

# CCDA Newsletter

DECEMBER 2002-FEBRUARY 2003



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## Welcome New & Renewing Members!

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### New Members:

Tricia Furlong  
Larry Gabbard  
Larry Gifford  
Kerrigan A. O'Connell  
Cyndy Redifer  
Dahlia Smith  
Tom White-O'Connor  
Judy Willis  
Patrick Wolwell

### Renewing Members:

Susan Brooks  
Owen Hahn  
April Peterson  
Mary Russell  
Leland Shores  
Jeanne Timmons

## Letter from the President

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Dear CCDA Members,

I am attending my first grade son's elementary school Literacy Night tonight. Interestingly, they are presenting the importance of reading and strategies for raising a reader in the theme of *Career Night*. As you can imagine, my heart soars at this innovative (and rather daring in these times) method of engaging the kids! They will have representatives of many different careers scattered in rooms throughout the school. These adults will share stories and showcase props in

explanation of what they do in their job and how important reading is to them in their work every day.

My hope is that we can all stretch our imagination to see the full span of the Lifelong Learning spectrum. Someone once shared this anecdote with me:

When I was little, people used to ask me what I wanted to be when I grew up.

This taught me two things: that I would be something when I was grown up, and that I had a choice about what that something was!

Career Development truly does begin with the dreaming we engage in at the youngest of ages – and in our profession we are blessed to be able to work with people to make their dreams come true!

At our annual Spring Conference on March 6<sup>th</sup> we will have the opportunity to hear from our fellow practitioners about how they are tapping into each client's potential, utilizing the latest techniques and resources, and helping people change the course of their lives. Won't you join us? See you there!

Sincerely,

**Alice Potter**  
**CCDA President**

## **NCD A Award Winner!**

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### **CCDA Wins NCD A Award!**

The annual NCD A awards luncheon was held at the *Careers Across America Conference* in July, 2002. The Colorado Career Development Association received the *Outstanding State Division Award* for the Western Region. Congratulations to all CCDA members whose commitment and involvement in the career development community helped us garner this award!

## **3<sup>rd</sup> Annual CCDA Conference**

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**3<sup>rd</sup> Annual Colorado Career Development Association  
"Best Practices in Career Development" Conference  
Thursday, March 6, 2003**



This is a don't-miss conference for career development professionals

across all areas of career development in all settings!

**Conference Location:** Johnson and Wales University in Denver, Colorado (Click [here](#) for directions)

**Time:** 8:30am – 4:00pm (**Continental Breakfast, Lunch and Snacks will be provided**)

**Cost:** CCDA members: \$35 Nonmembers: \$50 Full-Time Students get \$15 off

*\*\*Group discounts available. Three or more registrants from the same organization will receive a 15% discount off the total. Discounts require one payment for the group.\*\**

Spaces available on a first come first serve basis. Get your registration in early to guarantee a space.

Click [here](#) to download a registration form.  
**Deadline to register: February 24, 2003**

For questions, contact Leslie Cancilla at 970-493-6695 / [lcancilla@bridges.com](mailto:lcancilla@bridges.com) or Sue Feinglas at 303-441-3985 ext.211 / [boulder\\_skf@wfbc.org](mailto:boulder_skf@wfbc.org).

Check the [CCDA website](#) for updates

## Call for Proposals

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### Calling for Proposals for the 3rd Annual CCDA "Best Practices in Career Development" Conference

The 3<sup>rd</sup> Annual CCDA Conference will be held on **Thursday, March 6, 2003** at Johnson and Wales University in Denver, Colorado. This one-day event will highlight best practices in career development. CCDA is currently seeking presentation proposals from the membership and community for the conference. Being a conference presenter is a great way to increase your exposure among the Colorado career development community. To submit a proposal, please complete this [form](#) and send it along with an abstract by **Monday, January 6, 2003** to: Leslie Cancilla, 419 North Pearl Street, Ft. Collins, CO 80521, Fax: 970/493-5022, [lcancilla@bridges.com](mailto:lcancilla@bridges.com).

## CDF Certification

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### What Exactly Is a "Global Career Development Facilitator"?

*Deb Carr, Career Development Facilitator Instructor (CDFI)*

Many career and workforce development professionals do not know what the acronym "GCDF" means – do you?

A Global Career Development Facilitator (GCDF) is someone who has successfully completed a combination of extensive career development training and experience required by the Center for Credentialing and Education (CCE), an affiliate of the National Board for Certified Counselors (NBCC). This credential was developed in the mid-1990's by several groups and supported by the National Career Development Association (NCDA) to provide standards, training

specifications, and credentialing for those career development providers who do not have a Master's degree in career counseling and want to increase their knowledge in the career development arena.

In Colorado, 29 people have been certified as Global Career Development Facilitators. Across the United States, over 2400 have received this certification, with almost 400 more applicants. Internationally, this credential is also recognized in Japan, New Zealand, and Canada, with more countries pursuing this credential through NCDA. Colorado currently has 3 certified instructors on the NCDA Registry.

I have been teaching this certification program for the last 4 years through the Community College of Denver's Corporate Training Division. This rigorous program (I mean, a lot of work!) is presented in a series of four 3-credit hour classes (undergrad or grad credit is available) in an intensive Saturday-only format. The students come from a variety of backgrounds – many have their Masters or professional degrees, some have only completed high school. Most have had significant experience in the career development field, but had never received any formal training. All were eager to learn more about career development and gain credibility in the field through a nationally-recognized credential.

Some of the career development professionals who have received, or are currently in the application process for, their GCDF certification in Colorado include:

--Jeanne Timmons, who is now the National Training Manager for Bridges.com (developers of the CHOICES career guidance program).

--Tami Beaty, who moved from academic advising into the workforce development arena and now is a State Field Representative for Colorado Department of Labor and Employment, monitoring statewide Workforce Investment Act programs.

--Cecil Scroggins, who was recently tapped as Team Lead for the design and development of the Stapleton Workforce Center. This is one of six centers under the umbrella of the Mayor's Office of Workforce Development.

--Marion Lujan, as Program Administrator for the City and County of Denver, has been tasked with the design and development of the City's new internal career development program for over 12,000 city employees.

--Richard DelliVeneri, who left a successful career in law to transition into the helping professions. He now provides career counseling to DU's law students as well as through the Front Range Community College system.

--Carmella Condino, who recently developed the career and outplacement center at the Rocky Flats Environmental Technology Site.

In the future, if you see the letters "GCDF" next to an individual's name, you'll know that they are members of a small, but growing, community of committed career development professionals.

The next CDF certification program will begin in March, 2003. If you have any questions about this training, contact me at [deb carr@infi.net](mailto:deb carr@infi.net). If you have questions about how to become an Instructor, check out the CDF link on the NCDA website, [www.ncda.org](http://www.ncda.org).

## Special Insert- Movie Review

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### Movie Review – “The Rookie”

*Reviewed by Lisa Wegener*

A recently released video of the movie “The Rookie” (2002) is a great resource for assisting clients who need encouragement for pursuing their gifts and career passions. If you have a client who seems to have a natural talent, but is afraid to pursue it and thinks it is too late or impossible, this movie is perfect to give them the extra push they need. Yet it helps them consider the reality of choices they may have to make.

The true story of a middle-aged baseball rookie comes to the screen in an inspirational story of overcoming impossibilities. Years ago the pro baseball aspirations of Texas pitcher Jim Morris (played by Dennis Quaid) were derailed by a severe shoulder injury. So, Jim became a high school science teacher and baseball coach, married his sweetheart, and settled down to raise a family. After corrective surgery repairs, Jim discovers that he can pitch a ball even faster than he could before. When his team delivers a lackluster on-field performance in a losing game, coach and players agree to a wager: If they'll make it to the district championships, he'll try out for a major league team. When his team makes it to the championship, winning for the first time in the school's history, Jim is forced to live up to his end of the bargain. Nearly laughed off the field, he amazes the pro scouts by throwing successive fastballs that clock at nearly 100 miles per hour. It seems that Jim is about to live his dream of joining a major league team in middle age, when most players are planning their retirement.

However, the reality of how life and careers are intertwined is not overshadowed. This movie portrays the true struggles this man dealt with and that others who are considering pursuing a dream may have. The influence of parents on career choices is shown as Jim battles expectations and old messages of failure from his father. We also see a choice he has to make with his wife in relationship to financial matters and family time. And then there is the issue of being the “odd ball” on the team, often referred to as “the old man”. This parallels the fear clients may face when deciding to go back to school and/or make a career change.

This is a very realistic movie that conveys so many of the choices and struggles faced when following a dream job. As your client is trying to decide whether to pursue a career route, this movie will present all the choices with the pros and cons to help the client make an educated decision while still seeing how someone else succeeded.

## Professional Development Events

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### True Colors Certification Site Licensing Training

December 6-8, 2002 Tampa, Florida

December 12-14, 2002 Fort Worth, Texas

Anyone who would like to utilize True Colors in their personal and professional lives and settings should attend this training. You'll build understanding and rapport with diverse groups; recognize the joys, values, needs, strengths, stresses and frustrations of each personality type. You will also know the sources and learn how to develop positive self-esteem in self and others, learn teambuilding

techniques, and be able to conduct a True Colors Awareness workshop or presentation. For more information, visit their website at:

<http://www.truecolors.org/TrainingSchedule/> .

**American Counseling Association Annual Convention**     *March 23-25, 2003*

Come learn about the most significant trends in professional counseling. Practical knowledge, strategies and intervention techniques will be examined. This year's convention will be held in beautiful Anaheim, California. Visit their website at:

<http://www.counseling.org/convention/convention.htm> for all the details.

**American College Personnel Association Annual Convention**     *March 29-April 2, 2003*

Educating Students continues to be ACPA's central purpose; as educators we need to continue to share innovative approaches to facilitate student learning. The 2003 convention, which will be held in Minneapolis, Minnesota, will focus on the many approaches that student affairs professionals take in educating today's college students. For more information, check out their website at: <http://www.acpa.nche.edu/Convention/Convention2003/homepage.cfm>

**Association of Job Search Trainers 10<sup>th</sup> Annual Job Search Trainers Conference**

*March 30-April 2, 2003*

AJST presents, "Job Search Training: The Oasis in the Desert", March 30-April 2, 2003 at the Hilton Palm Springs, California. Come to network and learn about new and innovative job search ideas, strategies, and tools. For more information, visit their website at:

<http://www.ajst.org/conference.htm>

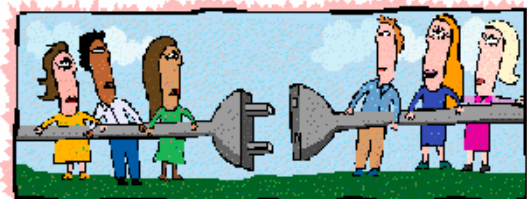
## **CCDA Connections Updates**

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### ***Get Connected with CCDA Connections Groups!***

**Boulder Connections** – Come join us at the next Boulder Connections meeting on Friday, January 10<sup>th</sup> at 8 am at the Golden Buff Restaurant on the northwest corner of Canyon and 28<sup>th</sup> in Boulder. Be ready to discuss your favorite assessment tool or exercise and why you like to use it. We will also touch bases with, network and offer support for each other. Please RSVP Dan Macy at [Danmacy@yahoo.com](mailto:Danmacy@yahoo.com), 303-938-5006 (voice mail), 303-914-6016 (work), or 303-938-4085 (home), Boulder Connections Chair.

**Northern Colorado Connections** – The next Northern Colorado Connections meeting will take place on Friday, December 13<sup>th</sup> at 3:00pm. This should be a very interesting and enlightening meeting, as we are tentatively planning to visit the Weld County Workforce Center. For more information, please contact Andrea Wieland, Northern Colorado Connections Chair, at 970-351-1873 or [andrea.wieland@unco.edu](mailto:andrea.wieland@unco.edu) .



**Denver Connections** - The next Denver Connections meeting will be held on Wed. Jan 8<sup>th</sup> at 8:00a.m. at the Le Peep Restaurant near the Cherry Creek Mall (corner of Milwaukee St. and 2nd Ave. - one block north of the Cherry Creek Mall). For more information about Denver Connections, please contact Isabel Shanahan, Denver Connections Chair, at [IShanaha@regis.edu](mailto:IShanaha@regis.edu) or 303-964-5468.

## Corner Resources

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### Book Review:

**Book Review by Deb Carr, CCDA Past-President**  
***How To Plan and Develop a Career Center***, by Don Schutt  
(Book is available for member discount through NCDA)



One of the CDF competencies is knowledge of career program design and development. In looking for a supplemental resource on this issue to use in my classes, I ordered a copy of this book and found it to be an excellent addition to my professional library.

Schutt is a counselor educator and currently serves as the Director of Human Resource Development at the University of Wisconsin-Madison. He argues that today's career centers must operate from a perspective on *career* as a lifetime of growth and achievement and must focus, not on job placement, but on providing its clients with the tools to succeed. Career centers must teach and assist clients in the lifelong career development process. His book outlines a 4-step process: planning, developing, implementing, and improving. Within this model, he also covers such topics as marketing, access, staffing, and technology. He addresses both adult and student career centers, and devotes an entire chapter to the virtual career center.

He closes with "Ten Signposts for Career Centers of the Future":

- 1) Personal experience is the best source of career information.
- 2) A multimedia approach is essential.
- 3) Accommodate the diversity of users.
- 4) Acknowledge the changing workplace: flextime, flexplace, job-sharing, part-time and temporary work.
- 5) Feature small-business opportunities.
- 6) Feature entrepreneurship.
- 7) Feature work-at-home opportunities.
- 8) Serve older adults, including educational, work, and leisure opportunities.
- 9) Serve low-income and unemployed customers.
- 10) Provide expanded opportunities for self-directed assessment.

### Recommended Websites:

- **Career Planning & Adult Development Network:** <http://www.careernetwork.org/> The Career Planning & Adult Development Network, non-profit international organization of professionals who work with adults in career transition, keeps you in touch with other career counselors, career coaches, job search trainers and human resource professionals through its publications, workshops and conferences. The NETWORK publishes a bimonthly newsletter and quarterly journal, both free to NETWORK members. The NETWORK also conducts certification workshops for job and career transition coaches & job search trainers.
- **Career Research and Testing:** <http://www.careertrainer.com/> For 27 years, Career Research & Testing, Inc. has strived to consolidate resources for Career Counselors, Corporate Trainers, Human Resource Specialists, Career Coaches, Outplacement Consultants, and Career Educators. Our hope is to provide Career Management

Professionals with meaningful resources to assist working adults that are struggling to cope with job loss and mid-life career transitions.

- **International Career Development Library:** <http://icdl.uncg.edu/> The International Career Development Library (ICDL) is a free, online collection of full-text resources for counselors, educators, workforce development personnel, and others providing career development services and is a project of the ERIC Clearinghouse for Counseling and Student Services at the University of North Carolina at Greensboro.
- **E-Workforce Newsletter:** <http://www.eworkforcenews.org/> eWorkforce is an electronic newsletter publication of the U.S. Department of Labor's Employment and Training Administration. Our goal is to bring timely information on workforce issues to our readers. There are six main components of the newsletter: Adultforce, Youthforce, Inshort, Editors Choice, Practical Applications and Question of the Issue.
- **Overview.com:** <http://www.overview.com/colleges> A searchable database of 900+ career fields, 6000+ vocational schools, colleges, and universities *with their addresses and phone numbers*, links to scholarships, sources of loans, financial aid and advice.
- **Education Week on the Web:** <http://www.edweek.org> American education's online newspaper focused on K-12 news issues.
- **ERIC (Educational Resources Information Center):** <http://www.eric.ed.gov> Educational Resources and Information, including Adult and Vocational Ed., Assessment and Evaluation, Community Colleges, Counseling and Student Services, Disabilities and Gifted Ed., Educational Management, Early Childhood Ed., Higher Ed., Information and Technology, and more!
- **Center on Education and Work:** <http://www.cew.wisc.edu> The Center on Education and Work seeks to enhance the quality of career-related learning for all individuals in schools, colleges, and the workplace. Established in 1964 the Center for Education and Work (CEW) has a rich tradition of enabling educators to engage youth and adults in learning and career development that leads to productive careers.



### Submit a Newsletter Article!

Do you like to write? Share your career development knowledge with other CCDA members by submitting an article for the next CCDA Newsletter! The editor is collecting articles now for the March-May, 2003 issue. To submit an article, email your submission to Melissa Johnson at [Melissa.Johnson@colostate.edu](mailto:Melissa.Johnson@colostate.edu)

by February 10, 2003.

