



future by design

Workforce 2006 Conference and Workshops

Doubletree Guest Suites Seattle, Southcenter

Tentative Agenda (subject to change)

DAY 1 - MONDAY FEB 06 - CONFERENCE

7:45 – 8:30 REGISTRATION AND CONTINENTAL BREAKFAST

8:30 – 8:45 WELCOME AND INTRODUCTION OF KEYNOTER

8:45 – 9:45 KEY NOTE PRESENTATION

Joe Estey, Presentrainer, Prolepsis Training

9:45 – 10:00 BREAK

10:00 – 11:00 CONCURRENT BREAKOUT SESSIONS

A1. Career Development for At-Risk Teens

Deb Crapes, Career Specialist, Havermale High School

Lisa Staub, Counselor, Three Springs High School

How do you help at-risk teens become productive members of society? We will touch on a variety of the underlying issues you may face when working with these students. You will leave this session with strategies and tools to raise the career awareness and job hunting skills of this growing population.

A2. Revitalized Spirit of Older Workers

Martha Russell, President, NCDA

The 50+ worker impacts today's world of work with renewed vigor; busting stereotypes, building new roads and setting new goals. Older workers are reinventing careers, challenging organizations to develop new strategies and make changes in the way we live, work, learn and leave a legacy.

A3. How to Use Job Search Engines and Job Boards

Susan Lauzac, President-Elect, PSCDA

Marjorie James, Diversity Manager, Volt Services Group

The Internet is a great way to job hunt—if you know the right way to do it! Coach Susan Lauzac will answer questions such as, “How do you use job search engines so you can be easily found? How often do you need to refresh your profile?” Learn the common mistakes people make, what you need to look out for, and how little changes in approach can differentiate you from the competition!

A4. Speak Your Languages (a Program in the Highline S.D.)

Jennifer Hahn, title, affiliation

Paula Koontz, title, affiliation

Participants will learn how to utilize the presentation of exciting career opportunities for bilingual speakers as a method of encouraging their students to build on their language skills and other important life skills.

A5. Why Career Planning Should Focus on Strengths

Jerald Forster, Professor Emeritus, University of Washington

Most people do not know how important it is to focus on their strengths when planning careers. This session will provide evidence supporting a solid rationale for this focus. Career development professional will be offered a case to motivate the people they want to help.

A6. Apprenticeships: The Original Four-Year Degree (Repeat Session)

Dave Castle, Apprenticeship Coordinator, Northwest Laborers-Employers Training Trust

Larry Walters, Apprenticeship Coordinator, Northwest Laborers-Employers Training Trust

This is a program that explains how apprenticeships work as well as their specific program contents. We will also discuss youth careers in construction trades, qualifications, and earning while learning.

11:00 – 11:10 BREAK

11:10 – 12:10 CONCURRENT BREAKOUT SESSIONS

B1. Creating more Abundance in your Life

Carmen Croonquist, Career Center Counselor, University of Wisconsin

Like a giant magnet, the Law of Attraction is hard at work drawing situations, relationships and jobs to your life. It responds to whatever you give you attention, focus, and energy to—whether wanted or unwanted. The good news is that you can become more deliberate about attracting what you want. Attend this session to learn a 3-step formula that can help practitioners and clients alike experience greater personal and professional fulfillment!

B2. Building Skills for Personal Growth

Nancy Osier-Milbanks, Counselor, Mattawa Elementary School

“The Rainbow Connection” is a framework for self-awareness and development of effective interpersonal and intrapersonal skills. The components are aligned with the colors of the rainbow and include family, personal power, self-worth, matters of the heart, communication, and spirituality. An introductory curriculum is included, plus application strategies.

B3. Career Guidance for IEP Students as They Transition from High School to Post-Secondary Education/Training and Life

Laura Jo Severson, Counselor, SeaTac Occupational Skills Center

Information on evaluating jobs, career fields, and skill requirements for differently-abled students who seek to satisfying careers upon graduation. As schools pursue education reform, they are eliminating the career and technical programs which are needed to pursue this goal. This session will identify resources and discuss ways to develop new ways to work with students

B4. Work Should Add Life to Living

Cheryl Roberts, Master Trainer, Dependable Strengths Process

Patricia Terry, Master Trainer, Dependable Strengths Process

Understanding our unique story is fundamental to the human experience. Understanding our gifts is to a life focused on make a contribution. Through understanding the power of telling our unique story, we are able to uncover the undulating themes and patterns that reveal the wholeness of our lives. In a highly interactive session, experience the power of the Dependable Strengths Profess (DSP) and its application for working with clients early in their recovery with substance abuse: clients re-entering society; clients in life and career transitions; as well as explore ways to revitalize and renew organizations.

B5. How to Win in a Competitive Job Market

Sherri Edwards, title, Resource Maximizer

Securing your next position is exactly like winning any other game. It requires a strategy, a plan of action, information and practice. Learn the steps you need to take to give yourself a fighting chance in a competitive job market.

B6. Learning Disabilities and Attention Deficit Disorder and the Challenge of Employment

Cyd Imel, Executive Director, Learning Disabilities Association of Washington

Participants will increase their knowledge of the challenges of LD and ADHD and employment: under- and unemployment, chemical dependency issues, and the criminal justice system. Participants will learn strategies and techniques to work with /ADHD individuals and will receive resources.

12:10 – 1:10 NETWORKING LUNCH

1:10 – 2:10 CONCURRENT BREAKOUT SESSIONS

C1. The Uses and Misuses of Portfolios

Kate Duttro, Career Center Counselor, University of Washington School of Marine Affairs

Carol Forte, Career Services Coordinator, University of Washington School of Marine Affairs

Everyone's talking about portfolios? Assessment portfolios, employment portfolios, career portfolios, professional portfolios, electronic portfolios—are you confused? Are you students and clients confused? Talk with two portfolio experts to hear the differences and similarities between types of portfolios—and what can happen when they're muddled.

C2. Global Career Development

Deb Crapes, Career Specialist, Spokane School District, Havermale High School

Learn how you can be trained for global certification as a Career Development Facilitator. Find out about the benefits, opportunities, the GCDF program, and a related activity during this interactive session.

C3. Apprenticeship—The Original Four-Year Degree (Repeat Session)

Dave Castle, Apprenticeship Coordinator, Northwest Laborers-Employers Training Trust

Larry Walters, Apprenticeship Coordinator, Northwest Laborers-Employers Training Trust

This is a program that explains how apprenticeships work as well as their specific program contents. We will also discuss youth careers in constructions trades, qualifications, and earning while learning.

C4. What Employers Really Want—The Basic Elements of Job Search and Retention

Sherri Edwards, Resource Maximizer

Learn basic elements required for effective job search strategies and building market value. Learn how to identify employers' needs, interpret requests, respond effectively to job announcements, position yourself to get noticed and how to present yourself well during an interview or a performance evaluation.

C5. Help Your Recruiter to Help You Get that Job

Larry St. Pierre, Career Consultant and Recruiter, Customized Career Consulting

After assessing audience needs, I will proactively interact with my audience regarding what they should do to help recruiters they are working with to help them get the jobs they want. We will talk about how to effectively work with corporate staffing and independent recruiters, regarding jobs ranging from permanent-to-temporary and vice versa.

C6. De-Mythologizing the Resume: Forget the “Rules” and Tell Your Story

Gary Kanter, title, Career Management Resources

This presentation is designed to free the participant from the confines of resume dogma. In doing so, this resume expert will happily encourage the participants to skeptically evaluate the rigid doctrines of the resume experts and prepare presentations that actually say something to the reader. Participants will explore new options in using the standard resume formats to represent their clients as well as the innovative *clustered* resume, a highly effective tool for assisting even the most problematic job seekers to represent their achievements.

2:10 – 2:20 BREAK

2:20 – 3:20 CONCURRENT BREAKOUT SESSIONS

D1. The A.R.T. of Negotiating: Counseling your Clients on Negotiating Salary and Compensation

Terry Pile, Career Advisors

For most job candidates, negotiating compensation is a very scary subject. As career counselors, it is our role to help our clients know when, what and how to negotiate with knowledge and confidence. This workshop will provide counselors with the strategies to assist clients in successful negotiations.

D2. Identifying Strengths to Increase the Power of the Career Plan

Tami Palmer, Deputy Director, Washington Occupational Information Systems

The Dependable Strengths.... and abilities and learn to use their strengths to obtain education, career, and personal goals. This session will be an overview of the Career Information System and the Center for Dependable Strengths.

D3. Unfocused Kids—Ten Steps for Better Career Planning

Yvonne Hines, Retired Career Specialist, Lake Washington School District
Suzy Mygatt Wakefield, President, WCDA

This session offers ten steps to help high school kids become more focused on their education and career plans. Multiple handouts will be provided. Yvonne will focus on the importance of involving parents in this process, and will talk about the Cyber Café program that she introduced at Lake Washington High School in Kirkland.

D4. Unique Ways to Help Your Clients Sell Themselves in Interviews

Tom Washington, Career Management Resource

Stories sell people and are powerful additions to interviews. Stories from one's actual experience help convince employers that we have the strengths they need and cause them to remember us. In this workshop, Tom will share techniques to help clients sell themselves confidently in interviews. Exercises that can be used with groups and one-on-one will be presented interactively.

D5. Dependable Strengths in the Middle Schools

Len Hoover, School Counselor, Snohomish School District

A new strengths-based curriculum for middle school students will be reviewed by the author, Len Hoover, Snohomish School District. The curriculum enables students to identify individual strengths, enhance self-esteem, foster mutual respect and appreciation, and improve connections with parents and significant others. A related strengths-based Career Unit for transitioning middle school students to high school will be highlighted.

D6. Coping with E-Mail Overload

Ellen Langan, Langan and Associates

A practical approach to the every day business challenges of effectively managing your e-mail, this session will focus on how to process your email and become more efficient. This session will also look at "Outlook" and the many tools that can provide immediate results.

Free Clock hours available

DAY 2 - TUESDAY FEB 07 - WORKSHOPS

[Choose a A.M. and a P.M. Session when you register]

Break times may vary

8:00 – 8:30 REGISTRATION AND CONTINENTAL BREAKFAST

8:30 – 11:30 MORNING WORKSHOP

E1. Helping Individuals Increase Self-Efficacy, Raise Outcome Expectancy and Expand their Identities

Cal Crow, Program Director, Center for Learning Connections

Three important predictors of success in education and employment are self-efficacy (our belief in our ability to perform), outcome expectancy (our belief that our efforts will result in a successful outcome), and identity (how we think about and describe ourselves).

Participants in this interactive workshop will acquire ideas to help individuals expand their beliefs and self-descriptions, and create options they had not considered before. Participants will also learn how to frame questions that help people identify, examine and alter behaviors that are preventing them from achieving success in school and/or work. Handouts will be provided.

E2. Dependable Strengths

Jerald Forster, Director, Dependable Strengths Project, University of Washington

There is a unique form of excellence - a pattern of core strengths - deep within each individual. Identify yours by experiencing the foundational portion of the Dependable Strengths Articulation Process (DSAP) as originated by Dr. Bernard Haldane and researched at the University of Washington. The DSAP, a peer-assisted, interactive group process, has been shown to increase self-esteem, motivation and internal focus of control. Use of your Dependable Strengths produces greater life satisfaction and your best contribution to the world. The DSAP is applicable to all age groups, populations and settings.

Note: This is a sequential process so only those attending Part I may attend Part II.

E3. Change Your Thinking – Change Your Life

Morgan Zantua, Special Projects Coordinator, Center for Learning Connections

Come prepared to work on you! The work session combines a series of reflective practices to show you how you can work with yourself and with your customers to reconstruct their career and life vision. These are nitty-gritty skills you will implement during the work session. Be prepared to model the changes you want to see in your customers.

E4. What's the Color of Your Desk?©

Ellen Langan, Langan and Associates

How long has it been since you've seen the top of your desk? Has the paper in your life insisted that it's in control? Now is the time to retake your desk and win the paper battle. This interactive workshop is filled with practical tips you'll immediately be able to apply to your work life. Learn how to be efficient; organize your paperwork and create systems that you can keep under control!

E5. Free Career and Educational Planning Resources for All Citizens in Washington State

Terri Colbert, Vocational Program Specialist, Washington State Workforce Training and Education Coordinating Board

Jane Field, Labor Market Analyst, Washington State Employment Security Department

In this session participants will discover free career and educational resources developed and distributed by three State agencies in Washington. Participants will also learn effective ways to use the resources.

Participants will learn about free Washington State career planning tools and resources. Activities that were developed to aid in the use of those resources will be presented and shared.

E6. Effective Transition Strategies of Individuals Who Have Learning Disabilities

Nancie Payne, President, Payne & Associates

Estimates project that of those who have Learning Disabilities, who begin a post secondary vocational experience, 94 percent drop out within the first year of enrollment. Using the Transition Essentials Assessment Model (TEAM) participants will understand the elements necessary to develop a *personal factors profile* that forms the base of critical building blocks to effective transition routes. Six personal factors engage the transitional individual in an accurate self-portrayal, self-understanding, and acceptance promoting self-advocacy and self-determination. If your role is to assist individuals who have Learning Disabilities, no matter what age, with transition to postsecondary, vocational, training or work environments this session will provide you the assistance needed. Tools and hands-on demonstrations supplied.

11:30 – 12:30 SHARED LUNCH

12:30 – 3:30 AFTERNOON WORKSHOP

F1. Helping Individuals Increase Self-Efficacy, Raise Outcome Expectancy and Expand their Identities (Part I)

Cal Crow, Program Director, Center for Learning Connections

Three important predictors of success in education and employment are self-efficacy (our belief in our ability to perform), outcome expectancy (our belief that our efforts will result in a successful outcome), and identity (how we think about and describe ourselves).

Participants in this interactive workshop will acquire ideas to help individuals expand their beliefs and self-descriptions, and create options they had not considered before. Participants will also learn how to frame questions that help people identify, examine and alter behaviors that are preventing them from achieving success in school

F2. Dependable Strengths (Part II)

Jerald Forster, Director, Dependable Strengths Project, University of Washington

There is a unique form of excellence - a pattern of core strengths - deep within each individual. Identify yours by experiencing the foundational portion of the Dependable Strengths Articulation Process (DSAP) as originated by Dr. Bernard Haldane and researched at the University of Washington. The DSAP, a peer-assisted, interactive group process, has been shown to increase self-esteem, motivation and internal focus of control. Use of your Dependable Strengths produces greater life satisfaction and your best contribution to the world. The DSAP is applicable to all age groups, populations and settings.

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F3. Coach the Coaches

Peter Van Buskirk, Vice President of the High School Market Group, Thomson Peterson's

This 3-hour professional development workshop is for counselors and teachers who are frequently called upon to advise, mentor or coach students in the college admissions process.

Participants are given tips that enable them to:

- Write letters of recommendation that make a difference
- Advise students within the context of current political/practical pressures influencing admissions decisions
- Guide students toward appropriate course selections for selective colleges
- Help students tell their "stories" effectively

Key Benefits to Advisors/Teachers:

- Become oriented to current realities of the selective admission process
- Develop strategies for writing credible reviews while setting advisees apart from their peers
- Learn how to advise/support students with special needs

F4. What's the Color of Your Desk?©

Ellen Langan, Langan and Associates

How long has it been since you've seen the top of your desk? Has the paper in your life insisted that it's in control? Now is the time to retake your desk and win the paper battle. This interactive workshop is filled with practical tips you'll immediately be able to apply to your work life. Learn how to be efficient; organize your paperwork and create systems that you can keep under control!

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F6. Factors Leading to Employment Success for Individuals Who Have Learning Disabilities

Nancie Payne, President, Payne & Associates

Individuals who have Learning Disabilities are among the largest unemployed population. Using the Transitions Essentials Assessment Model (TEAM) participants will engage in the elements required to develop a *job factors profile* leading to "good job to person fit. Six job factors form a framework for effective job and training exploration. If your work involves assisting individuals who have Learning Disabilities in job and career exploration, job search and employment placement this is the place. Tools and hands-on demonstrations supplied.

Free Clock hours available