

**STATE BOARD OF COMMUNITY COLLEGES
Career Development Facilitator Training**

Funds/funding source: \$33,000 - State Board Reserve Fund

Purpose: To provide community college staff with a career advising role with the same professional development foundation currently offered to many front-line staff in NCWorks Career Centers and required of public schools' Career Development Coordinators that do not possess counseling coursework. This is a nationally recognized training under the auspices of the National Career Development Association that, along with demonstration of experience and education, can lead to the Global Career Development Facilitator (GCDF) credential.

Background: In March 2016, the State Board of Community Colleges approved Career Development Facilitator (CDF) training funding from its State Board Reserve fund to achieve Align4NCWorks plan goals of Career Awareness/Mapping and System Foundations. The training was recommended by the Align4NCWorks Project Management team and two Collective Impact teams.

Priority for training slots:

- NCWorks Career Coaches working in high schools (*strong encouragement*)
- Career Advisors in Student Services, Basic Skills/Literacy, other areas on community college campuses
- HRD instructors, other community college instructors or staff

Training Format/Timeline:

- Hybrid training format – in-person training, online training/discussion, work-related career development project
- In-person training: June 1, June 2, and (presentation of projects/graduation) September 15 of 2016
- Provided through the NCWorks Training Center, which offers training to workforce development boards NCWorks Career Centers, public schools, community colleges, Vocational Rehabilitation and other workforce partners

Expected Impact:

- 45-50 additional community college staff with Career Development Facilitator training
- Greater understanding of career development theory, practice and tools (including use of labor market information)
- Increased understanding of different career development roles and increased collaboration and effectiveness in serving students/customers across agencies

Internal and External Collaboration/Leveraging:

- The NC Community College System Office (NCCCSO) plans to use Perkins Leadership funds to sponsor master facilitator training to develop in-house capacity, within the NCCCSO and colleges, to offer CDF training (estimated value: \$12,000 for up to 8 master facilitator training slots). The NCCCSO is exploring options, including the possibility of using the same consultant who has worked with the NC Department of Public Instruction, to develop their master facilitator training.
- NCCCSO staff are also exploring the possibility of using WIOA-Title II (Basic Skills/Literacy) funding to support CDF training for WIOA-supported staff. Career advising is increasingly an expectation of Basic Skills/Literacy staff.
- Two NCWorks Career Coaches will be paid by the Gaston County Workforce Development Board to participate in a special CDF training session that they are sponsoring, which is taking place in Gastonia value: \$1,050 in registration fees + avoidance of travel costs).
- Individual community colleges will pay applicable travel for the September training day.