



NECA Elections NEWS

NECA President Cheryl West thanks those of you who cast a vote in the recent NECA election. The strong leadership of all of our candidates speaks well of NECA as the organization providing an excellent opportunity for employment counselors and work force development professionals to actively participate and grow professionally.

Congratulations to our new leaders for 2006-2007:
 President Elect: Carolyn Kalil
 Secretary: Linda Kobylarz
 Trustees: Mary Ann Davis & Margaret Robinson
 ACA Governing Council: Dr. Kay Brawley

Kudos also to the following who received a very strong response from our membership; I hope that all will agree to consider another bid for leadership within the NECA organizational structure next year and possible involvement via committees this year. Thanks for stepping forward as a leader:

Joanne Blount
 Bill Fenson
 Stephen Flaherty
 Roger Gantzarow
 Fidel Sanchez
 Harvey Schmelter-Davis

ACA Elections: ACA is pleased to announce that Dr. Brian Canfield has been elected as ACA President Elect-elect, to take office as President in July, 2007. Dr. Canfield was elected from among a very strong group of seven distinguished candidates. The Association appreciates the willingness of the other six candidates who agreed to have their name placed in nomination:

Dr. Michael Hutchins
 Dr. Wyatt Kirk
 Dr. Michael Lazarchick
 Dr. Lynn Linde
 Dr. Colleen Logan
 Dr. Judy Seaborn

Brian, who is a past president of the ACA division for Marriage & Family Counseling, is wished the best of luck as he begins this new chapter in his professional life. If you wish to contact Brian, he can be reached at phone: 985-549-2309, e-mail: drbcs@aol.com

This is the February, 2006 edition of the Electronic Newsletter from the National Employment Counseling Association. *E-NEWS* is published monthly by NECA Past President Dr. Kay Brawley and Business Manager John Hakemian. NECA E-News concentrates on crisp articles and announcements of new information of interest and value to career and workforce development professionals, from NECA members, sister organizations, national publications, and timely items on upcoming workshops and conferences. Comments to kbrawley@mindspring.com.

NECA's Past President, Webmaster and outgoing Governing Council Representative Dr. Michael Lazarchick appreciates your nomination and votes of confidence in the ACA 2006 elections. The election results were close among the candidates, and Michael, representing one of the smallest divisions in ACA, was pleased to have finished high on the list.

If any of you are interested in running for ACA President Elect and would like to seek the NECA nomination, please contact NECA President Cheryl West for details immediately. You will need the NECA Board approval for nomination at the NECA Board meeting in Montreal on March 30, and submission of your credentials and appropriate forms to ACA by April 1.

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**Get the Advance Discount on the NECA
 Montreal Professional Workshop
 March 30 & 31, 2006.
 Register before March 1!!**

Thanks to those of you who are joining us in Montreal at the 2006 NECA Professional Development Workshop, entitled *Employment Counseling: Facing the Challenges of Work in the Global Economy*, March 30-31, at the LeCentre Sheraton.

The popular Past Presidents' Reception will be on Friday, March 31, 6 from 6 to 7:30 at the 37th Conservatory floor in the Sheraton. The NECA Awards luncheon will be in Salon 1 of the Sheraton on the same date.

Attendees at the workshop will have not only the opportunity to engage with the best experts in the field of workforce development, but also the opportunity to meet and speak with each of our newly elected leaders.

If you have not registered, it's not too late; simply follow the instructions to complete the registration form on our website at www.employmentcounseling.com, print and mail to Registrar Lisa Fulton at the address on the form. *You can save on the advance registration opportunity if you do so before March 1.* We look forward to seeing you in Montreal.

There are still spaces available to participate in the Distance Counseling Training and Credential Workshop co-sponsored by NECA and ReadyMinds that will be taking place in Montreal on March 30 & March 31, 2006. For more information about this two-day workshop devoted to the best practices of distance counseling, please see the flyer on page 3 of this ENEWS, or visit the website at www.readyminds.com/directions. Discounts apply for individuals that register early.

Are Middle Class Jobs Disappearing?

By Rita Freeborough, NECA President-Elect

Manufacturing workers across the country are caught in worldwide economic changes. Many companies have to cutback on budgets (payrolls and benefits) or send jobs elsewhere. According to the Senior Economist of the Federal Reserve Bank of Chicago, "The transition for manufacturers toward leaner, lower-cost operations has been going on some time. But the bankruptcy of the nation's largest auto supplier, Delphi Corporation, pushed the issue into the headlines."

Many of these workers started right out of high school and it is all they know. There were the days when manufacturing employees made a salary such as \$27.00 per hour with paid benefits; however, salary cuts have now reduced that to less than half. It appears that middle class workers are in a panic because they do not know what their future will hold.

In the rural area of Northeast Pennsylvania where my husband and I live, the main industry is manufacturing. Since we resided here five years ago, four manufacturing companies closed their doors.

This spring, I will lead a Career Seminar for the employees who were laid off from these companies. This is the time for Career Counselors to educate these individuals on the type of careers that are in demand and how some of these occupations can be pursued in short training time, for example: Tech Prep, Associate Degree, or specialized Vocational education/training. The goal is to help these individuals make a smooth transition from what they know so well to something different, yet exciting. And as counselors, we know job loss affects not only the worker, but his/her family, too.

NECA has 43 new members so far this fiscal year, BUT: Some Career Counselors want credentials, yet they feel that it is not necessary for them to join NECA. Our new members stress the importance of networking with fellow professionals and getting the hot news in our field is what makes the credentials worthwhile. The credentials and new assessments are available through NECA; therefore it makes professional sense to become part of NECA.

Veterans' Preference

Steve Flaherty, NECA Veterans Affairs Chair

Since the time of the Civil War, Veterans of the Armed Forces have been given some degree of preference in appointments to Federal jobs. Recognizing that sacrifices are made by serving in the Armed Forces, Congress enacted laws to prevent veterans seeking Federal employment from being penalized because of the time spent in military service.

By law, veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over nonveterans both in hiring from competitive lists of eligibles and in retention during reductions in force.

Preference does not have as its goal placement of a veteran in every vacant Federal job; this would be incompatible with merit-based public employment. Nor does it apply to promotions or other in-service actions. However, preference does provide a uniform method by which special consideration is given to qualified veterans seeking Federal employment.

Preference applies in hiring from civil service examinations, for most excepted service jobs, and for agency temporary appointments or use of direct hire and delegated examining authorities from the U.S. Office of Personnel Management.

To be entitled to preference, a veteran must meet the eligibility requirements in section 2108 of title 5, United States Code. This means

- An honorable or general discharge is necessary.
- Military retirees at the rank of major, lieutenant commander, or higher are not eligible for preference unless they are disabled veterans.
- Guard and Reserve active duty for training purposes does not qualify for preference.
- When applying for Federal jobs, eligible veterans should claim preference on their application or resume. Applicants claiming 10-point preference must complete Application form SF-15.

TYPES OF PREFERENCE:

Five points are added to the passing exam score of a veteran who served:

- December 7, 1941, to July 1, 1955; or
- For more than 180 consecutive days, any part of which occurred between January 31, 1955, and October 15, 1976; or
- During the Gulf War from August 2, 1990 through January 2, 1992; or
- In a campaign or expedition for which a campaign medal has been authorized, including El Salvador, Grenada, Haiti, Lebanon, Panama, Somalia, Southwest Asia, Bosnia, and the Global War on Terrorism.

Medal holders and Gulf War veterans who enlisted after September 7, 1980, or entered on active duty on or after October 14, 1982, must have served continuously for 24 months or the full period called or ordered to active duty. The service requirement does not apply to veterans with compensable service-connected disabilities, or to veterans separated for disability in the line of duty, or for hardship.

Ten points are added to the passing examination score of:

- A veteran who served any time and who (1) has a present service-connected disability or (2) is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs. Individuals who received a Purple Heart qualify as disabled veterans.
- An unmarried spouse of certain deceased veterans, a spouse of a veteran unable to work because of a service-connected disability, and
- a mother of a veteran who died in service or who is permanently and totally disabled.



Distance Counseling Training and Credential Workshop



PROFESSIONAL DEVELOPMENT WORKSHOP Distance Credentialed Counselor Conducted in Conjunction with the ACA Conference March 30th & March 31st, 2006

Distance counseling is an approach that takes the best practices of traditional counseling and adapts them for delivery to clients through technology-assisted counseling techniques. The technology-assisted methods may include telecounseling, secure e-mail, chat, videoconferencing or computerized stand-alone software programs.

One important advantage of using distance counseling methods is that it can help a counselor reach a greater number of individuals who need assistance. There will be times when customers cannot see counselors face to face, and it will be necessary to help them through distance counseling methods. It has been established that certain individuals actually seek distance counseling services for practical, logistical and personal reasons.

To recognize this special skill, **The Center for Credentialing and Education, Inc. (CCE)**, an affiliate of **the National Board for Certified Counselors**, recently established a professional credential for counselors and those working in the helping professions, the **Distance Credentialed Counselor (DCC)**.

Why Attend the Distance Credentialed Counselor Workshop?

This workshop can be an important professional enhancement as you strive to stay current with new and important advancements in the counseling field. Research shows that counselors are engaging in more and more email and telephone exchanges with their students and/or clients, and the need for distance services is growing. By attending a two-day DCC Training Workshop, a counselor will learn effective distance techniques, with specific applications to career, school and clinical counseling specialties. ReadyMinds (www.readyminds.com/dcc), a leader in distance counseling, has been authorized by the CCE to offer this training. Counselors will experience hands-on training that can be applied effectively in their current work environment.

What are the Requirements for ATTENDING the DCC Training?

An earned Masters degree in counseling or an appropriately related field from a regionally accredited college or university.

What are the Requirements for ATTENDING the DCC Training AND OBTAINING the DCC Credential?

- Have an earned Master's degree in counseling or a related mental health field from a regionally accredited college or university.
- Be licensed to practice counseling or a related field in the state or country in which the candidate resides or works OR be certified in good standing as a National Certified Counselor (NCC).
- Successfully complete the two-day 15-hour DCC Training Program and the DCC written Training Accountability Requirement (TAR) document.

Those who do not meet the licensure/certification requirement can still participate and will have up to five years to satisfy this requirement.

(Over)



An Affiliate of
the NBCC®

DCC Training Information and Competencies



Successful completion of the DCC Training along with the degree and professional credential requirements can result in an individual receiving a highly regarded credential from the CCE as a Distance Credentialed Counselor. **ReadyMinds is an NBCC approved continuing education provider. FIFTEEN (15) CONTINUING EDUCATION HOURS are awarded for this training.**

As a result of the DCC Training counselors will acquire 28 specific Distance Counseling competencies. Below is a **sampling** of these counseling skills, which will enable them to work with their clients in a special way.

Counselors will understand how to:

- Discuss with both colleagues and clients the various delivery models, opportunities, advantages, challenges and professional preparation involved in the delivery of Distance Counseling services within their own specialty area(s).
- Use technology-assisted techniques to establish a meaningful counseling relationship with their clients when delivering Distance Counseling.
- Use Distance Counseling techniques in a way that fosters an effective structuring of counseling sessions.
- To bring their clients to closure and help them deal with the termination of the Distance Counseling process while providing technology-assisted strategies for re-establishing contact, if and/or when necessary.
- Apply ethical guidelines and standards relevant to Distance Counseling in their respective fields of practice.
- Design and implement plans appropriate to Distance Counseling for difficult situations such as technical breakdowns, protecting client confidentiality or emergency/crisis situations.
- Elicit responses from their clients regarding the effectiveness of Distance Counseling in order to provide continuously improving services.

This highly informative **TWO-DAY WORKSHOP** is taking place in conjunction with the ACA Conference in Montreal (Quebec), Canada on Thursday, March 30th from 8:30AM-5:00PM and on Friday, March 31st from 8:30AM-3:30PM.

WORKSHOP FEES

Workshop Fee (Only): **\$515.00**

Workshop Fee inclusive of Credential Fee: **\$595.00**

Register by February 28th and receive a \$50 discount

ReadyMinds also offers group rates to institutions/organizations that would like to send three or more counselors to a DCC Workshop. To inquire about these rates, please contact Leila Ocean at leila@readyminds.com or call her directly at (888)225-8248.

What Professional Counselors Are Saying About the DCC Training Workshops

"I want to thank you for the excellent training. Wow! I have attended many trainings over the years in education, assessment, social work, and other professional development and this was one of the best!" **Stacie C., Med, LSW, DAPA, Director of Student Success Center**

"When I came to the training, I had a lot of doubts about distance counseling, and wasn't sure if I would ever be comfortable enough to do it. However, I left with the understanding that, if distance counseling is done correctly, it can be a great service for those who are more comfortable with alternative methods of counseling, and for people who don't have geographical access to a counselor. I am now making plans to write a proposal to offer distance career counseling to our students. I would recommend this training to anyone who is thinking about doing distance counseling (My college paid for me to go and I can say it was definitely worth my employer's money)." **Linda G. Community College Counselor/Professor**

To learn more about the current and future training locations, or to fill out the on-line registration forms, please visit www.readyminds.com/dcc. For more information about the DCC credential, please visit www.cce-global.org or contact CCE at (336) 482-2856.



The National Employment Counseling Association

**Facing the Challenges of
Workforce Issues in the Global Economy**

THE MOST COMPREHENSIVE WORKSHOP ON WORKFORCE ISSUES FOR 2006

Salon 4 & 5

Le Centre Sheraton Hotel, Montreal

Thursday MARCH 30, 2006 9am-5pm

9am Greetings: NECA President Cheryl West

**Phil Jarvis of LifeWorks, Ottawa
From Vocational Choice to Career
Management: Shifting Paradigms**

**10am Carolyn Kalil of Pacific Palisades, CA
Follow Your True Colors
to the Work You Love!**

**11am Linda Kobylarz of Connecticut
Career Resiliency in a Global Economy**

**Lunch on your own at your favorite
Montreal Bistro Noon-1:30pm**

**1:30pm Nadene Peterson of NC
"Changing Work Skills in Changing World of Work"**

**2pm Richard Long of Columbus State U
"Solution-Focused" Techniques
to Help "Problem" Clients**

**3pm Janet Wall of Sage Solutions
Job Seekers Goldmine:
Guide of Government and No-Cost Webtools**

**4pm Norm Amundson, U of British Columbia
Workplace Attractors Impact on
Decision Making, Recruitment and Retention**

**NECA Board & General Membership Meeting
Salon 2-Le Centre Sheraton
6 pm**

Friday MARCH 31, 2006 9am-5pm

9am Greetings RQuODE Director Nicole Galarneau

**Robert Chope of San Francisco State U
Enhancing Employment Counseling
With a Social Justice Perspective**

**10 am Louise Sauve of Tele-uiversite
and SAVIE Research
Improving Professional Competencies to Meet
Needs of Today's Job Market**

**11am Bill Fenson, U of Texas-Arlington
First College, Then Work**

**NECA AWARDS LUNCHEON
Noon--2pm Salon 1**

**2pm Garrett McAuliffe of Old Dominion U
Measuring Career Planning Confidence**

**3pm Jo Acampora of ASPECT-Quebec
Job Well Done: Retention Advancement
Curriculum**

**4 pm Maurice Boisvert, Associate Deputy
Minister for Emploi-Québec
and General Secretary of the Commission
des partenaires du marché du travail
Quebec's Labour Market Issues in an Aging
Population Context: a growing, global issue**

**NECA Past Presidents Reception
Includes ASCA, NCDA & More
Le Centre Sheraton 37th Floor
6pm-7:30pm**

INTENSIVE WORKSHOP TRAINING

to become a

Distance Credentialed Counselor (DCC)

the Only DCC Credential Program Approved by NBCC

March 30-31 Salon 2 9am-5pm

**Trainer Harvey Schmelter-Davis of ReadyMinds, Inc
& Rutgers Heldrich Center for Workforce Development**

Separate application required and discount fee for NECA or ACA members
contact ReadyMinds.com for training

Limited: 15 to 20 participants