

**Resolution: Ontario Association of Career Management (OACM)
and
Career Development Practitioners' Certification Board of Ontario (CDPCBO)**

Affiliation Agreement

The Board of Directors of the Ontario Association of Career Management (OACM) and the Board of Directors and Advisory Committee of the Career Development Practitioners' Certification Board of Ontario (CDPCBO) hereby resolve:

WHEREAS, OACM and CDPCBO are committed to promoting advocacy, professional development, certifying professional experience, and providing the highest quality of practice in career development and talent management services in Ontario;

WHEREAS, OACM and CDPCBO seek strategic alliances to extend the reach and effectiveness of their respective organizations;

WHEREAS, OACM and CDPCBO provide value-added services to their constituencies;

WHEREAS, OACM and CDPCBO are committed to ensure experience, competence, and integrity in the execution of practice in career development and talent management services;

BE IT THEREFORE RESOLVED that:

The Governing Boards of OACM and CDPCBO have initiated and formally adopted this Affiliation Agreement, effective this 8th day of June 2017.


Chair, Ontario Association of Career Management


Secretary, Ontario Association of Career Management

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Co-Director, CDPCBO



Secretary, CDPCBO

I. PURPOSE OF AFFILIATION AGREEMENT

This Affiliation Agreement (the "Agreement") is made and is adopted by and between the Ontario Association of Career Management (OACM), an organization dedicated to advancing public awareness of the career and talent management profession and promoting the Ontario, provincial wide, profile and credibility of its varied membership, and the Career Development Practitioners' Certification Board of Ontario (CDPCBO), an organization committed to certifying highest quality of standards of providers engaged in the practice of career development in Ontario. Our purpose is to:

- A. Extend efforts to collaborate and provide value-added service to members of OACM and Certificants and candidates of CDPCBO.
- B. Develop and execute opportunities to market and support the availability of OACM learning experiences through webinars, workshops, and seminars using CDPCBO - certified career development practitioners, wherever possible.
- C. Establish ways to amplify the importance of continuing education and certifying skills, knowledge and professional experience, to ensure excellence in the delivery of career development, thus raising the professional profile of the career development field and talent management services.
- D. Share ideas and offerings that are mutually beneficial to our respective organizations.

II. AGREEMENT TERMS

A. Ontario Association of Career Management will continue to:

- 1) Provide educational experiences for members, promoting life-long learning, professional development, and current trends and issues that challenge people in their work and life journey.
- 2) Promote community engagement for members to generate collaboration, promote networking and business opportunities, and enjoy each other's company.
- 3) Advance public awareness of the career and talent management profession.
- 4) Advocate certification by an independent, knowledge-based career certification organization, as is CDPCBO/CCDP certification.
- 5) Promote the international profile, ethics, and credibility of its varied membership.

B. Career Development Practitioners' Certification Board of Ontario will continue to:

- 1) Assure consumers/clients, employers and funders that CDPCBO - certified career practitioners demonstrate current required competencies, continue to learn, contribute to, and adhere to the highest industry standards.
- 2) Certify that Career Development Practitioners come from a rich variety of business, government, education and non-profit backgrounds.
- 3) Conduct certification – a formal recognition of career development practitioners' skills knowledge, experience and competence, utilizing evidence-based process of 5 conditions of certification criteria, demonstrating industry-defined competencies, which represent proven professional experience and expertise, based on Canadian Standards and Guidelines for Career Development Practitioners.

- 4) Promote the importance of professional development as an integral part of the certification and re-certification process. CDPCBO may recognize professional development from OACM as credit towards recertification for certified career development practitioners.
- 5) Inform the public and consumers about the importance of Ethical standards adhered to by CDPCBO Certified Career Practitioners.

C. Compliance with Law

Both parties shall abide by all applicable federal and provincial laws and regulations in the performance of their respective obligations under the terms of this Agreement.

D. Indemnification

Except for gross negligence or willful misconduct, neither party shall be liable for any loss or damage incurred in connection with the terms of this Agreement.

E. Conflicts of Interest

- 1) OACM hereby discloses that there is no financial interest, ownership, or control over CDPCBO.
- 2) CDPCBO hereby discloses that there is no financial interest, ownership, or control over OACM.

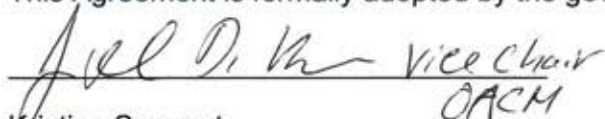
F. Confidentiality and Disclosure

It is agreed that CDPCBO and OACM may possess information which they regard as confidential or proprietary and wish to protect it from competitors or others, defining it as private information. It is also agreed that both organizations will respect this confidential or proprietary information of the other organization and will not release it without the express written agreement of the organization which owns it.

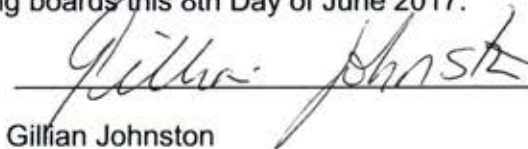
G. Agreement Terms

- 1) This Agreement may be modified or amended only if such modification or amendment is in writing and signed by both parties.
- 2) The term of this Agreement will be for one (1) year, commencing the date of execution of this Agreement and will renew automatically unless either party requests termination within thirty (30) days of the expiration date. Either party may terminate for "Cause" at any time with thirty (30) days of notice.

This Agreement is formally adopted by the governing boards this 8th Day of June 2017.


vice chair
OACM

Kristina Sammut
Chair, Board of Directors
Ontario Association of Career Management



Gillian Johnston
Co-Director
Career Development Practitioners' Certification
Board of Ontario