

# Stu Conger Leadership Award in Career Development, 2016



*Nicole Galarneau*

The ability to motivate and mobilize others is a talent possessed by few. In over 20 years of exemplary leadership in employability and career counselling services, Nicole has demonstrated a tremendous capacity to bring key players together to support and implement projects that build high quality services and ensure they are known and accessible to the public. As Director of RQuODE (Regroupement québécois pour les organismes en employabilité) Nicole's contributions have strengthened career services at provincial, national and international levels.

Devolution of employment services from federal to provincial governments proved to be a fragile period for many organizations dedicated to employability. Nicole's leadership enabled many such organizations in Québec to survive and thrive. She established and maintained strong links with the Québec academic community that led to the realization of many research projects that have advanced employability practice. Exemplary examples include Milieu en action (2008-2012), in collaboration with the Université de Sherbrooke, which successfully supported clients with multiple employability challenges, Clinique de l'emploi (1995) which mobilized 11 organizations to offer coaching on work search to passengers in the Montréal métro and Défi Participation Emploi (2001), a successful partnership between work searchers and employers.

Nicole's contributions nationally included the development of the Canadian Standards and Guidelines for Career Development Practitioners which remain a key reference for the professional development of career development practitioners. She also collaborated in the creation of the Canadian Coalition of Community Based Trainers (CCCBET-CCCBET) and assumed its Presidency from 2004 to 2013. Under her leadership, several major national research projects focused on the integration of immigrants into work in small to medium sized Canadian cities were undertaken successfully.

On the international level, Nicole has presented research results in France and South Africa and co-hosted, with L'Ordre (Ordre des conseillers et conseillères d'orientation du Québec) the highly successful 2014 international IEAVG Conference in Québec City.

Nicole is recognized by colleagues and partners as a woman of action, with a strong commitment to know and recognize the work of professionals in employability and career development. Nicole is held in high regard for her expertise, excellent knowledge of labour market issues, vision and dynamic spirit. Driven by the desire to build a more inclusive society, Nicole has strengthened the career development community, supported and defended clients and client services and demonstrated continued vision and leadership.

It is an honour for the Board and staff of CCDF to award the Stu Conger Leadership in Career Development Award to Nicole Galarneau.

