

**Courtney Young  
ALA President-Elect 2013-2015**

Proposed Presidential Budget Allocation, 2014-2015

During my year as ALA president, I plan to take a slightly different approach to utilizing my budget allocation. Rather than focusing on several grand initiatives I would like to use my allotment to kick start some programs that are already being proposed, or to further enhance programs that are already underway throughout the Association. These programs fit well under my "Value of Membership" umbrella, focused on diversity, career development, and engagement and outreach.

I have been approached by Lorelle Swader, Director of the Office for Human Resource Development and Recruitment (HRDR), to partner with ALA Chapters to provide training for a national cohort of 25 librarians from a cross section of libraries to become certified Career Development Facilitators (CDF). Her proposal is attached to this document. I plan to provide \$17,500 to help get this program started.

I plan to earmark \$15,000 for President's Program speakers at the 2015 Midwinter Meeting and Annual Conference in the event we are unable to engage speakers who are being sponsored by a publisher.

The remaining \$52,500 of my \$85,000 budget will not be earmarked for specific projects but will be made available as the need arises throughout the year. I am particularly interested in supporting Association initiatives and opportunities that foster collaboration, cooperation, and partnerships across units. This will, of course, require me to be very judicious in responding to requests for assistance; however, I feel during these times of economic difficulty, this is the best use of my resources.

I do plan to undertake various other activities which will have little, if any, economic impact, utilizing various social media avenues to strengthen ALA's image.

**Budget Breakdown**

Career Development Facilitator Program	\$17,500
President's Program Speakers – 2015 Midwinter & Annual	\$15,000
Support for Association initiatives	<u>\$52,500</u>
<b>Total budget allocation</b>	<b>\$85,000</b>

## **Librarian Career Development Facilitator Program**

### **Proposal for ALA President-Elect Courtney Young**

**12/31/2013**

#### **Program Overview**

ALA President-Elect Courtney Young, will partner with ALA Chapters to provide training for a national cohort of 25 librarians from a cross section of libraries to become certified Career Development Facilitators (CDF).

Created by the National Career Development Association (NCDA), the CDF program is a comprehensive training designed to address several facets of career planning and the job search. Established in 1913, NCDA is the premier provider of professional development in the career field. With a nationwide system of instructors, NCDA has prepared over 18,000 CDFs for inter/national certification. The training program provides standards, training specifications, and the opportunity for a credential for those who provide career services in a variety of settings such as K-12 education, higher education, workforce development and government, business and industry, human resources, libraries, one-stop career centers and many other settings. It provides individuals with relevant skills and knowledge to assist others in planning careers and obtaining meaningful work. This specific training will be tailored for special emphasis on the role of the librarian in helping patrons and job seekers. By offering this innovative training to those in state chapters, participants will be able to assist their peers as well as the thousands of patrons from their libraries that they assist every day.

Participants will receive training in each of 12 career development competencies:

- Career resources and labor market information;
- Career planning processes;
- Basic helping and facilitation skills;
- Career development models and theories;
- Informal and formal assessment approaches;
- Diversity and specific population needs;
- Development and maintenance of an effective career resource center;
- Training others and program promotion;
- Case management and referral skills;
- Ethical and scope-of-practice issues;
- Professional and resource portfolios;
- Cutting-edge job searching.

## Format

The program will commence with two days of intensive face-to-face workshops just prior to the 2015 Midwinter Meeting in Chicago, IL. (January 22-23, 2015) Afterwards, the training will move to a virtual classroom format for an additional 12 weeks. During this time, participants will be expected to complete homework assignments and participate in interactive online discussions. The training culminates with a program during the 2015 Annual Conference in San Francisco, CA where a select group of participants from the program will make presentations based on the topics learned and how they plan on applying them to their chapters and home institutions. During this program, participants will receive a Certificate of Completion and then become eligible to apply for the Global Career Development Facilitator Certification, if they wish. Throughout the program, they will receive access to a wealth of resource materials provided by ALA and NCDA. (This includes a free one year membership in NCDA at the end of the program)

Training will be taught by Dr. Caitlin Williams, a highly skilled career development coach/trainer/educator with over twenty years' experience facilitating individual and organizational growth and success through designing and delivering leadership, career development and executive education programs and through assisting organizations in their talent management efforts. Dr. Williams has been a long-time consultant for ALA members on career-related issues through the ALA JobLIST Placement Center.

### Proposed Budget

<b>Training/Workshop Fees</b>	25 @ \$950 a person			<b>\$23,750</b>
<b>Meal Functions</b>				
	Breakfast	\$21	\$1,260	
	Lunch	\$53	\$3,180	
	Break	\$6	\$360	
<b>Estimated Service Charge</b>	23%		\$1,104	
<b>Sub-total</b>				<b>\$5,904</b>
<b>Conference Equipment Rental</b>		Per Day		
	Internet	\$450	\$900	
	Flip chart w/markers	\$40	\$80	
	Projector	\$425	\$850	
	Screen	\$30	\$60	
<b>Estimated Labor Charge</b>	150%		\$2,835	
<b>Sub-total</b>				<b>\$4,725</b>
<b>GRAND TOTAL</b>				<b>\$34,379</b>