

The Connection

Engaging Colorado's Career Development Community

Winter 2017 



In this Issue:

Rich Feller Recognition Award (2)

Project Homeless Connect – Friday, November 4, 2016 (2)

2017-2018 CCDA Scholarship Released (3)

Who You Are Matters! – Denver Style (3)

New Partnership Enables Colleges and Universities to Create and Award Digital Badges (5)

CDLE Awarded Apprenticeship USA Expansion Grant from the US Department of Labor (5)

2017 Legislation Tracking Resources (5)

Career Development Book Reviews (5)

President's Corner

Greetings CCDA Colleagues,

I am excited to announce that Gregg Levoy will be coming to our Spring Training and am looking forward to a great time together of learning and networking!

As winter comes to an end, it begins our time of looking for new CCDA board members. Have you considered getting involved with the board? Now is the time! We are looking for individuals passionate about career development in Colorado and are interested in helping shape the future of CCDA. We have a variety of roles available, which require an average of 2-5 hours a month of commitment. Please reach out to me (rae.brendecke@colorado.edu) or our President-Elect Amanda White (amanda.white@colostate.edu) if you are interested! Be on the lookout posted to our LinkedIn page for more updates about the various board positions to learn more about what each board member contributes to the organization.



Sincerely,

Rae Brendecke
CCDA President 2016-17

CCDA Spring Training—About Gregg Levoy

Passion is about the hunger to learn and grow. It shows up as an appetite for novelty and innovation, for making connections and a meaningful

contribution to something you believe in, and taking risks not because it helps the bottom line but because it leads to more learning.

Gregg Levoy's dynamic and hands-on presentation (a combination keynote and workshop) is designed around a series of self-reflective questions to help you identify passion not just in yourself but in those you lead, coach, and even interview in the recruitment process.

He is the author of *Vital Signs: Discovering and Sustaining Your Passion for Life* (Penguin), and the bestseller *Callings: Finding and Following An Authentic Life* (Random House)—rated among the "Top 20 Career Publications" by the Workforce Information Group, and a text in various graduate programs in Management and Organizational Leadership. He is a former "behavioral specialist" at *USA Today* and a regular blogger for *Psychology Today*.

Gregg has presented at Microsoft, British Petroleum, American Express, the Smithsonian Institution, the Environmental Protection Agency, SHRM, the

CCDA Spring Training

The Power of Passionate Work
Presenter: Gregg Levoy



www.gregglevoy.com

Friday, April 7, 2017

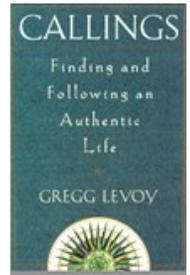
St. Cajetan's – Auraria Campus
1200 9th St, Denver, CO

Early Bird Registration Opens Now
Agenda coming soon!

www.coloradocareerdevelopment.org

National Conference on Positive Aging, the American Counseling Association, the National Career Development Association, and others, and has been a frequent guest of the media, including ABC-TV, CNN, NPR and PBS.

A former adjunct professor of journalism at the University of New Mexico, former columnist and reporter for *USA Today* and the *Cincinnati Enquirer*, he has written for the *New York Times Magazine*, *Washington Post*, *Omni*, *Psychology Today*, *Fast Company*, and many others, as well as for corporate, promotional, and television projects. Learn more at www.gregglevoy.com.



Rich Feller Recognition Award

Nominate a colleague and/or volunteer to participate in selection committee.



Established by the Colorado Career Development Association in 2007, this annual award honors Rich Feller for his outstanding dedication and service to the career development profession in local, national, and international arenas.

Leading by example in his service to others, Rich has educated and mentored students and professionals for many years and has also made significant contributions to the research and writing in his field. This award recognizes Rich's inspiring acts of dedicated service along with the warmth, compassion, unlimited drive, and integrity with which they were rendered.

The recipient of this award will be recognized for making valuable contributions to the career development field and emulating Rich Feller's service to others as mentor and colleague. ***We encourage you to nominate one of your colleagues! The process is simple with a mere three questions for your narrative response and no letters of recommendation needed!***

Give your colleague a chance to be recognized in the spirit of Rich's innovation and educational and leadership contributions to the field of career development. [Click here](#) to download the nomination form and to nominate one of your peers today! The award will be decided by a committee (please let us know if you would like to be on this committee) and presented at our **Spring Training. The deadline to nominate one of your peers is March 3.** For questions and to participate on the selection committee please contact Dan Macy at dan.macy@rrcc.edu.

Project Homeless Connect – Friday, November 4, 2016

By Dan Macy, Career Counselor and Academic Advisor, Red Rocks Community College

On Friday, November 4th five CCDA members and friends volunteered at the Colorado Convention Center in downtown Denver at Project Homeless Connect. The intent of this annual event was to provide a wide array of services to Denver's homeless population. Besides the employment and resume area where our group volunteered, services ranged from mental health counseling, to veterinary care, to health screenings, to providing clothing. The event was well organized this year and our resume area consisted of volunteers stationed at laptop computers set up to a printer. We each had a spot at a table and were able to sit next to the individual we were assisting. Across from our area was section of employers where attendees would take their resumes. What impressed me as well was that each homeless attendee had a volunteer partner to support and advocate for them.

Our group consisted of:

Kyle Inselman – CCDA Member and recent graduate of M.Ed. in Educational Leadership from the University of Utah

Cindy Goyette (not pictured) - HR Manager

Claire Benton – Community Educator, Workforce Boulder County

Karen Staggs (not pictured) – Advising/Career Services Intern, Red Rocks Community College

Dan Macy – Career Counselor and Academic Advisor at Red Rocks Community College

Katie Holbrook, an Employment First supervisor from the Denver Workforce Center, one of the program coordinators,



and also a member of the Colorado Career Development Association, oversaw our resume area wrote us this:

"Thank you all for helping with the resume portion of Project Homeless Connect. We created 83 resumes, and 16 of those individuals were hired for employment at the job fair! Your talents, skills, and customer assistance was much appreciated. We want to thank you again for the services you provided during Project Homeless Connect 15. Because of you over 850 people received help that day. "

Here was a nice quote I received from an attendee:

I wanted to take some time to thank you for helping me with resume a few weeks ago. I meant to thank you sooner but I had been so focused on finding work. I have since acquired two jobs both working at call centers. I am still pursuing more meaningful employment but each time that I hand over my resume to a potential employer, I hand it over with pride and often think fondly of how kind and patient you were with me that day.

*I know that particular day you helped many people, but I was the last lady that you assisted at the end of the expo at the convention center. I lived in Alaska of many years before planting myself here in Colorado. If you vaguely recall who I am, I will be happy to update you when I can finally say that I found a work home along with a real home-hopefully with a fireplace. I am still living in a domestic violence shelter but will be applying for a non-government apartment later today. Wish me luck! (metaphorically) :)
Thanks again and happy holiday!*

This is the link to the lovely video **Mile High United Way** produced as a thank you to the Project Homeless Connect volunteers – which includes the Resume Lab! <https://www.youtube.com/watch?v=rtmAJldVrbI&feature=youtu.be>

The major sponsor and coordinator for Project Homeless Connect is **Denver's Road Home**—the city's program to end homelessness. It was created by the mayor's Denver Commission to End Homelessness in 2005. Denver's Road Home is a comprehensive, integrated plan that blends a housing-first solution with responsibility, self-reliance, and accountability. The plan aims to link thousands of homeless people and those at-risk of becoming homeless to shelter, housing, job training, mentoring, eviction assistance, and case management services. To learn more, visit www.DenversRoadHome.org.

2017-2018 CCDA Scholarship Released

CCDA is once again offering scholarships for 2017-2018. **Scholarships are awarded to one professional AND one student** (enrolled in at least 6 credit hours) working or studying to work in the area of career development. Scholarships awarded for 2017-2018 apply toward one year of membership dues and registration for the CCDA Spring Training, **a value of more than \$100**.



Application Process: Those interested in applying can submit the **scholarship application** by **Wednesday, March 1st at 5:00 p.m.** Details are posted on the [Colorado Career Development Association web site](http://www.colostate.edu/ccda). A committee of Board members will select the recipients, who will be notified in late March.

If you have questions, please contact the CCDA Membership Chair, Jason Radman, at jason.radman@colostate.edu. Scholarship recipients will be required to submit an article for the CCDA newsletter, join a CCDA committee, or participate in a service event during their scholarship year.

Who You Are Matters! – Denver Style

By Rich Feller & Jenn Long

An interactive career intervention hit Denver on December 9th. Twenty-three Colorado career professionals gathered for the one day *Who You Are Matters!* Facilitator Certification training led by co-founders Rich Feller & Mark Franklin at Red Rocks Community College in Arvada, Colorado.

Game On! Narrative Assessment Career Intervention

Here's what we've learned: narrative assessment techniques are a most effective way to help clients, students, and employees gain clarity and confidence in designing, "what's next." *And*, clients respond



positively to hands-on, highly engaging interventions that empower and hold them accountable. Career development needs are increasing, resources are often stable, at best, and scalable interventions are in demand. Professional development needs to be localized sustainable, and inexpensive.

The *Who You Are Matters!* Game is Fun

The two-hour interactive discovery experience helps career professionals facilitate meaningful peer conversations. Storytelling and “intentional probes” help players generate promising future possibilities, receive feedback, select inspired actions, and identify accountability partners. View a 3-minute overview of the *Who You Are Matters!* game here: <https://www.youtube.com/watch?v=ucGFcaAuVwo>.

After participating in the facilitator training, Brandon Wright, Postsecondary and Workforce Readiness Coordinator, reflects on her experience, “I was excited about how the activity unfolded and the overall outcome. I love the social emotional connection to career exploration that this activity provides.”

Jody Sniff, Colorado School Counselor and part of Colorado’s Career & College Readiness Initiative with Lauren Jones, stated, “I can see all of the opportunities this brings for people...so anxious to see what I can do in my community.”

Blended & Collaborative Delivery Model—Getting to Scale

Meeting career development and life planning needs on campus at any level of scale, and helping clients find their VOICE in navigating a lifetime of transitions, is essential. We’ve found that a blended delivery model using peer-to-peer support, creating a written career statement, and using technology within a structured process works. *Who You Are Matters!* is a facilitated game experience, played in groups of 3-300, with high levels of feedback, accountability, and post-game access to online tools and connections to site-based coaches, counselors, and advisors.

“This career exploration approach is extremely impactful and empowering. Participants discovered opportunities for new growth and development in their own life. I hope this game becomes a staple on college campuses,” shared Kelli Rapplean, Internship Advisor for CU Denver’s Experiential Learning Center.

Campus Partnerships in Delivering Facilitator Training

Bringing promising practices and training designs to campuses requires a career champion. Thanks to the leadership of Dan Macy, Career Counselor & Academic Advisor, collaboration between the *Who You Are Matters!* team and Red Rocks Community College created a partnership leading to a campus change strategy, now being replicated nationwide. Red Rocks Community College received two complimentary training passes in exchange for use of their state-of-the-art training facility. With two trained *Who You Are Matters!* facilitators on one campus, Red Rocks has created sustainability for innovation.

Dan Macy highlights, “Securing the training room and internet, and opening our coffee shop, lunch menu, and parking was easy. Distributing the training flyer to student affairs colleagues through our campus and system staff directory, local association newsletters, and informal networks brought a terrific training to campus. With two of us trained in the game, at no cost, we’ve agreed to offer another training on March 10th, and our campus is integrating the game immediately.”

Check out the next *Who You Are Matters!* Facilitator Certification Training to be held March 10th at Red Rocks Community College, Arvada. For more information and access to an outcome study article, go to <http://onelifetools.com> or contact Rich Feller at (970) 222-8064.

***Who You Are Matters!* Facilitator Certification Training led by co-founders Rich Feller & Mark Franklin in Arvada, Colorado.**

Author Bios:

Rich Feller, Ph.D., LPC, JCDC is the Co-Founder of OneLifeTools, Inc. and the *Who You Are Matters!* game, President of Rich Feller & Associates, and Professor Emeritus at Colorado State University. Rich works to bring innovative career interventions and collaborative alliances to the field.

Jenn Long, ME.D, LPC, JCDC, is a Consultant to OneLifeTools, Inc., Director of Career Development Programs with Rich Feller & Associates, and recent Past-Team Member of the CSU Career Management Center. Jenn is committed to expanding the reach, access, and impact of career development resources globally.



National School Counseling Week

February 6-10, 2017

<http://www.schoolcounselor.org>

New Partnership Enables Colleges and Universities to Create and Award Digital Badges



The Colorado Community College System (CCCS) deployed an early pilot of the Credly Learning Edition with Canvas to recognize 17 different competencies assessed within an applied mathematics course, giving local manufacturers insight into the discrete, workforce-relevant skills of CCCS graduates. [Read article](#)

CDLE Awarded Apprenticeship USA Expansion Grant from the US Department of Labor



COLORADO
Department of
Labor and Employment

The Colorado Department of Labor and Employment was awarded a \$1.8 million grant to fund the Grow the Middle Class project to expand youth and adult apprenticeships, and pre-apprenticeships for youth within school districts across the state, using the Swiss Apprenticeship model. The project will engage

underrepresented populations, equip clients with tools to succeed as an apprentice, and provide wrap-around services promoting job retention. Populations of focus include opportunity youth, low-income adults, individuals with disabilities, and women. To better engage industry, the project will recruit representatives from growth industries as champions to identify common competencies and standards for apprenticeships in key occupations. Colorado will increase capacity through subject matter experts that assist businesses develop new apprenticeships and industry engagement through outreach to businesses, recruitment of apprenticeship sponsors, and convening of industry leaders to identify future occupation needs and competencies. Key partners include the Business Experiential-Learning (BEL) Commission, the Colorado AFL-CIO, Colorado Technology Association, Colorado Advanced Manufacturing Alliance, Colorado Community College System, and the Governor's Office of Information Technology. As part of an additional industry strategy, Colorado will initiate a pilot program to recruit representatives from growth industries as champions to identify common competencies and standards for apprenticeships in key occupations. Colorado will increase capacity through subject matter experts that assist businesses in the development of new apprenticeships. Industry intermediaries will provide outreach to businesses, recruit apprenticeship sponsors, and convene industry leaders to identify future occupation needs and competencies.

2017 Legislation Tracking Resources



The following resources contain legislative bill trackers to inform your planning around workforce and education issues in Colorado. Click on each bill number for details and to follow the status throughout the legislative session.

Colorado Department of Higher Education Bill Tracker: <http://www.coloradocapitolwatch.com/bill-tracker-votes/0/3426/2017/0/>

Colorado Capital Watch: <http://www.coloradocapitolwatch.com/bill-tracker-votes/0/4411/2017/0/>

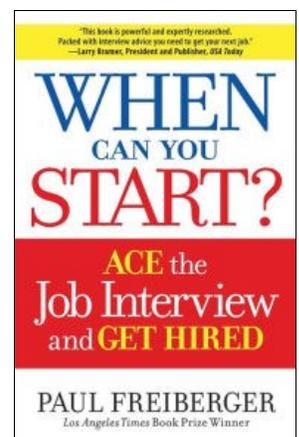
Book Reviews

When Can You Start? Ace the Job Interview and Get Hired

Paul Freiberger, Career Upshift Productions, 2013

Review by Jutta Gebauer, Coordinator of School to Work Alliance Program, Westminster Public Schools, Adams County

This is a user-friendly guide to the job search which outlines the most important tips for effective interviewing. Award-winner writer Freiberger reminds readers that we must try to maintain a conversation during the interview and to refer often to items of relevance on our resume. After all, it is that resume that granted us the interview in the first place. He devotes three separate and detailed chapters to information interviews, phone interviews, and panel interviews. A chapter on what the author calls "trick questions" is also interesting; interview questions that ask us about our current job (why we want to leave, how we like/dislike management, how we managed to take time off from the job to make the interview) must be carefully thought about; after all, the potential employer wants to know something about our



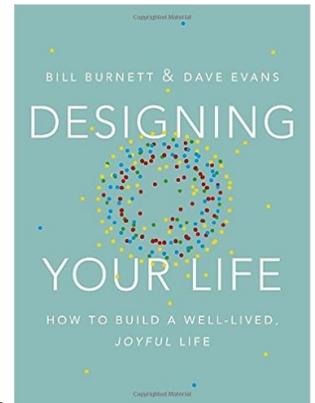
work ethic and why we're leaving our present job. In one chapter he outlines special scenarios that may act as obstacles in interviewing; how do we address the age factor, a disability, or being fired? The author offers some excellent ideas for these awkward situations. The book is a good guide to interviewing that is conversational in nature and provides interesting examples with which job seekers will identify.

Designing Your Life: How to Build a Well-lived, Joyful Life

Bill Burnett and Dave Evans, Alfred A. Knopf, 2016

Review by Katie Brumfield, Career Services & Practicum Specialist, Colorado School of Public Health

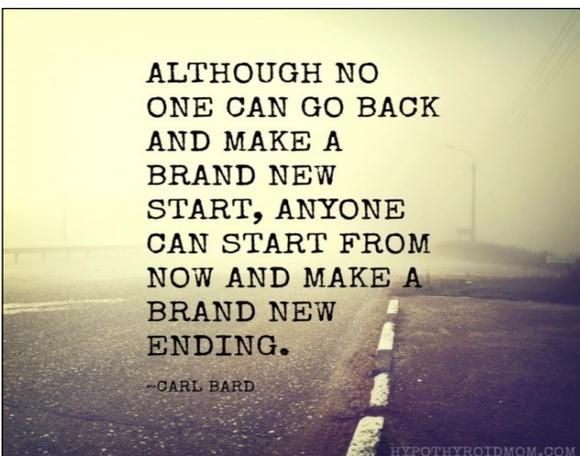
This book is based on the wildly popular class at Stanford University called Designing Your Life and it has been said to be "the career book of the next decade." I couldn't agree more, the authors incorporate positive psychology and design thinking to help readers remove dysfunctional beliefs and problem find instead of problem solve. Bill Burnett, the Executive Director of the Design Program at Stanford, and Dave Evans, Adjunct Lecturer, Product Design Program at Stanford, collaborated on this book to provide an adaptable flexible approach to answer "the wicked problem" of "what should I do with my life?"



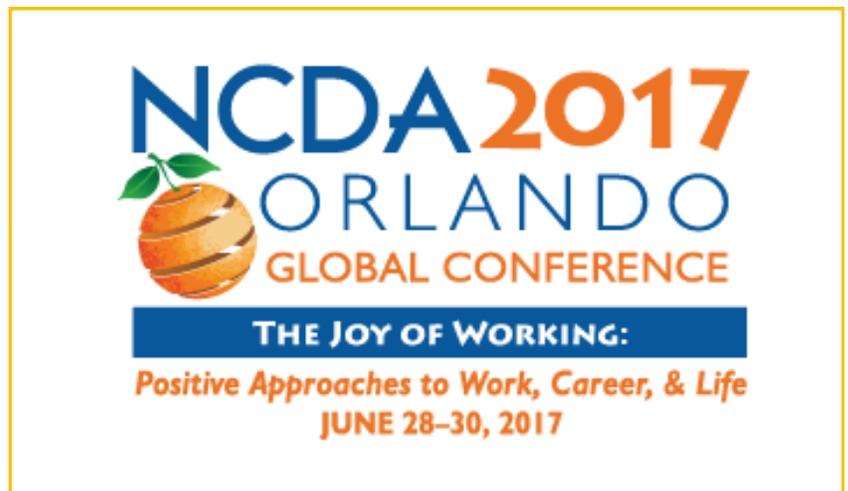
The authors suggest that "you can't plan your life, but you can design it." The main areas they talk about in length are to get curious, talk to people, try stuff, and prototype. This gives career exploration a fresh new perspective on a radically different way to think about how to navigate a career path.

I highly recommend this book for Career Services Specialists. Not only is it engaging, but the authors provide an abundant amount of exercises and tools that you can use with your clients. A few exercises that I found particularly useful are:

- Mind Map
- Work view and life view
- The idea of pursuing an offer not a job
- Energy-Engagement Map Worksheet
- Good Time Journal
- Failure log
- Love-play-work-health balance worksheet
- Odyssey Plan - 3 completely different versions of your life (coolest version of your life now, what would you do if that thing you are doing now completely goes away, what would you do if neither money or regard were an issue)



Thank you to Larry Dutmer, M.Ed. for submitting the above quote.



Consider contributing your expertise to the CCD A newsletter!

Submit your contributions to
The Connection editor:

Kendra Rodriguez, kendra.rodriguez@cccs.edu



www.coloradocareerdevelopment.org

Join our [LinkedIn](#) group!

It's a great way to stay in contact with other professionals in your related field!