



## **Dispute Resolution Career Information**

If you are looking for employment, the Certificate in Conflict Resolution can be a significant asset on your résumé, in combination with other education and experience. Many people taking Centre for Conflict Resolution courses do not plan to work in the alternative dispute resolution (ADR) field. They are often employed and acquiring new skills in order to enhance their effectiveness in their current career, seeking a promotion or looking for another position.

Most people who work in the dispute resolution field are in private practice as mediators, facilitators and trainers. Many of these people combine these professional activities with other forms of practice or employment.

### **Careers in Mediation or Negotiation**

Information for those who are considering a career in the dispute resolution field:

- Most people who work in the dispute resolution field are in private practice as mediators, facilitators and trainers.
- While there is currently no legislation in BC governing who can or cannot call themselves mediators, there are voluntary professional certifications available through mediator membership organizations.
- There are requirements of training and experience for applying to the BC Mediator Roster
- It is still very unusual for people to make their living exclusively through private-practice mediation. Many private-practice mediators combine a mediation practice with other forms of practice or another job.
- Making a living as a private-practice mediator requires building up a client base over time, usually based on word-of-mouth reputation. Like any self-employed businessperson, mediators have to be creative and persistent in marketing their services.
- Trained but inexperienced mediators can acquire hands-on supervised practice through the DR Innovation Society (formerly the BC Dispute Resolution Society) .
- Most people working in restorative justice are already employed in the educational and justice fields.
- Most restorative justice community programs are staffed primarily by volunteers.



## Resources

### Mediator Accreditation

Two practitioner organizations offer an accreditation process for mediators. Accreditation requires a certain number of hours of training and practical experience and the successful completion of a skills-based assessment.

For more information about mediator accreditation, please contact these organizations directly:

BC Arbitration and Mediation Institute

Phone: 604.736.6614 or 1.877.332.2264

E-mail: [info@amibc.org](mailto:info@amibc.org)

For JIBC courses that qualify towards the Chartered Mediator status granted by the ADR Institute of Canada, visit the web site <http://www.fmc.ca/>

Family Mediation Canada

Phone: 519.585.3118

E-mail: [fmc@fmc.ca](mailto:fmc@fmc.ca)

### BC Mediator Roster (Civil and Family)

The BC Mediator Roster Society manages a list of civil and family mediators who have met minimum training and experience criteria and who have subscribed to defined standards of conduct. The list, which consists of the Civil Roster and the Family Roster, is available to lawyers, judges, government agencies and any other organization or member of the public who wishes to resolve disputes using mediation.

Mediators who wish to be admitted to the Civil Roster or the Family Roster must meet the Society's admission criteria. These include training and experience requirements, references, liability insurance and adherence to the Society's Standards of Conduct.

### For more information:

British Columbia Mediator Roster Society

#311, 895 Fort Street

Victoria, BC V8W 1H7

tel: 250.381.9006

fax: 250.381.9022

Toll free tel number: 1.888.713.0433

E-mail: [mediators@mediator-roster.bc.ca](mailto:mediators@mediator-roster.bc.ca)

BC Mediator Roster Society web site <http://www.mediator-roster.bc.ca/public/>

Contact: Susan Burrows, Roster Coordinator



The BC Mediator Roster Society has accepted applicants who have taken courses offered by the Centre for Conflict Resolution. Please visit their web site for more details.

## **Practicum Opportunities**

### **Court Mediation Program**

The Court Mediation Program is designed to provide an opportunity for trained but inexperienced mediators to practice mediation skills in a high-quality practicum environment.

Participants in the program take part in 10 Small Claims Court mediations of approximately two hours each. Practicum mediations are scheduled in the Robson Square, Surrey, Nanaimo, Victoria and North Vancouver registries. These mediations are supervised by mentors who assist the mediators to prepare for and conduct each mediation and provide constructive feedback following each mediation.

Anyone who has received a minimum of five full days of interest-based mediation training, including at least 10 hours of role-playing experience, may apply to participate in the program. If you have questions regarding your training qualifications, please contact the program for further information.

Completion of the practicum depends upon mediator availability, volume of cases referred to the program and cancellations of mediations by parties. The average completion time is three to five months.

The fee for the practicum is \$2,120 (\$2,000 plus 6% GST). The fee is payable upon acceptance to the program.

To apply for the practicum or request further information, please contact:

### **Court Mediation Program**

177 – 800 Hornby Street

Vancouver, BC V6Z 2C5

Phone: 604.684.1300 or 1.877.656.1300

Fax: 604.684.1306

E-mail: [info@courtmediation.com](mailto:info@courtmediation.com)

Court Mediation Program web site <http://www.courtmediation.com/society.php>

### **Family Mediation Practicum Program**

The Family Mediation Practicum Program is a family justice initiative designed to provide an opportunity for trained but inexperienced family mediators to practice mediation skills in a high-quality practicum environment. Two practicum programs are offered: The Family Relations Practicum Program and the Comprehensive Practicum Program .



Participants in each of the Family Mediation Practicum Programs will participate in 20 hours of actual family mediation plus 10 hours of feedback, for a total of 30 hours of practicum training with a mentor at the practicum site. The mediations are supervised by highly trained and experienced mentors who assist the mediators to prepare for and conduct each mediation and provide constructive feedback following each mediation.

Practicum participants are required to have a minimum of 40 hours of interest-based mediation training, including at least 10 hours of role-play. They must also have completed at least 24 additional hours of training in family dynamics and family violence and training in the fundamentals of family law. Additional training such as the JIBC Course: CCR292 Mediating the Financial Aspects of Separation is required for the Comprehensive Practicum. The length of time to complete the practicum depends upon mediator availability, volume of cases referred to the program and cancellations of mediations by parties. The expected average time for completion is six to 9 months.

Applicants may apply at any time, and qualified applicants on the waiting list will be contacted when subsequent sessions commence.

If you have questions or would like to receive further information, please contact:

**Family Mediation Practicum Program**

Phone: 604.516.0788

E-mail: [fmpp@drinnovation.ca](mailto:fmpp@drinnovation.ca)

Family Mediation Practicum Program web site: <http://www.ag.gov.bc.ca/dro/family-mediation/index.htm>

**Child Protection Mediation Practicum Project**

The Child Protection Mediation Practicum (CPMP) Project provides an opportunity for individuals, with or without prior mediation experience, in Aboriginal and geographically remote communities throughout British Columbia to develop mediation skills in a hands-on practicum environment. The practicum is designed to support the growth of child protection mediation throughout the province.

For more information:

Phone: 604.684.1300 ext.25

Fax: 604-684-1306

E-mail: [info@drpracticum.com](mailto:info@drpracticum.com)

Outside the Lower Mainland, call toll-free: 1-877-656-1300 ext.25

Mailing address: Child Protection Mediation Practicum Project  
Suite 177 - 800 Hornby Street  
Vancouver, B.C. V6Z 2C5

Child Protection Mediation Practicum Project web site:

<http://www.courtmediation.com/childprotection.php>