

# VECAP NEWSLETTER



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## President's Message

By Lisa Blakeney, CVE

### A NEW YEAR...

Happy New Year and welcome to another exciting year for VECAP!

I just want to take a moment to thank the outgoing VECAP officers and coordinators for their dedication and hard work and to highlight the accomplishments made in 2008. Based on our strategic plan (located under the ABOUT US tab on the VECAP website at [www.vecap.org](http://www.vecap.org)), our top three goals are to:

- (1) Develop and sustain a strong virtual presence, that involves a portal dynamic enough to support research, practice, teaching and administrative functions;
- (2) Provide and promote a rich array of opportunities for professional development in a variety of settings and formats; and
- (3) Forge partnerships and alliances with organizations with similar missions.

For our first goal, we have made some major updates and revisions to our website which creates a more user friendly experience, and provides opportunities for our members to gain more information about VECAP, and link to increased professional development opportunities. We've also added a list of web resources and tools to enhance the vocational evaluation process for our clients, and listed blogging communities that members can join online to gain and share information with other professionals.

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Additionally, a MEMBERS ONLY section has been created that provides our VECAP members with access to journals, a list of work sample guides and instructional materials, and access to our current newsletter.

Under our second goal we have provided contacts and information related to university based coursework, and national and state conferences for educational and professional enrichment.

Finally, to achieve our third goal, we have made great strides in forging new and continuing partnerships with several groups including the National Career Development Association (NCDA), the Division on Career Development and Transition (DCDT), the IDEA Partnership and National Community Practice on Transition, the Council on Rehabilitation Education's (CORE), the Commission on Certification of Work Adjustment and Vocational Evaluation Specialists (CCWAVES), and the Vocational Evaluation and Work Adjustment Association (VEWAA). Our work with these partnerships is ongoing and enhanced by joint attendance and presentations at conferences, working on shared initiatives, and strengthening liaisons with these groups.

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VECAP has also worked very diligently to increase our membership by providing incentives to develop state chapters and rebates for existing state chapters for maintaining memberships. During 2008, we acquired an additional 50 new members to give us a total of 151 members to date. Another major occurrence in 2008 was the announcement from CCWAVES regarding their dissolution and the end of certifying new Vocational Evaluators. This has become one of VECAP's primary issues for 2009 so we will keep you informed of any developments. For additional information please refer to the Standards Committee report (Page 5) in this newsletter and the CCWAVES link under Partnerships on the VECAP website at [www.vecap.org](http://www.vecap.org).

As we move forward in 2009, I'm very excited and energized about the New Year and the incoming VECAP board officers and coordinators.

We are dedicated to maintaining the focus on VECAP's primary mission which is "*to improve and advance the fields of vocational evaluation and career assessment services*". Therefore, our primary goals for 2009 will focus on:

- continuing to enhance the website and services to members with the development of training modules and webinars
- exploring alternative certification options for Vocational Evaluators and,
- increasing membership

In closing, I want to thank all of the VECAP Membership for your continued support and interest in a very specialized, crucial service and professional field that assists individuals facing barriers to achieving their vocational goals and employment. I look forward to working with you all and welcome your feedback, requests and assistance with achieving our 2009 goals. ❖

## VECAP's Veterans Administration Initiative

Dr. Karen Pell

The issue of Veterans and the quality of their rehabilitation services has been the topic of a small planning group since summer 2008. In those conversations, Dr. John Mundt, a Veterans Administration psychologist, has emerged as a leading presenter on the issues of PTSD, the Iraq/Afghanistan Veteran, and the relationship Veterans Administration has with community providers of services. While we are still talking with Dr. Mundt about a workshop customized to VECAP needs, he has shared that he is doing his standard presentation through his partnership with a clinical training company:

<https://www.meds-pdn.com/> The workshop is titled: PTSD in the New Generation of Combat Veterans from Iraq and Iran: What the Non-VA Clinician Needs to Know. The purpose of this seminar is to provide participants with knowledge about how PTSD presents, specifically in Iraq/Afghanistan veterans, to share with clinicians effective treatment strategies and to describe what Veterans Administration benefits may be available to these veterans and how to access them. For VECAP members in the Mid-Atlantic, this workshop is offered in Columbia Maryland on Wednesday May 20, in Fairfax Virginia May 21 and in Richmond Virginia on May 22. There are other postings for this training at the <https://www.meds-pdn.com/> website. ❖

## Opportunities through Partnerships and Change

Fran Smith, President-Elect

*Unemployment rates on the rise, stocks plummeting, retirement accounts in flux, layoffs looming, and CVE certification in question.* All of these headlines and conversations began to accumulate in 2008 and continue as we begin this New Year. These are tough times! In these challenging economic times, professional associations are realizing that they must seek new and innovative ways to reach and serve their members. Rest assured your VECAP board is working on just those issues and opportunities.

Last year we launched a new website and continue to explore ways to broaden the ways it can serve our members. Currently, a VECAP member has a “*members only access*” to the most current version of our newsletter, full editions of our journal, and access to a clearinghouse of worksample manuals and instructional guides. An extensive collection of the National Issues Forum Papers is next! However, to make this a rich online resource we need your stories, your articles and your work sample materials. We also need individuals to join our committees and help.

Two of our standing committees, Communications and Education, are exploring avenues to post and deliver online module based training around key content areas in our field. These are important times for building this repository of vocational evaluation and career assessment resources. Educators and secondary transition providers are looking for answers and information. Practitioners are seeking ways to maintain their continuing education. Who better to provide these resources than trained vocational evaluation practitioners? VECAP is committed to expanding its reach and influence as “the go-to” organization on career assessment and vocational evaluation. You can explore more about our long-range plans on our website under our strategic plan. However, as you read, consider ways that you “*the member and practitioner*” can get involved and make this change. We need your support and involvement!

During the late 1980’s and early 1990’s, I had the honor of working with a few other VEWAA members to explore ways we could expand the reach of vocational evaluation with other professional associations. A task force was established, organizations were invited, and the Interdisciplinary Council on Vocational Evaluation and Assessment was born. We and 10 other national organizations also developed a national position paper around our shared vision, goals and objectives. Today, VECAP is seeking to expand its reach in establishing partnerships with some of these organizations and others who seek to raise the awareness of career assessment and vocational evaluation.

Currently, we have liaisons with the Council for Rehabilitation Education (CORE), the National Career Development Association (NCDA), the Division on Career Development and Transition (DCDT), and the Vocational Evaluation and Work Adjustment Association (VEWAA). We are exploring others as well. Recently we solidified our partnership with the IDEA Partnership, <http://www.ideapartnership.org/>, as one of 55 organizations seeking to “to promote IDEA’s participatory framework for advancing research and policy to practice”. We are also now a supporting member of the National Taskforce on Universal Design for Learning, <http://www.advocacyinstitute.org/UDL/index.shtml>, and will have the opportunity

to highlight another of our national position papers on the place of UDL in vocational evaluation and assessment. All of these efforts are being channeled through our Advocacy Committee. These are ways we raise the awareness of our service. To read more about these partnerships, look under the *What's New* area of our website. Again though, we need your involvement to join this committee and help us expand our reach.

While these are challenging times for us all, they are also times of opportunity. We see the opportunity in our growing range of influence, the continued importance of vocational evaluation and career assessment, our partnerships with others, and our connections with each of you. Consider for a moment how you can get involved and help us chart this course. ❖

## Building Our Collective Knowledge: Communication is Key!

Joan Kester, Communications Coordinator

As the newly-elected Communication Coordinator, I am pleased to take a leadership role in expanding our organization's communication strategies. One aspect of VECAP's vision is to *grow our membership organization with a strong virtual presence*. Therefore, we will continually build resources on the VECAP website located at [www.vecap.org](http://www.vecap.org). To help you navigate the site and tap into its full potential, I'd like to highlight important information and features.

- **About Us:** This month the *Vision* and *Strategic Goals* of VECAP have been added. If you'd like to increase your participation in VECAP, please click on *Volunteer* and submit your information so we can contact you.
- **Member Services:** One of the many benefits of your membership is access to this area of the site, which includes many work sample resources, the VECAP Journal, and National Issues Forum Proceedings.
- **Education & Training:** One of VECAP's strategic goals this year is to offer professional development opportunities online, so stay tuned. If you have suggestions on topics of interest, please contact us.
- **Partnerships:** Check out the expanded partnerships of VECAP to promote our profession. The IDEA Partnership, featured in our last newsletter promises great opportunities in our future work especially in the area of secondary transition.
- **What's New:** This link provides you with an easy preview of what's new.
- **Virtual Communities:** Would you like to tap into the knowledge and resources of vocational evaluation and career assessment professionals across the country? Give blogging a try by posting your questions and requests on *VECAP's Virtual Community of Practice*. This blog provides a web forum for practitioner concerns, ideas, and sharing of best practices. We encourage you to post a comment or generate a new idea.

The VECAP board is interested in building our professional community through enhanced communication strategies. Please be sure to stay connected! If you have any questions or concerns, please click on *Contact Us* and we'll be back in touch. ❖

## VECAP Standards Committee

Michelle Hamilton, Standards Coordinator

The focus of the VECAP Standards Committee is on the development of professional standards and statements related to the interests, mission and purpose of VECAP. The Standards Coordinator is also the chair of the Ethics and Bylaws Committees. These committees advise the VECAP Executive Council regarding the Code of Ethics and Bylaws of the Organization. The members of the Standards Committee review and research current standards of professional practice and formulate recommendations regarding quality standards in the training, education, practice and ethical conduct of vocational evaluation and assessment professionals.

VECAP has a long and rich history of involvement in professional standard setting activities. VECAP continues to be part of a national interdisciplinary coalition which provides a unified voice regarding responsible best practices and professional standards in vocational evaluation and assessment (see ICVEA at: [http://vecap.org/index.php?/site/publications\\_categories/C27/](http://vecap.org/index.php?/site/publications_categories/C27/)). Currently, VECAP is involved in the development of an interdisciplinary position paper which defines and clarifies the term Functional Vocational Evaluation (FVE) as it applies to the legislation on Transition Assessment. VECAP has representation on the [Council on Rehabilitation Education's \(CORE\) Commission on Standards and Accreditation](#) which evaluates graduate level rehabilitation counselor programs for compliance to CORE accreditation standards. VECAP is a long-term appointing organization to the Commission on Certification of Work Adjustment and Vocational Evaluation Specialists (CCWAVES). As an appointing organization to CCWAVES, VECAP has four representatives who serve on the CCWAVES board and provide input regarding professional certification standards.

Sadly, in September 2008, CCWAVES announced its intention to dissolve the organization and progress toward a maintenance-only mode of operation. In reality what this means is that individuals who currently possess the CVE (certified vocational evaluation specialist) designation will continue to have the opportunity to renew and maintain their CVE credential. Unfortunately, the Commission does not foresee any future administrations of the CVE examination. As a result, the primary consequence of the CCWAVES decision is to those noncertified practitioners who are denied the opportunity to obtain the CVE designation.

Without a doubt, the loss of the professional CVE certification standard is a significant blow to our profession. However, it is important that we recognize that a profession continues to exist with or without external certification. Academically, vocational evaluation is a profession as evidenced by its theoretical body of knowledge, peer-reviewed journals dedicated to vocational evaluation, the existence of a professional code of ethics, as well as professional organizations such as VECAP which support the practice (Hamilton & Shumate, 2005; Pruitt, 1986). Vocational evaluation continues to offer a unique and value-added service which facilitates a consumer's informed vocational decision-making and contributes to the overall efficiency and effectiveness of vocational services.

The dissolution of CCWAVES does not preclude noncertified practitioners from participating in professional development opportunities to maintain their competence and to remain current with professional practices. It is our hope that both certified and noncertified VECAP members will continue to develop their professional identity and competencies by availing of the continuing education opportunities offered by VECAP and other professional organizations which promote quality training and standards in vocational evaluation and assessment services. ❖

## Member Services Report

Christine Johnson, Member Services Coordinator

We invite you to take part of our newest initiative "EACH ONE, REACH ONE". It's simple! Ask a colleague or other interested party to join VECAP. Membership can be at the Professional, Associate, or Student level (may be tax deductible – ask your tax professional). For bringing in one new member, you become eligible for \$10 off your own membership! (At renewal date– tell home office who you brought in)

Welcome Amanda McCarthy, M.S., CVE, CRC, LPC as Member Services Co–Coordinator. A member since 2006, Amanda is committed to the field of assessment and career development. She is currently a Rehabilitation Counseling Clinical Faculty member at Northern Illinois University (NIU) in DeKalb, IL. In addition to her teaching responsibilities at NIU, Amanda provides vocational evaluation services through the university's clinic. She looks forward to working with each of you!

VECAP is implementing a new strategic plan which includes an aggressive membership drive and additional services to members. We have recently revamped our website to enhance communication between organization members, and will provide a forum through which you can ask questions or otherwise exchange professional views with colleagues.

Watch for VECAP website updates to the Member Services and the new Members Access section! If you have any suggestions for what you want to see in these areas, please contact Christine Johnson at [scorpio.chris@comcast.net](mailto:scorpio.chris@comcast.net) or Amanda McCarthy at [amccarthy@niu.edu](mailto:amccarthy@niu.edu)❖

## THE FOURTEENTH NATIONAL FORUM ON *Issues in Vocational Assessment*

*Finding Your Career Path Through The Lifecycle*  
*Reed Conference Center*  
*Oklahoma City, OK*

The VECAP Board apologizes for any inconvenience, but detailed information about the next VECAP Issues Forum will be e–mailed directly to you in about one week.

There are many details and decisions affecting the next Issues Forum and the VECAP Board wants to be sure the Forum can be successful.

Look for details soon!❖

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[http://vecap.org/index.php?/site/aboutus\\_categories/C11/](http://vecap.org/index.php?/site/aboutus_categories/C11/) ❖

## Leadership Opportunities

If you have always been interested in becoming more involved in Vocational Evaluation and Career Assessment Professional (VECAP), but you were not sure what you could do or how to do this, here is your opportunity. The following is a list of Coordinator's seeking persons to "intern" for one year with the current Coordinator to learn the ropes. To obtain more information of the committees, contact the current coordinator (contact information below) or go to [www.vecap.org](http://www.vecap.org), By-laws Article VIII -Standing Committees.

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## “Members Only” Password

Please be sure the VECAP Home Office has your correct e-mail address as the username and password will be sent to your e-mail address when they change. If you have not been getting quarterly newsletters via e-mail, please confirm your e-mail address by sending your name and correct e-mail address to [office@vecap.org](mailto:office@vecap.org) ❖



*VECAP Newsletters will be e-mailed to members from now on. Be sure your spam filters have not sent it to junk mail!*

### \*\*\*\*\* VECAP Award Nominations Needed \*\*\*\*\*

Please take the time to consider nominating someone for these awards. It could make a big difference in someone's life to be recognized for exceptional service. Nominations for any of these awards should be sent to Wesley Greenwood by March 16, 2009, and include the following:

1. Name, address, e-mail, and telephone number of the person making the nomination
2. The nominee's name, address, telephone number, e-mail address, job title and place of employment
3. A narrative explanation of the nominee's contribution or service to VECAP and to the field of vocational assessment or work adjustment.

#### **Mike Rubin VECAP Service Award**

The Mike Rubin VECAP Service award is presented to a VECAP member who has made a significant contribution to the organization. This service could have been provided during the past year or over a period of several years. Only VECAP members may nominate candidates for this award and more than one person can receive this award each year.

#### **Paul R. Hoffman Award**

The Paul R. Hoffman award is given in recognition of innovation and creativity in service to persons with disabilities through professional or technical achievements in vocational assessment or work adjustment. A VECAP member may nominate a member or non-member for this award.

#### **Dick Omang Best Practices Award**

The Dick Omang Best Practices award is presented annually to a VECAP member who best exemplifies the practices of vocational assessment or work adjustment in the field. The nominee should be a VECAP member, a Certified Vocational Evaluator (C.V.E.), and recognized by peers and consumers as an ethical professional whose recommendations are sought and utilized in their respective field of practice.

You may e-mail the nomination to Wes Greenwood at [wesley.greenwood@srs.ks.gov](mailto:wesley.greenwood@srs.ks.gov) or mail the nomination to Wes Greenwood in care of State of Kansas Rehabilitation Services, 411 Washington Road, Newton KS 67114-4358. ❖

## VOCATIONAL EVALUATION AND CAREER ASSESSMENT PROFESSIONALS JOURNAL GUIDELINES FOR PUBLICATION:

### Purpose and Scope:

**Vocational Evaluation and Career Assessment Professionals Journal** is an official publication of the **Vocational Evaluation and Career Assessment Professionals Association (VECAP)**. This refereed publication is designed to advance knowledge and practices in the collective fields of vocational assessment, vocational evaluation, and work adjustment. The journal provides practitioners, consumers, and educators with an understanding of critical information in vocational assessment and therapeutic adjustment services. It concentrates on the methodology, program innovations, and instrumentation development within the areas of vocational evaluation and work adjustment.

### Types of submissions:

The VECAP Journal seeks several types of submissions. The primary interest is research or theoretically based articles that apply to vocational evaluation, career assessment or assistive technology. These articles will typically be between 16–25 pages in length. However, the VECAP journal encourages submissions from practitioners that help us to understand the practice or enhance the practice of vocational assessment. We will also consider book reviews, test or work sample reviews, and brief reports regarding initial studies in areas of interest to VECAP members. These latter submissions are expected to be 6–10 pages in length.

### Review Process:

All manuscripts will be reviewed anonymously by the Editorial Board or invited reviewers who have expertise in a specific topic. Each manuscript must be presented with a single cover sheet that identifies the manuscript title, author's name(s), appropriate credentials, organizational affiliation and contact information (e.g. mailing addresses along with daytime and evening phone numbers). Please note that the author's name and any other identifying information should not appear on subsequent manuscript pages.

### Style Requirements: All submissions should meet the following criteria:

- Manuscripts should be submitted **electronically**, and should be in MS Word or Rich Text Format.
- Manuscripts must be double-spaced in **Times New Roman (12 point)**, typed on a standard 8.5" x 11" white background, with a 1-inch margin on all sides.
- **If you have not received confirmation on the receipt of your manuscript from us, please contact us at (405) 951-3400, or Mike O'Brien at [mobrien@okdrs.gov](mailto:mobrien@okdrs.gov) (please place "VECAP Journal" in the subject line).**
- The **title of the manuscript** must be on the cover sheet with the name of the author(s) appearing immediately below the title, appropriate credentials, organizational affiliation and contact information (e.g. mailing addresses along with daytime and evening phone numbers).
- The **second page** should contain the **Abstract**, with the text starting on the third page. The abstract should be approximately 150 words.
- **All pages** must be numbered with Arabic numerals in the upper right corner.
- If you are using **Tables**, they must be typed using Microsoft Word Tables format. Tables should be numbered with Arabic numerals and provided with the titles at the top. **Figures** should be numbered with Arabic numerals and titled at the bottom.

- **Footnotes** should be avoided because they disrupt the reader's train of thought and create confusion with references. If the material is important enough for the reader to seek it out, it is important enough to be included in the text.
- **Acknowledgements, if any, should be made in a separate section** following the Conclusion or Summary section, and before the References.
- **References** should use the *alphabetical method*. Only references cited in the text should be listed. (If the material is removed or added, be sure to revise numbering.) Authors should follow the reference style used in the Publication Manual of the American Psychological Association. This manual may be viewed on-line or purchased from the American Psychological Association, APA Order Department, and P.O. Box 92984, Washington, D.C. 20090-2984.
  - Tel.: 800-374-2721; Fax: 202-336-5310.
  - TDD/TDY:202-336-6123. Internet: [www.apa.org/books](http://www.apa.org/books). E-mail: [order@apa.org](mailto:order@apa.org).
- A **Biographical Sketch** of 200 or fewer words for each author should be submitted *on a separate page* with the manuscript.

Following a preliminary review by the editor, the manuscript will be sent to three members of the editorial board or selected guest reviewers with knowledge of and/or expertise in the author's topic. Upon review, manuscripts will be either accepted or rejected, or returned to the author(s) for suggested revision. Approximately two or three months may elapse between the acknowledgement and receipt of a manuscript and notification of its disposition.

After the article has been edited for publication, the editor will submit it to the author for approval. The author will be advised to make any appropriate corrections and resubmit the article. Accepted articles are published in the order of their receipt.

It is a condition of publication that manuscripts submitted to VECAP Journal have not been published and will not be submitted or published elsewhere. By submitting the manuscript, the author(s) agree that the copyright for their article is transferred to the publisher if and when the article is accepted for publication. The copyright covers the exclusive rights to reproduce and distribute the article without permission in writing from the author(s). Rights to reproduce and distribute include reprints, photographic reproduction, microform, and any other means including electronic. Permission to use or distribute articles should be requested from the Editor or the VECAP Journal.

Manuscripts failing to adhere to these guidelines will not be accepted. **PAPER MANUSCRIPTS WILL NOT BE ACCEPTED.** Manuscripts should be submitted directly to the editor via email attachment or can be mailed as a CD ROM disc to:

Michael O'Brien, Ed.D., CRC, CVE  
Co-Editor

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*We're on the Web!*

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### IS YOUR E-MAIL CORRECT???

Please be sure your e-mail program is set to receive e-mail from [mahlers@cox.net](mailto:mahlers@cox.net) in order to receive this and future newsletters. Also, if you have not received your renewal information electronically from VECAP Home Office, please send your current e-mail address to [Office@vecap.org](mailto:Office@vecap.org) to ensure we have the correct one on file.

*VECAP Newsletters will be e-mailed to members from now on. Be sure your spam filters have not sent it to junk mail!*

### VECAP Newsletter Publication Information

Articles and information for publication in the VECAP Newsletter may be communicated in several ways. E-mail is preferred. Articles become the property of VECAP. Any reprint of all or a portion of an article must include a notice of the VECAP Newsletter as the source.

Advertising pertinent to the interests of vocational evaluators and work adjustment specialists may be placed in the newsletter. Advertisements (camera-ready or text) must be received by the editor with payment payable to VECAP. Advertising rates are:

Quarter Page .....	\$ 75.00
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Full Page .....	\$250.00

Brief professional job announcements are free. The information and advertisement in the newsletter are for the interest and benefit of members of VECAP and do not constitute endorsement or an official policy or position of the Vocational Evaluation and Career Assessment Professionals (VECAP) organization.

Information and articles for the VECAP Newsletter may be communicated to the editor at:

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