



OHIO CAREER DEVELOPMENT ASSOCIATION

2012 OCDA CONFERENCE

By Jessica Wood, President-Elect

INSIDE THIS ISSUE:

2011 AOCC RECAP	2
OCDA AWARD NOMINATIONS	3
CAREER DEVELOPMENT GRANTS	4
MEMBER VIEWPOINT: MARTIN JAFFE	5
GLOBAL PERSPECTIVE: ICDA GUEST EDITORIAL	6
CAREER TRANSITION	7
MEMBERSHIP UPDATE	8

"Happiness requires an ability to tolerate uncertainty." –Gordon Livingston, MD

Need something to look forward to during the cold and snowy winter months? How about our annual Spring Conference, to be held on **Friday, May 18, 2012** at **Baldwin Wallace College**. This year's speaker will be Carol Vecchio, who is the Executive Director and Founder of the Centerpoint Institute for Life and Career Renewal, a Career Counselor, and 2010 NCDCA Outstanding Career Practitioner Award winner. She will be presenting on the topic of **Navigating Uncertainty in Life and Work**, a topic that is truly relevant to the times our clients/students and ourselves are facing now.



From the conference, you will learn about a universal, cross-cultural, and practical model of change and transition. This will allow you to work more effectively with clients/students on how to navigate and normalize change in every aspect of life and work. You will also be trained on what it takes to define life and career visions that are meaningful and heart-based for your clients and the most effective steps to take when a client feels confused and stuck. To learn more about this cutting-edge approach, please read this recently published ACA VISTAS article at: http://counselingoutfitters.com/vistas/vistas11/Article_02.pdf

If you are looking for interaction and excitement in a presentation, this is it! The conference will be hands-on, combining presentation, application (case studies, fishbowls), and practice (role-plays) applying the cycles of change, both personally and using them as an assessment tool. The conference will be quick-paced, engaging, and humorous, while using stories and quotes to inspire.

You will leave with some tangible approaches, resources, and handouts that you can immediately use in your work, which is what we are all looking for!

To find out more about Carol and the Centerpoint Institute, visit <http://www1.cpinst.org/?q=About/People/Carol.Vecchio>

Some testimonials from Carol's previous presentations include:

"Absolutely outstanding. She was authentic, energetic, and articulate."

"Very effective. Knowledgeable. Passionate."

Don't miss this conference!

Registration now available at <http://www.ocdaonline.org/AnnualConference.html>

Overnight accommodations can be made at the Red Roof Inn

Cleveland - Middleburg Heights

17555 Bagley Road

Middleburg Heights, OH

(440) 243-2441

Call with Group Code: B0600CDASC





2012 AOC CONFERENCE RECAP

Page 2

The Ohio Career Development Association celebrated National Career Development month with two presentations at the All Ohio Counselors Conference. The conference was held November 2nd to the 4th at Easton Town Center in Columbus and had over 140 presentations. A new feature for the 2011 conference was the creation of tracks focused on college advising, supervision and ethics. There were nine sessions focused specifically on career and career development.

Building Bridges for Real World Successes

Gail Michalski & Jackie M Kuffel

Our presentation's focus was on assisting students moving from a high school setting into the world of work or higher education. Highlighted strategies for success included skills for managing change based on William Bridges' Transition Model of Change. The identification of skills needed for effective transition and academic and attitudinal skills indicating career and college readiness based on David Conley's work. Additional information on Super's career development model was woven into the presentation content.



Gail

Managing Careers by Design: A Different Way of Thinking about Career Exploration and Counseling

Cynthia D Marco-Scanlon & Meagan Kittrick:

A few seconds of fear and panic set in as I read an e-mail from Cynthia Marco-Scanlon that our session, "Managing Careers by Design", had over 90 participants registered, a couple weeks prior to AOCC 2011. Our presentation attracted counselors from many different areas and allowed for an interactive discussion about design thinking and Richard Boyatzis' Intentional Change Theory, coupled with 4 design exercises to apply in career exploration sessions with clients. Music and humor was also incorporated into the presentation to increase retention of information.

This experience was exciting and gratifying to co-present at the state level of counseling professionals. The opportunity to present with Cynthia Marco-Scanlon stemmed from an independent study: Managing Careers by Design, as a capstone, in my master's program at John Carroll University and the executive education courses that I have completed at the Weatherhead School of Management, CWRU.



Meagan



OCDA TO HAND OUT 3 AWARDS AT ANNUAL CONFERENCE

By Ana Berrios-Allison

Page 3

NOMINATE YOUR COLLEAGUES!

OCDA will once again be honoring its members for their extraordinary work in the field. This year's Award Ceremony will take place on May 18, 2012 at the Annual OCDA Conference. The deadline for submissions is April 15, 2012. Last year OCDA honored two of its' members, Bob Windle and Elizabeth Osicki with the Leadership Career Award and the Outstanding Career Service Award. This year an additional award, The Distinguished Career Merit Award, will be presented to a member. Nominations can be made online at www.ocdaonline.org.

BOB WINDLE LEADERSHIP CAREER AWARD

This award is presented annually by the Ohio Career Development Association to a career professional in the state of Ohio as recognition of his/her exemplary service to the profession as indicated by participation and leadership in professional associations at the local, state, and/or national levels. The criteria for this award are as follows:

- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be a member of OCDA.
- A resume and a one page (maximum) statement that is submitted must include documented evidence of this person providing leadership in professional associations at the local, state, and/or national levels.
- Consideration will be given to significant contributions to the improvement, promotion, development of career counseling and/or career development, and enhancement of professional association activities.

OUTSTANDING CAREER SERVICE AWARD

This award is presented annually by the Ohio Career Development Association to a career professional as recognition of his/her outstanding career counseling/service that facilitates the career development process of clients in the state of Ohio. The criteria for this award are as follows:

- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be an active member of OCDA.
- A minimum of at least 5 years of service in direct work with clients in regards to career counseling and/or career development in education, business and industry, and/or private practice.
- Nominee is sensitive and responsive to the diverse backgrounds, interest, and needs of clients and their communities.
- A resume and a one page (maximum) statement that is submitted must include documented evidence of this person supporting and promoting career counseling and/or career development.

DISTINGUISHED CAREER MERIT AWARD

This award is presented annually by the Ohio Career Development Association to a career professional in the state of Ohio as recognition of his/her distinguished scholastic activity in the advancement of the career counseling and/or career development field. The criteria for this award are as follows:

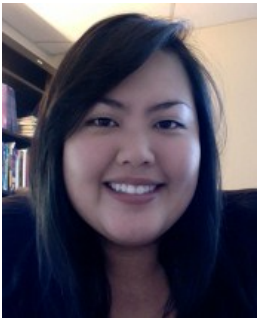
- Nominee must be an active practitioner in the field of career counseling and/or career development in the state of Ohio.
- Nominee must be an active member of OCDA.
- A resume and a one page (maximum) statement that is submitted must include documented evidence of this person supporting the advancement of the career counseling and/or career development.
- Consideration will be given but is not limited to research activities, conferences and presentations, consultations, special projects, development of materials, and any other data that reflect advancement of the career counseling and/or career development field.
- Entries should include if at all possible, writing samples, research materials, career related assessments, career guidance programs, among any other appropriate documentation.
- Contributions/achievements should have been made within the past 5 years.
- The nomination will be judged on the basis of how the scholastic activity was accomplished and the benefits to the career counseling and/or career development field.
- The Merit Award cannot be given to an individual in the following areas:
 - Doctoral dissertations
 - Masters papers



CAREER DEVELOPMENT GRANTS FOR UNDERSERVED POPULATIONS

By Varunee Faii Sangganjanavanich

Page 4



Social justice and advocacy has been a current professional issue in the field of career development for over a decade. Although various professional organizations have attempted to focus on providing career development services to diverse individuals, some sociocultural groups remain underserved. For the purpose of this paper, an underserved population is defined as a particular sociocultural group that is historically marginalized and faces disadvantages based on their sociocultural identities. In an effort to offer our services to underserved populations, career practitioners and researchers may need supportive resources to expand career development knowledge and practice.

Categorizing the Grants

The purpose of this paper is to present current career development grants for career practitioners and researchers working with underserved populations. Grants presented in this article are categorized into outreach and research grants.

Multiple grant databases were used to identify funding resources. These databases are available for public review. These websites include:

- <http://www.grants.gov>
- <http://www.grants.com>
- http://www.us-government-grants.net/article_info.php/articles_id/36
- <http://www.federalgrantswire.com/>
- <http://www.myacpa.org/comm/careerdev/grant.cfm>

Outreach Grants

A majority of grants presented in this paper are outreach grants. Outreach grants refer to local, state, national funding resources, from federal and private foundations, allocated to practitioners to develop, improve, or enhance services to the client populations. The Grant, the Sponsor and the Purpose are listed in the [pdf linked here](#) (starting on Page 4).

Career development outreach grants that are available for underserved populations include:

- i. Culturally diverse groups (previously named minorities)
- ii. Juveniles and disadvantaged youth
- iii. Veterans
- iv. Individuals with disabilities
- v. Adults in transition

Research Grants

Currently, there are a limited amount of research grants presented in funding databases. The main requirement of these grants is to conduct studies relate to career development, career counseling, career information, career decision making, and career planning. The Grant, the Sponsor and the Purpose are listed in the [pdf linked here](#) (see Page 7).

Career practitioners and researchers working with underserved populations should at least be familiar with career development grants. If the opportunity arises to better serve these populations, or if the practitioner actively advocates for these populations, the world can only improve.

Faii

Varunee Faii Sangganjanavanich is an Assistant Professor in the Department of Counseling at The University of Akron and the Government relations chair of OCDA . She can be reached at vfs@uakron.edu. This article originally appeared in NCDA's web magazine, *Career Convergence*, at www.ncda.org. Copyright National Career Development Association. Reprinted with permission.



REFLECTIONS: 30 YEARS OF FRONT LINE CAREER COUNSELING

By Martin Elliot Jaffe, MCC, JFSA Career Counselor

Page 5



On this dark early December afternoon watching swirling snowflakes outside my office window I'm reminded of the unique form of each of those snowflakes, reflective of the diversity of each unique human story I've heard in a now 30 year counseling career.

While every life well lived is a unique tale, I've developed a quick outline to the content of career counseling that tends to drive my day to day practice and breaks client issues into a useful where do I start series of possible process steps that I hope will be relevant to current and future career counselors faced with complexity. In essence, my work with clients is about getting them to **MOPE** and **DARE.**, my shorthand to a global process.

M— is for motivation—that inward reflective frustration, gnawing sense of angst that brings a client to us seeking a new career, more satisfying work environment, educational direction— the existential core that drives clients to pursue as one so memorably told me, “there is something in here (pointing to heart) that I'm meant to do out there” (gesturing toward the window).

We all have our favorite assessment and process pieces to start this element of practice; I remain enamored of the richness of Holland codes to integrate interests, work environment, skills and United States Department of Labor categories into a rich spicy stew of options and ideas. I also have developed several lively card sorts of skills, work values , and life energy directions with my dear colleagues at the former InfoPLACE (now Career Center) that remain fresh. I would also be lost without the assessments still in my daily tool kit from INfoPLACE, CACTI (the core adult career transition inventory) which deals with breaking the world into radical career transition vs. job search in a related field, and the ABLE (adult balanced life enhancement) which helps clients to balance career among the other life choices and demands of adulthood.

O—is for Organizing the process, gathering career information online and in print, weighing options , reading, researching --- all those point by point methods to break down so much data and thought into manageable bits.

P— Planning – meeting people for career exploration interviews, figuring out costs and how to pay for educational options setting time frames and deadlines, measuring progress—all the process steps that help turn career dreams into reality.

E— Energy— how daunting change is—a skilled counselor offers motivation, focus, someone more lively than a glowing computer screen to bounce ideas off, we bring energy, empathy— a human voice to a challenging process of choice and change.

DARE is my shorthand process model for the job search— let me admit my bias : job search is just about **PROCESS**— it lacks the rich philosophical, existential, meaning and purpose richness of the career/life planning process— it is just method and unless I have been sleeping there are only three core elements of actual job search.

D— stands for what I call targeted direct search—any my personal favorite— basically targeting actual employers who do not have posted positions, focusing efforts toward someone in a hiring authority position in a specific area of expertise and letting them know the benefits of the organization if they hire YOU. There are great resources in print and online to make this process effective, I have a powerpoint I use in my job search workshops that delves back to 1973 and Department of Labor surveys of how jobs are actually found comparing this method to ads, networking, etc— the mythical networking effectiveness of 80% of jobs found by this murky process is about as valid as Greek mythology --- but that is another article.

A— is for ads— OK. So now more are online and database search oriented—the process of using ads and overall effectiveness has not really changed in thirty years.

R— referral and networking—vital, valid, love to show clients some social networking groups, introduce them to the LinkedIn

(Continued on page 8)





GLOBAL PERSPECTIVE: GUEST EDITORIAL

By Dr Harpeet Bhatia, Editor for the India Career Development Association Newsletter,
Assistant Professor, University of Delhi

Page 6

This article originally appeared in the India Career Development Associations September 2011 newsletter. Dr Bhatia presents a global perspective to the daily challenges career counselors face.

Hi everyone! It's been said that people spend more time planning their vacations than their careers. Vacations are "special" no doubt, but shouldn't your career be special too? Since a major part of your life is going to be spent working for a living, career planning is something everyone should do...

However, career counseling is a relatively new area of work in India. We know very little about the career counseling process. What we do know is that surprisingly, career counselors tend to give information and set limits more frequently during career counseling than during general counseling.

Unfortunately, persons going for counseling also often conclude that career counseling is a sequence of interventions that resembles the following:

Step 1: Client presents himself/herself for career counseling.

Step 2: Counselor gathers client information and administers a test battery.

Step 3: Counselor interprets test results and identifies a few appropriate occupational options for the client.

The obvious disadvantages of this system are:

- Counselor is in charge of the process.
- Counselor is directive and authoritative.
- Clients are passive recipients of a predetermined test battery.

Career counseling becomes something that is **done to** clients rather than something the counselor and client participate in collaboratively. However, it needs to be remembered that

career counseling is an **interpersonal process** designed to assist individuals with career development problems (Brown and Brooks).

Types of support that need to be given during the process of counseling:

- Emotional support
- Informational support
- Assessment support

Keeping all these aspects in mind, let us look at a framework for Career Counseling that is most likely to help persons coming for counseling. The following seems to be a good beginning:

- Helping clients deal with change
- Helping clients engage in self-assessment activities
- Helping clients learn more about the world of work
- Helping clients expand or narrow choices
- Helping clients make plans for the future



The importance of career counseling cannot be over-emphasized! The different aspects of career counseling help the participants identify aspects of self-exploration, support, and educational preparation. Help and support in making appropriate career choices is **the** most important and helpful career counseling intervention!!

Choose a job you love, and you will never have to work a day in your life. ~Confucius

Dr. Harpreet Bhatia is the editor of the India Career Development newsletter and an Assistant Professor at the University of Delhi. She can be reached by email at editorsdesk.icda@gmail.com. Reprinted with permission.

If you find a brief article that you think would benefit our membership please forward it to Wilhelm.118@osu.edu.



WHAT TO DO WHEN YOUR' E NOT IN KANSAS ANYMORE: A TRANSFORMATIVE SEMINAR FOR PEOPLE IN TRANSITION

By Sunitha Narayanan and Linda Tefend

Page 7

Tom enters the training room at 8:50 a.m. wearing pressed khakis and a powder-blue button-down. He prints his name carefully on the table tent, glances at the [Transitions Seminar: What To Do When You're Not In Kansas Anymore](#) outline, takes a second sip of his coffee and cracks open the [Guide to a Successful Career Transition](#) binder, intentionally avoiding eye contact with the person seated next to him. His silver hair is freshly trimmed, yet his eyes are puffy, belying subsequent nights of less than optimum sleep. Tom doesn't speak until he takes his turn during introductions.

"My name is Tom Jacobs," he states, and then continues with an edge of sarcasm, "and what I DID for a living is..." Tom has diluted his worth and value because of an external circumstance – a corporate restructuring or cutback and the temporary absence of a paycheck.

The stress of losing a job fosters negative and often disabling thoughts that distort people's self-awareness, interfere with their perception of career choices and breed sluggishness in tackling the transition process. According to William Bridges, a recognized authority on dealing with change in the workplace, *change* is external (the restructuring, the acquisition, the downsizing) while *transition* is internal (a psychological adaptation that is necessary before a person accepts the change.) Change is situational and fast while transition is psychological and slow.

Bridges' three-part model – An Ending, A Neutral Zone and A New Beginning is the foundation of the Transitions Seminar and helps participants feel validated, discover what behaviors might be working against them, and learn practical, immediately applicable job search skills.

The Ending: The goal of this stage, according to Bridges is to "let go." A simple yet powerful exercise that helps people to do this is the **Gains/Losses exercise**. This begins with quiet reflective time for participants to list at least 10 things they lost when they lost their job, and 10 things they gained by losing their job. In small group discussions, participants learn that their reactions such as denial, anger, shock and resistance are a natural and normal part of the transition process. Learning about the transition cycle infuses hope and helps them embrace new possibilities. Importantly, it gives them pause as they consider the "The Tarzan Leap," the temptation to "leap" from the last job to the first offer that appears, whether or not it's a fit.

The Neutral Zone: By mid-morning, the participants are feeling validated and relieved, and are no longer hesitant to share their thoughts openly. The first two of five "job search weapons" are introduced here:

- **A Public Reason for Leaving** – Participants practice brief and positive ways to discuss the job loss, reinforcing confident and hopeful behavior.
- **C-A-R Stories** (Challenge-Actions-Results) – Participants learn how to effectively illustrate accomplishments by writing stories and identifying career "themes." Using one person's accomplishment story as an example, the facilitator harnesses the creative power of the group by revealing and guiding people through a step-by-step process of verbalizing the challenge, extrapolating relevant actions, highlighting the results, brainstorming action verbs, and crafting a brief accomplishment statement.

Momentum builds as these vulnerable people transform each other into confident and energized souls, no longer feeling isolated and broken but excited and full of renewed self-worth.

A New Beginning: Participants are beginning to feel the curative power of the morning's work and come back from lunch with a sense of openness to new possibilities. The third job search weapon is introduced here:

- **The 90-Second Pitch** – Learning how to answer the question "Tell Me About Yourself?" in a compelling way is made user-friendly through a concise outline and several examples. As participants practice this pitch and respond to feedback, voices become more buoyant and non-verbal behaviors become more natural and self-assured.

Armed with a slowly building paradigm shift – *they have simply lost a job, not lost who and what they are* – participants are ready to add two more weapons in their job search arsenal:

- **Filling the Well with News and Research** – Job seekers are reminded of the importance of keeping their fingers on the business pulse of the community, and shown ways to do it.
- **Interview Preparation for the Questions You Hope You're Never Asked** - In a creative discussion format, each participant takes a turn choosing a question from a grab bag of potentially challenging questions, reads it aloud and answers it spontaneously.

By 2:30 p.m. that same day, Tom is smiling and confident.

Is this rocket science? No. Rather, it is a way of creating powerful group synergy that gradually builds momentum as each person slowly becomes aware that they can look at this transition through a different lens, one that leaves them more energized, more confident and armed with practical tips to find their next job faster. An often-repeated comment by participants is, "I didn't want to be here today, and now I can't believe how valuable this has been for me. You have given me hope!"

Sunitha Narayanan, CMF, is a certified Career Coach with OI Partners Promark Company, a firm that offers executive coaching, leadership development and outplacement services. She can be reached at snarayanan@oipartners.net or <http://www.linkedin.com/in/sunitha4>. **Linda Tefend, CMF**, is a certified Career Coach, with OI Partners Promark Company, She can be reached at ltefend@oipartners.net or <http://www.linkedin.com/in/lindatefend>. This article originally appeared in NCDAs web magazine, Career Convergence, at www.ncda.org. Copyright National Career Development Association. Reprinted with permission.



WELCOME TO NEW OCDA MEMBERS

By Allison Jones, Membership

Page 8

OCDA welcomes 13 new members who have joined between October 11, 2011 and January 5, 2012! We appreciate their interest in OCDA and look forward to their participation in the coming year:

Shawn Burton, Amy Franklin, Rachel Kaschner, Krystal Kirsch, Deborah Lowe, Holly McFarland, Dean Pidcock, Samantha Posey, Jena Pugh, Gail Reilly-Strayton, Alice Stephens, Amy Thaci, and Detra Wilson

In addition, 5 members have renewed their memberships:

Carleton Fitzpatrick, Karen Janesz, Karen Novakovic, Daniel O'Donnell, and Jeff Robek.

If you have joined or renewed during this timeframe, but are not listed above, please let me know. One reason may be that I have not yet received the list of OCA members who renewed their OCDA memberships at the same time for December.

ACTEVA MEMBERSHIP SYSTEM

Last September, OCDA began using an online system, Acteva, to manage all memberships and future events. When it is time to renew your membership, or if you know anyone who would like to join OCDA, please refer to the following instructions for using this online system:

TO BECOME A MEMBER OR TO RENEW A MEMBERSHIP:

Go to <http://a3.acteva.com/orderbooking/bookEvent/A311803>

Click on the appropriate membership category and timeframe for when you are starting the membership. Right now, everyone will click on September 2011-August 2012, because during that 12 months is when your membership will start. Each membership will still last 365 days. So, for example, if you renew/begin a new membership in November 2011, your membership will not expire until November 2012. Once you have clicked on the correct category and timeframe, answer the accompanying questions.

Payment can be submitted right away using a Visa, MasterCard, American Express, Discover, or PayPal account.

If your employer is paying for your membership:

You will answer all questions on the Acteva OCDA Membership page, but click on **Save Order** at the bottom. At that point, your membership will be pending and you'll be sent this link <http://a3.acteva.com/myorders> and a unique password.

Then, share that link along with the email address you used for the system and the password with your employer and have the appropriate person go to the link and enter the password and payment information for your membership.

Individuals can only register for one membership at a time. If your employer wants to pay for multiple memberships at a time, the employer will need to log-in as each person and submit payment for their individual memberships.

If it is not possible for your employer to submit payment online, a check can still be accepted. Complete all of the membership information and answer the questions, then have your employer send a check for the correct amount to the Membership Chair, Allison Jones at 2112 Surrywood Drive, Dublin, OH 43016.

(Continued from page 5)

group we use here at Jewish Family Services for job seekers --- still just a process, useful but not profound.....

Speaking of profound :

E--- for ENERGY-- our clients need encouragement, ideas, some hope offered during the soul draining, angst producing process of job search where we know they will hear NO NO NO-- until finally the hopeful, "Yes, When Can you Start". We know that job seekers every day feel like Sisyphus of mythology, pushing that boulder up the hill only to be crushed underneath as it rolls back down.

In our day to day practice we use career information and our knowledge as core components to ultimately foster and encourage in those we serve, something rarer than knowledge or information: WISDOM.

I'm still working on that one--- I'll let you know how I'm doing when I revisit this topic thirty years from now.

Martin Jaffe is currently career counselor for the Jewish Family Services Association. He formerly served as the manager of the Career Center at the Cuyahoga County Public Library for 20 years and as the Government Relations Chair on the board of OCDA.

Have an article you would like to submit? A new intervention or technique that is particularly helpful? The OCDA would love to fill its pages with insight from its members. Please send any ideas to Wilhelm.118@osu.edu.

