

Connecticut Career Resource Network UPDATE

Winter
2008-09

Governor Rell: Health Care Professionals Can Benefit from Loan Repayment Program

**Incentives of \$230,000 Available for Primary Care
Practitioners In Connecticut's Underserved and
Rural Areas**

November 29, 2008 - Governor M. Jodi Rell has announced that doctors, nurses and dentists who agree to practice in the state's underserved and rural areas may be eligible for repayment of their student loans.

"Every Connecticut resident deserves access to high-quality health care," Governor Rell said. "That is why I created my Charter Oak Health Plan and that is why incentive programs such as these are essential to improving the quality of life for all our citizens."

The Student Loan Repayment Program (SLRP), administered through the state Department of Public Health, was developed through a state-federal partnership. The program currently has \$230,000 available for loan repayments. Eligible practitioners can receive up to \$30,000 for two consecutive years of service in a federally designated underserved area.

"This initiative strengthens the health care work force at the primary care level and is cost effective," said Public Health Commissioner. "Prevention and early treatment result in better health and reduces expensive trips to the emergency room."

Program participants typically work for Community Health Centers and other eligible primary care sites in the state. Community Health Centers provide comprehensive primary care services in areas federally designated as underserved. Clinicians can apply through the Connecticut Department of Public Health (DPH). Physicians may apply independently, through group practices or with a health care provider. Hospitals and other health care organizations located in professional shortage areas may also apply to fill needed positions in their facility or community.

For more information visit the DPH Web site at www.ct.gov/dph. Click on "Programs and Services," then "Loan Repayment Program."

ATTENTION: All Foodies!

Imagine a career that lets you enjoy what you do, pays well, and puts you in demand in a creative and enjoyable job market. That's the future that can be yours with the Connecticut Culinary Institute.



**Connecticut
Culinary Institute**

Connecticut Culinary Institute (CCI) is a school where the curriculum is designed to ensure that

students have achieved a comprehensive skill set and learned from hands-on experience. The classes are small (no more than 15 students), there is a great deal of personal attention, and students are even given comprehensive training for the hospitality sector.

Curriculum Prepared for the Real World

Students learn all of the necessary competencies for employment in this exciting field at CCI, including the fine arts of sautéing, grilling, baking, pastries, garnishing, menu planning, sanitation, business, safety, and kitchen etiquette.

"With a CCI diploma in hand and a little 'seasoning' in the field, most graduates move up the ladder quickly after securing their initial position."



Career Paths in Connecticut Include:

Restaurant Owner; Executive and/or Pastry Chef; Chef/Instructor - high school culinary arts; Bed and Breakfast Owner; Chef at Country Inn; Chef/Manager for Private Estate; University Dining Services Chef; Hospital Dining Services Chef; Retirement Community Chef; Hotel Chef; Catering Chef; Casino Chef; Professional Food Writer/Journalist; Food Stylist; Personal Chef; Corporate Research and Development Chef; Country Club Chef; and more!

For more information visit the CCI website at www.ctculinary.edu, or call them at 1-800-762-4337

Career Guidance and Education Remains Priority in Creating U.S. Workforce

With financial support and assistance from Microsoft Corp.'s U.S. Partners in Learning, students across the nation now have access to CareerForward, a powerful, free online course covering globalization, career planning, financial literacy and entrepreneurship. CareerForward empowers students at any grade level in middle and high school to take charge of their own education, career path and future prosperity.

Increasingly, multinational corporations are seeking young people who possess a global perspective and an appreciation that their academic preparation is vital to their future. Students who take the new online CareerForward course will better understand the crucial importance of their education and have the ability to improve their motivation and choices in high school and college. Students, parents and teachers can access the course at <http://review.careerforward.org/careerforward>.

"Students and the career choices they make are critical to the talent pipeline and future business prosperity in the U.S.," said Anthony Salcito, general manager of U.S. Public Sector Education at Microsoft. "CareerForward encourages the development of a skilled work force, as it helps young citizens explore global opportunities and recognize the importance of technology in jobs of the future."

CareerForward is a media-rich online learning program that helps students wrestle with some of the burning questions about their futures: What am I going to do with my life? What is the world of work like? What will I need to succeed? What's next for me? Using a variety of multimedia, course topics explore these questions and more. Throughout the course, students are asked frequently to reflect on what they're learning, to write their thoughts down as a continual refinement of their thinking, and to discuss their thoughts with other students, either in-person or online.

Students can work with local educators to access the online course, which takes about four to six weeks or approximately 20 hours to complete. The course is designed to be facilitated by a local teacher and can be used independently or as part of an existing face-to-face course in career planning, business or global studies.

"This course helps students realize the crucial importance of education to their future," said Mike Flanagan, Michigan's Superintendent of Public Instruction. "By integrating technology into every student's education, this allows them to experience their education outside of the classroom -- in the world of technology. It helps bring relevance to their learning."

Excerpts from "Career Guidance and Education Remains Priority in Creating U.S. Workforce." Business Wire (Nov 7, 2008): NA. General OneFile. Gale. Connecticut State Legislature. 16 Dec 2008

Top 5 Career Series

Since everyone works at something, the world of careers is one that interests students from an early age through high school and beyond. The series aimed at younger age groups usually briefly explain what people do in their jobs, while books for older students beginning to seriously consider their own career paths are packed with specifics. Here are five of the best.

Careers in Focus (Ferguson)

Gr. 7-12. Students who can't find careers to suit them somewhere in the 59 volumes currently available in this series just aren't trying. The books group jobs by general area (aviation, construction, design) and then devote several pages of information on specific careers within that field, laying out the education required, earnings, work environment, and other facts to help students decide if a career might fit.

Community Workers (Picture Window)

PreS-K. This series of eight titles features the jobs most often requested by preschool teachers working on a community helpers unit, including police officers, nurses, and teachers. The large page size with its soft-edged digital artwork is perfect for reading to groups, and the amount and kind of information are just right for the target age group. In a crowded field, this series stands out.

Digital Career Building (Rosen)

Gr. 5-9. With titles such as Career Building through Podcasting (2007), this is clearly not a twentieth-century career series. These titles discuss subjects related to the computer world, such as blogging, mash ups, and gaming, and give thorough, thoughtful information on how students' current interests can eventually help further their careers. Since students in 2009 may not know what jobs will be available when they hit the workforce, this type of career book may be even more helpful than the traditional kind discussing the specifics of today's jobs.

Neighborhood Helpers (Child's World)

Gr. 2-4. Children introduce the volumes in this series by thinking about what they're good at and how they could help their neighborhood, leading into the subjects of the books--being an electrician, pilot, coach, or veterinarian. With remarkable economy and attractive design, this series answers the pertinent questions about each career through sidebars and has vivid color photographs on each page.

Scientists in the Field (Houghton)

Gr. 5-8. Lush photographs entice students into reading about the work that real scientists do day by day. The author and photographer accompany scientists in the field, whether it is to the rain forest or a lab, and record in words and pictures their adventures and scientific processes in a highly engaging way.

Lempke, Susan Dove. "Top 5 career series." Booklist 105.4 (Oct 15, 2008): 58(1). General OneFile. Gale. CT State Legislature. 16 Dec 2008

A Careers Bible Stays on the Job; Author retools Parachute for second-career seekers and hard times

Nearly four decades ago, author Richard Bolles asked young baby boomers a strange question: What Color Is Your Parachute? To answer that question about careers, readers had to make their way through pages of exercises that demanded self-examination. It was hard work, and while the immediate objective was to find a job, the ultimate goal was to find your calling. Today, Parachute is one of the all-time bestselling careers books, with more than 10 million copies of 37 editions snapped up since 1970. It ranks--along with War and Peace and the Bible--among the top 25 books that have "shaped readers' lives," as compiled by the Library of Congress. Bolles could be kicking back and killing time. He's 81, after all, and he makes his home in San Francisco's East Bay--between ocean and wine country--traveling frequently and living comfortably, particularly for a guy who once poured concrete. By now, the book's interrogations and exercises are reaching generation Y, but Bolles is not done with baby boomers yet. As this group popularizes the "second career," he wants to help boomers find work once more.

Nervous. Bolles rewrites sections (sometimes big ones) of his book every year to keep up with Twitter and LinkedIn and the economy, and Parachute's rehabbed 2009 edition is now in bookstores. It's called the "Job-Hunting in Hard Times" edition--with good reason. Unemployment rates are at their highest in five years, and the financial services industry has been torpedoed by the mortgage meltdown. Nearly half of working adults say they are worried about layoffs where they work, according to a recent survey by Decision Analyst, a market research and consulting firm.

Baby boomers, in particular, are concerned. They've watched the value of their investments diminish and the promise of pensions dissolve. AARP reports that 27 percent of workers 45 and older are postponing retirement. As many older workers take on marginal second careers for pittance paychecks--or "jobs that don't require job search skills," as Bolles calls them--he is convinced that better gigs are to be found. "There are some people who demand that if they're going to continue to work, they're going to have to have it be worth it," the author says. "And they're willing to do the hard work that it takes in order to find that. But there are other people who, by that age, are just feeling incredibly overwhelmed--and let's not forget the human nature factor called 'laziness'--so, sometimes they just say: 'Oh, that's too much work.' I've heard that so many times." (Bolles's principles are not for the faint of heart. The author thinks that three fruitless interviews are insufficient for a job seeker to be defeated. He'll ask: "You're basing your assumptions on that rich body of data?")

Indeed, readers who have most benefited from Parachute have been those willing to put in time and energy. David Petersen, 60, first read the book two decades ago. Trained as a mechanical engineer and founder of a high-tech firm in Austin, Petersen discovered that "making multimillion-dollar decisions was not very satisfying." With his wife's encouragement, he headed down to North Padre Island, Texas, for a week with a copy of Parachute in tow. "I said, OK, I'm going to do this," he recalls. "I didn't cut any corners." As he worked his way through the book, Petersen discovered his transferable skills and found they would fit into a career that had recently piqued his interest--fine woodworking. "I hung out my shingle as a furniture guy," he says. "I've been in business 18 years."

Turn-ons. The fundamentals of What Color Is Your Parachute?--finding out what turns you on, what you're good at, and then devising a strategy that gets you a job that fits--have left their mark on many. Patrick Lencioni, author of The Five Dysfunctions of a Team, read Parachute after a disillusioning stint in a much-vaunted job doing data analysis for a management consulting firm and learned that he needed to work with people. Today, Lencioni consults on organizational development and writes business bestsellers. "I would trace back a lot of my accomplishments to doing [the work in Parachute]," he says. G. L. Hoffman, chairman of JobDig (and a contributing careers blogger at usnews.com), invited Bolles to Minnesota to speak at a major job fair. "People over 45 were almost catatonic around him," Hoffman says. "Honest to goodness, people had tears in their eyes."

But while the book enabled Lencioni and Petersen to find their passions, today's baby boomers often have more complicated expectations. Once they may have sought work that satisfied their souls; now they may seek jobs that fit into their lives as grandparents or snowbirds. "What they're looking for is flexibility," says Patrick Rafter of RetirementJobs.com, a site for older workers. The pursuit of flexible hours may motivate them to take lower-paying service jobs--often filling the kinds of positions that were once the domain of teenagers--but their hope for more meaningful work that suits unusual schedules may not be lost.

The talent shortage that will result from boomers retiring has a growing number of employers redrawing their human resources strategy. AARP, which recently released a list of the year's best employers for workers over 50, says corporations and nonprofits are increasingly introducing policies to keep and recruit older workers. Bolles, for his part, says ageism is real but not universal. "If they keep looking, they'll find out that there are employers who value experience and are willing to pay for that," Bolles says.

Job engines. The Internet has changed the job search process dramatically since 1970, and Bolles suggests plenty of helpful job engines and career sites in newer editions of his book. But many searchers labor under the misapprehension that they'll find jobs more quickly online. By the time they realize the Internet alone won't solve their problems, they've wasted precious time, Bolles says. Again--it's all about hard work. A 2006 MetLife Mature Market Institute study found that 43 percent of workers ages 60 to 65 were still motivated by the desire to do meaningful work. To find that kind of work, the ideas in Parachute may be even more important now, as employers hire older workers with energy and workers bring vitality to jobs they enjoy. Figuring out your favorite skills and ideal locations will bring natural energy, Bolles says. (He also recommends sitting forward in your chair and keeping answers brief during a job interview.)

In large part, Bolles's ideas have served the highly mobile American workforce well, as corporate loyalty has given way to a flank of free agents. "I think the job market has come back to him," Lencioni says. "If anything, his book just becomes more relevant in time." So, no more excuses, boomers.

"A Careers Bible Stays on the Job; Author retools Parachute for second-career seekers and hard times. (Richard Bolles' career book)." U.S. News & World Report 145.8 (Oct 13, 2008): 56. General OneFile. Gale. Connecticut State Legislature. 16 Dec 2008

A Good Place to **START**

Entry-level jobs often provide short-term training that is critical as we learn about working for an employer and gain valuable work experience

Remember how nervous you were for that first job interview? It's a rite of passage all young people deal with. Most teens need money for cars, dating, food and fun. Parents wisely tell them to get a job. So, off they trudge to the local burger joint or retail chain to find a job to fuel their lifestyle. Those first jobs rarely turned out to be our last jobs. They were stepping stones to bigger and better things. Still, they served an essential function; they taught us a lot about the world of work. We learned to be on time, work hard and cooperate with others. We learned about self-discipline and sacrifice. And, most of us learned that we wanted something more.

Such is the nature of short-term on-the-job training. This training category means that most workers acquire the job skills needed in one month or less through informal training and experience. I have held my share of short-term training jobs. I was a waitress, taught fitness classes, worked as a lifeguard, retail salesperson and worked third shift as a hotel front desk clerk after a recent layoff. Indeed, it didn't take long to learn the business end of customer relations—I think I had that skill down pat in just a few minutes!

Of all the jobs in Connecticut, about 38 percent are designated as requiring only short-term on-the-job training. Over three fourths of these jobs are concentrated in office work, retail sales, food services, building and grounds maintenance, and material moving (freight and light delivery truck drivers).

The pay is relatively low, with an average hourly wage of \$14.00 in 2006, compared to \$35.00/hour for occupations which require a Bachelor's Degree.

But don't discount the importance of these jobs. Short-term training occupations are critical for most of us as we learn about working for an employer and gain valuable work experience. We also develop important social networks, are exposed to a greater variety of skilled occupations, and learn about career paths taken by others with whom we work.

All this combines to help us define our interests, abilities and what skills we need to acquire to be successful in the workplace. Often, these short-term training jobs provide us with critical long-term work skills and insights.

For more information on Connecticut occupations that require only short-term on-the-job training, make sure to check out

START NOW!

A Look at Connecticut's Entry-Level Occupations

This publication is available online at:

www.ctdol.state.ct.us/lmi/connecticutcareers.pdf



You can download the CCRN UPDATE along with any of the Office of Research publications on the Connecticut Department of Labor's Labor Market Information website at: www.ctdol.state.ct.us/lmi

CCRN Spotlight

Have you visited the Connecticut Department of Labor's **Labor Market Information** website lately?

Seems like a new publication is added daily. Whether you are a job seeker looking for information on the 2006-2016 Connecticut occupational forecast; an employer in need of labor force data for developing affirmative action plans; a researcher in search of occupational wage data, or the latest workforce investment planning data, you are sure to find what you need (and more!) at:

www.ctdol.state.ct.us/lmi

And, Last But Not Least ...

Don't Forget to Register!

The **2009 CT Learns & Works Conference** is taking place on **Friday, May 8th, 2009...** visit www.ctlearnsandworks.org for the latest info.



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