

The

GCDF Connection®

The Global Career Development Facilitator Newsletter

The GCDF certification is off to a quick start in China!

By: Weiguo Ji, Beisen Management Technology Co., Ltd.

During the past two decades, China's economy has undergone a constant structural change. In the field of education, policy has shifted from government allocated work placement for university graduates to university graduates pursuing their career goals freely and individually. In organizations, life-long employment was abolished and job transition was encouraged. The Chinese had to carefully consider their career planning for the first time ever.

China's economic reform created a large number of job opportunities; however more job options has also proven to constrain an individual's career development. Under the old economic system, only factory workers, farmers and soldiers were regarded as real occupations. Now, people are open to a wider range of occupations, and they have the free will to choose whatever occupations they want. However, governed by a common, simplified social value orientation, people tend to narrow their exploration to occupations which can easily yield larger financial rewards. Regardless of their own personal traits, some Chinese pursue an occupation that is very conflicted with their personal interest, value or ability. According to a web-based survey, about 70% of people in the workplace have experienced various illnesses related to "work burn out" in China (Siya, 2005).

The delivery of career services in China is still of low-quality. Some service providers are not well trained and the trade itself is not regulated yet. In addition, the amount of qualified career counselors cannot meet the needs of society. Take university career advisors, as an example. The majority of university teachers criticized career services and felt that students actually benefited very little from it (Cao, 2001). About 2/3 of university students ranked the effect of career services provided by university, government, and other organizations as "not satisfying" (Youth line, 2005).

When delivering services to various populations, we as career professionals at Beisen Management Technology Co., Ltd. constantly felt that we were in need of more theoretical and systematic training. As a matter of fact, we also found that other Chinese practitioners in the field had the same call for high-quality training, especially those who worked at university career centers as they were usually in heavy demand. As a result, we decided to implement the GCDF program in China in order to meet those needs. Under such circumstances, Beisen started to work with CCE to introduce the GCDF to China. After years of mutual endeavors, a formal partnership was established between CCE and Beisen in February 2004.

Afterwards, guided and facilitated by Howard Splete and James Sampson, with participation of senior professors from Beijing Normal University and Capital Normal University, Beisen completed the localization of the Chinese GCDF curriculum. In order to make a good match with Chinese economy and culture, we redesigned the contents of "labor market" and "case study" based on the original curriculum.

The introduction of the GCDF training program in China can be of great significance in this particular period of time. The characteristics of the GCDF training can meet the major needs of career services required by various organizations in China. Most importantly of all, it can be a powerful complementary component of Chinese career services, whether professionally, academically, or ethically.

--Cont. on pg. 2

Spring 2005

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Certifications Coordinator*

GCDF-China, cont. from pg. 1

The GCDF training program in China has completed two training courses so far, one in January and the other in March of 2005. All together, in attendance were 50 students from 21 provinces, cities and districts in China. ALL of them have completed formal university education and 48% hold a master's degree. They are currently undertaking a wide variation of career related jobs in different organizations, such as university career centers, HR management, and education consultancy corporations, etc. After the ten-day training, students' understanding of career development theories and practice became more clarified. Surprisingly, some students started to reflect on their inner selves and undergo a spiritual change. His or her openness to novelty and eagerness to learn impressed every GCDF instructor.

The success of the GCDF training program in China has attracted considerable public attention. The media, like CCTV, Qianlong New Network and Sina.com etc., have given positive, encouraging appraisal regarding the GCDF promotion in China. In short, Beisen will continue to refine its professional tradition and keep promoting GCDF philosophy in the territory of China then, now and forever.

The GCDF international expansion now includes Germany!

By: Prof. Dr. Hans-Jürgen Weißbach (Prof. Dr. Hans-Juergen Weissbach)

On April 16, 2005 the first five GCDFs or Career Consultants, as they are called in Germany, passed their theoretical and practical examinations at the University of Applied Sciences at Frankfurt.

The training provider for the German curriculum is the IUK Institute in Dortmund, which has reached provisional approval by CCE. The institute cooperates with the educators and researchers from Frankfurt in order to involve them in the process of the continued development of the curriculum. IUK also provides a course in Dortmund that will end in June 2005 and has established an information website (www.job-promotor.de).

What was the reason for IUK to decide to enter the field of career counseling? We were very impressed by the work of Dr. Szilagyi in Romania. She encouraged us to meet with the CCE officials in 2003. Meanwhile, the difficult German labour market situation has escalated. It shows an increasing need for qualified career consultants, and public institutions reacted to this need very slowly.

In 2004, the first career conference took place at Frankfurt with guests from CCE and from some European countries. There, the plan to adapt the curriculum to the German situation was announced. Developments during the next few months confirmed that there was an urgent need for training of career consultants that focused on individual development needs and transferable skills, rather than just the legal, educational and vocational categories by which job searchers in Germany are classified.

Since January 2005, the so-called Hartz Law has changed the German labour market completely. Since then, the long-term unemployed can no longer get support from unemployment insurance. They are on social security like all other people who are not able to work. Due to this law, economic pressure on the long term unemployed has increased considerably.

Many of these individuals have developed the attitude that accepting the "next best job" would not fit their status acquired by formal training or their former educational degree. Looking for a vacant position below their expectations would be "the first step downstairs" or "below their dignity". Therefore, many unemployed still feel like highly estimated specialists although they got their vocational training in the 1970s or 80s. This attitude has become precarious due to the recent money losses. The big task now is to show these people that accepting a job that is slightly below their qualification level, or not precisely within their vocational focus, or under their former wage level would not necessarily be the end of their career forever. There are viable paths available. Very "simple" jobs can lead to more elaborate ones that better fit the motivations and capacities of the clients. This "after-placement counseling" has not been usual in Germany, and the institutions of the labour market don't have enough trained consultants for this.

On January 1, 2005, 63 districts and cities in Germany took over the placement and counseling activities from the Federal Agency of Labour, but they are all still lacking qualified staff and training. The GCDF or Career Consultant, will meet their needs in an ideal way. The GCDF training will also qualify individuals for work in private job agencies, which will play an increasing role due to the upcoming privatization of employment agencies.

Dr. Weissbach is a professor at Fachhochschule Frankfurt am Main (University of Applied Sciences), GCDF-US, and leads the entrepreneurship training and coaching of the university.

Dr. Andreea Szilagyi, GCDF-US, has been instrumental in the development and implementation of the GCDF certification in Romania. The first 14 Romanian GCDFs were certified in January, 2005!

GCDF Email

CCE is continually striving to enhance communication with our certificate holders. As part of this ongoing process, CCE is planning to utilize more email correspondence with certificate holders. This allows the certificate holder to receive important information faster and also helps to cut down our administrative costs. If you have not provided CCE with your email address, please consider submitting your address to us. Due to the large amount of continuing education inquiries received on a daily basis, CCE will share email addresses with our approved training providers. Training providers may send information on GCDF continuing education workshops, online training, or conferences. You may send your email address to us at cce@cce-global.org. If you do not want your email address shared with the CCE approved training providers, please contact CCE to have your name removed from the list. As always, CCE will still be providing regular mailings throughout the year.

GCDF Recertification

75 hours of workshop, in-service training, conference attendance or coursework during a five-year certification period is required if you wish to be recertified. This continuing education needs to be in one of the twelve GCDF competency areas. You may submit 15 hours in other areas for CCE review and approval. At the end of the 5 year period, you will be asked to submit a statement detailing your continuing education hours. A random 10% of certificants will be selected for complete audit and will be required to submit written proof of continuing education (workshop certificates, transcripts, etc.) to CCE for review. You will be notified in writing if you are selected for audit.

GCDFs Missing in Action

If you have friends or colleagues that say they have not heard from CCE or that they have not received a copy of the GCDF Connection, please have them call us at 336-482-2856 to let us know. We do our best to keep in contact with all GCDFs, but this is not always possible, as some may move and forget to send us a forwarding address.

Great GCDF Achievements

Have you been recognized recently for an achievement? Do you know of a GCDF that has been recognized recently for an achievement? How would you like to share your good news with other fellow GCDFs? Send it to CCE for publication in the next edition of the GCDF Connection!! Submissions for publication should be recognition of a professional nature. This recognition should also be related in some way to career development or to the GCDF certification. Please submit this information to cce@cce-global.org or contact CCE at 336-482-2856.

Annual Maintenance Fee

The GCDF certification is valid for a five-year period with an annual maintenance fee.

The expiration date is five years from the date you were certified and will appear on your certificate.

The annual maintenance fee is \$25.00. You will receive a bill annually based on the month you were initially certified.

Missed payments could result in suspension of the certification.

Do you have suggestions on ways to improve the GCDF Certification?

We would like to hear from you. Please email your ideas to cce@cce-global.org or call us at 336-482-2856.

The National Career Development Association is Excited to Announce the Newest Master Trainers of the NCDA Career Development Facilitator Curriculum Project.

Submitted by Mary Ann Powell, NCDA

NCDA recently held a GCDF Master Trainer Workshop in Dallas, Texas, March 3-6. The workshop was held at the Hilton DFW Lakes Executive Conference Center. This Master Trainer training was the first workshop in many years. Judith Hoppin and Howard Splete, two of the original GCDF Curriculum Developers and GCDF Master Trainers, provided the training to 11 outstanding GCDF Instructors.

These newest members of the GCDF Master Trainer cadre will be offering GCDF Instructor Training around the country. Currently there are 22 NCDA GCDF Master Trainers. The addition of these instructors will have a positive effect on the entire NCDA GCDF Project.

Also in attendance at the workshop were four veteran master trainers. Malka Edelman, Marjorie Hendrickson, Lee Richmond and Thresa Ruggles assisted the workshop trainers by providing valuable techniques and strategies from their experience as trainers of GCDF Instructors.

For more information on becoming a NCDA GCDF Instructor, to obtain a list of all NCDA GCDF Master Trainers and Instructors, or for information on upcoming Instructor Workshops, please visit our website at www.ncda.org.

Cheri S. Butler
Bedford, Texas

Patricia M. Doherty
St. Louis, Missouri

Emily Hatfield
Knoxville, Tennessee

Debra J. Carr
Louisville, Colorado

Susan E. Gabriel
Rockville, Maryland

Darlene Martin
Kennesaw, Georgia

Ellen Weaver Paquette
Jamestown, Rhode Island

Francina Carter
Washington, DC

Robert (Bob) Schoeneberger
Bloomington, Minnesota

Judy D. Young
Raleigh, North Carolina

Kelly Curry
Boise, Idaho

The popularity of the GCDF credential is increasing each year as is the demand for instructors teaching those GCDF courses.

2005 NCDA GCDF Instructor Training Courses:

May 26-28, 2005

Master Trainers: Diane Redding and Jack Casey

Location: Las Vegas, Nevada

November 3-6, 2005

Master Trainers: Marjorie Hendrickson and Ellen Weaver Paquette

Location: Lenox, Massachusetts

August 8-10, 2005

Master Trainer: Malka Edelman

Location: Long Island, New York

November 14-16, 2005

Master Trainers: Roberta Floyd

Garden Grove, California

December, 2005

Master Trainers: Diane Redding and Jack Casey

Location: Las Vegas, Nevada

Continuing Education Opportunities Available for GCDFs

Join the NCDA at their 2005 Global Conference in Orlando, Florida, June 22-25, 2005. This year's theme focuses on Career Development: Building on Foundations and Imagining Possibilities. This will be an excellent opportunity for GCDFs to update their skills and meet with other Career Development Professionals from across the country. Visit www.ncda.org and click on the 2005 conference icon for more information and to register. You can earn 13+ CEUs by attending this professional conference.

The GCDF-US credential reaches over 5,000 applicants as of 4/22/05.
 - Check out these numbers!!

GCDF - United States

Total Applicants: 5051
Total Certified: 4091

Minnesota	367	Ontario	33
Georgia	324	New Mexico	29
Michigan	294	Nevada	28
North Carolina	265	Iowa	24
Idaho	258	Louisiana	21
New York	222	D.C.	20
California	205	South Dakota	18
Florida	182	New Jersey	18
South Carolina	173	Kentucky	16
Tennessee	169	Indiana	16
Texas	167	Mississippi	16
Maryland	137	Kansas	14
Alabama	119	North Dakota	13
Pennsylvania	119	Missouri	12
Maine	94	Oklahoma	12
Wisconsin	94	Wyoming	11
Oregon	80	Nebraska	9
Connecticut	76	Arkansas	9
Illinois	67	Massachusetts	7
Virginia	66	Utah	7
Ohio	48	Hawaii	6
Washington	47	Delaware	5
New Hampshire	46	B.C.	5
Vermont	45	Puerto Rico	3
Alaska	37	West Virginia	3
Arizona	33	Montana	2
Rhode Island	33	A.F.E.	1

GCDF - Japan

Total Applicants: 915
Total Certified: 913

Tokyo	403	Gunma	2
Kanagawa	146	Chibaken	2
Chiba	73	Kanagawa-ken	2
Saitama	63	Fukushima	1
Aichi	54	Ibarakiken	1
Osaka	33	Hiroshima	1
Hyogo	23	Isikawa	1
Ibaraki	10	Iwate	1
Gifu	10	Oosaka-fu	1
Okinawa	9	Yamaguchiken	1
Shizuoka	8	Yamaguchi	1
Hyougo	7	Yamagata	1
Tochigi	6	Toukyou	1
Hokkaido	5	Totigikenn	1
Shiga	4	Tokushima	1
Okayama	4	Mie	1
Ibaragi	3	Oosakafu	1
Kyoto	3	Niigata	1
Ishikawa	3	Nagano	1
Yamanashi	3	Mieken	1
Nara	3	MA	1
Oosaka	3	Kumamoto	1
Miyagi	3	Kanagawaken	1
Fukuoka	3	Kagawa	1
Tokyoto	2	Oosakahu	1

GCDF - China

Total Applicants: 36
Total Certified: 33

Beijing	16
Guangdong	6
Liaoying	2
Shandong	2
Fuijian	1
Gansu	1
Hebei	1
Henan	1
Jiangxi	1
Shanghai	1
Shanxi	1

GCDF - Romania

Total Applicants: 14
Total Certified: 14

Bucharest	12
Maramures	1
Giurgiu	1

GCDF - New Zealand

Total Applicants: 4
Total Certified: 4

Pakuranga
Christchurch
Auckland
Wellington

GCDF Germany coming soon...

Recertified GCDFs- U.S. and Japan

The information below is reflective of certificants who were recertified between October 15th, 2004 and April 22nd, 2005. These certificants are officially entitled to continue to use their certification for another 5 years. We appreciate your continued dedication to the career development field. Congratulations!

Connie L Johnson	Paula J Ewald	Patricia L Girard
Elena Bourakovsky	Jacquelyn W McCollum	Dianne J Kline
Bill C William Raiten	Marta D Hanson	Elizabeth A Gawel
Danny M Clouse	Selina D Pendleton	David Klein
Kathryn M Wesley	Brent K Rose	Donna Harner
Kathy Sasinowski	Linda L Roberts	Carolyn G Hathaway
Gregory S Reed	Jacquelyn L Hall	Thomas E Daly
Lisa K Michalek	Nora H. McIntyre	Teresa M Neal
Lorvina S. Cooke	Clint R Walters	Anne Marie Sonnier
Tacey J Graham	Angela E Lomax	Rebecca L McLain
Eleen M Wiley	Curtis W Sattler	Timothy C Roff
Darlene Reid	Dale E Williams	Stella A Sessum
Judy C Holt	Gregory A Norton	Brenda K Jones
Victoria M Smith	Linda B Turner	Pamela C Wilson
Tonia Cassaday	Jessica M Westphal	Anna G. Thomas
Beth A Foster	Sumati M Patel	James E Johnson
Raul Rodriguez	Myra P Albertie	Nancy Moore
Sandra J Lobner	Caren L Cox	Mae K Ooka
Kristi L Brandner	Cynthia V Mills	Muriel J Goldberg
Maryann G Hall	Gary Dixon	Regina Brown
Ellen M Westbrook	Judith A Butler	Ronald Stigler
Jane A Vogt	Elizabeth A Rambo	Camille M Ochoa
Sherrill G Thompson	Cindy S Klauck	Doreen M Earl
Karen M Dlugosh	Tawny Staskunas	James P Dorsey
Wanda M Grams	Pamela S Ottesen	Dorsey Downey
Julie A Courtney	Gail A Williams	Nancy P Thomson
James M Erickson	Penelope Furey	Robin R Dyck
Wayne H. Weiner	David M Wolf	Linda M Castaneda
Susanne W Mygatt-Wakefield	Anita P Davis-DeFoe	Linda M Castaneda
Rosemarie Ross Howard	Natsuko Okamoto	Guillermina C Colon
Chikako Yamada	Atsuko Takenaga	Tokiko Himi
Megumi Shoji	Matsuno Inoue	Shigeki Sawanaka
Fumio Ogawa	Yasushi Hosokawa	Shotaro Okumura
Chiaki Tabata	Kazumi Nakatake	Kazueki Ishikawa
Yoko Fujimoto	Hajime Mutou	Hiroshi Nakagome
Yukari Tokonami	Noriko Oshina	Ayako Kaneko
Mieko Ishii	Mariko Watanabe	Kenichi Chiba
Naomi Ohi	Tomoko Kumakura	Kazu Endo
Makoto Matsui	Yumiko Yamaguchi	Takashi Kitamura
Yoshihiro Hanioka	Mayuko Horie	Chikayo Saita
HiroshiHisada	Kaori Fujita	Kazumi Okamoto
Hiroyuki Thuda	Eiko Komazaki	Yasuo Ito
Yasunori Fujiki	MakotoWakatsuki	Ohba Sayo
Yuichi Arimasa	Shiro Takeyasu	Haruaki Tanaka
Hideki Yamagishi	Kaoru Ashihara	Naoko Morita
Keiko Ebihara	ToshikuniSakurai	Kei Nakamura
Miyuki Kousaka	NorikoHaruna	Haruno Itou
		Hiroshi Yamada
		Namiho Miyaji

GCDF International Approved Training Providers:

GCDF China:

Beisen Management Technology Co.

Ji Weiguo, Project Manager
Web: <http://www.gcdf.com.cn>
Phone: (86) 10-82893179
Fax: (86) 10-62971017
Email: jiweiguo@gcdf.com.cn

GCDF Japan:

CareerCounseling Association

Web: <http://www.career-npo.org/>
Email: info@career-npo.org
Phone: (81) 3-3591-3569

*Coming Soon...
GCDF
Germany*

GCDF New Zealand:

The Career Centre Auckland University of Technology

Dale S. Furbish Ed.D., Programme Leader
Graduate Diploma in Career Development
Auckland, New Zealand
Phone: (09) 917 9899
Fax: (09) 917 9769

GCDF Romania:

Dr. Andreea Szilagyi

International Counsellor in Residence,
NBCC & Affiliates
Phone: (336)547-0607
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Web: www.nbcc.org
Email: szilagyi@nbcc.org
Universitatea "Politehnica"- ROMANIA
www.pub.ro

List of Currently Approved United States GCDF Continuing Education Providers*:

1. California State University, Chico
2. Diana Hart
3. Ellen Weaver Paquette
4. Normandale Community College
5. Rokicki and Associates
6. Sally Gelardin, Ed.D
7. Susan Roudebush
8. The John J. Heldrich Center for Workforce Development
9. The National Career Development Association
10. The National Institute for Corrections
11. Workforce Development Institute
12. Workforce Development Professionals Network

**All of the above are also GCDF training providers.*

**Any continuing education received from these providers must cover at least one of the 12 competency areas in order to be considered for the GCDF continuing education requirements.*

**Please contact the provider directly if you would like details on a specific GCDF continuing education course that is being offered. Contact information for all providers can be located on the GCDF website.*

Continuing Education sponsored by CCE Approved Training Providers:

Rokicki and Associates, Inc.

Offers GCDF continuing education in Employability Skills by distance learning. This **200-page guide** is structured along the same format as our professionally accepted GCDF Study Guide. We are certified GCDF trainers and this Guide, when successfully completed, will provide **15 continuing education contact hours** to assist you in meeting the CCE requirements. (\$200 plus s&h)

Learn on your own time and at your own speed.

Contact: Nancy Rokicki
Phone: 954.755.0879
Email: Rokicki-associates@worldnet.att.net
PO Box 8985
Coral Springs, FL 33075

Workforce Development Professionals Network (WDPN.net)

offers two CCE approved Enhanced GCDF Curricula to an international paraprofessional audience and service provider networks, as well as **Continuing Education Units and Contact hours**, and new Programmatic Self Assessment services, CQI Planning, and Accreditation services, supports, and opportunities for career and workforce programs.

WDPN.net's online GCDF graduate network, CEU membership network, and CEU offerings are currently offered on demand internationally and also in locations in PA (and also report having more coming online at www.wdpn.net). They feature such CEU classes as:

Anger Management as a Job Retention Tool, Meaningful Work, Labor Market Information 101, Technology 101 and 201 for Career and Workforce Professionals, and many more!

Offered in a mixed media environment (partially online and partially face-to-face), WDPN.net can be a useful resource for your GCDF credential maintenance, or to help you take your team or program to a new level of one-stop collaborative service based on the CCE approved GCDF credential standards and adult education best practices.

www.wdpn.net or call WDPN toll free at 1-877-wdpn.net ext 25 for more information on upcoming courses.

Attention: Career Practitioners- Invigorate your career training skills by becoming a GCDF Instructor, Ellen Weaver Paquette

Jump start your staff career development activities and treat yourself. If you are a career development professional with adult training experience...this is a chance to involve yourself as a trainer – a Global Career Development Facilitator Instructor! Using the National Career Development Association curriculum, (view www.ncda.org for details) the course is taught by experienced Master Trainers so that you may deepen your knowledge of career development practices appropriate to staff training.

Think about the opportunity – **November 3-6, 2005** in the beautiful Berkshire Mountains of western Massachusetts (easily accessible from several airports), summer home of the Boston Symphony and inspiration to Norman Rockwell and James Taylor. Visit www.Berkshires.com to see the area's beauty and many attractions.

For application and registration information contact **Marjorie Hendrickson, almargence@earthlink.net, 845-876-0361 or Ellen Weaver Paquette, findgold4@yahoo.com or 401-423-0171.**

Special Note: We are also offering 2 one day drive in workshops for career practitioners: November 3rd Using Informal Assessments in Career Planning (4 hours)
--Contact us for details and pricing options--
NEW!! Workshops and customized GCDF Instructor training available at additional sites upon request. November 7th Practical Applications of Career Theory (6 hours)

Dr. Sally Gelardin, Ed.D., GCDF Provider

Blended curriculum now available both within the GCDF curriculum and for CEUs

Within the GCDF Curriculum

CCE has recently approved the Job Juggler online material to replace a portion of the required classroom hours for those who are pursuing the GCDF certificate. When combined with 5 "real-time" instructional hours (i.e., teleconferencing or in-class), the blended curriculum is approved for 20 instructional hours.

Online Competencies: (1) Job Search And Employability, (2) Occupational Information And Resources, And (3) Career Technology.

Special Features: (1) Online job search organizational and research skills, (2) Integrating Online material with skill-building activities and virtual discussions

Who Can Benefit? (1) GCDF Candidates (2) GCDF Instructors and (3) GCDF Counselors-in-Training

To enroll, or for more information:
<http://www.jobjuggler.net/GCDF/1jumpstart.html>

Continuing Education Units

Earn 15 CEU hours in the comfort of your home or office on your own schedule. This online course is designed to increase your effectiveness, whether in private practice or organizational setting.

CEUs offered: 3 clusters of 5 hours each. Each cluster contains 3 lessons.

- **Cluster 1** (5 hours): Job Search Strategies, Education and Training, Networking \$135
- **Cluster 2** (5 hours): Informational Interviewing, Resume, Portfolio \$135
- **Cluster 3** (5 hours): Job Interview, Job Club, Workplace Affiliation \$135

Purchase all **three clusters for \$320 by 7/30/05 and save \$85!**

To enroll, or for more information:
<http://www.jobjuggler.net/cceceu/1don'tdrop.html>



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Upcoming Features:

CCE is constantly updating the GCDF website. Please check the website - www.cdf-global.org - for new information about the GCDF.

**Find out more about:
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