

## Dealing with the Magical Answer

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Career decisions often have a major impact on individuals' lives, such as where a person lives, the friends they have, their proximity to family, their income, and available leisure activities. Given the importance of these decisions, I continue to be amazed by how little time and effort individuals are willing to invest in making career choices. This problem becomes apparent when individuals want a quick and "magical" answer to questions such as:

- What would be a good job for me?
- What college major would be best for me?
- What [occupation] will I be good at and enjoy?

The best way to get a quick and "magical" answer to these questions is to find someone who can give them "the test." "The test" refers to a somewhat vague interest/ability/aptitude measure that indicates the occupations where the individual is most likely to succeed. Of course, research has consistently shown that predicting success in an occupation is influenced by a wide range of factors, of which compatibility of interests, aptitudes, and abilities are only a part of the prediction. Yet the public often perceives that a "magic bullet" for career choice exists if you can find the right person to give you "the test." The challenge for the GCDF is to use this misconception as a starting point for effective career exploration.

Here is an example of my way of dealing with this situation:

"I heard from a friend of mine that there is a test you have here that can tell me what career would be best for me. Can I take it now?"

"Yes, we have a number of tests that people use to identify occupations or programs of study that might be good for them. In order to select the right test, I need you to tell me what you would like to learn from taking a test."

This begins a conversation where I clarify what an individual can realistically expect from taking a test when they want to identify potentially appropriate occupations. I try to communicate that results from a career assessment are the beginning of a journey and not an end. Testing only starts the process of decision-making, as opposed to finishing the process. I tell them that the goal of taking a career assessment is to use the test results to stimulate exploration. After generating options and then gaining information and experience, they can then make an informed and careful choice.

There are answers for the questions noted above, and a GCDF can help individuals discover the answers with the help of good resources and effective support.



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## GCDF Employer Endorsement

### GCDF "BIG 10"

1. South Carolina	1151
2. Minnesota	451
3. Michigan	451
4. North Carolina	323
5. Tennessee	309
6. Georgia	285
7. New York	240
8. California	235
9. Idaho	221
10. Maryland	172

Would you like to see your state in the "BIG 10?"

Encourage your co-workers to obtain their GCDF certificate, too.

### November is National Career Development Month

The National Career Development Association (NCDA) promotes career development through its annual celebration of National Career Development Month (NCDM). Every November, career development professionals are encouraged to celebrate with career-related activities.

National Career Development Week-  
November 12-16, 2007  
National Career Development Day-  
November 14, 2007

This week and day are designed to highlight the importance of life-long career development and the personal empowerment of all people.

In celebration, CCE would like to invite all GCDFs to submit a short article on how the provision of career services has made a difference in the lives of those they serve.

Please e-mail your success story to [cce@cce-global.org](mailto:cce@cce-global.org) by November 19th. Articles will be published on the GCDF Web site during National Career Development Month.

GCDF certification provides employers with confidence that their workers possess the knowledge and experience required to excel in their jobs. Evidence of the attainment of key competencies, provided by certifications such as the GCDF, is increasingly required by service providers. Having GCDF credentialed employees on staff can elevate the reputation of the organization. There is a trend towards mandating the GCDF certification in school systems and one-stop centers, and we expect the number to grow vastly in the near future.

In order to support the growth of the GCDF program, CCE is gathering information on employer endorsement. Please contact CCE if your place of employment requires, supports, or recommends the GCDF certification for its employees. Please e-mail the following information to [cce@cce-global.org](mailto:cce@cce-global.org):

- Name of the Employer
- Work Setting (Government office, Primary/Secondary school, Higher Education, NGO/ Non-Profit agency, Business-Human Resources, Correctional Institution)
- Does the employer pay for: Training, Application Fee, Maintenance Fee, Continuing Education Hours?
- Does the employer require the GCDF for employment, or does the employer recommend the GCDF certification?

If your employer is not aware or does not support the GCDF, please contact CCE to obtain the Employer's Guide to the GCDF Certification brochure.

Below are just a few examples of GCDF endorsement:

With more than 1,000 certified Global Career Development Facilitators (GCDFs), South Carolina outranks all other states. Certification is now mandatory for all career specialists hired through the South Carolina Department of Education's Personal Pathways to Success program, the statewide implementation of the Education and Economic Development Act (EEDA). Passed by the state legislature in 2005, the EEDA connects academic studies with preparation for entering the workforce. The EEDA requires the SC State Department of Education to fund certified career specialists in any public middle or high school in order to lower the guidance-to-student ratio to 1:300. The career specialist works with the guidance staff to deliver standards-based career guidance. For more information regarding Personal Pathways to Success or the Education and Economic Development Act, contact Dr. Sabrina Moore at [smoore@ed.sc.gov](mailto:smoore@ed.sc.gov).

The Oklahoma Department of Commerce Youth Council is considering utilizing GCDFs in the state's school system. We will provide updates on this and developments in other states as we receive news of progress.

GCDFs are an integral part of the school systems internationally as well. As such, the Bulgarian Minister of Education agreed to pay for training all of the school counselors in the secondary education system to get the GCDF certification by the end of 2008.

We look forward to hearing from you and will publish the results in the next newsletter.

## Career Center Accreditation Announced at NCD A Conference

CCE's Center of Career Development Excellence (CoE) accreditation will identify career and workforce development programs/networks/organizations that have met specified excellence benchmarks. Holding this accreditation will provide a valuable mark of distinction when working with funding sources, as well as when marketing to individuals and businesses seeking career and job development services.

The Workforce Development Professionals Network (WDPN), the National Career Development Association (NCDA), and the Center for Credentialing and Education (CCE) announced a new joint venture. The Center of Career Development Excellence (CoE) accreditation was created to identify career and workforce development programs that meet high standards and operate with continuous improvement and customer-focused services. The CoE process, benchmarks, and accreditation for high-performance career and workforce development program providers were presented by senior representatives from the three collaborating organizations at NCDA's annual conference in Seattle. Topics included:

- Organizational/programmatic assessment and training
- The three levels of accreditation
- Training for those who will become facilitators and auditors for organizations/programs/ program networks seeking accreditation
- Benchmarks to plan improvements, and processes to advance outcomes and win performance-based dollars.

"The Malcolm Baldrige National Quality Award (MBNQA) core values and continuous improvement processes are the foundation of the High Performance Career Development Programming (HPCD) model," explained Bill Freed of WDPN, the HPCD and CoE leader, and standards author. "The categories

derived from the HPCD model define the standards and establish the benchmarks for accreditation levels and lengths now set by CCE and its independent accreditation review team."

"With the increased competition and heightened expectations from customers and funding sources, this high-performance, quality-based accreditation process provides a competitive edge to qualifying programs and, most importantly, ensures better service to individuals and organizations seeking career and workforce development services. The program is comprehensive, examining and assessing all activities directly and indirectly related to the services offered. Knowing that a program has met the benchmarks required for accreditation is important information for discerning customers and funding sources."

An organization or program seeking accreditation will begin with a self-assessment of 222 activities in 22 categories across five domains. The domains are:

- Pre-program activities (e.g., marketing & recruitment, orientation, and intake and assessment)
- In-program activities (e.g., customer service for individuals and employers seeking career guidance and skill training)
- Post-program activities (e.g., job development, retention, advancement, and career ladder transitions)
- Vision, mission, values, and leadership provided in the organization or program
- Across-program support functions such as financial systems, collaborative relationships, and IT management affecting the organization or program.

"CoE accreditation is the next logical step in assuring quality services and

training in our workforce," CCE Vice-President Shawn O'Brien stated. "Over time, employers and individuals alike will see the benefits of working with CoE accredited entities."

Organizations/programs who do not initially meet the requirements for full accreditation may qualify for conditional or provisional accreditation and continue to use their CoE Continuous Improvement Plans to work towards the goal of full accreditation, supported by subject matter expert facilitators. The next trainings for HPCD Facilitators and Auditors will take place at the ICDC Conference (Sacramento, CA) in November and at Baylor University (Waco, TX) in December. The training will provide 20 Continuing Education Unit contact hours towards Global Career Development Facilitator (GCDF), Career and Workforce Development Programming (CWDP) and related professional certification renewals.

"NCDA is pleased to assist in the preparation of HPCD Facilitators and Auditors to support the CoE accreditation," said Deneen Pennington, Executive Director. NCDA will maintain the Registry of Certified HPCD Facilitators, Auditors, and CoE Programs. For more information about the upcoming Auditor and Facilitator Training Programs, contact Deneen Pennington at [dpenn@ncda.org](mailto:dpenn@ncda.org) or call 1.866.367.6232.

Overview materials and details on the CoE program accreditation levels and approaches are available at [www.wdpn.net](http://www.wdpn.net) or by calling the Workforce Development Professionals Network (WDPN) at 412.269.9376 ext 2. The CoE application and information on accreditation levels and trainings are available at [www.cce-global.org](http://www.cce-global.org) or by calling CCE at 336.482.2856.

## Café Philo: Building a Global Community

*You have brains in your head.  
You have feet in your shoes.  
You can steer yourself  
any direction you choose.*

**-Dr. Seuss, "Oh, the Places You'll Go!"**

The last time I visited France, I came across a slew of philosophy cafes, under such names as "cafe philosophe," "cafe philo," and "philodialogue." Just Google cafe philo and you will see 861,000 or more hits for that name. "Philo" means "love" and "sophia" means "wisdom." Philosophy cafes are held all over the world for people who love wisdom. Since I love wisdom, five years ago I set up "Cafe Philo" at an NCDA annual conference. When the sun went down, poets and authors gathered together at outside candlelit cafe tables. We shared stories and poems on the meaning of lifework success. Several participants reported that this was their favorite activity at the conference. Now, five years later, the Internet makes philosophy cafes available instantly. If philosophy can be accessed instantly, I thought, why not make career wisdom available instantly for Global Career Development Facilitators?

In 2006, with that concept in mind, I created a GCDF blogging community, [www.lifeworkps.com/gcdf](http://www.lifeworkps.com/gcdf), initially for graduates of my GCDF training. Now I am making the community open to all GCDFs. Each career competency is listed with a link to free and immediately accessible activities, designed by GCDF graduates and instructors, that can be adapted anywhere in the world. "Diversity" is the first competency that links activities created by GCDFs. View the "Diversity" link, [www.lifeworkps.com/gcdf/Weblog/533.html](http://www.lifeworkps.com/gcdf/Weblog/533.html), to immediately access activities that can be adapted from one culture to another.

Dr. Seuss was a philosopher who wrote children's books and inspired people of all ages to think creatively. Visit

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## GCDF Updates

As we close out the tenth anniversary year for GCDF certification, we stop to consider the credential's growth. We have certified more GCDFs this year than in any prior year. The certification has expanded to ten countries, with over 10,000 certifications granted world-wide.

CCE continuously strives to add value to your GCDF certification. To that end, we have developed three new brochures to promote the certification:

- A Career Professional's Guide to the GCDF Certification (Why should you obtain the GCDF certification?) Distribute this brochure to professional colleagues and anyone involved in the career services field.
- An Employer's Guide to the GCDF Certification (Why should you hire a GCDF?) Distribute this brochure to your employer to encourage support of your GCDF certification or to a potential employer, who may not know the benefit of hiring an individual with the GCDF certification.
- A Consumer's Guide to the GCDF Certification (Why should you use a GCDF for your career services needs?) This brochure quickly summarizes the benefits of clients working with a GCDF certified career service provider. Distribute this brochure to current or potential clients.

Please contact CCE if you would like copies of the new brochures.

We have completed and launched Phase One of our Web-based service to help prospective employers, clients, and fellow certificate-holders search for GCDFs in their area. This phase lists currently certified GCDF names and location. Please visit [www.careerfacilitator.org](http://www.careerfacilitator.org) and click on "GCDF Finder." The next phase will involve incorporating more GCDF contact details and information about the GCDF's work setting(s) and area(s) of expertise.

### Annual Maintenance Fee

A growing number of employers encourage or require the GCDF certification. As a result, more employers are paying the GCDF annual maintenance fees. We would like to say thank you to those employers for their continued support!

If you are a GCDF whose employer pays the annual maintenance fee, please note that the renewal notice is mailed to your home mailing address. In order to make the most of your employer's benefit please:

1. Submit the maintenance fee notice to your employer immediately upon receipt, allowing adequate time for the organization to make the payment,
- or
2. Submit your maintenance fee notice and payment to CCE yourself, with a receipt request, and then submit the receipt to your employer for reimbursement.

If your employer submits maintenance fee payment on your behalf, please make sure that they include your name and GCDF number with the payment to ensure payment is tracked correctly. If you submit the maintenance fee notice to your employer for payment, please make sure they are aware of the payment due date. If they are unable to submit payment before the due date, it may be best for you to submit payment yourself and be reimbursed in order to avoid a late fee and other penalties.

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## Distance Facilitation Training Now Available for GCDFs.

Ten years ago, The Center for Credentialing and Education, Inc. (CCE) established the Global Career Development Facilitator credential for professionals who were working with clients regarding their career issues. Twelve content competencies were established as the basis for the training in order to qualify for the GCDF credential. Based on informal feedback, it was found that most facilitators are now using one or more distance modes (i.e., e-mail, telephone, Web information, etc.) to work with their clients. It became apparent that there was a need to establish standards and ethical practices for the use of distance methodologies similar to the standards and distance certifications that have been established in the counseling profession.

Based upon this need, a new credential, the Distance Credentialed Facilitator (DCF™), has been established by The Center for Credentialing and Education, Inc. (CCE). A training curriculum was developed to educate and train career development facilitators in distance facilitation. The curriculum scope encompasses the use of accepted technology-supported techniques and related resources, knowledge of ethical standards, best practices, and the application of distance-delivered services.

### Why Become a Distance Credentialed Facilitator (DCF)?

The use of e-mail, telephone, chat, video, and other Internet modalities in the facilitation process, along with face-to-face (f2f) techniques, is becoming necessary in order to provide effective quality services to clients in a variety of work settings. These settings include, but are not limited to, workforce, coaching, educational, admissions and financial aid advising, human resources, career, and outplacement services.

The DCF Training focuses on how to apply the content you have gained from your GCDF training with distance modalities learned in this new training. The result will be facilitators being able to apply the best practices and ethical standards for the profession both in face-to-face and now in distance situations as well.

Some of the advantages in obtaining this training and adding the DCF credential to your GCDF credential are:

- Establishes that you are adhering to and using the best professional practices and ethical standards related to distance facilitation in providing career facilitation services.
- Enhances the credibility of your agency or institution.
- Enables the career facilitator and client to be more efficient.
- Enables the career facilitator and their organization to reach more clients who need help.
- Provides training in obtaining skills as a distance practitioner to combine distance facilitation with f2f practices that will enhance the effectiveness of the helping relationship.
- Provides a basis to develop and implement effective distance service delivery programs whether in private practice or working for an organization.
- Connects agencies and practitioners with networks and resources related to distance delivery.

CCE has contracted with ReadyMinds, [www.readyminds.com/dcf](http://www.readyminds.com/dcf), to deliver the

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the Dr. Seuss National Memorial, [www.catinthehat.org](http://www.catinthehat.org), to learn more about this delightful author/philosopher. He was born in my hometown of Springfield, Massachusetts. Here is an activity [www.lifeworkps.com/sallyg/Weblog/2417.html](http://www.lifeworkps.com/sallyg/Weblog/2417.html), that encourages you to think about your ideal life/work environment.

This article is based on Building a Global Community (Gelardin et al, VISTAS, 2007). View [www.counselingoutfitters.com/vistas/vistas07/Gelardin2.htm](http://www.counselingoutfitters.com/vistas/vistas07/Gelardin2.htm).

### Bio

Gelardin, Sally, Ed.D., Principal, The Job Juggler, Career Educator and Counselor. Through e-learning curriculum design and development, career expert audio interviews, radio and television interviews, and publications, Dr. Sally Gelardin demonstrates ways workers in transition can develop lifelong employability skills. Dr. Gelardin administers Job Search and Lifelong Employability eLearning Programs, [www.jobjuggler.net](http://www.jobjuggler.net); co-instructs the Career Development Facilitator e-learning curriculum with Roberta Floyd, [www.lifeworkps.com/ecdf](http://www.lifeworkps.com/ecdf); authored two books: Starting and Growing a Business in the New Economy (NCDA, 2007) and The Mother-Daughter Relationship: Activities for Promoting Lifework Success, (CAPs Press, 2004); developed Entrepreneur Kits, [www.entrepreneurkits.com](http://www.entrepreneurkits.com), for career practitioners and their clients; and created 17 e-communities, [www.lifeworkps.com/sallyg](http://www.lifeworkps.com/sallyg). E-mail: [sal@jobjuggler.net](mailto:sal@jobjuggler.net). Global activity contributors: Maha Alhendawi, Qatar; Dr. Fidan Korkut, Turkey; Roberta Floyd, Michigan; M. Fulya Kurter, Turkey; Natalie Kauffman, Maryland; Marilyn Harryman, California; Deeta Lonergan, Alaska ; Dr. Dean Owen, Turkey.

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## GCDF Certificate Program in Turkey

### Distance facilitation Training, *continued from page 5*

online training necessary to gain the skills and understanding described above. The DCF training uses contextual examples that focus on issues related to the training GCDFs received in their initial GCDF training. Life/Career development situations are used frequently throughout this course to enable the GCDF to see how the content learned for the GCDF credential can be applied to the use of distance modalities. For example, specific distance delivery technologies taught through the online training, such as Internet supported chat and e-mail or telecommunication, may certainly be applied to a wide variety of facilitation/coaching scenarios and client issues.

Trainees can enroll in the online training and then complete the course within a one-year time frame. Enrollment in the training can occur at any time. Each of the major competency areas can be completed one at a time at your own pace. At the conclusion of each online module there will be a multiple-choice assessment. It is required that the learner obtain an overall passing grade that meets or exceeds 75% correct answers. Learners are given the opportunity to retake the assessment should they not pass it the first time.

### Continuing Education Credits (CEU):

Upon successful completion of the online training, a trainee will be given a certificate for completion and be eligible to receive 40 Contact Hours. These Contact Hours can be applied toward a GCDF's credential recertification.

### Registering and Cost for the Online Training:

To register for the online course, go to [www.readyminds.com/dcfregistration](http://www.readyminds.com/dcfregistration) and follow the registration and payment procedures. The cost of the

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Embracing two continents, with one arm reaching out to Asia and the other to Europe, and controlling the major waterway between the Black Sea and the Aegean and Mediterranean Seas, Turkey has long been a crossroads between east and west and north and south. Its population is around 70 million, 12 million of which are between the ages of 15 and 24.

In a transition between command and market economies, Turkey can be considered a developing middle-income country. Yet the economic growth rate is relatively high, and its young population segment is seen as a valuable asset to Turkey's economic future by creating a dynamic labor market. Turkey faces many of the same challenges as other countries due to globalization, such as the need to address the opening of its economy to global competition and rapid changes in technology, including information technology and telecommunications, and changing political dynamics. Sociological factors also increase the need for career guidance and counseling to be available on a more extensive and flexible basis in the country.



Turkey has been making efforts to develop a system of counseling in schools for about fifty years. Career guidance and counseling is a significant component of school-based guidance services in the public schools of Turkey. However, currently there is no standard of preparation in the field of career and vocational counseling and such courses may not even be part of many counselor preparation programs. Also, counselors' links with the labor market tend to be weak, and they often have little access to sources of comprehensive and up-to-date occupational and educational information.

In most universities, students receive advice from academic staff regarding course choices, but this rarely covers the career implications of these choices. However, some universities are beginning to offer more ready access to career services for students and graduates, in which the scope of the services are more concentrated on employment and internship programs.

Turkey has public employment services through IS-KUR (Turkish Employment Organization on Job Placement). Alongside the employment offices are career information centers which provide resources and job and career counseling services.

In recent years, World Bank programs have been influential in Turkey by supporting the development of career information systems and training courses for career guidance professionals working in public employment services. Inclusion of career guidance elements in reorientation packages for workers is growing, though it's still limited in scale. The private sector is not strongly developed in terms of career counseling services paid for by individuals. Recruitment or "head hunting"

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## The Role of the GCDF in Facilitation of 8th Graders Choosing a Cluster for the IGP

Sherry Williams, GCDF and Education Associate with the SC Department of Education, completed an action research study in 2007 addressing the effects of the Global Career Development Facilitator (GCDF) on the career exploration of 8th grade students. The study, *The Effects of a Career Development Facilitator on Divergent Learners in the 8th Grade as it Relates to Choosing a Cluster of Study for the Individual Graduation Plan*, included 119 8th graders at a middle school in South Carolina. Although the emphasis of the research was on the relevance of Career Specialist services for divergent learners, the research indicated that all students found the services useful. Of the 119 students in the study, 45 completed a voluntary follow-up questionnaire. The results are illustrated below.

“Career theorists have placed limited emphasis on childhood career development; although it is generally acknowledged that it is during childhood that crucial related concepts and attitudes are first formed” (Schultheiss, Palma, & Manzi, 2005, para. 4). This action research is important because it shows the role of the Career Specialist in the development of concepts and attitudes within the career exploration process. Furthermore, with the increasing responsibilities of guidance counselors, the Career Specialist can assist students not only in learning about careers, but with self-exploration. Learning about themselves and careers results in more confident and focused students. Furthermore, the Career Specialist’s role is to assist students in choosing a cluster of study, which leads to a “major” in high school, postsecondary education, and ultimately a career. This study emphasizes students’ need to prepare for the future by learning about themselves and careers. “Although a child’s vocation identity is far from stabilized in middle school...the reality is that children must begin making choices during middle school as to which track they will follow in high school” (Osborn, 2002, p. 59).

Results of the study show that most students thought the assessments were “somewhat” helpful; the services of the GCDF were “definitely” helpful, most felt they were “somewhat” able to choose a career without the help of the Career Specialist, results were about equal with the students learning about themselves with the help of the assessments and follow-up sessions, students felt they “definitely” learned about careers, and students “definitely” felt the Career Specialist was knowledgeable about career information.

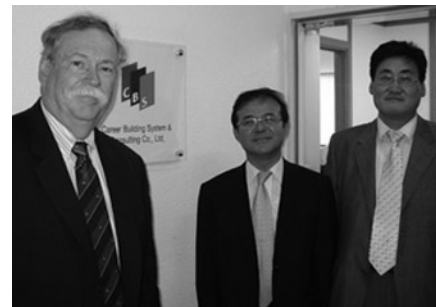
Though this was not a large-scale, empirical study, it was helpful for the Career Specialist to know how students felt about the services they received. Although all of their questions were not answered in the first year of the EEDA implementation in middle schools, students did know where and to whom they could go for answers and resources.

Schultheiss, D. E. P., Palma, T. V., & Manzi, A. J. (March 2005). Career Development in middle childhood: A qualitative inquiry (career planning for children). *Career Development Quarterly*, 53,246(17). Retrieved July 7, 2006, from Expanded Academic ASAP database A131753662: at <http://find.galegroup.com>

Osborn, D. S. (July 2002). Using the self-directed search career explorer with middle school students: The practicality of Holland’s RIASEC theory. *Careers Across America 2002: Best Practices & Ideas in Career Development Conference Proceedings*. Chicago, IL. ERIC document CG031810.

*Sherry is an Education Associate with the SC Department of Education. She serves on the EEDA Implementation Team as the Career Specialist liaison/advocate. She has former experience as a Career Counselor at the college, high school, and middle school levels.*

## GCDF International Growth



Mr. Ted Iliff of NBCC International meets with Mr. Sungki Lee and Dr. Woongtae Kim of CBSC, the GCDF-Korea coordinators

The Global Career Development Facilitator (GCDF) training and certification program continues to grow internationally. In September 2007, Dr. Woongtae Kim and his staff at the Career Building System Co., Ltd. (CBSC) received full approval for a GCDF-Korea training curriculum. As with all GCDF training curricula, the Korea-specific version includes training in general helping skills and instructs participants in the use of locally relevant career guidance and facilitation resources. Talks for the establishment of the GCDF-Korea certification program are ongoing and will conclude before the end of the year.

The development of GCDF-Korea follows a two-year dialogue between CBSC and CCE. In June of 2007, the Executive Vice President of NBCC International, Ted Iliff, visited the CBSC offices in Seoul and further strengthened the burgeoning relationship between the two organizations. Mr. Iliff also was invited by CBSC to conduct a presentation, which was attended by staff of the national human resources development entity, KRIVET.

The opportunities for the growth of the GCDF-Korea program are promising, as the demand for career guidance and facilitation services has increased in Korea since the late 1990s. Further information about CBSC and KRIVET is available at their respective Web sites, [www.cbsc.co.kr](http://www.cbsc.co.kr) and [www.krivet.re.kr](http://www.krivet.re.kr).

### **GCDF Updates, *continued from page 4***

Please remember that if you do not receive your statement by the first day of your certification anniversary month, you should contact CCE immediately, as we either do not have a current address for you or your statement was lost in the mail. For example, a GCDF certified on June 24 should expect to receive a statement in May. If this GCDF does not receive a statement by May 1, there is a problem and s/he should contact CCE to help us clear up the issue. If you do not remit your annual maintenance fee by the due date, your GCDF certification will become inactive.

### **Continuing Education**

It has come to our attention that, although most continuing education providers offer a certificate of attendance at no additional cost, some do require a certificate fee for this service. CCE credential holders who do not wish to pay to obtain a certificate (or other form of provider verification) may use the new Contact Hour Verification Form to document continuing education hours. This form may also be used in cases where the sponsor does not provide documentation of attendance. Please read the form carefully before using it. Please visit CCE's Web site to download the form. Copy it as needed. Completed copies of this form and the other required documents should be placed in your CCE Continuing Education File folder and kept on file to present to CCE if you are selected for audit.

### **Instructor Certification**

As the GCDF certification continues to grow, more and more training programs and instructors are available. Please make certain that if your organization offers GCDF training, the instructor is an active CCE-approved GCDF instructor or listed on NCDA's instructor registry.

### **GCDF Certificate Program in Turkey, *continued from page 6***

and executive search agencies are widely functioning, especially in big cities. As of recently, these agencies must be officially licensed by the government in order to meet specified quality standards. There is also a rapid growth of Internet-based employment agencies. Career planning activities are recognized within the HR departments of well institutionalized companies in terms of "succession planning" or "job enrichment."

There are not many established formal programs that provide training in the career development field. There are some certificate programs that provide short-term courses and workshops for adults. However, in the last three or four years, there has been a growing interest in the career and life-coaching fields. In 2003, Ankara University started a process of implementing a master's degree program under the title "Human Resources and Career Counseling."

Bahçeşehir Uğur Educational Institutions (BUEI), an educational business group, has seen the strong need for well-trained career counseling specialists in Turkey. BUEI was looking for possibilities to implement a well-developed training program in career development. The first contact between CCE and BUEI was initiated in 2004 in the United States. The curriculum for career development (GCDF) inspired a certificate program in this field in Turkey, and a Memorandum of Understanding was signed in 2005.

The Center for Credentialing and Education, Inc. (CCE) and Bahçeşehir University, which is part of the BUEI, agreed that the GCDF Certificate Program in Turkey would be handled by the Career Services Center of Bahçeşehir University. The Career Services Center is committed to help students develop and pursue post-graduation career plans to achieve their career goals. Also, the center aims to contribute to the development of standards for career counseling and career development as part of their professional responsibility.

After the agreement, we worked on the necessary adaptations and modifications for the country's local needs. First, training expanded from 120 hours to 200 hours, since we accept students from various fields and the prior work experience may not significantly involve career development, as it is a newly developing concept.

In Turkey, families have significant effects on career decisions. Also, national university entrance examinations heavily dictate school and career choice of high school graduates. This suggests a need for active parental involvement in school career guidance programs. In our training we have also included a module for adolescent psychology, career development in adolescence, working with families, and basic principles for applying to higher education institutions. Since we have a very limited number of tests and inventories developed or adapted in Turkey, we incorporated multimodal assessment tools, such as pictorial cards, and multi-sensory tools into the model of Helping and Assessment Skills.

In addition to the GCDF Training curriculum, we require 25 hours of coursework and supervision hours, including "Helping High School Students for Their Career Development and College Counseling; The Role of Family." Our students are also expected to do 20 hours of career-related practicum such as: university career centers, private employment offices and consulting companies, human resources departments or agencies, etc. They are expected to complete informational interviews with professionals working in those places and write a brief report, which is presented in class at the end of the semester. Students are also asked to read several articles in addition to their course handouts and write an evaluation/reflection paper

after each module.

The graduates of the first group also continued to attend group and face-to-face supervision sessions for 18 hours. Half of our students have a Bachelor's or Master's degree in Psychology or Counseling, and the rest are from other fields such as Business Administration, Industrial Engineering, Human Resources, Teaching, Sociology, etc.

Throughout our collaboration process, continuous communication and feedback from CCE, NBCC, and NBCC- Europe representatives has been the most important and positive factor in implementing and managing the program.

At the end of two years, we now have 43 GCDFs in Turkey. Our graduates are mainly working in high schools (two of them persuaded the school to establish a career center for students— one of the first in Turkey!), university entrance examination tutoring centers, university career centers, and human resources departments. Several of our students are working in a private individual strategic planning center, an outplacement firm. Two of our students are writing articles on career development issues for various newspapers, journals and Internet sites. Four of our graduates are life-coaches. One of our graduates works as a mentor in an alumni office of a large university. Two of our graduates established a private career guidance and coaching office.

In order for our program to be recognized by opinion leaders and decision makers, we had meetings with the Head of the Board of Education (a division of Ministry of Education), the Head of the Counseling Association in Turkey, and with many scholars and professionals that are known in the field of education, human resources, and counseling. This year, we plan to offer a scholarship to one of the IS-KUR career

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## Introducing the Maryland Correctional Education Transition Mobile Unit

*Diana Bailey, GCDF Instructor*

In the past several years since my GCDF instructor training with Dr. Lee Richmond, I have had the opportunity to design and implement the career services programs in the adult/juvenile correctional facilities in Maryland. I did come to my position with some public school background in career development, but the information I have gained, competency enrichments, assessment training/interpretation, and professional associations with MCDA/NCDA has strengthened my leadership role with emerging GCDFs.

As a member of the MD State Department of Education Advisory Council on Career Development, I have served as the MD project manager and Master OWDS/ Instructor/Master trainer of the OWDS (Offender Workforce Development Specialist) training and national certification process. Many of my OWDS graduates and future trainers have also been eligible to earn their GCDF certification. I see this as part of my professional legacy to the field of career development. As a teacher, knowing that my students are contributing to MD residents and to our career and workforce development needs of the future provides me with great joy. As such, it is with much excitement that I announce the introduction of the Maryland State Department of Education Correctional Education Transition Mobile Unit.



The mission of the Transition Mobile Unit is to provide community information, education training, and employment resources for inmates who are about to return to the community.



The Mobile Unit is a blend of bookmobile and mobile One Stop Career Center, focusing on library services, enhanced employment, and reentry support services. It is the first in the country to combine mobile library resources and transition services to returning offenders.

The Mobile Unit offers resources in a variety of formats, including:

- Library resources
- Career options
- Current employment possibilities
- Parenting information
- ESL materials
- Community services directories
- Resume writing skills
- Health information
- Licensing information
- Information on how to use the Internet to search for jobs, to obtain a GED, to locate housing, and to find homework help for school-aged children

The Mobile Unit was initiated as a cooperative venture with the Maryland State Department of Education (MSDE), Department of Public Safety and Correctional Services (DPSCS), and Maryland Correctional Enterprises (MCE). It is equipped with a remote satellite that will not impact the institution. The materials and technology are for inmate use. The mobile operator is the only staff member with access.

### FOR ADDITIONAL INFORMATION, CONTACT

Diana M. Bailey, Maryland State Dept of Edu.  
Workforce Development Coordinator  
410-767-0531/ [dbailey@msde.state.md.us](mailto:dbailey@msde.state.md.us)

or  
Glennor Shirley, Library Coordinator  
410-767-0493/ [gshirley@msde.state.md.us](mailto:gshirley@msde.state.md.us)

### **Marjorie Hendrickson and Ellen Weaver Paquette**

Attention Career Counselors and GCDFs seeking additional professional development.....special 1/2 day sessions (each 4 hours)

“Informal Career Assessments” and “Practical Applications of Career Theory”

November 30, 2007	Rocky Hill, CT
January 9, 2008	Phoenix, AZ
March 12, 2008	Branson, MO
April 10, 2008	Lenox, MA

All trainings subject to advance registration. Send registration by e-mail to [almargenccc@earthlink.net](mailto:almargenccc@earthlink.net) or [ellen@careerconsultingconcepts.com](mailto:ellen@careerconsultingconcepts.com)

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### **Dr. Sally Gelardin**

Skill-building certification and CEU workshops for career development practitioners. View the Web sites below for more specific information.

Global Career Development Facilitator Instructor Training  
November 12-14, San Jose, CA or  
December 10-12, Orlando, Florida  
21 hours  
[www.lifeworkps.com/CDFI](http://www.lifeworkps.com/CDFI)

Job Search and Lifelong Employability Self-paced,  
eCourse  
15 hours  
[www.jobjuggler.net/cceeu/Idontdrop.html](http://www.jobjuggler.net/cceeu/Idontdrop.html)

ADDITIONAL CEU and Certificate Courses  
[www.lifeworkps.com/sallyg](http://www.lifeworkps.com/sallyg)

Contact :  
Dr. Sally Gelardin  
[sal@jobjuggler.net](mailto:sal@jobjuggler.net)  
415.312.4294  
[www.jobjuggler.net](http://www.jobjuggler.net)

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### **Life Strategies Ltd.**

Life Strategies Ltd., a career consulting and corporate training firm located just outside Vancouver, British Columbia, Canada, is Canada’s first, and only, approved training provider for the Global Career Development Facilitator (GCDF) Credential. Courses are offered online, via an interactive, facilitated

e-learning format, designed to engage the learner in ongoing discussions. This format brings together students from around the globe without them ever leaving their own communities. All courses are taught by industry professionals with extensive experience in the career development sector and either Masters degrees or PhDs.

Register now for upcoming courses; all approved for GCDF continuing education units:

Career Management at Work: Keeping Employees Engaged starts Wednesday November 14th

Employment Readiness: Preparing for the World of Work starts Wednesday November 14th

Work Search Essentials 2: Interview and Negotiation Strategies starts Wednesday November 21st

For more information visit the Life Strategies Web site at [www.lifestrategies.ca](http://www.lifestrategies.ca) and click on the “Train-the-Trainer” link.

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### **National Career Development Association (NCDA)**

Would you like to become a National Career Development Association GCDF Instructor? We are seeking highly qualified, highly motivated individuals to become instructors!

Complete NCDA GCDF Instructor Training Criteria and information is available at [www.ncda.org](http://www.ncda.org).

Upcoming NCDA GCDF Instructor Training Workshops

January 10-12, 2008	Lenox, MA
March 13-15, 2008	Branson, MO
April 11-13, 2008	Phoenix, AZ

Event Trainers: Marjorie Hendrickson ([almargenccc@earthlink.net](mailto:almargenccc@earthlink.net)) and Ellen Weaver Paquette ([ellen@careerconsultingconcepts.com](mailto:ellen@careerconsultingconcepts.com)); Applications are also available at: [www.careerconsultingconcepts.com](http://www.careerconsultingconcepts.com)

November 16-18, 2007  
Long Beach, NY  
Event Trainer: Malka Edelman; day (631)

420-2411; evening (516) 432-8176; [Malka.edelman@gmail.com](mailto:Malka.edelman@gmail.com)

December 5-7, 2007  
Las Vegas, Nevada  
Event Trainers: Diane Redding ([dredding@msn.com](mailto:dredding@msn.com)) and Jack Casey

December 10-12, 2007  
Orlando, Florida  
Event Trainer: Roberta Floyd, (248) 357-2426; [rafloyd@earthlink.net](mailto:rafloyd@earthlink.net)

March 27-29, 2008  
Palm Springs, California  
At the BEAUTIFUL Spa Resort Casino  
Event Trainer: Susan Roudebush  
Contact Susan Roudebush at (541) 552-1779, [susanroudebush@mindspring.com](mailto:susanroudebush@mindspring.com) or <http://susanroudebush.home.mindspring.com/#20/> for an application form and additional information.

April 16-18, 2008  
Madison, Wisconsin  
Event Trainer: Judith Ettinger (608) 263-4367; [jettinger@education.wisc.edu](mailto:jettinger@education.wisc.edu)

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### **Center on Education and Work**

Make plans now to attend the 22nd annual Careers Conference, sponsored by the Center on Education and Work at the University of Wisconsin-Madison, on January 28-30. The conference is designed to serve everyone and anyone who is involved with career development and education for work. This national conference presents learning opportunities at all levels- from a basic introduction for those starting out to the very latest practices, strategies, and resources for those who are advanced in the field. For conference details and session descriptions, go to <http://www.cew.wise.edu/careers>.

To register, go to <http://www.cew.wise.edu/careersConf/registration.aspx>.

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### **Workforce Professionals Development Network (WDPN)**

Workforce Professionals Development Network (WDPN) GCDF and OWDS Instructors present a 4 hour, 1/2 day workshop on November 16 titled, “Designing Direct Service Models That Match BOP & Prison Re-Entry Programs.” Gain valuable insight on prison re-

## GCDF Continuing Education Listing continued from page 10

entry programs and federal partnership opportunities!

The workshop will be held at Training Inc., Pgh Campus, McKees Rocks, PA - call WDPN for more details at 412-269-9376 ext. 2

### The Resume Place Inc.

Certified Federal Career Counselor (CFCC) Program - University and Education Counselor Certification program designed to train career professionals in helping students find, apply for and land federal jobs and internships. Program designed to help career centers develop federal job search advisement services and workshops; establish relationships with federal agency human resource specialists; and learn about federal job application processes, information on student federal internships and special hiring processes, including STEP, SCEP and PMF. Best Practices from 4 universities: Yale University, University of Nebraska, University of Georgia and George Washington University. Sponsored by The Resume Place Inc. and Kathryn Troutman and Emily Troutman, Authors, Student's Federal Career Guide, award-winning publication on federal job search. \$1,295.00; includes extensive federal career

resources. 20 contact hours, January 15, 16, 17, 2008 (Loyola College, Columbia, MD). <http://www.resume-place.com/workshops/certification.html>; Contact for agenda: Kathryn Troutman, [kathryn@resume-place.com](mailto:kathryn@resume-place.com)

Certified Federal Job Search Trainer (CFJST) Program - Workforce, Worklife, Veteran's Representative, Military Transition Counselor Certification program designed to help career transition and employment professionals help jobseekers find, apply for and land federal jobs and internships. Includes Federal Hiring Process, Where are the Jobs, and Federal Hiring Authorities for Veterans, Spouses, Students. Includes training certification for highly-successful Ten Steps to a Federal Job™ Training Curriculum and turnkey federal job search training program. Program sponsored by The Resume Place, Inc. and President, Kathryn K. Troutman. Author, numerous books on federal job search, including Federal Resume Guidebook, 4th edition. \$1,295, includes extensive resources. 20 contact hours, March 31, April 1, 2, 2008, (Tampa, FL); June 16-18, 2008 (Loyola College, Columbia, MD); Sept. 17-19, 2008 (Columbia, MD) <http://www.resume-place.com/workshops/certification.html> Contact for agenda: Kathryn Troutman, [kathryn@resume-place.com](mailto:kathryn@resume-place.com).

### GCDF Certificate Program in Turkey, continued from page 9

and vocational guidance offices staff, to show support and as a means to increase future collaborations with the Ministry of Labour and related divisions. We also plan to implement our GCDF program within a Master's program under the Faculty of Business Administration of Bahçeşehir University in the near future.

We won't be humble! We have come a long way in two years, yet we are very much aware of the fact that we have a long way to go!

### Distance Facilitation Training, continued from page 8

DCF online training is \$395.00. This includes all related training materials.

### Where can I get more information about the DCF Credential and Frequently Asked Questions (FAQS)?

To learn more about the DCF credential, please visit [www.cce-global.org](http://www.cce-global.org) or contact CCE at (336) 482-2856. To obtain more information about the online DCF Training (i.e., course competencies, requirements for participating, etc.) please visit [www.readyminds.com/DCF](http://www.readyminds.com/DCF) or call (888) 225-8248.

### IN THE NEXT ISSUE

Details about a new international supervision certification

Updates on the Web-based GCDF-Finder service

Results from the employer endorsement survey

### Show me the CCE Money!

CCE held a raffle drawing for CCE money at the 2007 National Career Development Association's (NCDA) Global Conference. CCE money can be used towards any CCE application fee or annual maintenance fee. Thank you to all who participated and congratulations to our winners!

\$100 GCDF Application Fee- Kathy Gallagher, of Puyallup, Washington

\$25 Annual Maintenance Fee- Lisa Staub, of Cheney, Washington

\$25 Annual Maintenance Fee- Dyann Rowell, of Currie, North Carolina

### GCDFs

Keep your contact information up-to-date. E-mail us at [cce@cce-global.org](mailto:cce@cce-global.org) if your address, phone number, or e-mail address changes!

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**Major Career Development Conference to be held in Beijing**

Beisen Career Development Consultation Service, the leading GCDF training provider in China, is hosting a major conference on career development in Beijing in November.

The conference, titled The First China Conference on Career Development Planning, is scheduled for Nov. 17 and 18. Two day-long workshops will precede the conference on Nov. 15 and 16.

NBCC International is providing organizational support to Beisen for the conference. Among the speakers will be NBCC President and CEO Dr. Thomas Clawson, NBCC International Executive Vice President Ted Iliff, and NBCC International-Europe Director Dr. Andreea Szilagyi.

Anyone interested in attending the conference should go to its Web site, [http://www.gcdf.com/forum/index\\_en.html](http://www.gcdf.com/forum/index_en.html). The site contains information about the program, the venue, and how to register.

The conference is sure to be a valuable experience for anyone interested in career development in China.

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