

STATE BOARD OF COMMUNITY COLLEGES
State Board Reserve Funding for Career Development Facilitators

Request: The State Board is asked to approve the use of State Board Reserve funds in the amount of \$33,000 to fund an Align4NCWorks Collective Impact Team Initiative.

Background: Two Align4NCWorks Collective Impact teams (the Career Pathways/College Access and Data, People, Protocols and Policy teams) identified a program that trains individuals on career development facilitation. This program, Career Development Facilitator (CDF) Certification, will train individuals on the aspects of the skills and knowledge used in any type of career development setting. These individuals may include those who serve as a career group facilitator, career coach, college or school counselor, job placement staff member, trainer or workforce development staff person.

Rationale: The Career Development Facilitator Certification has the following outcomes that are directly aligned to the NC Community College System strategic plan:

- Helping Skills - be proficient in the basic career facilitating process
- Labor Market Information and Resources - understand labor market and occupational information and trends; use current resources
- Working with Diverse Populations - recognize special needs of various groups and adapting services to meet their needs
- Technology and Career Development - comprehend and use career development computer applications
- Ethical and Legal Issues - follow the CDF code of ethics and know current legislative regulations
- Employability Skills - know job search strategies and placement techniques, especially in working with specific groups
- Consultation/Supervision - accept suggestions for performance improvement from consultants or supervisors
- Training Clients and Peers - prepare and develop materials for training programs and presentations
- Career Development Theories and Models
- Program Management and Implementation - understand career development programs and assist in the steps related to their development
- Assessment - comprehend and use (under supervision) both formal and informal career development assessments with emphasis on relating appropriate ones to the population served
- Promotion and Public Relations - knowing how to market and promote career development programs with staff and supervisors

Funding Amount and Time Period: The \$33,000 request is for the period of March 18, 2016, through June 30, 2016.

Fund Source and Availability: FY 2015-16 funding is available from the State Board Reserve fund.

Contact Person:

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