistant:** Main purpose of this role is to help coordinate the evaluation of the Surviving to Thriving program for children who have experienced homelessness. The assistant will help to develop process and outcome indicators, identify or assist with the development of tools for measuring the success of the program and will be responsible for data collection and data input.

**Boys and Girls Club of Peel, Recreational Program Leader:** A non profit youth serving agency, that provides social and recreational programs for children and youth 4-17 years of age, with special concern for those coming from socially and/or economically disadvantaged backgrounds. Responsibilities include: planning and implementing balanced recreational activities to enhance positive and social interaction.

**Daily Bread Food Bank, Research Assistant:** Your work will contribute to the public policy and public education goals of Daily Bread in accordance with our twin mandate of meeting the immediate needs of low-income Torontonians and alleviating the underlying causes of poverty and hunger.

**Toronto and Region Conservation Authority, Stewardship Assistant:** Watershed Rehabilitation Project - Provide assistance and support to implement the Pickering Healthy Communities Project, a community based environmental rehabilitation project.

**Coalition on the Niagara Escarpment, Public Outreach Assistant:** The Public Outreach Assistant will assist with research of information and the implementation of outreach initiatives of CONE to increase awareness of the Niagara Escarpment as a World Biosphere Reserve.

**Responsible Gambling Council, Program Representatives:** To assist with the delivery of a gambling awareness program on campus. Dispel common myths regarding randomness, share early signs of problem gambling, and tell students where they can get help for a gambling problem in their local community.

**Community Living Toronto, Support Worker:** To support a young woman with Angelman Syndrome at home & in community settings to assist her to network in the community & to engage in meaningful social activities. Need to facilitate her inclusion at all levels.

## Work-Study Opportunities

The Ontario Work-Study Program provides eligible UofT students with an opportunity to work on campus during the academic year and gain academic/career-related experience. As funding for these positions comes from the government, basic eligibility criteria apply. Positions are posted in September and October annually. Check the Career Centre web site or visit the Career Centre for more information.

Samples of Work-Study opportunities that provide experience for those wanting to make a difference include:

- **UTM Recycling Coordinator**, UTM Environment Department
- **Waste Management Research/Policy Analyst**, UTM Environment Department
- **Sustainable Campus Research Assistant**, UTM Student Affairs
- **Research in Global Health and Human Rights**, Science for Peace
- **Research Assistant**, Hospital for Sick Children (Child Anxiety Disorders)
- **Research Assistant**, Centre for Addiction and Mental Health (Depression Research and Treatment, Eating Disorders and Addiction Clinic, Developmental Disabilities and Mental Health Issues)

## Other Ways to Get Experience

There are a number of other ways you can gain experience before graduating, including:

**Getting Involved on Campus:** There are many opportunities to gain valuable experience on campus, whether through: student clubs and groups (e.g. Erindale Environmental Association, Breakdown); as an elected student leader (e.g. SAC, EPUS); by working on campus (e.g. Residence Don, Career Assistant); or volunteering on campus (e.g. AccessAbility Resource Centre, Community on Campus).

**Starting Your Own Business:** The Summer Company program provides hands-on business training and mentoring – together with awards of up to \$3,000 – to help enterprising young people start up and run their own summer business ([www.ontariocanada.com/ontcan/en/youth/youth/ye\\_summer-company.jsp](http://www.ontariocanada.com/ontcan/en/youth/youth/ye_summer-company.jsp)).

**Research Opportunities Program:** This UTM program allows students in their second year to earn one full course credit by participating in a faculty member's research project ([www.utm.utoronto.ca/research/rop/](http://www.utm.utoronto.ca/research/rop/)).

## Stage 3: Finding Meaningful Full-Time Work that Makes a Difference

You might be ready to graduate and you know what you want to do, but need guidance in getting your career started. The UTM Career Centre offers the following services to help you get the career you want:

### Job Coach

The Career Centre offers the services of a professional Job Coach to help you pull it all together at this stage of your search. Individual consultations offer assistance with targeting the position you want and the organization you wish to work for; resume and cover letter; interview skills; networking. Also available, is a five-week effective job search series called “Work It!” (usually offered in January for graduating students and recent graduates with a clear job focus).

### Employment Services

If you’re graduating, the Career Centre’s GSES (Graduate Students Employment Services) offers postings for students in their final year of study (September to mid-March). Then, in mid-March of your graduating year, you can register for RGES (Recent Graduate Employment Services) to access full-time opportunities for two years after your date of convocation.

### Networking

The importance of Networking cannot be stressed enough. Networking, put simply, is talking to other people. At any given time, only 20-25% of all available jobs are posted on job boards or in newspapers. The balance is filled through word of mouth and people known to the hiring managers through their network of contacts. This is referred to as the ‘*hidden job market*’. Spreading the word that you are looking for work increases your chances of hearing about these unadvertised positions. It also presents you with opportunities before they are advertised so your competition is greatly reduced!

To get started and learn more about effective networking and the “*hidden job market*”, attend the Career Centre’s networking workshop or make an individual appointment with our professional Job Coach. The Career Centre also has a networking binder and tipsheets about information interviews which will help you get started with your networking.

### Small Group Workshops

The UTM Career Centre can help you tailor your Resume and Cover Letter with workshops and individual critiques, as well as help you prepare for interviews with Effective Interview Workshops and one-on-one Mock Interviews. The Centre also offers a five-part effective work search series called “Work It” (see “Job Coach” below).

### Sample Full-Time Opportunities

*The following are samples of actual full-time opportunities that have been recently posted through the **Recent Graduates Employment Service (RGES)** on the Career Centre Online, available at ([www.utm.utoronto.ca/careers](http://www.utm.utoronto.ca/careers)). UTM students can access this service starting in March of their graduating year, and access the postings for up to two years following graduation. To get access, you must attend an orientation session. Check the Career Centre web site for dates/times, ask at the front desk in SE3094, or call 905-828-5451.*

#### **Program Coordinator, Camp Oochigeas**

A privately funded, volunteer based organization that provides kids with cancer with a unique opportunity for growth through challenging, fun, enriching and magical experiences. We provide on site chemotherapy and blood work to campers and also provide programming at The Hospital for Sick Children. The year-round Coordinator is responsible for planning, coordinating and facilitating all on-site volunteer driven programs and works with the Camp Director to create safe and enriching programs for those with special needs.

**Client Services Counsellor, Epilepsy Mississauga**

Through a network of chapters, contacts and associates, Epilepsy Ontario provides client services, counselling, information and referral services, education and advocacy services for persons living with seizure disorders, and for their families, friends, and caregivers. Responsibilities include: facilitating support groups for adults living with epilepsy; providing outreach presentations to various groups in the community; providing support and counselling to individuals living with epilepsy and their families.

**Case Worker, West Toronto Support Services**

A community organization that provides practical assistance and social support to the elderly, adults with disabilities and caregivers living in our communities. Responsibilities: All aspects of case management including demonstrating a passion for community and a desire to work with older adults and caregivers in an effort to assist them to remain at home and involved in their communities.

**Clinical Genetics Research Assistant, Centre for Addiction and Mental Health**

A leading researcher at UofT is searching for a research assistant to help with ongoing studies in the field of clinical genetics. The aim of the Clinical Genetics Research Program, located at the Centre for Addiction and Mental Health, is to determine the genetic and non-genetic causes of major psychiatric illnesses, especially schizophrenia.

**Therapist, Associated Youth Services of Peel**

The Working Together with Families (WTWF) 0-6 Program is an intensive, in-home program for families with children under seven years of age, who are involved with the Child Welfare System. Responsibilities include: completing a comprehensive, strength-based ecological assessment and goal plan, individual to the client; managing crisis situations placing child at risk of being placed outside of the home; in conjunction with the client, developing weekly treatment goals and intervention plans.

**Community Outreach Worker, Telecare Distress Centre Brampton**

A non-profit organization which provides an anonymous and confidential crisis line for people who are experiencing stress, abuse, grief, mental illness, relationship issues or just having difficulty coping in their lives. The Community Outreach Worker is responsible for the development and implementation of the outreach and marketing strategies at Telecare Distress Centre Brampton.

**Child Protection Worker, Catholic Children's Aid Society**

Duties include: investigating and assessing complaints of children alleged to be in need of protection as defined by the Child and Family Services Act, which includes allegations relating to neglect, physical and sexual abuse, substance abuse, parent/teen conflict and assessing high risk situations; providing protective services to children and families, which may include apprehending children where necessary and bringing the matter before the Ontario Court of Justice; assuming case management responsibility for a caseload of protection cases and children in short-term care.

**Employment Counsellor, JVS Toronto**

With a focus on educational and vocational services, JVS Toronto helps thousands of people from diverse backgrounds identify their strengths and goals, develop skills and achieve success in school, work and life. In line with a case management approach, provides employment counselling, job search and pre-employment preparation workshops for unemployed internationally trained professionals.

**Energy Conservation Co-ordinator, Share the Warmth**

A province-wide homeless prevention program, which provides crisis energy-assistance, energy conservation and advocacy to families, seniors, disabled and terminally ill households in need across Ontario. Responsibilities: co-ordinate the implementation of an energy conservation program; assemble and develop various presentation and education literature for energy conservation programs; co-ordinate and attend home energy assessments; deliver education component of program to client households.

**International Youth Internship Program, Help the Aged Canada**

Currently recruiting recent graduates for international internships in Ghana, Kenya, Dominica and Jamaica including: Health Program Assistant, Project Reach Out Ghana; Outreach Worker for the Aged, The Salvation Army; Community Developer, Matangwe Community Health Development Project.

### **Crisis Response Worker, Central Toronto Youth Services**

A community-based mental health centre committed to serving youth who experience difficulties in mastering both the developmental and transitional tasks of adolescence. Responsibilities include: to provide on-site, treatment/advocacy services to seriously mentally ill young adults in conflict with the law; to work in close collaboration with court support workers in identifying clients in significant need of services; to increase client access to resources, such as housing, treatment services, crisis response services, substance abuse programs.

### **EcoMentors Program Coordinator, Earth Day Canada**

An innovative and dynamic program that matches high school students with elementary school classes or environmental clubs to assist in teaching environmental education and facilitating environmental initiatives. Both groups of students can turn their ideas into action by participating in relevant environmental activities in their community. The role of the Program Coordinator is to provide support to the EcoMentors in the program, and to develop a framework for expanding the program.

### **Research Intern, RiverSides Stewardship Alliance**

Toronto's leading advocate for clean urban rivers. Now in our tenth year, our vision is of healthy rivers, free from polluted runoff and storm water flows, contributing to ecologically sustainable communities. Our mission is to protect rivers by reducing pollution from individual properties.

### **Young Professionals International Mine Action Program, Mines Action Canada**

Mines Action Canada is seeking creative, energetic young professionals to join our Young Professionals International Mine Action Program. Six-month overseas placements enable YPs to become involved with mobilizing local young people in the movement for a mine-free world, developing advocacy and education materials, conducting research on landmine-related topics, and assisting with program management.

*"I would like to throttle . . . those who've waited so unendurably long to act, those who can find infinite resources for war but never sufficient resources to ameliorate the human condition."*

*- Stephen Lewis, United Nations' Special Envoy for HIV/AIDS in Africa*

## **Other Posting Sites for those seeking Careers with a Conscience**

**Charity Village** ([www.charityvillage.com](http://www.charityvillage.com)): Canada's supersite for the non-profit sector, with job listings, volunteer opportunities, listings of non-profit organizations and much more.

**GoodWork Canada** ([www.goodworkcanada.ca](http://www.goodworkcanada.ca)): GoodWork is Canada's gateway to opportunity in environment, peace, sustainable living, and related themes. It also provides a unique collection of links, portals and guides for anyone who wants to do "good work".

## **FURTHER EDUCATION**

Thinking of continuing your education? Here are some options that may be of interest to those wanting to help others, animals or the environment. Remember, this is just a sampling. There are many additional options available to you; to find them, check out the Career Centre web site, under "Further Education."

## Examples of Post Graduate Diploma/Certificates

- Addictions Counsellor Certificate, Durham College
- Advanced Care Paramedic Certificate, Humber College
- Child and Youth Worker Diploma, Humber College
- Diabetes Educator Certificate, Michener Institute
- Ecosystem Restoration Certificate, Niagara College
- Fundraising and Volunteer Management Certificate, Humber College
- Critical Care Registered Nurse Certificate, George Brown
- Social Service Worker (SSWA) Diploma, Seneca College

## Examples of Graduate Programs/Professional Programs

- DVSc, Veterinary Science, University of Guelph
- Graduate Diploma, Non-Profit Management, York University
- Master of Education (many institutions)
- Master of Environmental Studies (many institutions)
- Master of Social Work (many institutions)
- Master of International Development
- Nursing (many institutions)
- Occupational Therapy (many institutions)
- Speech-Language Pathology (University of Toronto, University of Western Ontario)

*"We make a living by what we get, but we make a life by what we give". – Winston Churchill*