



# Decent Work on a Changing Planet

Practical Strategies for  
Developing a More Equitable World for Our Clients

Presented by:  
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Webinar #2:  
Decent Work -  
Practical tools for  
advancing  
equitable work for  
our clients



# What we will be discussing



Decent Work and A Just Transition (Review of Part 1)



Truth and Reconciliation



Career Theories and their application to Decent Work



Why the Ladder?



Conclusion and Q&A



# Pursuing a Just Transition

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- The concept of “just transition” has been around since the 1980s, when it was used in a movement by US trade unions to protect workers affected by new water and air pollution regulations.
- In recent years, the concept has gained traction with reference to meeting climate goals by ensuring the whole of society – all communities, all workers, all social groups – are brought along in the pivot to a net-zero future.

*What is just transition? And why is it important? | UNDP Climate Promise. (2022). UNDP Climate Promise.*

<https://climatepromise.undp.org/news-and-stories/what-just-transition-and-why-it-important>



# Pursuing a Just Transition Cont.

- The International Labour Organization (ILO) defines it this way:

“Greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating **decent work opportunities** and leaving no one behind.”

(2021, October 22). *Frequently Asked Questions on just transition*. Ilo.org. [https://www.ilo.org/global/topics/green-jobs/WCMS\\_824102/lang--en/index.htm](https://www.ilo.org/global/topics/green-jobs/WCMS_824102/lang--en/index.htm)

# Decent Work – International Labour Organization (ILO)

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Opportunities for work that is productive and delivers a fair income

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Security in the workplace and social protection for all

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Better prospects for personal development and social integration

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Freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

*Decent work.* (2015). Ilo.org.

<https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>



## 5 Principles for facilitating Decent Work

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Defining Decent work and organized labour to a client's life

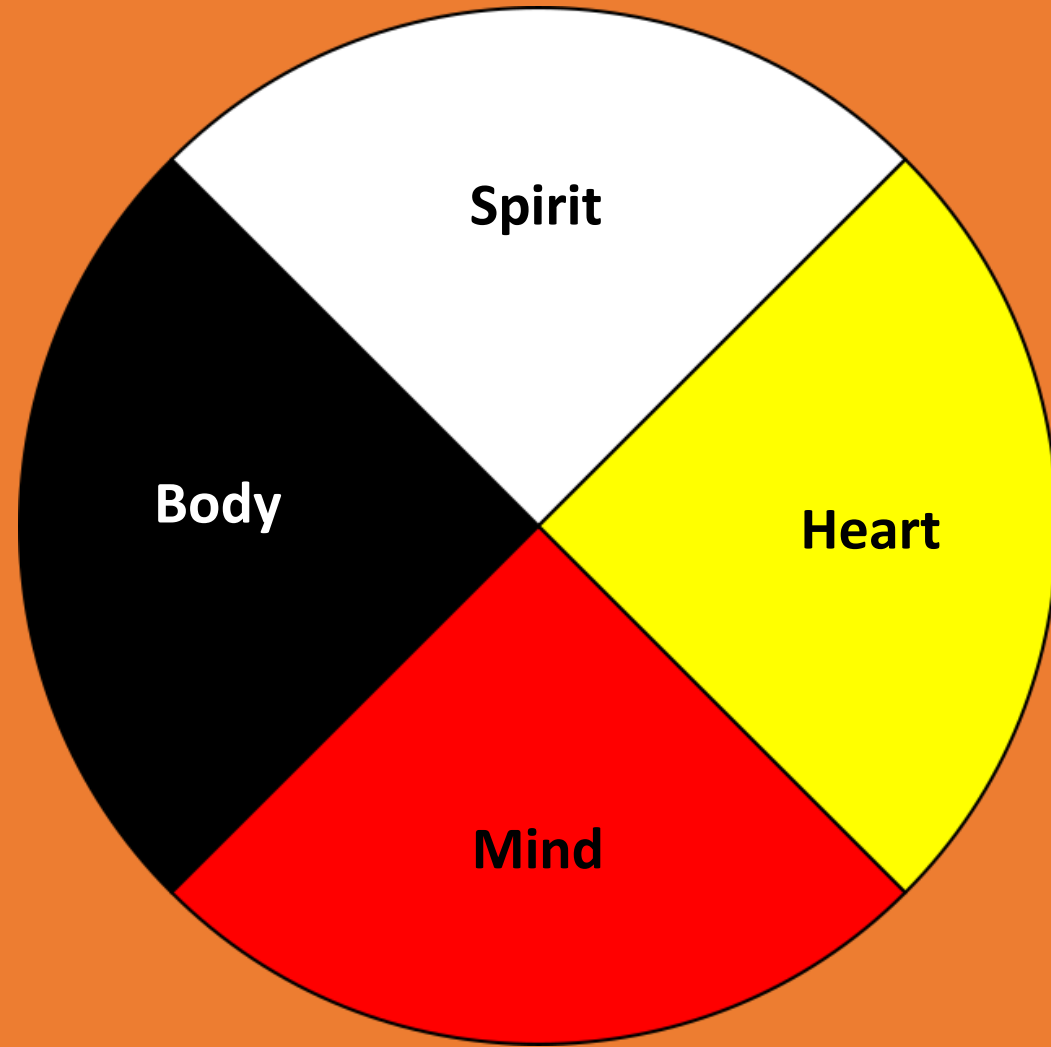
Normalize conflict within a collaborative relationship

Recognize privilege

Educate on labour rights

Empower clients to know their own power

A holistic approach to decent work  
from Heart, Mind, Body, Spirit





# Truth and Reconciliation

- How might we support decent work in a changing planet as career developers through reconciliation with Indigenous people?
- Simple actions to work towards true reconciliation removes it being too hard to start

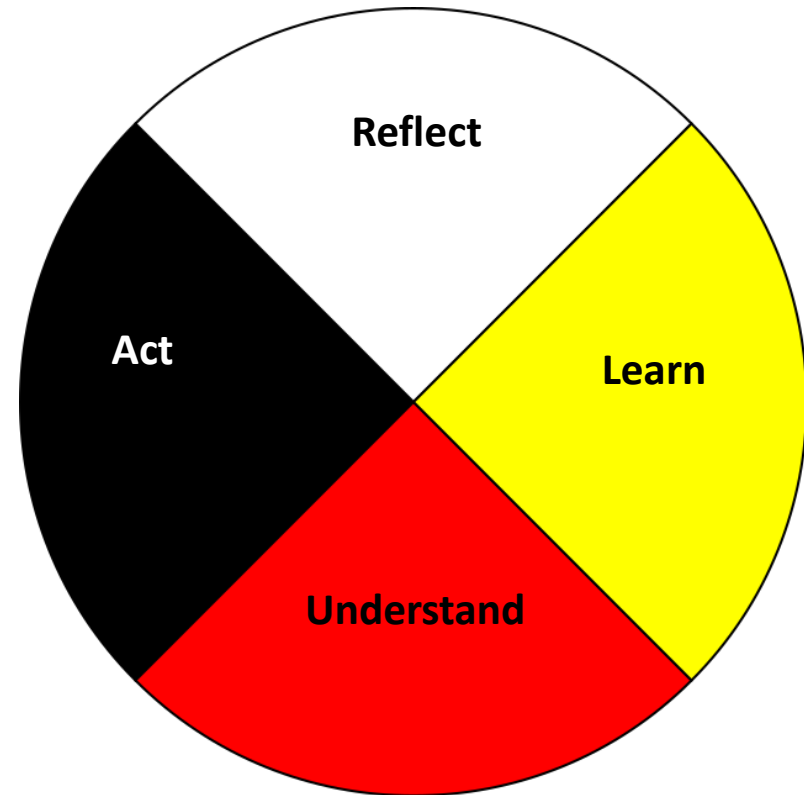


# Truth and Reconciliation

- Learn
- Understand
- Act
- Reflect

– The Hon. Jody Wilson-Raybould, Former Minister of Justice and Attorney General of Canada

– Guy Williams, Special Advisor, Indigenous Education & Development · Fanshawe College



# Calls to Action from the Truth and Reconciliation Commission for Skills-based Training

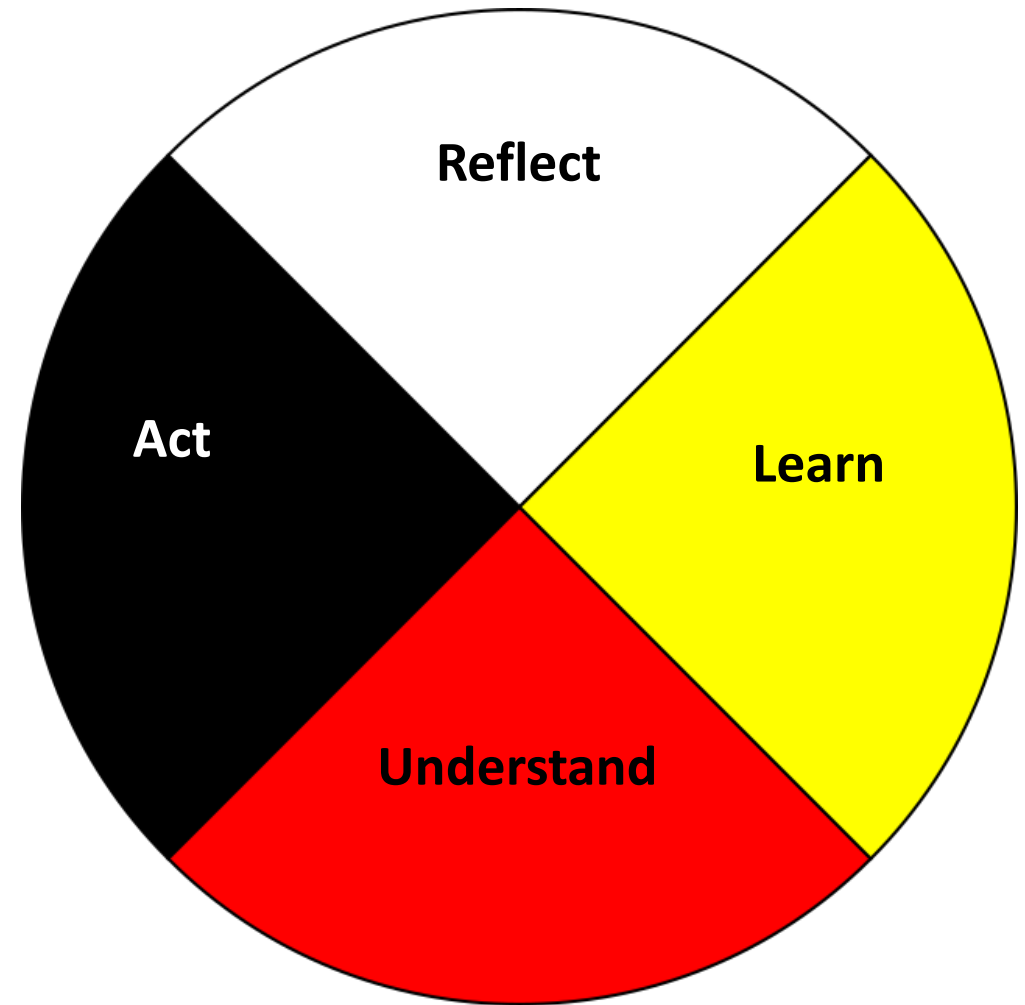
24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Career Development training:  
Indigenous History, Legacy,  
Teachings, Practice

- Required/Provided Education on Indigenous
- Including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. Skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism



# Career Development training: Indigenous History, Legacy, Teachings, Practice

Additional focus with sector specific learning as stated in the Calls to Action:

**Education**

**Medical & Nursing**

**Law**

**Public Servants**

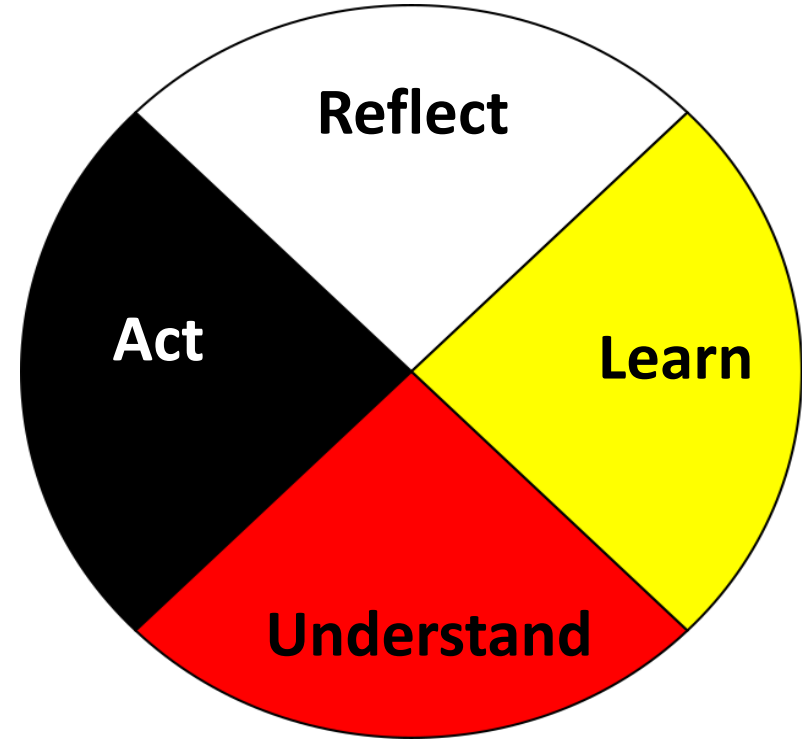
**Social Sciences and Humanities Research Council**

**Canada Council for the Arts**

**Journalism**

**Sports Halls of Fame and other relevant Organizations,**

**Corporate Sector**



# Business and Reconciliation

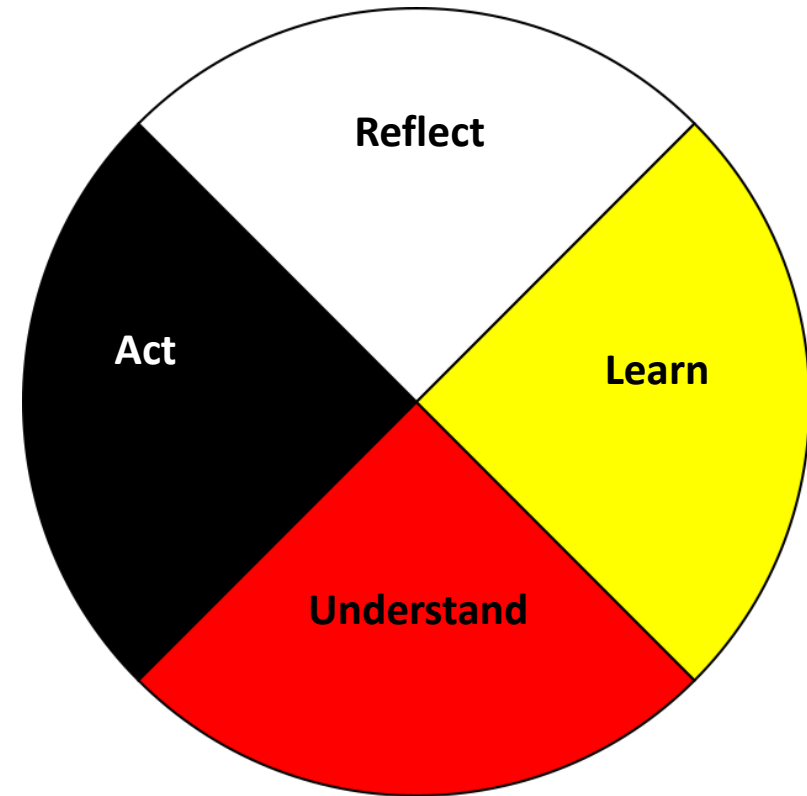
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92. We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

# Learn, Understand, Act, Reflect as Career Developers

- Learn
- Understand
- Act
- Reflect



# Career Theories

Hope-Action Theory

Planned Happenstance

Advocating Workers-Within-Environment (AWE)



# Hope-Action Theory

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- Hope is essential and relates to “envisioning a meaningful goal and believing that positive outcomes are likely to occur should specific actions be taken. Having a sense of hope empower people to consider the possibilities in any situation and propels them to take action”
- Adaptability involves the ability to change – to remain open to new information that may lead to either reinforcing current goals or developing new ones.”

# Hope-Action Theory Cont.

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Based on achieving career adaptability

“capacity to...

- A) respond effectively to new information about oneself and/or one’s changing situations and
- B) Transform new knowledge and awareness into strategic career behaviour, leading to effective and satisfying career development”

# Planned Happenstance

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- Curiosity: exploring new learning opportunities
- Persistence: exerting effort despite setbacks
- Flexibility: changing attitudes and circumstances
- Optimism: viewing new opportunities as possible and attainable
- Risk Taking: taking action in the face of uncertain out-comes

Mitchell, Al Levin, S., & Krumboltz, J. D. (1999). Planned Happenstance: Constructing Unexpected Career Opportunities. *Journal of Counseling and Development*, 77(2), 115–124. <https://doi.org/10.1002/j.1556-6676.1999.tb02431.x>

# Advocating Workers-Within-Environment (AWE)

1. Client and counselor collaboratively establish clear goals for resolution of the career concerns expressed by the client.
2. Client and counselor are able to identify environmental factors (i.e., collective agency) that influence the attainment of desired goals of counseling.
3. Client and counselor clarify specific environmental factors that will facilitate or impede goal attainment.
4. Client and counselor determine the magnitude with which the client can exercise his or her own agency within the work environment.
5. Client and counselor plan for multiple scenarios in which the client, the client's actions, environmental factors, and desired goals will interact to the benefit or impediment of the client's wishes

Hutchison, B. (2015). Advocating Workers-Within-Environment: A Critical Perspective for Addressing Career Concerns. *Journal of Humanistic counselling*, 54(3):236-246 [https://www.researchgate.net/publication/282448110\\_Advocating\\_Workers-Within-Environment\\_A\\_Critical\\_Perspective\\_for\\_Addresssing\\_Career\\_Concerns](https://www.researchgate.net/publication/282448110_Advocating_Workers-Within-Environment_A_Critical_Perspective_for_Addresssing_Career_Concerns)



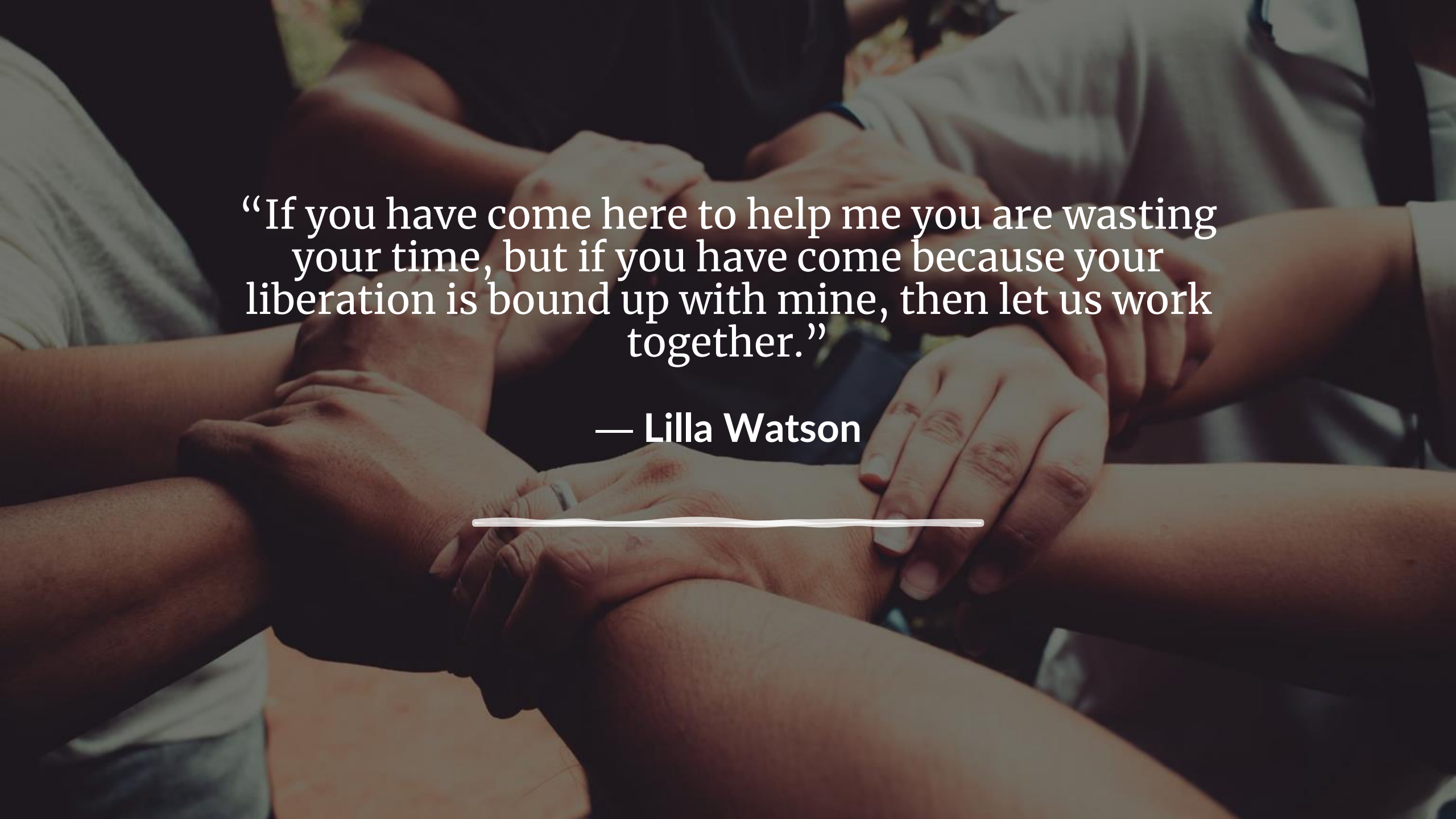
Why the  
Ladder?



# Indigenous Resource List

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- INDIGENOUS ISSUES IN CAREER DEVELOPMENT AND CAREER COUNSELLING
  - <https://ceric.ca/wpdm-package/aboriginal-issues-in-career-developmentcounselling/>
- True Reconciliation: How to Be a Force for Change By Jody Wilson-Raybould (2022 )
- Inconvenient Indian by Thomas King
- 21 Things You May Not Know About The Indian Act By Bob Joseph
- <https://docs.google.com/document/d/1hOkJIt7ognG6aGT9lgSSI9V-gs78h88vD-i9r9OBP7Y/edit?usp=sharing> – notes on Calls to Action by Brian



“If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”

— Lilla Watson

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Thank you  
for attending  
and support  
Decent  
Work!

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