

Fall 2009

CCDA Quarterly Newsletter

Fall 2009



Register now for the:

CCDA Fall Conference 2009

Strategies for Succeeding in Today's Emerging Economy

Friday - October 16, 2009

Ramada Plaza Northglenn, CO

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As we approach the second half of a historic year, we continue to re-define career development to meet the needs and challenges of our emerging economy

Register online at: [CCDA Fall Conference Registration](#)

Detailed information on the keynote speaker on [page 2](#)

President's Letter

I would like to take this opportunity to tell you how excited I am to be the new President of the Colorado Career Development Association. (I started my new role July 1, 2009.) I am committed to listening to your needs and concerns and continuing my predecessors' paths in moving the organization toward being one of the premier career counseling groups in the country!

The Colorado Career Development Association has been a strong, growing organization for over 10 years. In these tenuous times, the need for career development professionals is growing enormously, and the field itself has been gaining prominence.

Luckily, we have many talented, bright and dedicated people who are working to provide the same excellent conferences and outreach programs that we have become so well known for.

You will see the fruits of this labor on October 16th, 2009, with our "[Strategies for Succeeding in Today's Emerging Economy](#)" fall conference, as well as our spring conference which will have details coming soon!

As more professionals and members of the public realize the important role that career planning plays in people's lives, the Colorado Career Development Association will be here into the future to help facilitate this process.

Lastly, I would like to extend a big welcome to the new Board who are serving for the 2009-2010 year (you can find their names and information on the CCDA website <http://www.coloradocareerdevelopment.org>)

I appreciate their efforts and dedication to career counselors in this state.

Best wishes and here's to a wonderful year!

Sandra Rosewell

Fall 2009 CCDA Conference Keynote Speaker, Linda Sollars Article submitted by Dan Macy

Linda is currently the Training Coordinator for Jefferson County Workforce and is also the founder of Creating Purpose, LLC, working with individuals and groups to align their values while building their strengths. Linda brings 25 years of corporate marketing and brand development expertise to focus on personal branding for life satisfaction and career success

From Linda's perspective, embracing your personal brand makes life worth living, provides a balanced focus, and recognizes the best of life while building your core strengths and values. Linda's workshops and seminars focus on the emotional components of job loss and the job readiness skills necessary to make successful career transitions.

In Linda's own words, "Integrity is one of my core values, which translates into an ethical collaboration with my clients. Creativity is one of my core strengths in recognizing the talents and potential in others. Humor is extremely important as the levity in balancing challenges and directions on our life path. I work with my clients to define and implement life strategies that open unlimited potential through the character strengths of positive psychology." Linda's work with personal branding strives to bring forth the following character strengths:

Discovery: Discovery of your unique brand of self-empowerment translates into strength, optimism, and enhanced quality of life.

Transitions: Transitions create exciting new pathways by developing the confidence to embrace the changes and embrace the passion in your life.

Creativity: Creativity is woven through life as your original and extraordinary story. Fun is the enchantment in your veins.

Courage: Courage is facing the fear of the unknown and learning to trust your core strengths.

Use your courage to speak to your fears and cultivate empowerment.



Authenticity: Authenticity is the touchstone for interpreting your own belief by owning your personal experiences, thoughts, emotions, needs, wants, and preferences.

Wisdom: Wisdom is a product of knowledge and experience, but it is so much more than that. Wisdom is your own voice, knowing that life is in this moment.

How many times have you prepared for an interview by doing all the right things? You thoroughly researched the company, you practiced your handshake and eye contact, you are prepared for the interview questions,

and you are wearing great new clothes and a bright smile

THEN.....

You introduce yourself, sit down, and are asked the **dreaded** question that puts you at an immediate loss:

"So, tell us something about yourself." They don't want to know anything about your work history. They have your resume in front of them. They certainly don't want to know about your workout schedule (or lack thereof) ... so what do you tell them?

The employer wants to know your strengths and values and how they translate into the specific job listing. Linda's work is to empower and create a new way of looking at yourself, embracing your passion, and creating your own purpose!

Linda has been a featured panelist on CBS primetime on Channel 4 in Denver, "Beating the Recession"; a keynote speaker for the American Bar Association Legal Marketing and Colorado Press Women; regional networking events such as the Headhunters Roundtable, Red, Hot, and Hired, and Right Mindset; and Right Career workshops throughout the Front Range.

Linda holds a Master of Art degree in Adult Development with advanced certifications in leadership, coaching, training, and development. Linda carries the Instructor Certification as a Global Career Development Facilitator through NCDA and teaches GCDF classes in the community. She is an Affiliate Professor in the Master of Arts program at Regis University in Denver.

College In Colorado Launches FREE Online Tool to Assist Adults in Career Transition

Article Submitted from Corrie R. Houck

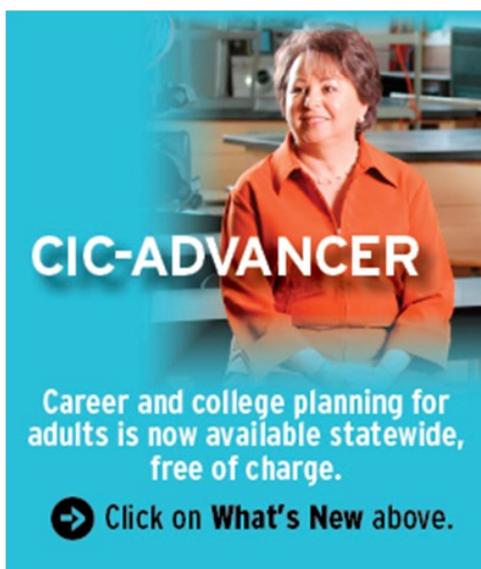
College In Colorado has added a new comprehensive program to its Website, www.CollegeInColorado.org, to support adults in career transition and college students. This package, CIC- Advancer, is free to all Coloradans who wish to explore careers and higher education opportunities, as well as develop strategies to prepare for their next job or career.

Available to users free-of-charge in English or Spanish, features of CIC-Advancer include:

- Interest and skills surveys
- Career and higher education exploration
- Resume builder
- Work history module
- Job search activities checklist
- Interview practice
- Scholarship search engines and financial aid information

“The National Center for Education Statistics reports that in the next 11 years, the number of college students over the age of 25 will increase by 21%,” said Dawn Taylor Owens, executive director of College In Colorado. “By 2012, the NCE projects that more than half, or 6.7 million, undergraduate students will be over the age of 25. To complement this trend, we are excited to be able to bring CIC-Advancer to the people of Colorado to help advance their career

transition and provide education options to assist them in their transition.” The tools in CIC-Advancer are designed to help users with career, college and program information to make strong, strategic decisions as they plan their future education and career goals. CIC-Advancer tools will



help adults who want to finish their degree, gain more education to further their career, find an education path to fit career goals, or simply change careers.

“Knowing that adults will change careers 3 to 5 times over their lifetime, CIC-Advancer offers an amazing feature – the transferable skills module,” said Taylor Owens. “This

module allows the user to find out what skills they have acquired in previous jobs and can translate into a new career.”

In addition to the features available through CIC-Advancer, CollegeInColorado.org offers Explorer (career planning for middle school students), Planner (career planning for high school students) and extensive college planning tools including comprehensive financial aid information, college planning timelines, ACT/SAT/GRE test preparation and the ability to access information about technical, two-year and four-year colleges across the state of Colorado.

About College in Colorado:

Colorado ranks in the top five states nationwide for the greatest number of degree holders per capita, yet only one in five Colorado ninth-grade students will earn a college degree, ranking the state in the bottom quartile nationally. The State of Colorado initiated College In Colorado as a statewide effort to improve college access and change expectations about college for all Colorado students. A cornerstone of the campaign, www.CollegeInColorado.org, offers a one-stop resource to help students and parents plan, apply and pay for college.

“As job losses mount nationwide, more people than ever are turning to career-development Websites even if they are still employed, a new study finds. Nielsen Online reports a 20 percent increase in unique visitors to job-search and career development sites in January – 49.7 million, compared with 41.5 million a year earlier. The unemployment rate was 7.6 percent last month; the highest in more than 16 years.” – Longmont Daily Times Call

College Planning: Searching for Solutions

By Estelle R. Meskin, M.A.

The Value of College Tours

Dear Estelle.

Every year you write about the value of prospective students visiting colleges. We have that option at the end of October as Cherry Creek Schools gives students a weeklong "fall break." Our son, a senior, is looking at schools throughout the country and frankly it is difficult for me to leave my job for a week and also very costly. We have visited most of the colleges in Colorado so we can make decent comparisons between small schools and large universities. Must we undertake the planning and expense just to visit a few places when there are so many videos, blogs, and websites with loads of information? If you concur we will forego the tours this year and spend more time "virtually touring."

JF Weinberg, Parent, Cherry Creek High School

Like any important venture in your lives, college tours require effort and some expense to make them productive. Schools in Colorado can provide a *baseline* for your next round of explorations. College tours are just a single facet of planning wisely for college. Years ago I wrote a column where I indicated that some people do more research when buying an automobile than they do selecting a college. Investigating college campuses can allow families to make first-hand evaluations. By approaching the college selection process as a consumer, the value of the visit becomes clear. Each place you visit could become your child's home for four years. I have been working with clients since midsummer outlining their college trips for this fall. Believe it or not, within a week's time you can conveniently visit 6-10 colleges, which are in fairly close proximity. Sometimes you may want to visit a school more than once. If your student is planning to go early decision or early

action, a college visit should be mandatory. Planning is the key.

In the search for the perfect college for your student it is unrealistic to think you will be able to visit every school on their list. Fortunately there are several online tools that give prospective students the chance to read blogs, watch interviews with actual students, and take virtual campus tours. Listed below are a few of the sites. Some are better than others. Not one site possesses all of the necessary content to enable a student to make a perfect college choice. The Internet is no substitute for actually being on campus. The sites can be helpful however. Also, many of the virtual tours found online are submitted by the users and therefore have their own biases. The names of several of the sites are *Unigo*, *CollegeClickTV.com*, and *ecampustours.com*.

If you have your college list complete and would like assistance organizing your tour, give me a call.

Score Choice Confusion

Score Choice is quite confusing. I used to refer clients to college websites when they were unsure what to do when submitting ACT and SAT test scores. Now, however, I realize that although many colleges state their requirements for score reporting, even their answers can be confusing. Georgetown, for example, does not participate in the Score Choice option available through the College Board. It requires that you "submit scores from all test sittings of the SAT, ACT and SAT Subject Tests to fully assess your individual strengths in comparison to the entire applicant pool."

The College of William and Mary suggests that multiple sets of test scores are perfectly acceptable. Stanford states "Applicants must self-report and submit all SAT or ACT scores and cannot elect to "hide" any score with either testing agency." However, Stanford does not have a similar policy on the subject tests.



Students are allowed Score Choice on these tests because they are not required.

The University of Pennsylvania requires that applicants submit all testing results. They evaluate only the higher of your ACT composite scores, the highest score on each section of the SAT or the highest single testing result from multiple sittings of any SAT Subject Test.

With this type of information from the colleges themselves, it's easy to see why confusion reigns. During the next few weeks, as more definitive information becomes available, I will share it with clients and readers.



Estelle R. Meskin, M.A.

is an experienced Certified Educational Planner and college coach, and a member of the Independent Educational Consultants Assn. and Higher Educational Consultants Assn. She practices in Cherry Creek.

Call 303.394.3291,
EMeskin@Mac.com
www.EstelleMeskin.com

Greening Lakewood Businesses Partnership

Red Rocks Community College (RRCC) is providing the educational component for the Greening Lakewood Business Partnership (GLB), under the direction of the Alameda Gateway Community Association. GLB is a public-private partnership, with the goal of Greening Lakewood Business to develop a sustainable model for initiating a citywide conversion of commercial properties of less than 50,000 square feet to optimum energy efficient standards.



A key feature of the partnership is educating and retraining veterans / RRCC students for employment in the private sector, creating a cycle of education, employment and refurbishment potentially affecting 250 properties and 4,000 students / employees over the next ten years. Commercial property conversions are going on this fall at two non-profit organizations, The Learning Source and Easter Seals of Colorado.

The first group of audit interns is working under the direction of experienced proctors from Lightly Treading and American Mechanical Systems.

The students are gaining the field experience required to sit for industry auditing certifications. The Colorado Department of Higher Education recently approved the Energy Efficiency and Energy Audit Certificates developed by RRCC and its industry partners.

Veterans Green Jobs mobilized experienced veterans to initiate the program; the Jeffco Workforce Center is coordinating Federal stimulus funds to provide paid internships the RRCC student / veteran participants. As the commercial audits are completed, the partners are pursuing financing vehicles to assist business owners with high return energy efficiency conversions that will engage additional student interns.

GLB's goal is the creation of an economic sector out of Lakewood's inventory of small to medium-size commercial properties. They believe that by taking on this huge task, they will help owners of properties realize energy savings, reduce operating costs and stabilize their businesses.

Members of the Greening Lakewood Business Partnership include: Red Rocks Community College, Veterans Green Jobs, Alameda Gateway Community Association, Alameda Corridor Business Improvement District, City of Lakewood, Lightly Treading, Jefferson County Workforce Center, Better Business Bureau, Johnson Controls, American Mechanical Systems, Sholar Architecture/ Construction, and Envergent Building Science

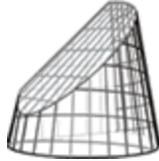
For more information on the Energy Efficiency and Energy Audit certificate programs at RRCC, contact Joan Smith at joan.smith@rrcc.edu.

Submitted by,
Suzanne A. Sullivan
RRCC Internship and
Job Development Coordinator



Rev Up Your Resume!

The Colorado Career Development Association & Boulder Public Library team up to offer the **free** Rev Up Your Resume event to be held on **Saturday, November 7th** at the Boulder Public Library from **10:30 am to 2:30 pm**. This event is in recognition of November being National Career Development Month.



Boulder Public Library

Engaging our community through free access to ideas, information and cultural experiences

Develop or brush up your resume with free assistance from professional career counselors, educators and coaches along with local job placement experts. Library reference staff will also present and share library resources for job hunters! No registration required. Bring a paper draft of your resume. Saturday, Nov. 7, 10:30 a.m.-2:30 p.m. in the Boulder Creek Meeting Room at the Main Library Contact Name: Eladia Rivera, Business Reference Librarian 303-441-3194 or Dan Macy, CCDA Boulder Connections Chair 303-819-6178 or danmacy@yahoo.com

If you would like to volunteer at this event and share your expertise to assist community members create and make adjustments to their resumes please contact Dan Macy. This is a well attended event that has been useful and rewarding for the community members and career development professionals who participate.

GREEN (NT) TEMPERAMENT

submitted by Larry Gabbard

To those interested in promoting STEM (Science, Technology, Engineering and Math):

The page that follows (on page 7) documents the 72 occupations that comprise the NT Temperament from the 250 occupations found in *MBTI's Type Tables for Occupations*, Schaubhut 2008.

Why the NT Temperament? 81% of the occupations associated with STEM (O*NET Job Families 15-Computer and Mathematical, 17-Architecture and Engineering and 19-Life, Physical and Social Sciences) are found in the NT Temperament. In addition, this Temperament also contains the five occupations most directly associated with STEM management (11-Management). This is illustrated by the Job Family sort of these 72 occupations on the next page, second column. **If you want STEM, encourage NTs!**

How do we know that these occupations display the NT Temperament? eLCie (www.elcie.com) codes occupations directly from groups of type tables. The coding technique employed is called Type Occupational Themes (TOT) and is described in *Occupational Lists for Career Counseling Professionals*, Gabbard 2003. The 72 occupational codes that start with the letter G (Green for NT Temperament) comprise the NT Temperament list. The code letters (also Blue-NF, Red-SP and Yellow-SJ) function much like Holland Occupational Codes (first column, next page). An occupation most resembles the Temperament associated with the first letter, etc. Capital letters are more important to an occupation than lower case letters. Six different typologies are currently coded, including Temperament and Jungian Type.

What does Jungian Type have to do with this? If you happen to be Type professional, you will find that the Jungian Type code associated with an occupation can be used to approximate the eight functional priorities for that occupation. **This actually makes it possible to construct MBTI personality descriptions for these groupings.** For example, 15- resembles INTP, 17- resembles INTP/ENTJ and 19- resembles INTJ.

Other questions? eLCie can be reached through the website above or at larrygab@comcast.net

To view the *MBTI Type Tables for Occupations*, please go to **page 7**.

Temp RANK	Job Family	ONET Title	
G	11-1021.00	General and Operations Managers+	
G	11-2021.00	Marketing Managers+	
G	11-2022.00	Sales Managers+	
GB	11-2031.00	Public Relations Managers+	
G	11-3011.00	Administrative Services Managers+	
G	11-3021.00	Computer and Information Systems Managers+	
Gv	11-3031.00	Financial Managers+	
G	11-3040.00	Human Resources Managers	
G	11-3041.00	Compensation and Benefits Managers+	
Gb	11-3042.00	Training and Development Managers	
G	11-3042.C	Legal Profession Workers, Managers of	
Gvr	11-3051.00	Industrial Production Managers	
Gv	11-3061.00	Purchasing Managers+	
Grv	11-3071.00	Transportation, Storage and Distribution Managers+	
G	11-9041.00	Engineering Managers+	
Gv	11-9041.00	Engineering Supervisors	
G	11-9041.C	Architecture Managers	
G	11-9121.00	Natural Sciences Managers+	
<hr/>			
G	13-1041.01	Environmental Compliance Inspectors+	
GYr	13-1051.00	Cost Estimators+	
GR	13-1071.02	Personnel Recruiters+	
G	13-1081.00	Logisticians+	
G	13-1111.00	Management Analysts+	
G	13-2051.00	Financial Analysts+	
Gr	13-2052.00	Personal Financial Advisors+	
<hr/>			
G	15-1011.00	Computer/Information Scientists, Research+	
G	15-1021.00	Computer Programmers	
G	15-1031.00	Computer Software Engineers, Applications+	
G	15-1032.00	Computer Software Engineers, Systems Software+	
G	15-1051.00	Computer Systems Analysts+	
Gr	15-1071.00	Network/Computer Systems Administrators+	
GR	15-1081.00	Network Systems/Data Communications Analysts+	
Gv	15-2011.00	Actuaries+	
G	15-2031.00	Operations Research Analysts+	
G	15-2041.00	Statisticians	
<hr/>			
Gb	17-1011.00	Architects+	
G	17-2011.00	Aerospace Engineers+	
G	17-2031.00	Biomedical Engineers+	
G	17-2041.00	Chemical Engineers+	
G	17-2061.00	Computer Hardware Engineers+	
G	17-2071.00	Electrical Engineers+	
G	17-2072.00	Electronics Engineers+	
Gr	17-2081.00	Environmental Engineers+	
Gv	17-2112.00	Industrial Engineers+	
G	17-2131.00	Materials Engineers	
G	17-2141.00	Mechanical Engineers+	
G	17-2171.00	Petroleum Engineers	
<hr/>			
G	19-1011.00	Animal Scientist	
G	19-1012.00	Food Scientists and Technologists	
G	19-1013.00	Plant Scientists	
G	19-1020.01	Biologists	
G	19-1021.00	Biochemists and Biophysicists+	
Gv	19-1022.00	Microbiologists+	
G	19-1042.00	Medical Scientists+	
G	19-2031.00	Chemists+	
G	19-2041.00	Environmental Scientists+	
G	19-2042.00	Geoscientists+	
G	19-3011.00	Economists	
Gb	19-3032.00	Industrial-Organizational Psychologists,	
G	19-3051.00	Urban and Regional Planners+	
<hr/>			
G	23-1011.00	Lawyers+	
Gv	23-1023.00	Judges, Magistrate Judges and Magistrates	
<hr/>			
Gb	27-3042.00	Technical Writers+	
<hr/>			
G	29-1063.00	Internists, General+	
Gvb	29-1064.00	Obstetricians and Gynecologists+	
Gb	29-1067.00	Surgeons+	
<hr/>			
GYr	37-1012.00	First Line Supervisors/Managers of Landscaping, Lawn Service and Groundskeeping Workers+	
<hr/>			
G	41-1012.00	Managers of Non-Retail Sales Workers	
G	41-4011.00	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products+	
G	41-4012.00	Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products+	
Gr	41-9011.00	Demonstrators and Product Promoters+	
Gr	41-9031.00	Sales Engineers+	

STEM
11-Management

13-Business and Financial Operations

STEM
15-Computer and
Mathematical

STEM
17-Architecture and
Engineering

STEM
19-Life, Physical and
Social Sciences

23-Legal

29-Healthcare Practitioners & Technicians

41-Sales and Related

Interested in becoming involved with CCDA, but hesitate about making a commitment?

Volunteer to help with the newsletter!

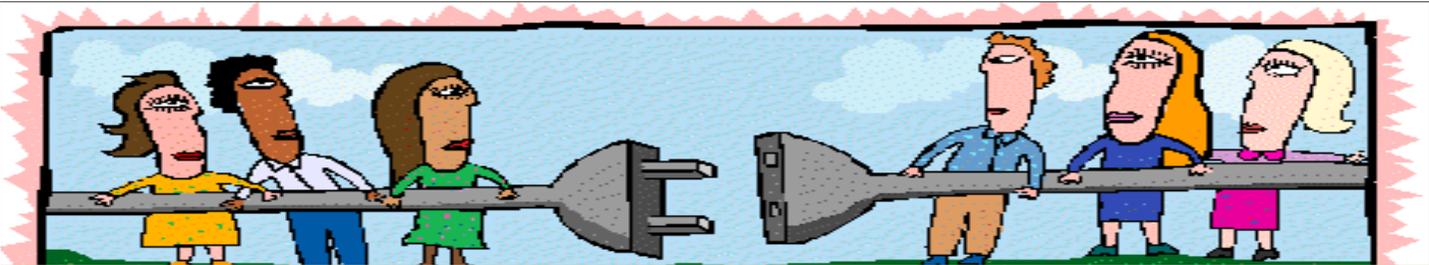
I, the newsletter editor Jessie Czerwonka, am asking for suggestions concerning future themes for the Winter Newsletter. Please contact me at Jessie.Czerwonka@ucdenver.edu if you would like to join the newsletter team currently consisting of Sandi Rosewell, Brian O'Bruba, and me (Jessie Czerwonka) to brainstorm about future newsletter articles.

Who should we profile next?

We welcome your nominations and submissions to Member Profiles. If you would like to see a member profiled in our next edition, please let us know. Simply tell us who you would like to see profiled and why. Email your suggestions to Jessie Czerwonka, CCDA newsletter editor, at Jessie.Czerwonka@ucdenver.edu. Please note that we will need a little extra time to put the profile together, so the sooner you contact us, the better. Please also feel free to nominate yourself. We don't know how fascinating you truly are, but we'd sure like to!

CCDA Mission

The mission of the Colorado Career Development Association is to promote the career development of all people throughout the lifespan. To achieve this, CCDA provides services to the public and supports the advancement of the career development profession. CCDA strives to promote a sense of community; opportunities for professional development; and a diverse network of resources, expertise, and support for



GET CONNECTED! With CCDA Connections

What are CCDA Connections? An informal bi-monthly gathering of career development professionals, students or interested community members with the purpose of networking, and expanding our awareness of career development related issues and resources. To learn how to get involved with a group near you, contact one of the following Connections Chairs:

Boulder Connections: Dan Macy at danmacy@yahoo.com or 303-819-6178

Denver Connections: Donna Lynch at workwize@comcast.net

Southern Connections (CO Springs, Pueblo and SE): Larry Gabbard at larrygab@comcast.net

Western Connections: Larry Dutmer at ldutmer@coloradomtn.edu or 970-569-2915

Northern Connections: Available