

Everyone needs career management skills

by Gloria Welton

“Whether you are a youth in grade school, in post-secondary, employed, or looking for work, career management skills are needed to navigate to your next stage in your work life,” says **Carron McCabe**, a self employed Career Counsellor.

“I too need to be constantly thinking about managing my own career, because the job market changes, business clients shift, and values and interests evolve as well,” says Carron.

She offers career management services on PEI and across Canada. Most of her clients are referred through corporate Employee Assistance Programs offered through Morneau Shepell, which is based in Ontario.

About Morneau Shepell

This human resources consulting and technology company provides employee and family counselling assistance, health benefits and retirement planning needs. Services are provided through an insurance program purchased by corporations, and in most cases are free to the client. “Many people do not realize these services are available to them through their company benefits package,” says Carron.

Morneau Shepell serves clients ranging from small businesses to some of the largest corporations and associations in North America. There are almost 4,000 employees in offices around the globe.

“My years of experience as a career counsellor made me an asset to the company,” says Carron. “I do career services counselling with clients by telephone, and communicate by email to share resources, which is quite unique to this field.”

Morneau Shepell staff in Toronto schedule her contact with clients. “I work from home, which gives me a lot of flexibility in how I schedule my day, which is perfect for me, because I have two children, a daughter age eight and a son age five.”

How she entered the career counselling field

Carron has worked for Morneau Shepell for about eight years, and has an interesting story of how she entered the field of career counselling. Her story proves that everyone needs career management skills.

After earning an undergraduate degree at UPEI, she moved to Toronto in 1998. “My only goal was to work in a big fancy office in downtown Toronto.”



Carron McCabe, Career Counsellor.

She started her work journey at the Sick Kids Foundation. “This was great experience to see how the fundraising industry worked. I learned a lot of great skills and made lasting connections. However, I found myself wondering if this was the right career direction for me.”

Keep an eye out for careers that interest you

“I met with a career counsellor and decided I wanted her job,” laughs Carron. “I became seriously interested and I started to reach out to more people in the career counselling field.”

“I conducted informational interviews, and my interest in this industry was confirmed to me over and over, so this is where I put my energy.”

Research is a must

With more research, she found a well-recommended and intensive one-year program at George Brown College in Toronto, which she completed in 2001.

Since then, she has worked in a variety of areas, such as with newcomers, women, mentoring projects, job search and career exploration workshops, and group and individual counselling.

Shifts in life happen. How can you adapt to the changes?

“When I was on maternity leave, I continued to stay in touch with my networking group. I talked about how it would feel to go back to work full-time, knowing child care is not easy to set up.”

Find someone to talk with about your career plans

“Someone in my network mentioned Morneau Shepell. I applied and starting working from home. In fact, when we decided to move back to PEI, I was able to take my work with me and remain with the company.”

It doesn't end here

Carron continuously plans her next steps. She has a lot to offer in relation to career counselling, and we will continue next month with more great tips and suggestions from her.

Key points to remember:

- **Everyone** - even career counsellors - needs career management skills.
- **Keep an eye out for a career that interests you** - you just might take that path.
- **Research your interests** - Career Development Services on PEI is a great place to get the help you need to do your research and attempt to open new employment doors.
- **Develop networking support** - there are so many shifts and stages in a lifetime and the economy makes all kinds of changes that no one can predict. Finding people you can keep talking with about your employment needs and plans is so important. Reach out, and don't be afraid to tell others what you need.

For more information about **Morneau Shepell**, visit www.morneaushepell.com

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