

# Quarterly Newsletter

# Instructor Connections

Spring 2008

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## Training That Sticks

The American Society for Training and Development (ASTD) is a professional organization that brings together resources to disseminate the very latest in development, forecast trends, and to chart a course for moving the training profession forward. In addition to publishing a monthly magazine, membership benefits include weekly emails with articles, current trends and facts, an annual State of the Industry Report, and numerous other benefits.

In the Bay Area there are several local ASTD chapters that meet monthly and provide an opportunity to network with other training professionals. These meetings often feature guest speakers from within the training and development industry who share their wisdom as well as learning tips and techniques.

At the recent Mt. Diablo Chapter's April meeting, Steven Cerri, of Steven Cerri International, presented "Why Most Training Isn't "Sticky" and What to Do About It!" Cerri contends that a trainer's biggest challenge is to translate training into new behavior. Changed behavior is a key source of return on investment (ROI), an organization's bottom line.

Cerri succinctly conveyed his message that it is essential to engage participants in the training process. By providing a learning structure in which the participants become emotionally engaged, they will be moved to action, and consequently, to creating new behaviors.

By describing his own process and approach when training engineers, Cerri provided inspiration to assess our own training styles and meet the challenges of full engagement.

If you are interested in learning more about the resources of ASTD or local chapter activities, go to [www.astd.org](http://www.astd.org). Go to Communities and click on the Chapters section, or simply look for the Mt. Diablo ASTD Chapter on your search engine.

## OSHA Training Center Kicks Off

Chabot-Las Positas Community College District was awarded one of eight new OSHA Training Institute Education Centers. Classes will start in June, and be held at the District Office in Pleasanton. Interested participants can register at [www.osha4you.com](http://www.osha4you.com). An online catalog of classes is available for viewing, including course descriptions and available registration options.

We are always interested in potential instructors. If you, or anyone you know, is qualified and interested in conducting OSHA training classes, contact Chris Paczocha. If you know of a client, local company, or organization that is in need of OSHA training, please refer them to our website ([www.osha4you.com](http://www.osha4you.com)) or have them call (866) 936-OSHA for more details.

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## News You Need to Know

- ✓ **Latest and Greatest** – High demand training topics at TDS include Industrial Welding and Soldering Certification. We have several clients that are extremely pleased with their trainings, but instructors continue to be a rare commodity! Perhaps based upon our foray into training for manufacturers, these areas have taken on a life of their own! Other sizzling topics are Intermediate and Advanced Excel Skills for the Workplace. Presentation Skills and PowerPoint are also adjunct topics that compliment skill sets and help advance employees to the next level.
- ✓ **New Command Spanish Training for the Workplace Now Available** – The Workplace Learning Resource Center (WpLRC) of Chabot-Las Positas CCD has recently received certification as an Official Registered Provider of Command Spanish®, Inc. Command Spanish®, Inc. is the nation's leading provider of occupational Spanish language and cross-cultural training and materials. As an Official Registered Provider, the Workplace Learning Resource Center can offer on-site, job-specific Spanish language and cross-cultural training in such diverse areas as nursing, law enforcement, dentistry, public safety, construction, hospitality, banking, office management, warehousing, manufacturing and retail sales. Command Spanish® courses are low-stress, occupational-specific, and last between 8-24 hours. To learn more, contact: Judi Watkins @ 925-485-5508 or email: [jwatkins@clpccd.org](mailto:jwatkins@clpccd.org).
- ✓ **WorkKeys Career Readiness Certificate** – The WorkKeys Career Readiness Certificate is a work skills certificate program. The Workplace Learning Resource Center (WpLRC) is currently piloting a program utilizing the WorkKeys assessment system to explore the long term viability and applicability of a career readiness certificate in Alameda and Contra Costa Counties. The assessment program measures skills in 3 critical areas: Reading for Information, Locating for Information, and Applied Mathematics. Participants can use the awarded certificate to demonstrate competencies in the 3 areas to prospective employers. Business and Industry may consider certificates as a further demonstration of a prospective employee's command of basic skills. Timeframe for the pilot program is May 2008 to May 2009.
- ✓ **Train the Trainer Series (May-Jun)** – Our partners at Seneca Center's Training Institute will be presenting the final session of a training series designed to strengthen skill sets for accessible and thoughtful training. Seneca Center has offered TDS the opportunity to send interested SME's and instructors to this training at no cost. This is a great opportunity to refine and/or develop training skills. The final session will be held on Friday, June 6 and the topic is Curriculum Design: Advanced Hands-on Development. The sessions will be held in San Leandro from 9:00a - 4:00p. To register, contact Shari Friedel at [sfriedel@clpccd.org](mailto:sfriedel@clpccd.org) or (925) 485-5219.

## SME Profile: Pamela Parkinson



Pamela Parkinson, Ph.D., LCSW is a clinical psychologist and clinical social worker, whose specialty area is working with youth and their families. She is the founder of the *Bay Area Training Collaborative* whose mission is to improve the quality of services to our youth and families. Additionally, Dr. Parkinson is the developer of the *Bay Area Family Institute of Training* and works closely with a large number of child and family community-based organizations to promote the inclusion of family in work with youth in foster care and other "at risk" youth.

Pamela works closely with the Chabot-Las Positas Community College District's Title IV-E training program to support youth in Alameda County, and also trains for Title IV-E in other counties around the S.F. Bay Area. She has worked extensively with youth in the foster care system, the mental health system and the juvenile justice system. Her highly rated training topics include, "*Understanding and Intervening with Families of Youth in Foster Care: A seminar using the "Live" One-Way Mirror*", "*Working with Families in Foster Care Using Evidence Based Principles*" and "*The Power of Including the Family System in our Work with Kids: A "Live" One-Way Mirror seminar.*"

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