

VECAP NEWSLETTER



Vocational Evaluation and Career Assessment Professionals
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A Message from the President

By Lisa Blakeney, M.A., CVE

As we draw near the end of 2009 and my term, I reflect on the accomplishments of the organization with the assistance, commitment, and dedication of the Executive Board and you, our members. We all have been very busy and this has been an extremely challenging year. Add to that the decline in the economy and dissolution of CCWAVES, we have faced many obstacles. However, together we have...

- ∂ Revamped the VECAP website by continuing to provide resources and information to our Members, created a social network Ning and offered a presence Facebook – which widens your access to other vocational evaluation/assessment professionals and demonstrates our interest in reaching out in a variety of methods.
- ∂ By the end of this calendar year, VECAP will hopefully have all prior forum proceedings (1984–2003) available on our website available in digital formats. This will provide VECAP members and the public access to our wealth of knowledge related to the field.
- ∂ Assertively recruited nominees for the Board positions for the 2010 term in order to bring in varying interests, philosophies and

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skills to further enhance the organization and our field.

- ∂ Collaborated with DCDT (International Division on Career Development and Transition) to support their Assessment/Evaluation strand by providing several related presentations to promote the field and best practices during their national conference in Savannah, GA in October 2009.
- ∂ Collaborated with VEWAA (Vocational Evaluation and Work Adjustment Association) on presentations and mutual projects to strengthen the organizations. The President of VEWAA, Shawn Zimmerman, and myself presented together on the Community Based Assessments at the Collaborations Conference in Virginia Beach on October 5, 2009. Additionally, representatives from VECAP and VEWAA worked together on a Joint Task from May to October 2009 to explore alternatives for Certification (*Refer to the results of this*

A Message... – Continued from Page 1

- Joint Report of this Task Forces' effort on the web page under Members Only).*
- ∂ Marketed at national conferences in an attempt to increase membership and spread the word of the importance and need for Vocational Evaluation/Career Assessment.
 - ∂ Developed creative methods to increase membership by offering financial incentives for individuals wanting to develop state chapters and sent out a Call-to-Action to members of "EACH ONE, REACH ONE" which asked current VECAP members to ask a colleague or other interested party to join VECAP. Then the current member became eligible for \$10 off their own membership!
 - ∂ Investigated and developed on-line registration and renewal options on the VECAP website- available by the end of the year.
 - ∂ Became a member/supporter of the National Universal Design for Learning (UDL) Taskforce

I know that I'm missing additional accomplishments from the year, but the good thing is that there were way too many to remember them all. However, you can go to the Publications tab on the left side of the VECAP website and click on VECAP Newsletter and check out ALL of the accomplishments and news for 2009 and prior years.

Please remember that the 2010 National Issues Forum in Vocational Evaluation and Assessment – "Finding Your Career Path Through the Lifecycle" will be held from Friday, April 9, 2010 through Sunday, April 11, 2010 at the [Sheraton Midwest City Hotel at the Reed Conference Center](#), Oklahoma. Pre-conference sessions will be held on Thursday, April 8. Send your proposals for presentations in by November 30, 2009 and save the date for attending and interacting with other professionals.

In closing, I just want to thank everyone for the opportunity to serve as your President of VECAP during 2009. It has been a beneficial and educational experience filled with excitement, challenges and great camaraderie, and I can't wait to see what next year holds for the organization. ❖

VECAP is now on Facebook!!!

In our expanded reach to maximize the power of social media tools, VECAP recently added a presence on the social network Facebook. If you're a Facebook member, you can simply search for us as the Vocational Evaluation and Career Assessment Professionals Association – find us and become a fan. Take a moment to do this, become a Facebook Fan and supporter, and help us raise the important awareness of our profession and professional association! ❖

VECAP Journal Survey

Cari Schmidt and Deb Homa, Journal Editors



Thanks to everyone who has completed the VECAP Journal Survey!

The VECAP journal editors have designed a survey to research the needs and desires of the current VECAP Journal readership. This project will be used to update and modify current Journal format and requirements as desired by the readership.

So far, only about 36% of VECAP members have responded, so please take a few minutes to complete the survey if you haven't yet. If you can't find the e-mail with your link, a new e-mail will be sent November 5th. If you have never received an e-mail, please contact Cari Schmidt, PhD, Principal Investigator, at cschmidt3@kumc.edu.

Thank you for making this research project possible. ❖

MOVING ONWARD WITH THE NATIONAL CAREER DEVELOPMENT ASSOCIATION (NCDA)

Under the leadership of liaison Leicester Johnson, NCDA has offered VECAP a Feature Session at its annual international conference this summer in San Francisco. They also are providing exhibit space again for us to share the VECAP Exhibit and will be providing a session at our Oklahoma National Issues Forum in Oklahoma City. NCDA has invited VECAP to join their Governmental Affairs Committee--if anyone is interested, please contact Leicester Johnson at leicester@aohdc.org.❖

Lessons Learned: Credentialing in Vocational Evaluation

Michelle Hamilton, Standards Coordinator

No doubt, time has lessened the initial shock of the collapse of CCWAVES. However, most vocational evaluation practitioners continue to feel the *sting* and grieve the loss of our certified vocational evaluation specialist (CVE) credential. You will be pleased to know that your VECAP board has not been sitting idle on this issue.

Looking back on 25 years of certification efforts in vocational evaluation, what has our profession learned? Does past performance help predict future behavior? Where do we go from here? What does vocational evaluation credentialing look like in the future? These questions prompted a joint taskforce investigation.

Working collaboratively, VECAP and VEWA board convened a taskforce to review the history of certification in vocational evaluation and to consider alternative options for credentialing in the future. The final recommendations of the taskforce were submitted to both VECAP and VEWA board of directors in October 2009. The taskforce recommendations are summarized below.

Among the lessons learned, several themes emerged. First and most critical is that employers did not require certification for advancement. There have been brief periods when a few selected states have included preferred status for professionals who held the CVE credential. However, without consistent market forces at play, the CVE was a “nice to have” but not a “need to have” designation – there was little momentum to spur practitioners to obtain the CVE credential.

A second lesson learned which also contribute to low market demand was limited access to necessary coursework and degree programs required to obtain the CVE credential. Compounding this issue, was decreased educational funding from OSERS (RSA) which saw many masters programs drop or decrease vocational evaluation course offerings.

The third major lesson learned suggests that education-based certification model only works when funded fully in all dimensions. That means that funds are committed by government and employers in public and private service to professional development. Government funding reached its zenith in the mid 1980s and has been on the decline since,

such that the number of VE master's level programs has shrunk from a high of more than 20 to under 10. Among those programs, none has a stand-alone VE emphasis. All are allied with other departments and some even have no mention of VE on their websites. The funding has been absorbed fully into rehabilitation counseling, a much greater priority for the federal government.

Where do we go from here? What might certification look like in the future? The lessons learned from CCWAVES suggest the following characteristics are important components:

- Inclusive vs. exclusive (structure and pricing is inclusive rather than exclusive)
- Market driven rather than product driven (consumers and employers are key markets; any model must be tied to market demand based on quality market research)
- Marketed more professionally to raise visibility and prestige
- Tiered to include those emerging in practice (new to field) and in profession (graduate at associate's or bachelor's levels)
- Flexible (invite partnerships across professions, perhaps allowing for certificate level credential to those having other certifications)
- Easy access to core knowledge (on line)
- More intimately linked to professional associations (so that mentoring happens across professional development, with more senior VEs mentoring more junior ones)
- Recognized as a measure of "minimal competence," not quality

Using the joint taskforce report and recommendations, VECAP and VEWAA are continuing their collaborative efforts to identify alternatives to credentialing in vocational evaluation.

VECAP is grateful to the following members of the joint taskforce for their efforts and commitment to the profession of vocational evaluation:

Karen Pell, Chair, VECAP Representative, Columbia MD

Paige Tidwell, CVE, VEWAA Board Member, Athens GA

Randy McDaniel, CRC, VECAP Representative, Auburn AL

Shawn Zimmerman, CVE, VEWAA Board Member, Manassas, VA

Deborah Veale, CRC, VECAP Representative, Hampton VA

Stayed tuned and in touch with your VECAP organization for updates on credentialing efforts! ❖

CVE Maintenance With CRCC

The Commission on Rehabilitation Counselor Certification (CRCC) manages the maintenance of persons who are Certified Vocational Evaluators since the close of CCWAVES in 2008. CRCC is adding technology by early 2010 to offer greater access and interactivity with CVE's on their website. To be included in this database, CRCC is asking that CVE's update contact information (especially email addresses) so that when the new technology is in place, they are contacted quickly and accurately. The CRCC link is: <http://www.crc certification.com/>

Please note that the website www.ccwaves.org is currently inactive, so any communications should be pointed to the new CRCC site. ❖

The 14th National Forum on Issues in Vocational Assessment

"Finding Your Career Path Through The Lifecycle"

April 8, 2010 (Pre-conference)

April 9 – April 11, 2010 (Conference)

Sheraton Midwest City Hotel

At the Reed Conference Center

5750 Will Rogers Road

Midwest City, Oklahoma 73110

<http://www.sheraton.com>

Conference Highlights:

Social Computing Tools and Techniques

Preparing for Returning Veteran's

Integrating Assistive Technology and Vocational Evaluation

Creating Transition Assessments that Work

How to Publish in Professional Journals

The Way Forward: Issues of Certification

and more!

Plan to visit our exhibitor's which will include a hand's on Work Sample area!

For more information and to register, please visit www.vecap.org ❖

Member Services Report

Christine Johnson & Amanda McCarthy, Member Services Co-Coordiators

We hope the fall season is going well for you! We wanted to remind you that VECAP has a Facebook page. You can access the page from VECAP's homepage www.vecap.org or search for us on Facebook. We encourage you to become a fan so you can receive updates. There are several discussions already started on the page like 2010 forum information, Internships in vocational evaluation and career assessment, and universal design for learning. Be sure to check these out and add others if you wish! This is a great way to network with other people interested in the field. If you are currently a fan of the VECAP Facebook page, be sure to invite others to join. Especially encourage students and new professionals to become involved as they are the future of our profession!

2010 is approaching fast!

Thinking about your tax filing for next year? Did you realize your professional membership can be a tax deduction? If you itemize, then this can be a savings for you—consult your tax professional to find out more or go to www.irs.gov.

Join and Renew now!

NCCA and DCCT members can still join VECAP for a reduced fee through Dec. 31, 2009. Looking to save money? Renew your current membership for 2 years OR bring in a new member to save \$10!

Big thanks to Craig & Andrea Foster of Foster Assessment Center & Testing Service, Inc. (www.fosterassessment.com) – they came through again this year with 14 memberships, including 2 new 2009 memberships and 2 two-year memberships!

As always, membership is looking for ways to improve the VECAP member experience. If you have any ideas or time you would like to share, please contact one of the Membership Co-coordinators. We are always happy to hear from the membership! ❖

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http://vecap.org/index.php?/site/aboutus_categories/C11/ ❖

VECAP Represented at the 15th International DCDT Conference

Fran Smith, President-Elect

Over October 28–31, 2009, several VECAP board representatives and members traveled to the International Division on Career Development and Transition Conference, Savannah, GA to make presentations on career assessment and vocational evaluation. While Halloween festivities were in the air along the gorgeous streets of Savannah, VECAP members were busy networking on behalf of our profession!



Those in attendance and the presentations that they provided are noted below:

- “Unlocking passions through community based assessment” – Lisa Blakeney (MD) and Stacie Dojonovic (PA)
- “National VECAP position paper on functional vocational evaluation” – Dr. Samuel Castiglione (MD)
- “The importance of considering assistive technology in transition assessment – Assuring access and success for all” – Dr. Fran Smith (VA) and Janelle Bjorilie –Ellis (MD)
- “Vocational evaluation: The roadmap to transition planning” – Nancy Scott (VA)
- “Career assessment: An intervention for secondary students” – Dr. Pam Leconte (MD) and Lisa Blakeney (MD)

All were involved in presentations to support the importance of vocational evaluation and career assessment. Some made connections to assistive technology and universal design for learning (UDL), VECAP’s national positions on these topics, and our definitions of levels of assessment. Others promoted new position papers. Clearly, our message and presence at this national conference was timely and important to be made – capitalizing on the expertise of individuals trained in the field. The response to our presentations seemed to be very good and spurred some interesting conversations.



We had the VECAP display up and showcased, the membership brochures out, and the 2010 Forum flyer available. Many stopped by the display and we chatted and shared benefits of membership. Many took those applications, some joined at the conference and we suspect many more will. I chatted with several teachers who came up wanting to join and clearly looking for a professional organization that could address the growing "weight" of understanding the assessment process given the responsibility many of these folks now have for providing transition assessments. The voice of our profession is needed now more than ever!

The first face-to-face meeting of the VECAP/DCDT collaborative Career Assessment Practice Group was held Thursday at 5pm. VECAP President Lisa Blakeney, Advocacy Chair Dr. Pam Leconte and I were there and the phone connection also brought our VECAP representatives for this group --Ashley McFall, Marsha Legg and Joan Kester. We also had VECAP members Dr. Sam Castiglione (MD), Janelle Ellis (MD), and Mary Podmasko (FL) at the table. There were probably 15 or more at that meeting. Minutes were taken and these will be shared soon with all in attendance and the approximately 55+ folks around the country that have expressed interest in joining this group. All agreed that the hope is for a shared language around the understanding and practice of transition assessment. We look forward to the reflections/updates from the coordinators of this group and the next plans. For more information on this conference, highlights and sessions strands visit <http://www.dcdt.org>. ❖

A Special Thank You to DCDT (Division on Career Development & Transition)

VECAP wanted to thank DCDT; especially Dale Matusевич–President and Stacie Dojonovic–DCDT Liaison to VECAP, for their hospitality and the opportunity to provide a strong Assessment presence at their 15th International Conference in Savannah, GA. from October 29–31, 2009. The collaborative efforts of DCDT and VECAP are exciting and will be on-going with joint projects and their participation in VECAP's 2010 National Forum in Oklahoma City April 8–11, 2010. ❖

VECAP AWARDS NOMINATIONS NEEDED!!

Please consider recognizing someone for his/her accomplishments in the field of assessment and work adjustment. The VECAP Board is seeking your nominations for the following award categories:

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 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 person with disabilities through professional or technical achievements in vocational evaluation or work adjustment. A VECAP member may nominate a VECAP member or non-member for this award.

Dick Omang Best Practices Award

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

Nominations for any of these awards should include the following:

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

Please send your nominations to Office@vecap.org or mail to VECAP Home Office by January 4, 2010. Nominate someone to join the long list of distinguished recipients:

PAST VECAP AWARD RECIPIENTS

Mike Rubin VEWA/VECAP Service Award

1979. Rose Mestrow, Bill Rabucha
 1980. Bill Pardue, Arnie Sax
 1981. Gordon Keyte, Paul Meyer
 1982. Darrell Coffey, Bonnie Jones
 1983. Jan Potyka
 1984. Dennis Maki
 1985. Bob Davis
 1986. Jeri Carter, Randy Gray
 1987. Marsha Andersen, Ron Fry
 1988. Gary Sigmon
 1989. Karen Pell
 1991. Jane Ruff, Doug Seiler
 1992. Fran Smith
 1993. Joe Ashley, Lynn Dowd
 1994. Geri Harrand
 1995. Randal Elston, Martha Ensley Stokes
 1996. Lee Stroud
 1997. Juliet Fried
 1998. Darrell Turner
 2001. Diane Uliana
 2003. Karen Pell
 2005. Maureen McGuire-Kuletz
 2007. Lynn R. Dowd

Dick Omang Best Practices Award

1995. Norma Colyer, Kyle Vohlken
 1996. Cecilia Sumner
 1997. Pam Winpigler
 2001. Norma Coyler, Ken Zangla
 2003. Leicester Johnson
 2005. Wesley Greenwood
 2007. Mary Piatt

Paul R. Hoffman Award

1974. Paul Hoffinan
 1975. Bernie Rosenberg
 1976. Julian Nadolsky
 1977. Tom Gannaway
 1978. Arnie Sax
 1979. Bob Couch
 1980. Jack Sink
 1982. Dick Baker
 1983. Paul Meyer
 1984. Darrell Coffey
 1985. Randall McDaniel
 1986. Everett Barton
 1987. Walter Pruitt
 1988. Carl Botterbusch
 1989. Stephen Thomas
 1990. Don Ross
 1991. Pam LeConte
 1992. Marsha Anderson
 1994. Julius Villemarette
 1995. Ron Fry, Karen Pell
 1996. Susan Fewell
 1997. Darrell Taylor
 1998. Thomas Modahl
 2001. Geri Harrand
 2002. Fran Smith
 2003. Pamela LeConte
 2005. Nancy Scott
 2007. Joe Ashley ❖



Nominees for 2010 VECAP Board

President-Elect

Marsha L. Legg currently serves as the Director of WorkFirst for Humanim, Inc. Marsha has over 11 years experience in working with individuals with disabilities, and has been employed with Humanim for the past 10 years. In her current role, Marsha oversees all Humanim vocational services provided in Baltimore City, Baltimore County, and Harford County, including career assessment services, supported and non-supported employment programs, case management, day habilitation programs, and school-to-work programs for transitioning youth. Marsha graduated from Elon College with a Bachelors of Science in Psychology, and recently obtained a Masters Degree in Education and Human Development from the George Washington University. She is also a graduate of Leadership Baltimore County, 2003-2004 class. Marsha has been awarded over \$1,000,000 in grant funding, and has developed and implemented several innovative programs for youth and adults with disabilities. The Start on Success (SOS) program that Marsha supervises has repeatedly achieved national recognition for achieving excellent employment outcomes for youth with disabilities. Marsha is an active member of the Vocational Evaluation and Career Assessment Professionals Association (VECAP), and is currently co-chairing a national Practice Group on Transition and Career Assessment, a joint venture between VECAP and the Division on Career Development and Transition (DCDT). She has served on several task forces and committees and has presented at numerous state and national conferences on transition and employment of individuals with disabilities. Marsha is a member of the Baltimore City and Baltimore County Chambers of Commerce, and has chaired the Membership Committee and the Ambassadors' Committee for the Baltimore City Chamber of Commerce.

Secretary

Patricia A. McCarthy (Pat) is the incumbent VECAP secretary and has served for one term. She is a lead vocational evaluator with the Virginia Department of Rehabilitative Services and provides direct services to transitioning youth and adults with a full range of disabilities. She earned an M.Ed. degree in Special Education, with a focus on Career and Vocational Education, from the University of Maryland. She is a Certified Vocational Evaluator, Certified Rehabilitation Provider in Virginia, and has a Pupil Personnel Services License with an endorsement in Vocational Evaluation from the Virginia Department of Education.

Treasurer

Mary Podmostko, Ed.D., is a workforce development consultant with expertise in career assessment and the inclusion of people with disabilities. She has experience working in the public, private and public sectors, and is now working for Project 10: Transition Education Network at the University of South Florida St. Petersburg. Prior to that she served as a high school career coach for Communities In Schools of Nassau County (FL) and a senior project associate for the National Collaborative on Workforce and Disability for Youth at the Institute for Educational Leadership in Washington, DC. She has directed JTPA, JOBS, School-to-Work, Maryland's Tomorrow, and construction apprenticeship programs, as well as a leadership education center and a nonprofit independent postsecondary school. She has a Master's degree in Collaborative Vocational Evaluation Training and a doctorate in special education from The George Washington University.

Advocacy Coordinator

Ashley McFall has been working with the Pittsburgh Public Schools for the past 5 years within a transition program that integrates functional assessment into both classroom instruction and community based work experiences. She is a graduate from the University of Pittsburgh's Master's in Rehabilitation Counseling Program, and has both her CRC and CVE. While at the University of Pittsburgh, she assisted the Pittsburgh Public Schools and the Office of Vocational Rehabilitation with the development of a Community Based Assessment for Transition Process. She is also currently serving as the co-chair for the Allegheny County Transition Coordinating Council and within the leadership group for the National Community of Practice on Transition and Career Assessment.

Education Coordinator

Shawn L. Zimmerman M.S., CRC, CVE: Shawn is new to the field having worked for two years. She graduated from the University of Wisconsin-Stout with her Master of Science of Degree in Vocational Rehabilitation with a dual focus in Rehabilitation Counseling and Vocational Evaluation and a Specialization in Diverse Populations. Shawn performed her practicum with Stout Vocational Rehabilitation Institute and her internship with Georgia Department of Labor. Shawn has worked as a Vocational Evaluator in Minnesota since graduation performing community based assessments and pairing it with vocational assessments (aptitude, achievement and interest). Currently, Shawn works for the Commonwealth of Virginia in the Department of Rehabilitation Services as a Vocational Evaluator performing in-house evaluations. Shawn is currently the VEWAA President for 2009.

Member Services Co-Coordinator

John Lloyd has his Master of Science degree in Rehabilitation Counseling from California State University, Fresno. He completed his CRC designation while still a student and received his CVE in 2006. He has taught as a lecturer at Fresno State for five years, teaching classes in Career Development for People with Disabilities, Counseling Practicum, Abnormal Psychology and Assessment. John is fluent in Spanish and English and has a broad range of work experience. He lived in South America for 10 years and had his own businesses in California for 22 years. John has provided vocational assessment services for limited English and monolingual Welfare to Work clients as well as learning disability evaluation. He has extensive training in vocational assessment and psychological tests. He is currently Director of the Rehabilitation Counseling and Evaluation Center at Fresno State. John has administered contracts with SSA to do job placement and with two California Counties to do vocational assessment, learning disability evaluation and social security advocacy. He is a member of the National Council on Rehabilitation Education, Vocational Evaluation and Career Assessment Professionals Organization and has presented at conferences in DC, California, Texas, Hawaii and Alabama on topics ranging from community based education to adult survivors of child abuse.

Standards Coordinator

Dr. Jean Johnson currently serves as Assistant Professor of Rehabilitation Counseling at Langston University. She serves as our primary faculty for teaching each of our 4 vocational evaluation and work adjustment (VEWA) courses (12 credit hours) funded through our RSA-U.S. Dept of Education VEWA grant project. She has an extraordinarily practice background in vocational assessment. She served as the Coordinator of the Vocational Evaluation Laboratory at the University of Memphis for 7 years; provided vocational and career assessments at Goodwill Industries; worked as vocational rehabilitation counselor with the Tennessee Department of Rehabilitation Services for 3 years; and trained employment career specialists for the State of Tennessee to do standard career assessments for Welfare to Work clients. Dr. Johnson would like to contribute to furthering the goals of VECAP through research and practical applications of the use of career assessments. Dr. Johnson is interested in investigating conceptual frameworks for utilization in graduate studies of assessment and evaluation. ❖

Official Ballot

President-Elect

- Marsha L. Legg
- Write In _____

Secretary

- Patricia A. McCarthy
- Write In _____

Treasurer

- Mary Podmostko
- Write In _____

Advocacy Coordinator

- Ashley McFall
- Write In _____

Education Coordinator

- Shawn L. Zimmerman
- Write In _____

Member Services Co-Coordinator

- John Lloyd
- Write In _____

Standards Coordinator

- Dr. Jean Johnson
- Write In _____


You may mail the paper ballot to VECAP Home Office or e-mail your votes to Office@vecap.org.
All votes must be received by November 30, 2009. ❖

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We're on the Web!

Visit us at:

www.vecap.org

IS YOUR E-MAIL CORRECT???

Please be sure your e-mail program is set to receive e-mail from 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 to ensure we have the correct one on file.

Members Area Password will change November 7, 2009. The new password will be sent via e-mail so be sure yours is up to date with VECAP Home office!!!

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
Half Page	\$125.00
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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Office@vecap.org