

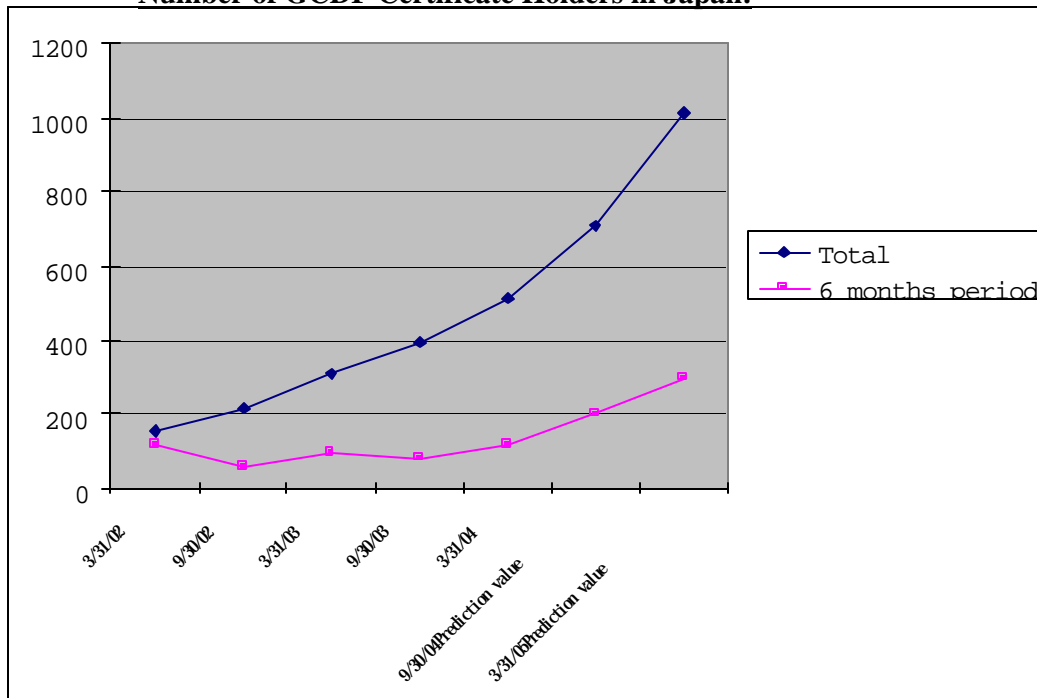
Continued Expansion of the GCDF Credential in Japan

By: **Haruaki Tanaka**, Secretary-General, Career Counseling
Association-NPO Japan, Recruit Co., Ltd.

The employment and labor environment in Japan is changing more dramatically than ever. In Japanese corporations, Lifetime Employment Systems and Seniority Systems are beginning to collapse, and layoffs of middle and older aged workers are increasing. For the young adults, the number of unemployed college graduates is rising. Meanwhile, various working styles such as part-time, temporary staff, and subcontract, are rapidly growing because of government deregulations. In such an environment, Japanese citizens are forced to think seriously about their work style. At the same time, the need for career counseling is growing in Japanese society.

The number of GCDF Certificate Holders in Japan already exceeds 500, and it will break through 1000 by the end of this year.

Number of GCDF Certificate Holders in Japan:



GCDF is accepted by the people of Japan as a high quality basic counselors training program. Many major human resources service companies (staffing agencies, placement agencies, career information, etc.) have announced their cooperation with GCDF. It is our mission to expand GCDF training, and to propagate the importance of career counseling in Japan. CCA provides support for Career Counselors in the areas of skill development, improvement of social status, expansion of the career counseling job market, and creation of ethics in career counseling.

We expect the GCDF-Japan credential to continue to grow in the future!

Spring 2004

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Great GCDF Achievements

Lynda Hyberger/ Training Coordinator for WDI

“Hats off to one of the great trainers.”

On December 12, 2003, Workforce Development’s group of GCDF professional career and employment services Counselors recognized one of their own as the Employee of the Year. The recognition is an annual event for the agency, voted by peers, and the award is presented by the Executive Director and Board Members at the December All-Staff Meeting.

We are happy and proud to announce **that Ed Duda, GCDF trainer and current staff member, received this award for 2003.**

Ed trained thirty-one staff members of Workforce Development for the highly respected GCDF certification. These career counselors are proud of their training and obviously see the importance of this thorough and in-depth curriculum and training for the work they do.

WDI is a private-non profit agency directed by a local Workforce Investment Board to deliver employment and training services to southeast Minnesota. They are proud of the learning that staff has done and recognize and respect the fine facilitation of Ed Duda. Ed presented thorough, comprehensive and customer sensitive training with respect for the staff’s time and energies they put into the learning modules.

This agency is the only one in southeast Minnesota to endorse and pay for this endeavor. With the support of our board and willingness of staff, WDI is proud of Ed, our staff, and the comprehensive training you have provided.

Congratulations to **Michael S. Levy, a senior career advisor with Bernard Haldane Associates**. He was awarded the “extra mile award” in recognition of outstanding service and commitment to their clients for 2003. Great Job!

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 trainer?

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 trainer through NCDA or for any other curriculum, you will need to contact the curricula source posting in the listing of approved curricula.

Curriculum Approval

If you have designed and prepared a curriculum that addresses the twelve GCDF competency areas, CCE will review it to determine if it meets requirements for GCDF certification.

To have a curriculum approved, submit the following:

1. The application for approval
2. Five complete copies of the curriculum
3. An outline that describes where in the curriculum each of the twelve GCDF competency areas is addressed
4. A list of trainers that will deliver the curriculum and their qualifications
5. An outline describing how the curriculum will be delivered (classroom hours, field work hours, web based learning, etc.)
6. Payment for \$350 review fee

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.

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 1 or 2 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).

A Day in the Life of a GCDF

One certificant's account of how the counselor/client relationship can inspire hope and direction for the future.

Vicki Fuller, GCDF

Payette Job Services, Idaho

I have worked at the Payette Job Service office in Idaho for 11 years. During that time, I have benefited from GCDF training offered through the Dept. of Labor and have used those skills to help others in my community. I began to concentrate on motivating people to change once I realized that only a small portion of people possess the ability to truly envision a brighter future. I hit the door of Job Service every day, excited about the opportunity to help one person to HOPE!

At Job Service, we offer a multitude of services to our clients of varying socioeconomic conditions. Many of our clients are Dislocated Workers. Employment Services (Job Matching), Unemployment Insurance, WIA & TAA Training Programs are the primary services that I provide in a typical day. We serve a low-income population, including individuals of Hispanic ethnicity. Much of the labor force works in wood manufacturing and food production plants or agricultural related jobs. Many of these individuals have lost those jobs due to a sluggish economy. A large percentage of our clients are deficient in basic skills.

I began to experience job satisfaction when I saw my role as a GCDF to be that of a motivator. Many individuals who have lost their jobs are angry and don't understand the grief cycle. Once they are given permission to vent, they can often let yesterday go and embrace tomorrow. I assist people in identifying barriers, which they must choose to overcome in order to see a vision of a better tomorrow. The "never stop learning" slogan has become more than just a television commercial. The clients I work with who have a high school education rarely consider the option of continuing with higher education. Therefore, my strategy is to paint a word picture, with which they can envision getting back on a path to a "career" that will provide satisfaction.

June 4, 2003 is a bright and sunny day in Payette, Idaho. The following story describes the situation of a client with whom I have spent less than 60 minutes today. She is a single, Hispanic woman of 22 years who has three preschool children in tow today. She has cancer surgery scheduled for Monday. In a brief interview it became clear to me that she had not been advised on what "cancer" means. I referred her to counseling services and she is now very aware of the arrangements she needs to make for her three children as she undergoes surgery and recovery. A referral to H&W for food stamps and CHIP insurance information for her children was made. I also referred her to Idaho Migrant Council for emergency assistance with rent. They will all now work with her sister, who will be traveling to help with the care of her children. This client left an entry level job in the health industry (not eligible for FMLA) with a plan to work in the onion fields (which doesn't require a work release) following surgery. I took her claim for unemployment insurance, reviewed her skills and abilities, and referred her to the BSU Adult Learning Center for GED information.

As a result of my painting a clear picture of reality for this young woman and helping her understand the barriers she had ahead, she will now be able to meet her family's basic needs. She understands that she should not feel anything but pride in following through to do this. She also has been made aware that she has choices. Following surgery, she could go to the fields or she could return to C.N.A. work. She also has the option to utilize the time by completing her G.E.D. requirements and considering continued education in the nursing or other medical occupations, while receiving unemployment insurance.

I can generally determine an individual's dreams and goals during a short assessment interview. At that point, we compare those goals to the jobs that are available in the labor market. A huge paradigm shift in today's labor market is that people no longer work in a single job and get the goal to watch upon retirement. One of my key focuses as a GCDF is to help our labor force embrace change and understand the need for ongoing education and skill improvement. Education is critical when competing for a job. I always encourage my clients to go for the job they will love, rather than just endure. When I lose my passion to help people to hope, I will map out a new career path for myself.

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

GCDF - United States

As of: April 14, 2004

Total Applicants: 4224
Total Certified: 3599

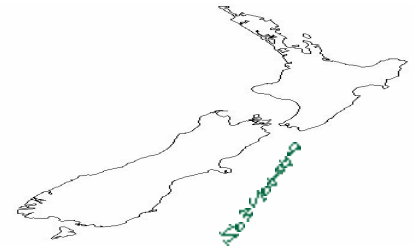
Minnesota	310	Kentucky	10
Georgia	286	Wyoming	10
Idaho	270	Kansas	8
North Carolina	257	Nebraska	7
Michigan	254	Arkansas	5
New York	208	Hawaii	4
California	192	Montana	4
Florida	178	Massachusetts	4
Texas	154	British Columbia	3
Tennessee	150	Utah	3
Pennsylvania	104	American Forces Eur.	2
Alabama	99	Puerto Rico	2
South Carolina	99	West Virginia	2
Maryland	97	Delaware	2
Maine	96		
Wisconsin	82		
Oregon	73		
Connecticut	55		
Vermont	51		
Virginia	50		
Washington	47		
Illinois	45		
Ohio	43	Tokyo	223
Colorado	42	Kanagawa	78
Ontario	39	Chiba	42
New Hampshire	37	Saitama	32
Alaska	36	Aichi	15
Rhode Island	34	Hyogo	13
Nevada	27	Osaka	12
New Mexico	25	Okinawa	9
District of Columbia	20	Hyougo	7
Louisiana	20	Shizuoka	5
New Jersey	19	Ibaraki	4
Iowa	18	Tochigi	3
South Dakota	17	Yamanashi	1
Mississippi	13	Ibaragi	3
Missouri	13	Okayama	3
North Dakota	12	Gunma	2
Indiana	12	Ishikawa	2
Arizona	11	Gifu	2
Oklahoma	11	Nara	2

GCDF - New Zealand

As of: April 14, 2004

Total Applicants: 4
Total Certified: 4

Auckland
 Wellington
 Pakuranga
 Christchurch



GCDF - Japan

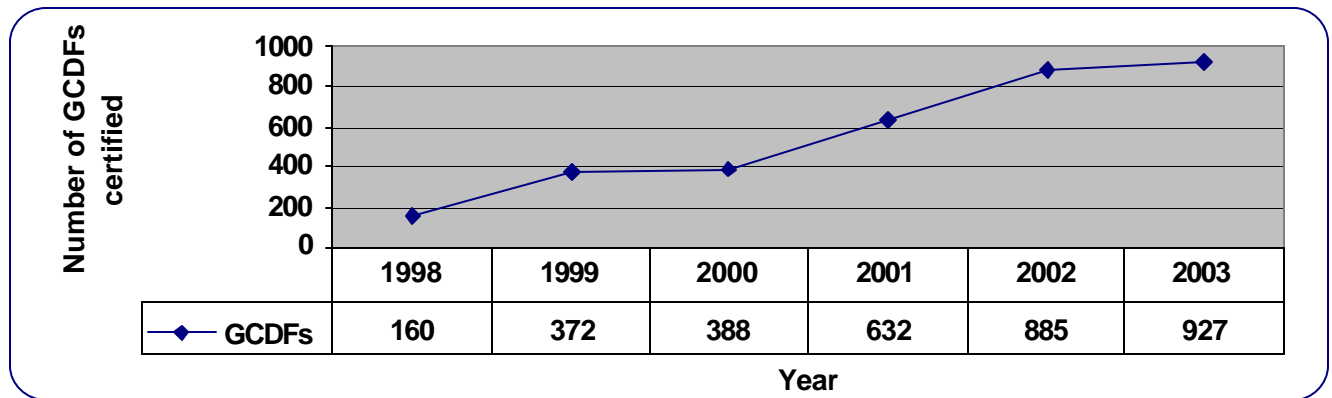
As of: April 14, 2004

Total Applicants: 490
Total Certified: 490

Kyoto	2
Fukuoka	2
Miyagi	1
Fukushima	1
Iwate	1
Kagawa	1
Kanagawaken	1
Mieken	1
Nagano	1
Niigata	1
Shiga	1
Tokyoto	1
Toukyou	1
Yamagata	1
Yamaguchi	1
MA	1

GCDF Certification: Then and Now

This year marks the sixth year of the GCDF certification. Take a look at how the GCDF credential has grown over the past six years:



Because the credential must be renewed once every 5 years, this is only the second year of the implementation of the GCDF Recertification process. This process involves completing 75 hours of continuing education in the area of career development. Recertifying one's credential is a noteworthy accomplishment because it denotes a certain level of dedication and continuous commitment to the career development field.

Approximately 406 GCDFs are scheduled to recertify in 2004. The information below is reflective of certificants who recertified between November 2003 and April 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!

Marcia L. H. Kapinos
 Lynne Rabak
 Karen M. Flint
 Connie J. Gardner
 Darla G. Higbee
 June L. Dressler
 David D. Duthie
 Maria V. Harris
 Ellen K. Zempel
 Sarah A. Daniels
 Margaret Voelker
 Lisa A. Norman
 Ricardo C. Bullock
 Michael G. Felt
 Carlyn R. Campbell
 Kathisue Summers
 Debra S. Peach

Sonja M. Robinson
 Traci L. Sparks
 Ruby Greene
 Sherrie L. Stuessy
 Linn Lopez
 Robert Nunez
 Robert D. Kesler
 Kay M. Fors
 Morris B. Cody
 Nancy L. Ricks
 Cheryl L. Keller
 James E. Scott
 Birgit M. Talbot
 James K. Thackeray
 David R. Pratt
 Geri K. Meyers
 Bonnie A. Trudelle

Melissa L. Marizza
 Antonieta B. Vasquez
 Cynthia A. Watson
 Susan D. Saluk
 Melissa W. Soto
 Judith A. Wolf
 Marilesta Nelson
 Susan Deemer
 John S. Frazier
 Suzanne J. Beattie
 Joseph J. Privette
 Diana L. Nutt
 Ronald E. Tapia
 Sandra Torgerson
 Ruby A. Rangel
 Mary Rose Kandel

Career Development Events sponsored by CCE Approved Curriculum Providers:

NCDA: Instructor Training

Are you interested in becoming an instructor for the **National Career Development Association's** Global Career Development Facilitator Curriculum? Please visit our website at www.ncda.org to learn more about becoming a NCDA GCDF Instructor. Instructor Workshops will be held on the following dates:

May 19-21, Madison, Wisconsin

June 4-6, Las Vegas, Nevada

August 4-6, New York, New York

November 1-3, Sacramento, California

December 2-5, Las Vegas, Nevada

NCDA: CDF Institute

The 5th annual **CDF Institute** will be held in Madison, Wisconsin on **July 26-27, 2004**. This year we are inviting GCDFs and GCDF Instructors to submit a proposal to present at the Institute. Please check our web site at www.cew.wisc.edu/summer for information on how to submit. We are especially interested in submissions that include practices and programs that demonstrate or incorporate one or more of the 12 GCDF competencies. If you don't want to present this year, please consider attending. It is an opportunity to update your skills and to network with GCDFs and GCDF Instructors from around the country.

Rokicki and Associates, Inc. : GCDF Training

Offers GCDF training by distance learning. This is an approved CCE curriculum created and offered by certified GCDF trainers (\$500 plus S&H).

Learn on your own time and at your own speed.

Contact: Nancy Rokicki

Phone: 954.755.0879

PO Box 8985

Coral Springs, FL 33075

e-mail: Rokicki-associates@worldnet.att.net

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. The National Institute for Corrections
7. Normandale Community College
8. Rokicki and Associates
9. Susan Roudebush
10. Workforce Development Institute
11. 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.*

For more information on continuing education and the recertification process, please contact CCE.

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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.

Look for the GCDF survey now available on the website. The results of this survey will be published in the Fall 2004 newsletter and on the GCDF website.

THE CENTER FOR CREDENTIALING AND EDUCATION, INC.

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