

Sociology & Criminology Career Panel

Wednesday, January 23, 2008



Presented by the Career Centre, University of Toronto Mississauga
Co-sponsored by the Sociology & Criminology Student Union

Panelists:

James Colgan - Director of Programs, Our Place Peel

Melanie Ferdinand, Deputy Administrator, Roy McMurtry Youth Centre

Charles Helewa – Corporal, Police Services, University of Toronto Mississauga

Erin Osselton - Recruitment Coordinator, Big Brothers Big Sisters of Peel

Chris Pimento, Probation Manager, Youth Justice Services, City of Brampton & Dufferin County

Skills Developed From a Sociology or Crime, Law and Deviance Degree:

Before considering a particular career option, it is essential to identify any skills that you have developed. Such skills can be developed through experience you might have acquired, whether this be past jobs, volunteer positions, or education. It is important to understand that employers are looking for people that can transfer their skills to a particular job (i.e. transferable skills). They believe that specific requirements of a job can be taught, but it is most valuable to them if their employee takes the general skills that they have acquired, for instance time management skills in university, and uses them on the job.

Your education at university will have helped you develop many valuable skills. The Sociology and Crime, Law and Deviance program generally help students develop:

- ✓ **Investigation skills** (i.e. identifying problems and developing solutions, defining expected/potential results- hypothesis testing)
- ✓ **Analytical Skills** (i.e. investigating components of problems/ideas, critically analyzing data and problem solving, synthesizing information, reasoning logically.)
- ✓ **Communication Skills** (i.e. develop and write reasoned reports; non-verbal communication of data using graphs, tables, diagrams; good listening, clarifying and responding skills in interpersonal/verbal communication)
- ✓ **Quantitative Skills** (i.e. applying scientific concepts to problems, use of statistical software; utilizing statistical tests to predict outcomes, interpreting results)
- ✓ **Research Skills** (i.e. planning long-term projects/experiments and developing project/experiment designs, gathering and organizing data, surveying and sampling)
- ✓ **Organizational** (i.e. compile and organize facts and information; planning and time management; work independently and in teams)
- ✓ **Related Knowledge** (i.e. knowledge of legal structures, broad understanding of criminal justice system, awareness of societal concerns and population dynamics, understanding societal development)

SOURCE: adapted from www.utm.utoronto.ca/careers under 'Careers by Major' – Crime, Law and Deviance and www.ukans.edu/~uces/major/bio.shtml

For what careers might studies in Sociology and Crime, Law and Deviance prepare me?

A sample of the types of positions that Sociology and Crime, Law & Deviance graduates have gone on to includes:

- **Government** – e.g. Public Policy Analyst, Community Affairs Officer, Legislative Aide, Foreign Service Officer, Immigration Officer, Human Rights Officer, etc.
- **Community Affairs/Health** – e.g. Employment Counselor, Homeless/Housing Worker, Addictions Counsellor, Fundraiser, Social Worker, Child and Youth Worker, etc.
- **Research** – e.g. Market Research Analyst, Data Analyst, Survey Researcher, etc.
- **Corrections/Courts/Law** – e.g. Corrections Officer, Police Officer, Probation and Parole Officer, Child & Youth Worker, Case Worker, Border Services Officer, Lawyer, Court Clerk, etc.
- **Teaching/Education** – e.g. Professor, Teacher, Academic Advisor, Admissions Officer, etc.

- **Business/Communications/Other** – e.g. Public Relations Officer, Human Resources Specialist, Labour Relations Officer, Underwriter, etc.

Of course, this is not an exhaustive list as there are many other careers available. Many positions require additional education or experience. Some graduates pursue further studies in professional programs and/or graduate studies. However, while these are all options, the reality is that many Crime, Law and Deviance and Sociology graduates might find challenging and rewarding employment in fields unrelated to their major. This is true for graduates of many Arts and Science programs. When thinking about career prospects, students must realize that many skills acquired at university are transferable in the sense that they are useful in many different situations and they are often the skills which employers seek. Students should regard their studies as an opportunity to develop and refine these skills.

Tip: Check out the ‘*Careers with a Conscience*’ information package available online at <http://www.utm.utoronto.ca/careers/pdf/CareersWithAConscienceFeb92006.pdf> for many additional career paths that may be of interest to Sociology graduates.

SOURCE: http://www.utm.utoronto.ca/careers/careers_by_major.html and <http://www.utoronto.ca/woods/criminology.htm> in addition to material found in the Criminology NOC binder in the Career Centre.

Who Employs Sociology and Crime, Law & Deviance Graduates?

Government Departments | Municipalities | Policy Organizations | Court Systems | Police Services
 Educational Institutions | Non-Profit Organizations | Business in all sectors | United Nations
 Research Groups | just to name a few...

Examples of government departments and agencies include: Canada Border Services Agency (CBSA)
 Correctional Service Canada (CSC) | Ontario Public Service – Internship Program | Canadian Security
 Intelligence Service (CSIS) | Department of Justice Canada | Department of National Defence | Health
 Canada | and more...

SOURCE: www.utm.utoronto.ca/careers - Careers by Major- Crime, Law and Deviance and Sociology

Career Profile:

Intelligence Officer (IO), Canadian Security Intelligence Service.

An Intelligence Officer is required to conduct investigations, perform research, analyze information, and must be able to prepare clear and concise reports on national security-related matters. The Service is looking for motivated individuals who possess strong interpersonal skills and an ability to take the initiative; individuals who are empathetic and sensitive to the cultural mores of a changing Canadian society, are adaptable and embrace new experiences with confidence. Individuals considering applying for this position should have a proven ability to work both independently and as a member of a team. Proficiency in both Official Languages is an asset, as are foreign language capabilities and computer literacy.

To be considered for employment as an Intelligence Officer, you must be a Canadian citizen with a university degree, and possess a valid driver’s license, and agree to relocate anywhere in Canada, depending on the requirements of the Service, throughout one’s career. Intelligence Officers are on probation for an initial period of five years as part of their Career Progression program. The estimated starting salary is \$38,000-62,000 during the probationary period, based on successful completion of training, attaining the required experience and on performance. The recruitment process is lengthy and consists of several

interviews and examinations. You should be aware that significant personal information will have to be provided.

More information on the profession and a detailed breakdown of the recruitment process can be derived from the Canadian Security Intelligence Service website: <http://www.csis-scrs.gc.ca/en/index.asp>

SOURCE: Foreign Service NOC Binder, Career Centre

Alumni Career Profiles

Victoria Bonanno - Profile

Degree: B.A. Specialist: Sociology. Year Of Graduation: 2002

Victoria Bonanno works as a Family Service Program Worker for Ontario Interpreter Services, coordinating American Sign Language interpreter services for deaf, hard of hearing, and hearing consumers.

“I also schedule assignments and maintain an efficient system of delivery for interpreters and consumers. I am an advocate for consumers and educate them and the public about accessibility issues,” says Victoria, who also has an Honours Bachelor of Social Work from York University.

Victoria says her work requires her to be organized and fluent in American Sign Language. “You also have to be a good negotiator,” says Victoria, who found her job by meeting with a career counselor at the UTM Career Centre. “I searched on Charity Village and went to non-profit organizations websites.”

Elaine Watson - Profile

Degree: BA. Major: Sociology, Crime and Deviance. Minor: Anthropology. Year Of Graduation: 1995

Elaine Watson (a pseudonym) is a probation officer with the Ministry of Children and Youth Services.

“I work with young people in conflict with the law. The most enjoyable part of this position is working directly with young people. Challenges include changing legislation (YCJA) and working with a sometimes resistant client group,” says Elaine.

“A probation officer, in my opinion, requires strong interpersonal skills, an ability to make case management decisions, assessment and interview skills, an ability to interpret legislation, and computer skills. Probation officers prepare reports for the courts in regards to sentencing and as such strong report writing skills are essential. A probation officer must have a university degree.”

Upon graduation, Elaine was hired by TD Bank for a full-time sales position. She was employed in various branches in the GTA before eventually switching to work for Canada Trust in 1997.

“In total, I was employed in the financial field for 12 years before making the switch to my current career. Throughout my banking career, I volunteered with the Ministry of Correctional Services as a probation officer. I was hired as permanent staff in April 2001,” says Elaine. “I have monitored both adult and phase two (ages 16 to 18) caseloads. In September 2004 I elected to move to the newly created Children's Ministry as a probation officer. I currently work from the Brampton office which is the largest youth probation office in the province.” While completing her degree, Elaine was a volunteer probation officer with the Mississauga adult probation office.

“This experience was valuable in multiple ways. I learned about diverse issues within my community and these experiences directly related to my field of study. I was also a volunteer note-taker with the AccessAbility Resource Centre, assisting students with disabilities,” she says.

“I was offered a temporary contract with Ministry of Correctional Services as a probation officer soon after I graduated. I turned this down for the ‘sure thing’ of employment with the TD Bank. I was concerned about being

employed so I could pay back my student loans. If I could do anything differently, I would have taken the contract as a probation officer.”

Elaine says banking may have seemed like an odd choice for the type of degree she earned at UTM, but she maintains that her degree was and continues to be relevant.

“The news continually mentions debit card fraud or people laundering money through banks. My degree in Crime and Deviance was and still is appropriate,” says Elaine, who is currently an executive member of the Central Branch of the Probation Officer’s Association of Ontario.

“Take any training an employer provides for you even if it does not seem related to what your current role is. Offer to take on extra tasks, have a positive attitude and be reliable. The competition is fierce to become a probation officer but do not be discouraged. The work is rewarding and the financial compensation is not that bad either.”

**** Please refer to the Alumni Binder in the Career Centre or our web site under Explore Careers > Alumni Profiles for more profiles!**

How to Gain Experience

Start early by seeking relevant summer, part-time and volunteer opportunities. This will help you gain experience and develop the skills that employers want. There are several opportunities both on and off campus that can help you gain the pertinent work/volunteer experiences. Register with the Career Centre online at www.utm.utoronto.ca/careers to access all summer, part-time, volunteer and full time job postings. Check out the ‘*Careers by Major*’ section of our web site for more ideas on gaining experience.

On-Campus Opportunities

Career Centre Website

On the Career Centre site, under ‘Gain Experience’, you can find out more about On-campus jobs. Under ‘Find Employment’ → ‘On-Campus’ → ‘Listings’ you can get a list of places that are hiring or have hired in the past and also more details on work-study positions.

Work-Study Program

OSAP Work Study Program provides students with an opportunity to work on-campus during the academic year and gain academic/career related experience. For further information on complete eligibility requirements and information about consideration for special circumstances please visit: www.utm.utoronto.ca/careers/work_study.html . Remember to start looking for these jobs early on during the academic year, as they are posted on the Career Centre site in early September. UTM students are eligible for positions at all 3 campuses.

Part-Time and Summer Jobs

If you are not eligible for OSAP, you can still find part-time work on campus. This can be achieved by either checking job postings on your Career Centre account (for on-campus opportunities, select the advanced search, and choose by campus) or by selecting the ‘Gain Experience’ link, “On-Campus.”

On-Campus Volunteer Positions

Search for volunteer opportunities online with your Career Centre account. The Career Centre website also has more information under ‘Gain Experience’ → ‘Volunteer’ or if you follow the links ‘Find Employment’ → ‘On-Campus’ → ‘Listings’ you can get a list of places on-campus that are looking for volunteers. Volunteer information is also available on the “On-Campus Volunteer Opportunities” Binder at the UTM Career Centre or check out the Volunteer Fair held on campus in late September. Keep in mind that all volunteer positions might not be posted. It is a good idea to personally approach a professor and other www.utm.utoronto.ca/careers

professionals within the field you are interested in and ask them if there are any volunteer opportunities available. This type of experience will not only help you develop your skills, but will also give you a chance to build contacts within the department.

UTM Clubs

Another ideal way to gain experience is to join clubs around campus. While joining any kind of club will help you build on your leadership and general transferable skills, the Sociology and Criminology Student Union would be a relevant choice.

Off-Campus Opportunities

Off-Campus Summer and Part-Time Positions

Samples of recent part time and summer job listings from the Career Centre website include:

- ☆ **Support Worker** – Family Services Association of Toronto
- ☆ **HYPE Program Coordinator** – Our Place Peel
- ☆ **Criminal Law Research Assistant** - Lao Law, Legal Aid Ontario
- ☆ **Client Service Representative** - Law Society of Upper Canada
- ☆ **Instructor Therapist** – Autism Partnership
- ☆ **Protective Services Officer** - CN Tower (Summer Employment)
- ☆ **First Line Worker and Child and Youth Worker** - Hastings Children's Aid
- ☆ **Research Assistant** – Centre for Addiction and Mental Health

There are also several programs that can help one gain relevant work/internship opportunities:

- ☆ **Federal Student Work Experience Program**
http://jobs-emplois.gc.ca/srp-fswep-pfete/index_e.htm
FSWEP is the primary vehicle through which federal departments and agencies recruit students for some 7,000 temporary student jobs/internships each year.
- ☆ **Canada Student Border Services Officer**
http://www.jobs-emplois.gc.ca/srp-fswep-pfete/dp_030_e.htm
As a Student Border Services Officer (SBSO) you will promote compliance with Canada's border, trade and tax legislation and regulations through responsible enforcement, quality service and education; intercept contraband goods, including drugs, firearms and other prohibited goods from entering Canada by various modes of transport and be responsible for assessing duties and taxes.
- ☆ **Ontario Summer Experience Program**
<http://www.gojobs.gov.on.ca/>
The summer Experience Program provides a variety of summer positions in the Ontario Public Service, its related agencies, and community groups. Jobs are available in critical government activities related to fish and wildlife programs in provincial parks, administration of justice and law enforcement, public safety, and others.

Off-Campus Volunteer Positions

Volunteering can help you develop relevant skills and better understand a specific career path. In addition to the Career Centre Website, you can also refer to the "Off-Campus" Volunteer Opportunities binder to gain more information about specific volunteer positions of interest.

Get Experience Fair

Held annually in late September, this is your chance to learn about volunteer opportunities, the Research Opportunity Program, international experiences and much more. Here are a few of the volunteer groups that have attended in the past that might be of interest to Sociology and Crime, Law & Deviance students:

Child Find Ontario | Distress Centre Peel | MADD Halton/Peel Chapter | Sexual Assault/Rape Crisis Centre of Peel | Supportive Housing in Peel | Auxiliary Program, Peel Regional Police ... and many others.

Internship Opportunities

- *Canadian International Development Agency (CIDA)*, Government of Canada (Internship opportunities to work in a developing country and contribute to Canada's international development goals.
- *Foreign Affairs and International Trade Canada* - Gain career-related international work experience through 6-12 month placements abroad.
- *Career Edge* - Meaningful, entry-level work experience for Canadian graduates eager to put their education to work. Visit www.careeredge.org for details.
- *Ontario Internship Program* - OIP is aimed at developing a future generation of public service professionals in the Ontario Public Service (OPS) by hiring graduates for a two-year internship in a variety of areas. Applications are usually due in January every year.

More information about any of the above can be obtained from the Career Centre in SE3094.

Employer Directories

Search through the Career Centre Employer Directories to find work experiences in specific fields. You can search the directories by education, location, field of interest and through many other options. Keep in mind that each directory will have its own unique way of organizing information.

Professional Associations

Each industry has affiliated associations. There are many benefits of becoming a member of an association, such as stating your affiliation on your resume. In addition to your experiences and the completion of your university degree, a student membership in an association is one way to get an edge in the job market. It also furthers your knowledge of a particular field. One relevant association is the Canadian Sociological Association [<http://www.csa.ca/>]

Career Centre Events, Resources & Services

Workshops and Resume Critiques - Small group workshops offered include: Resume and Cover Letter, Effective Interviews, Summer Job Search, Choosing Your Program, Now That I'm Graduating...What's Next? Individual resume and cover letter critiques are also available.

Get Experience Fair- Sept 2008: Meet representatives from organizations in the community offering volunteer opportunities and learn how to become involved.

Professional Schools Fair-Oct 2008: Meet representatives from professional and graduate schools, as well as colleges offering post-graduate diplomas

Career Expo- Oct 2008: Meet representatives from a variety of companies and organizations (past participants have included: Community Living Mississauga, Peel Regional Police, Toronto Police Service, Canadian Security Intelligence Service, Canada Border Services Agency, Toronto Fire Services)
Summer Job Fair- Jan 2009: Speak with employers that offer a wider variety of summer jobs

Extern Job Shadowing Program - Career Exploration and job shadowing in an area of your choice. Applications usually due in October (for the Reading Week Program) and February (for the May Program).

Career Counselling & Career Assistants

If you are unsure about your career direction or how your academic major relates to work after graduation, you may find it helpful to make an individual appointment with one of our professional career counsellors. Student Career Assistants are always available to help you with the resources of the Career Centre, to provide information about events, and to answer general questions about career planning and job search. Please visit us in SE3094.

Career Resource Library

The Career Centre's collection of print and electronic resources, including job and volunteer postings, information and preparation tools for admission tests, information about careers, work search, studying and working abroad, internships and much more. Be sure to check out the **red 'NOC' Binders** which contain information on many different occupations. The National Occupational Code for most careers in Crime and Deviance can be found in the NOC 400 section. Careers in this section include Criminologist, Sociologist, Social Worker, Private Investigator, Probation Officer, Canadian Intelligence Officer, Forensic Scientist, Law, Counsellor (general, addictions/rehab), Government, and more! Ask one of our staff to give you a quick overview of these helpful resources. Other helpful resources include: Career Cruising, a Canadian Electronic Career Guide; Great Jobs for Criminal Justice Majors; Great Jobs for Sociology Majors; What Can I Do With My Degree in Sociology; Employment Directories; and much more.

Selected Resource Library Panel Packages & Videos in SE3094

- Careers with a Conscience (2006) panel package
- Careers in Activism Panel (2005) video and panel package
- Careers in Counselling Panel (2005) video and panel package
- Careers in Law (2004) video and panel package
- Work and Volunteer Abroad Panel video and panel package

The above are available in the Career Centre. Some, such as most panel packages, are also available via the Career Centre web site!

Additional Selected Web Links

- Careers by Major – Sociology and/or Crime, Law & Deviance
http://www.utm.utoronto.ca/careers/careers_by_major.html
- What Can I do with my Degree in Sociology-
<http://www.utscc.utoronto.ca/%7Ecareer/degreetipsheets/soc-03.pdf>
- Correctional Service Canada –
<http://www.csc-scc.gc.ca/> (Check out this site for career information about parole officers, as well as links to the provincial justice or corrections departments.)