

Career Coaching Today for Tomorrow's Success: Professional Development for Workforce Development Staff

Service Overview

As The Workforce Innovation and Opportunities Act (WIOA) legislation is implemented, workforce development systems must adjust their service models to focus on adoption of a customer driven approach and integration of services, while placing greater emphasis on long-term career planning with customers.

Career Coaching Today for Tomorrow's Success is a practical, hands-on training approach, providing opportunities for staff to explore the paradigm shift caused by WIOA, reflect on their current practices and learn new techniques required to be efficient and effective.

Training Details

Quick facts about **Career Coaching Today for Tomorrow's Success**:

- A customizable, two-day professional development training for Case Managers, Employment Counselors, and Career Coaches focused on integrating career coaching into current practices
- Provide opportunities for both new and experienced Career Coaches to develop, enhance and practice essential skills
- Explores the important paradigm shift from “any job” approach to a “career” mindset
- Provides strategies to develop an appropriate career pathway and detailed employment plan for each customer
- Focuses on providing necessary information and skills for Coaches and Case Managers to be effective in employing the new career-minded approach when working with customers and jobseekers
- Training materials and content features hands-on activities, role plays and case examples to address situations and scenarios Career Coaches experience on the job



Topics Include:

DAY 1 - Coaching Fundamentals

Overcoming First Impression Bias (Attribution Theory)

Facilitating Change

Strengths-Based Career Coaching

Case Management and Counseling Skills

- Engagement
- Effective Communication
- Constructive Confrontation
- De-Escalation

DAY 2 - Comprehensive Career Coaching

The 3 "I" Process-Integrated Approach to Career Coaching

- Step 1: Inquire
- Step 2: Inform
- Step 3: Integrate

Informational Interviewing

Barrier Identification and Resources

Effectively Using Assessments

Goal Setting

Case Notes

Time Management



EDSI's Approach

CUSTOMIZE

EDSI will meet with representatives of your organization to discuss specific training needs and expectations, and we will customize the training to ensure the vision and needs are met

DELIVER

We will deliver training in engaging formats that promote active learning using highly experienced trainers

EVALUATE

We will evaluate training outcomes and overall training successes while identifying future training needs

SUPPORT

We will provide onsite technical assistance, guidance and recommendations to implement training concepts and refine existing processes, helping you become more career-pathway focused

"Delivered in an active, energetic fashion, the trainings demanded more of our staff than any previous training - this wasn't just a set of lectures, but a dynamic process that required staff to prove mastery of challenging subject matter."

- Marie Mackintosh; Indiana Department of Workforce Development

"The training was eye-opening and allowed for me to develop strategies to empower my customers and truly help them identify their own strengths during a transitional time in their lives. The hands-on activities were fun and really drove the training objectives home."

- Kimberly Espenshade; Trainee/Career Coach - South Central, PA Development

About EDSI

Founded in 1979 and headquartered in Dearborn, Michigan, EDSI (Educational Data Systems, Inc.) is a national workforce development, customized training and consulting company intertwined with one common thread: helping people and companies in transition. EDSI has grown to a network that employs more than 500 people across the country. The company was named to the Inc. 5000 list of the fastest-growing private companies in America for five consecutive years, and is a "National Best and Brightest Companies to Work For" award winner and a "National Best and Brightest Sustainable Companies" award winner.

Why We Do What We Do

- We believe we can help our customers overcome their most challenging obstacles.
- We believe in seeing through other people's eyes.
- We believe in meeting people where they are today and helping them to realize a better tomorrow.
- We believe that we can make a difference in people's lives.
- We believe in living our professional lives in service to others.

www.EDSIsolutions.com