

The

GCDF Connection[®]

The Global Career Development Facilitator Newsletter

The GCDF Survey Says...

The Center for Credentialing and Education, Inc. is interested in feedback regarding how the GCDF credential has been put to use by certificants. An informal survey was published in the Spring 2004 newsletter, which we used to gather data that may allow us to improve and update the GCDF certification process, recertification, GCDF training, and curriculum development.

Thank you to all GCDFs who participated in the survey!

Based on thirty GCDF survey responders, some of the results were as follows:

Highest Level of Education Completed: Master's Degree (50%)

Average age: 46-55 (38%)

Average salary: \$35,000-44,999 (42%)

Why did you obtain the GCDF?

1. Wanted to be Credentialed in Career Development (54%)
2. Job Requirement (35%)

How often do you use any of the 12 competency areas in your job?

- Most of the time (50%)
Always (31%)

Which competency area do you utilize the most?

1. Helping Skills (62%)
2. Employability
3. Labor Market Information

Would you recommend the GCDF to others in the career development field?

Yes (96%)

How effective has the GCDF credential been for you?

Effective (36%)
Somewhat effective (36%)

How important has the GCDF been in helping to advance your career?

Somewhat important (35%)
Not important (27%)

How important is it for those working in the career development field to acquire and maintain a career development credential?

Very important (54%)
Somewhat important (19%)

What is your job title?

The most common were: Career Advisor, Placement Specialist, Employment/Training Specialist, Vocational Rehabilitation Counselor, Program/Plan Manager.

Where is your place of employment?

The most common were: State Employment Agencies, College/University Career Centers.

We have had a large number of requests for information on continuing education workshops, courses, and events. Therefore, we have established advertising for continuing education providers and in the near future continuing education information will be published on our website at www.cdf-global.org. Also, if CCE does not have your email address listed or if you need to update your email address, please contact us. Monthly continuing education updates/events will be sent to all GCDFs with a valid email address.

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Fall 2004

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The European GCDF: A Romanian Experience

Submitted by:

Andreea Szilagyi, Ph D

Polytechnic University of Bucharest, Romania

International Counsellor in Residence, NBCC

Europe is experiencing important economic and social transformations after the historical movements in 1989-1990. Countries are changing their shape, social systems are breaking down, and people are forced to learn new ways to adjust to a completely different lifestyle. The situation is more dramatic in the former communist countries, where the passage from a centralized economic and social system has been transformed into an economic system based on free trade and private property. It has been a long and painful process for the people to change their way of life from a culture in which common property was the focus.

Romania faces huge economic problems in its effort to get integrated in the European community. Romanian people are trapped between two historical and cultural influences, between the **communist-type society** and the **western-type society**. The communist-type society was characterized as a stable social environment, ready to *offer* everything – a lifetime job, for example. This environment was adapted into a culture of permanent *change* and *opportunities*, which does not offer the same benefits to people. The 11 years of an interminable period of transition have marked definitively the psychological profile of the Romanians. It has made them change and modify their system of personal values and adaptability.

I believe that the educational system is required to support people (especially the young generation, but also the middle-age generation), facing unemployment or educational needs. In such a country, strong career development programs could be the key for a fast social rehabilitation in the near future. Fortunately, the Ministry of Labor, Ministry of Education and Ministry of Youth have started working in common for some Career Development programs.

The first master's degree program in Career Development offered in Romania was organized by the Polytechnic University of Bucharest. It is titled "Lifelong Education for Career Development," and is a result of cooperation between NBCC, CCE, and the Polytechnic University of Bucharest. This four semester program started last year and we anticipate the first generation of the Romanian GCDFs (12 students) will be credentialed in November. The GCDF training is one component of the Career Development Curriculum in Romania.

The master's program trains students in the following content areas:

1. Career Development and Guidance (the GCDF training for the students, following the Romanian GCDF curriculum, approved by CCE)
2. Assessment Techniques in Career Development
3. Educational Management
4. Career Development Techniques
5. Human Resources Management
6. Communication in Counseling
7. Adult Education
8. Organizational Counseling
9. Organizational Psychology and Sociology
10. IT in Career Development
11. Project Management
12. A practical stage

The interest in the GCDF certification continues to grow among counseling practitioners, researchers, and counselor educators in Romania. We estimate at least twenty GCDF certificants in Romania by the end of this year. I was the sole Romanian GCDF last year, so our program is definitely on its way to expansion.

Fortunately, several other universities in Romania intend to take over the GCDF training course and integrate it into their master's degree program. Even if the Romanian economy faces financial problems, I believe that the GCDF certification will have a great history.

GCDF Email

CCE is continually striving to enhance communication with our certificate holders. As part of this ongoing process, CCE is planning to utilize more email correspondence with certificate holders. This allows the certificate holder to receive important information faster and also helps to cut down our administrative costs. If you have not provided CCE with your email address, please consider submitting your address to us. Due to the large amount of continuing education inquiries received on a daily basis, CCE will share email addresses with our approved training providers. Training providers may send information on GCDF continuing education workshops, online training, or conferences. You may send your email address to us at cce@cce-global.org. If you do not want your email address shared with the CCE approved training providers, please contact CCE before December 15th to have your name removed from the list. As always, CCE will still be providing regular mailings throughout the year.

GCDFs Missing in Action

If you have friends or colleagues that say they have not heard from CCE or that they have not received a copy of the GCDF Connection, please have them call us at 336-482-2856 to let us know. We do our best to keep in contact with all GCDFs, but this is not always possible, as some may move and forget to send us a forwarding address.

Great GCDF Achievements

Have you been recognized recently for an achievement? Do you know of a GCDF that has been recognized recently for an achievement? How would you like to share your good news with other fellow GCDFs? Send it to CCE for publication in the next edition of the GCDF Connection!! Submissions for publication should be recognition of a professional nature. This recognition should also be related in some way to career development or to the GCDF certification. Please submit this information to cce@cce-global.org or contact CCE at 336-482-2856.

How do I become an approved GCDF instructor?

Trainers are selected and credentialed by the organizations/colleges that have a CCE-approved curriculum. The National Career Development Association (NCDA) has the largest pool of certified instructors of a CCE approved curriculum at this time. For more information about becoming an approved GCDF instructor through NCDA or any other curriculum, you will need to contact the training provider in the listing of approved curriculum providers at www.cdf-global.org/info/uslisttrain.htm.

GCDF Instructor Update

After a recent evaluation of the GCDF credential, CCE has determined that one way to improve the GCDF certification is to increase the level of quality assurance within the management of the credential. Therefore, CCE is now requiring that all trainers of CCE approved curriculum must:

1. Hold the GCDF credential
-OR-
2. Be listed on the NCDA registry
-OR-
3. Be listed on an equivalent registry requiring a master's degree in counseling with study in career development

Registry providers for option 2 or 3 are required to attest to equivalent continuing education activities of their registrants as is required for the GCDF (75 hrs. of CE over a 5 yr. period).

For GCDF Instructors, CCE is offering a reduced rate for instructor applications. ***Please note that instructors will be required to maintain the credential by paying an annual maintenance fee of \$25.***

If you are certified as a GCDF, all you need to mail or fax to CCE is a copy of your **instructor training certificate**.

If you are **not certified as a GCDF**, please submit:

- Pages 1 & 2 (ethics statement) of the GCDF application
- \$50 application review fee
- A copy of your instructor training certificate

What are the benefits of getting your instructors certified?

- Reduced chance of causing a delay in processing the applications of students who have completed your training course
- If one of your instructors is not GCDF certified or listed on an approved national registry, all GCDF applications from students who complete your training course with the instructor in question will not be approved until that instructor has become certified or registered.

Other benefits in having your instructors certified include:

- Knowing that every instructor who is GCDF certified will be fully equipped to maintain up to date instruction to others as a result of the continuing education hours that the GCDF certification requires
- Knowing that your instructors will be well-informed about current trends and career development information from around the world as a result of being linked to CCE

A Day in the Life of a GCDF

..An Instructor's Perspective on GCDF Training

Dr. Sally Gelardin, GCDF, GCDF-I

I earned a Global CDF certificate through the back door - first as a GCDF instructor, then as a GCDF. Since I learn as much from my students as they learn from me, it was a good way to become immersed in the competencies. GCDF Instructors are required to teach a GCDF class within two years of taking the Instructor training, so when I was asked to teach career classes at the University of San Francisco several years ago, I took advantage of this opportunity to introduce the GCDF competencies to my students. I was also fortunate to have as a mentor Roberta Floyd, GCDF Master Trainer, and one of the originators of the curriculum. Over the past three years, I have had the pleasure of co-facilitating the GCDF Instructor training with her.

Since I've served as a student, instructor and provider of the GCDF curriculum, and most recently, recruited other GCDF Instructors to teach career courses, I am well aware of the challenges that adult students have to balance home, work, and school. To save myself from burnout and to save my students travel time and cost, I designed a self-paced, online learning program that has been approved by CCE for continuing education credits for GCDFs. The content covers job search and employability skills, technology, and labor market information. I chose these three competencies because they often get the short shift in career classes. Distance learning has distinct advantages over other forms of learning, including live links, downloadable forms, administrative capabilities, and asynchronous, as well as synchronous, communication between students and instructor. Instructors can teach and students can take my course from anywhere in the world that has Internet access.

My typical day begins at 6:00 am, when I glide from bedroom to home office. For the next two and one-half hours, I respond to emails and organize my day. At 8:30 am, I have a bite to eat, then drive ten minutes away to a Yoga or Pilates class. At 10:30 am, I am back at my home office. When I stopped working full-time for the university in 2000, I spent the summer reflecting upon my life and work, creating a vision and mission statement and a plan of action. Subsequently, I have developed a career curriculum, taught adult students, written a book on the meaning of success for women, published articles, edited a journal, and presented workshops. This year, I am concentrating my efforts on marketing the online course and newly published book. I also serve as an active volunteer for several career and community organizations. Having developed an extensive outreach strategy and a large network of professional and community liaisons, my private clientele has increased. My husband Bob recently joined me in marketing the online course and book and setting up business systems. We often meet with potential clients together, which is a delightful way to do business, since we complement each other's skills.

At a time in our lives when many friends are preparing to retire or travel to exotic places, I am focused on building a business, doing work that makes the world a better place, and staying healthy. Occasionally, I gaze out the window and dream of conducting career workshops abroad and writing in my sun-dappled garden next to a small white stucco cottage that perches on the edge of the bay. My dreams usually come true.

Dr. Sally Gelardin, Bay area educator, author, and speaker, teaches career development and serves as career consultation and training to organizations and individuals, and is a leader in the development of women's studies evaluator at universities in the San Francisco Bay area, creates online curriculum, provides narrative career counseling techniques.

The GCDF credential continues to grow - check out these numbers!!

GCDF - United States

As of: October 10, 2004

Total Applicants: 4703
Total Certified: 3783

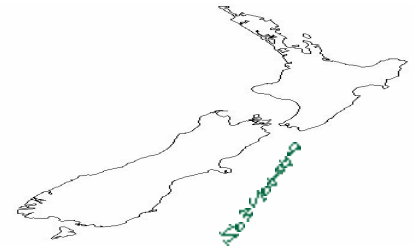
Minnesota	342	Oklahoma	11
Georgia	298	Wyoming	11
Michigan	276	Kansas	10
Idaho	255	Nebraska	8
North Carolina	253	Utah	8
New York	210	Arkansas	7
California	196	Hawaii	5
Florida	173	Massachusetts	5
Tennessee	161	Delaware	5
Texas	157	British Columbia	4
South Carolina	135	West Virginia	3
Maryland	115	Puerto Rico	3
Pennsylvania	112	Montana	2
Alabama	101	AFE	1
Maine	95		
Wisconsin	88		
Oregon	80		
Illinois	60		
Virginia	53		
Connecticut	52		
Washington	48		
Vermont	46		
Colorado	44		
Ohio	43		
New Hampshire	41		
Alaska	35		
Rhode Island	34		
Ontario	32		
Nevada	30		
New Mexico	26		
Arizona	23		
Louisiana	21		
Iowa	21		
District of Columbia	18		
South Dakota	17		
New Jersey	17		
Mississippi	16		
Kentucky	15		
Indiana	14		
North Dakota	13		
Missouri	12		

GCDF - New Zealand

As of: October 10, 2004

Total Applicants: 4
Total Certified: 4

Auckland
 Wellington
 Pakuranga
 Christchurch



GCDF - Japan

As of: October 10, 2004

Total Applicants: 653
Total Certified: 653

Tokyo	307	Gunma	2
Kanagawa	99	Miyagi	2
Chiba	56	Fukuoka	2
Saitama	45	Ishikawa	2
Aichi	32	Kanagawaken	2
Osaka	17	Iwate	1
Hyogo	15	Fukushima	1
Okinawa	9	Chibaken	1
Gifu	8	Hiroshima	1
Hyougo	7	Kagawa	1
Shizuoka	6	MA	1
Ibaraki	4	Mieken	1
Okayama	4	Nagano	1
Tochigi	3	Niigata	1
Yamanashi	3	Oosaka	1
Ibaragi	3	Oosaka-fu	1
Kyoto	2	Shiga	1
Hokkaido	2	Tokyoto	1
Nara	2	Toukyou	1
		Yamagata	1
		Yamaguchi	1
		Kumamoto	1

Recertified GCDFs

The information below is reflective of certificants who were recertified between April 15, 2004 and October 15th, 2004. These certificants are officially entitled to continue to use their certification for another 5 years. We appreciate your continued dedication to the career development field. Congratulations!

Diann K Mulrenin
Mary-Jean Owens
Susan D Fisher
Theresa I Mudgett
Barbara A Whaley
Abel E Sanchez
Krissa J Caldwell
Patricia W Farmer
Pamela V Edwards
Ann Louise Cole
Sandra J Smith
Elaine W Goins
Layla D Mansfield
Susan M Musich
Bonnie J Jerke
Sue B Merrill
Gina L Kirkland
Patsy R Stockdale
Patty J Norcutt
Dave H Darrow
Rita L May
Vickye R Byron
David B Donaldson
William Carlin
Margaret B Hess
Donald S Sturm
Kelly M Sotelo
Nancye Hager
Pamela Anspach-Colletti
Marla M Terreberry
Juanita Horsey
David L Washburn
Kenneth L Webber
Ray E Martin
Kassia Dellabough
Vicki J Isakson
Christine L Dickinson
Fred H Mitchell
Mary Bulone

Mary Bulone
Judith F Rose
Martina Jubera
Johnnie M Harris
Tony E Elliott
Susan Barela
John L Martinez
Shawn P Evans
Dorlena S Dunbar
Glenn W Dyer
Susan L Marsh
Daniel E Bryant
Magdalena P Pulido-Lara
Johnina M Wardwell
Hector Baca
Kathy Plesner
Jill Pfaff
Marcy Haight-Peterson
Paula A Hobbs
Thomas L Fernands
Kerry Wentworth
Elaine E Grove
Brenda R Simmons
Demetria P Thomas
Susan Hein
Aida T Sandoval
Robert H Finnegan
Debra L Goold
David J Snyder
Cheryl Tina Lax
Mary Anne Bell
Merry B Logan
Robert S Garbett
Judy A Miller
Lori L Keebaugh
James H. Ziegenfuss
Bob D Harris
Richard W Hart
Vicki A Fuller
Deborah L Koski

Andy Guerra
Dale G Langford
Audrey M. Gunn
Jack A Frost
Stephen H Lord
Delores P Ali
Gail P Lenz
Steve Kamachi
Candice L Kahler
Kent W Phelps
Laverne L. Stansberry
Marsha L Harman
Keith R. Whiting
Robert F Whiteman
Linda L Garman
Lane A. Starr
Carolyn J. Schwertfeger
Delpha P Clay
Jeffrey R Pitts
Nancy Lee Lance-Pitcher
Christine M Orders
Johnny Moreno
Shannon R Mills
Marilyn J Marcelo
George A McKay
Evelyn J Allen
Theresa Gallegos
Joyce M Santerre
Julie S Proctor
Elisabeth McLeod
Jeannine L Hanes
John A Baxter
Francis Degrado
Jean M Starr
Heather S Carson
Brian M Vesper
Dora Marsano
Evelyn S Vanidestine
Darlene E Fritz
Nancy M Austin

Career Wired

A Breakthrough in On-Line Career Development

Career Wired is a web-based career development system designed by a team of master-level Global Career Development Facilitator™ instructors to provide you with better placements, more time, and better job retention, client, after client, after client...

Easy to follow, step-by-step instructions will navigate your client through a proven Career Wired pathway leading to meaningful employment and a career.

A subscription to Career Wired is like hiring a full-time counselor assistant!



"Career Wired" truly speeds up delivery of quality career development services."

John 'Skip' Masik, GCDF™, Mon Valley Initiative

Try our free online tour
now at:
www.careerwired.com
or call us
toll-free at 1-877-937-6638
Ext. 27

List of Currently Approved GCDF Continuing Education Providers*:

1. The National Career Development Association
2. California State University, Chico
3. Sally Gelardin, Ed.D
4. Diana Hart
5. The John J. Heldrich Center for Workforce Development
6. Ellen Weaver Paquette
7. The National Institute for Corrections
8. Normandale Community College
9. Rokicki and Associates
10. Susan Roudebush
11. Workforce Development Institute
12. Workforce Development Professionals Network

**All of the above are also GCDF training providers.*

**Any continuing education received from these providers must cover at least one of the 12 competency areas in order to be considered for the GCDF continuing education requirements.*

**Please contact the provider directly if you would like details on a specific GCDF continuing education course that is being offered. Contact information for all providers can be located on the GCDF website.*

Continuing Education sponsored by CCE Approved Training Providers:

Rokicki and Associates, Inc.

Offers GCDF continuing education in Employability Skills by distance learning. This **200-page guide** is structured along the same format as our professionally accepted GCDF Study Guide. We are certified GCDF trainers and this Guide, when successfully completed, will provide **15 continuing education contact hours** to assist you in meeting the CCE requirements. (\$200 plus s&h)

Learn on your own time and at your own speed.

Contact: Nancy Rokicki
Phone: 954.755.0879
Email: Rokicki-associates@worldnet.att.net
PO Box 8985
Coral Springs, FL 33075

Dr. Sally Gelardin, Ed.D.

First CCE-Approved CEU Course for GCDFs Now Online. Need CEUs? Busy schedule? Earn continuing education units in the comfort of your home or office on your own schedule. This **15 contact hour course** is designed to increase your effectiveness, whether in private practice or organizational setting. It will help you give your clients the best service for the time and money invested. The course will strengthen and update your competency in:

- Job Search and Lifelong Employability Skills
- Career Technology Tools
- Labor Market Information and Resources

CEUs offered: 3 clusters of 5 hours each. Each cluster contains 3 lessons. All three clusters total 15 hours credit.

- **Cluster 1** (five hours): Job Search Strategies, Education and Training, Networking List \$135 Special \$99
- **Cluster 2** (five hours): Informational Interviewing, Resume, Portfolio List \$135 Special \$99
- **Cluster 3** (five hours): Job Interview, Job Club, Workplace Affiliation List \$135 Special \$99

Purchase all **three clusters for \$285 and save!** Limited offer. Conserve energy, study in the comforts of home. Enroll now! To enroll, or for more information, email counselor@jobjuggler.net

Workforce Development Professionals Network

(WDPN.net) offers two CCE approved Enhanced GCDF Curricula to an international para-professional audience and service provider networks, as well as **Continuing Education Units and Contact hours**, and new Programmatic Self Assessment services, CQI Planning, and Accreditation services, supports, and opportunities for career and workforce programs.

WDPN.net's online GCDF graduate network, CEU membership network, and CEU offerings are currently offered on demand internationally and also in locations in PA (and also report having **more coming online at www.wdpn.net** this winter). They feature such CEU classes as:

Anger Management as a Job Retention Tool, Meaningful Work, Labor Market Information 101; Technology 101 and 201 for Career and Workforce Professionals, and many more!

Offered in a mixed media environment (partially online and partially face-to-face), WDPN.net can be a useful resource for your GCDF credential maintenance, or to help you take your team or program to a new level of one-stop collaborative service based on the CCE approved GCDF credential standards and adult education best practices.

Contact:

www.wdpn.net or call WDPN toll free at 1-877-wdpn.net ext 25 for more information on upcoming courses.

Ellen Weaver Paquette

"Improved Career Decision making; Develop Career Placement Strategies that Work for You and Your Clientele"

March 16th, 2005- Cranston, Rhode Island

This CCE approved workshop, will address local labor market information and resources, working with diverse populations, technology and career development, employability skills, training clients and peer assessment. The workshop will be computer based and has been approved for **6 contact hours**.

Contact Dr. Culhane, Career Resource Network, Rhode Island Department of Labor and Training, for registration information.
401.462.8746, www.dlt.ri/crn.

Attention all National Career Development Association Career Development Facilitator Instructors!

We are currently seeking talented and energetic NCDA GCDF Instructors to become NCDA GCDF Master Trainers. These newly trained master trainers will be able to provide NCDA GCDF Instructor Training Workshops around the country thus expanding the opportunities for individuals to become Global Career Development Facilitators.

We are excited to offer this newly redesigned NCDA GCDF Master Trainer Workshop in **Dallas, Texas, March 3-6, 2005**. The cost of the workshop is \$900. For Selection Criteria and an application form please visit our website at www.ncda.org. The application deadline has been extended to December 31, 2004. All applications must be postmarked no later than this date

Become a National Career Development Association CDF Instructor

NCDA Master Trainers continually offer GCDF Instructor Workshops around the country. Please visit our website at www.ncda.org for information on becoming an instructor. Upcoming workshops include:

If you have any questions please do not hesitate to contact Mary Ann Powell via email at mpowell@ncda.org or toll-free at (866) 367-6232.

December 2-4, 2004

NCDA Master Trainer: Diane Redding and Jack Casey

Location: Las Vegas, Nevada

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Upcoming Features:

CCE is constantly updating the GCDF website. Please check the website - www.cdf-global.org - for new information about the GCDF.

**Find out more about:
International Development of the GCDF
New Continuing Education Events and Courses**

THE CENTER FOR CREDENTIALING AND EDUCATION, INC.

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