

CAREER COUNSELING TO STIMULATE ADULT LEARNERS TO BECOME GREEN
COLLAR WORKERS

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ABSTRACT

The strategy of using career counseling to stimulate adult learners combined with the urgent need to save the planet; is the ideal solution for those in the midst of a career transition. Studying and applying green concepts will aid in preventing waste and encourage the use of more sustainable products. Implementing career action plans that include training adult learners to think green, and also give them memory enhancing skills will prove to be a valuable asset. Education needed is congruent to the “Green Jobs” that are in high demand, and are listed accordingly. Going “Green” is important, socially valuable, and cost efficient. Career counseling will play a key role in accomplishing goals that adult learners set for themselves in order to become “Green Collar Workers”. Career counseling will include the infusion of decision making and planning skills, cognitive skills, and analyzing the internal and external factors that may affect adult learners. Because of the “Green Movement,” it is imperative that adult learners become stimulated to learn and be trained in green collar jobs. The environment is at risk due to wasteful activities. Training adult learners to become green conscious will save our planet and provide a solution to our economy.

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CHAPTER 1

INTRODUCTION

Most conversations start out in the beginning of the day with the weather conditions. The majority of the conversations at the end of the day are about the weather conditions. People focus more on the weather conditions than and other subject that is discussed in the world. Not even money matters top the weather discussions. Particular interest in Adult Learning Studies became widely focused on as many businesses began to downsize and even close. Interest in the environment and green collar jobs began after the widely acclaimed movie “An Inconvenient Truth” narrated by United States former Vice-President Al Gore; and the movie “The 11th Hour” narrated by Leonardo DiCaprio. Articles in newspapers pertaining to the environmental crises started an all new era in the workplace. Environmentally consciousness started and individual s started to recycle, use less electricity and gas.

Because this is a world wide environmental crisis it is very important that workplace skills be upgraded and redesigned to be eco- friendly. To be eco-friendly is to start to be green, to be green is to use sustainable products and renewable energy. It is a proven fact that resources are being depleted and the idea of green collar jobs are the new way of doing business. In order to make ready the adult learner for this new design of green workplace skills, a better understanding of how to stimulate their memory retention is deemed necessary. In order to retrain and upgrade workplace skills for experienced adult learners, an understanding of how the brain works will aide in the transition being successful. There are many articles that pertain to memory and the brain. One such article states that: “Cross-training, by doing things that hit both the left and

right sides of the brain, like word puzzles plus mazes and visuals, has been proven to build brainpower”(Small, Chew, Goldstein, and Lyle. 2007), . When the redesign of our current design goes into effect, the adult learners will need skills that will make them employable. Working with ways to stimulate memory retention; and motivation to learn green collar workplace skills in adult learners, will support the economy and preserve our environment.

Problem Statement

How do we apply career counseling to stimulate adult learners to become green collar workers? What intervention strategies are needed to help adult learners become successful in the workplace? What cultural issues need to be addressed when counseling adult learners? Which assessment measures should be used in order to pinpoint career interests in a green collar job? Because of the environmental threat we have to become more conservative by using renewable energy and sustainable products. Most business ethics now are to be eco friendly. Using tools and providing workplaces that are green.

Purpose of the Research

This paper is a report based primarily on the popular press, other media and websites that are readily available to the lay public. The intent is to use sources that are friendly to “green career” aspirants in a variety of fields that require training at the technical college level. Research supports the evidence that it is necessary to educate and train adult learners in “Green Collar Jobs” in the workplace. Green laws have been implemented to provide guidelines to follow. The purpose of this paper is to provide information and use counseling as a means to stimulate adult learners to become “Green Collar Workers” and help to save the planet and the economy. Existing research and short term studies were explored to find an answer.

Significance of the Problem

The problem is life-threatening in regard to depleting our resources. By educating adult learners to think “Green” we will reduce energy consumption, waste, and pollution that will destroy our planet. While saving our planet, “Green Collar Jobs” will become available. Adult learners will be trained in “Green Technologies” and the chance of our future generation survival will be greater will be the solution to our environmental problems. The new industry era is green collar jobs and our workforce must be ready to accommodate the high demand. Strategic measures need to be taken in order to accomplish our goal. Techniques need to be improved upon and implemented. Which Standardized Tests are necessary to administer to adult learners to obtain information about placement in a green collar job? How would other counseling services help to mentally prepare adult learners be able to succeed in a green workplace? What education and training must take place to provide green workplace ready employees? These are important questions that need to be answered in order to provide a solution to the environmental threat and to stimulate adult learners to become green collar workers.

Assumptions

For the purpose of this paper, it is assumed that all research and the review of the current literature is accurately reported. It is also assumed that the most useful research reports in the literature will include recommendations on how best to use the research available.

Delimitations of the Research

The research was conducted through the use of Classroom Textbook, Television Documentaries, Newspapers, and Karmann library (University of Wisconsin-Platteville), public library, and on-line articles. Editing by Professors Tom LoGuidice and Patricia Bromley.

Primary searches were conducted via Internet through with Google Search Engine and ProQuest Host. Key search topics will include, “global warming,” “changing climates,” “iceberg shrinking in Arctic,” “brain research,” “brain exercises,” “career counseling” “workplace training,” “clean energy jobs”, “green collar jobs,” and “green policy,”. All key search topics listed have generated sources of information for my research paper.

Method of Approach

The review of literature is based on multi-media and scholarly literature. A review of popular media (movies) and scholarly literature will be followed by recommendations for adult education. A look at movies documenting the effects of global warming in our environment, and a review of literature related to the research of ways to stimulate, and train adult learners to become green collar workers. Counseling models and learning strategies for career success. The key terms that I have used are in the order that they will appear in the body of the paper.

Definition of Terms

Absorption. Interception of radiant energy or sound waves (Webster’s Ninth New Collegiate Dictionary, p. 47).

Adult Education. Lecture or correspondence courses for adults usu. not otherwise engaged in formal study (Webster’s Ninth New Collegiate Dictionary, p. 58).

Antioxidant. A substance that opposes oxidation or inhibits reactions promoted by oxygen or peroxides (Webster’s Ninth New Collegiate Dictionary, p. 92).

Blackbody. An ideal body or surfaces that completely absorb all radiant energy fall upon it with no reflection (Webster’s Ninth New Collegiate Dictionary, p. 156).

Career. A field or pursuit of consecutive progressive achievement esp. in public, professional, or business life (Webster's Ninth New Collegiate Dictionary, p. 208).

Cell. A receptacle (as a cup or jar) containing electrolyte either for generating electricity by chemical action or for use in electrolysis. (Webster's Ninth New Collegiate Dictionary, p. 219).

Combustion. A chemical process (as an oxidation) accompanied by evolution of light and heat (Webster's Ninth New Collegiate Dictionary, p. 262).

Counseling. Professional guidance of the individual by utilizing psychological methods esp. in collecting case history data, using various techniques of the personal interview, and testing interests and aptitudes (Webster's Ninth New Collegiate Dictionary, p. 296).

Ecology. A branch of science concerned with the interrelationship of organisms and their environments (Webster's Ninth New Collegiate Dictionary, p.395).

Eco-System. The complex of a community and its environment functioning as an ecological unit in nature (Webster's Ninth New Collegiate Dictionary, p. 395).

Electrolysis. The producing of chemical changes by passage of an electric current through an electrolyte (Webster's Ninth New Collegiate Dictionary, p. 401).

Electrolyte. Nonmetallic electric conductor in which current is carried by the movement of ions (Webster's Ninth New Collegiate Dictionary, p. 401).

Environmentalist. One concerned about the quality of the human environment (Webster's Ninth New Collegiate Dictionary, p.417)

Fossil Fuel. A fuel (as coal, oil, or natural gas) that is formed in the earth from plant or animal remains (Webster's Ninth New Collegiate Dictionary, p. 487).

Greenhouse Effect. A warming of the earth's surface and the lower layers of atmosphere that tends to increase with increasing atmospheric carbon dioxide and that is caused by conversion of solar radiation into heat in a process involving selective transmission of short wave solar radiation by the atmosphere, its absorption by the earth's surface, and reradiation as infrared which is absorbed and partly reradiated back to the surface by carbon dioxide and water vapor in the air (Webster's Ninth New Collegiate Dictionary, p.536).

ion. An atom or group of atoms that carries a positive or negative electric charge as a result of having lost or gained one or more electrons (Webster's Ninth New Collegiate Dictionary, p. 638).

Methane. A colorless odorless flammable gaseous hydrocarbon CH₄ that is a product of decomposition of organic matter in marshes and mines or of the carbonization of coal and is used as a fuel and raw material in chemical synthesis (Webster's Ninth New Collegiate Dictionary, p. 747).

Oxidase. Any of various enzymes that catalyze oxidations; esp. one able to react directly with molecular oxygen (Webster's Ninth New Collegiate Dictionary, p. 843).

Ozone. A triatomic form of oxygen that is a bluish irritating gas of pungent odor, is formed

naturally in the upper atmosphere by a photochemical reaction with solar ultraviolet radiation or generated commercially by a silent electric discharge in ordinary oxygen or air, is a major agent in the formation of smogs, and is used esp. in disinfection and deodorization and in oxidation and bleaching (Webster's Ninth New Collegiate Dictionary, p.844).

Ozonosphere. An atmospheric layer at heights of approximately 20 to 30 miles (32 to 48 kilometers) characterized by high ozone content . (Webster's Ninth New Collegiate Dictionary, p. 844).

CHAPTER 2

REVIEW OF RELATED LITERATURE

History of Global Warming

Society began to really take notice of the greenhouse effect in 1988. But 1988 was not the first warning about this problem. People ignored the claim about the green house effect by scientists in the 1800's. For example: "Svante Arrhenius (1859-1927) was a Swedish scientist that was the first to claim in 1896 that fossil fuel combustion may eventually result in enhanced global warming." However, during that time the threat seemed like a scare tactic or scatter brained idea that didn't have any meaning. The ideology of that era did not pertain to the environment. It is questionable if the general population even knew what the term fossil fuel combustion meant. Greenhouse effect had to have been a laughing matter during the time of the horse and buggy, candle light, and farming.

As people complain about the hot weather and the hole in the ozone layer, the truth hits home. Meteorologists began to research the weather conditions which confirmed "We now know that 1998 was globally the warmest year on record, followed by 2002, 2003, 2001 and 1997. The 10 warmest years on record have all occurred since 1990."(Maslin, 2004, pp. 8)

Health concerns are becoming accelerated because of the release of information that air pollution cause disease. Another big issue is that of the water quality. It is no secret that damage to our environment began with the industrial era. Evidence shows that the media plays a key role in how people look at, understand, and communicate about everyday issues concerning our environment.

Currently, the war in Iraq is a major concern to many people because it is affecting our

environment. The government official's talks about passing energy bills and green policies conflict with the government demands to support war. Whenever there's an explosion, whether it is in the water or the air, the pollutants that are released cause many diseases. People become ill after inhaling the toxins in the air, livestock die, vegetation is contaminated, and water is not fit for drinking or bathing.

The prediction that fossil fuel combustion would cause greenhouse effects has been confirmed by scientists, environmentalists, and researchers globally.

Depletion of Resources

The demand for sustainable products and renewable energy is on the rise. Concerns about our food supply have brought about the focus on pesticides and toxins released into the air and water. Organic farming has become very popular, cloning animals to produce more meat at a quicker rate is being considered by the government. The fish in the water are dying because of bacteria.

In an article titled "Capitol Hill Ocean Week to Address the Impacts of Global Warming on Marine Wildlife and Ecosystems, Fred O'Regan, The International Fund For Animal Welfare (IFAW) said: "This year's topic is particularly timely and relevant because we are already seeing the profound and lasting impact that climate change is having on ice dependent marine species such as polar bears and walruses."(PR Newswire, 2008) Remember climate change is the new terminology greenhouse effects. Above water, underwater, and on land animals are becoming extinct due to the consumption and demand of humans. Popular opinion is that the more money that people make; the more things that they want, not things that they need.

Career Counseling and Strategies

By incorporating the 7 C's, which are clarity of purpose, commitment,

comprehensiveness, collaboration, coherence, coordination, and competency; the adult learner will have the necessary tools and support that is needed for a smooth career transition.

According to the author Vernon G. Zunker, “Vocational guidance is accomplished first by studying the individual, second by surveying occupations, and finally by matching the individual with the occupation. This process, called trait-and-factor theory” (Career Counseling, p.25).

Other theories that prove beneficial are, Psychodynamic Theories, Cognitive Theories.

Behaviorism Theories, Humanism Theories, Modern Theories, Feminist Theories, Multi-cultural Theories, and Integrative Theories. All of these theories will play some part in the career mapping process for adult learners. By empowering them with the knowledge that there are many different “Green Jobs” available to them.

Green Brain Adult Education

It is extremely important to implement memory skills with the “Green” courses that deemed necessary to prepare for “Green Collar Jobs.” A way to study green memory skills are by using the internet. By playing mind memory games on the internet there will be less paper waste. Also, taking on-line courses and using teleconferencing are forms of “Green Brain Education.”

Green Collar Jobs

“Green Collar Jobs” are now booming for job seekers. A stimulus plan proposes: “The proposed American Clean Energy and Security Act could help to generate a net increase of about \$4.6 billion in investment revenue and more than 47,000 new clean-energy jobs in the Garden State, according to a new study from the University of Massachusetts and the Center for American Progress” (NJBIZ). There are many job titles that are in high demand for “Green Collar Workers”. Most job search engines require that we register with their site and enter in the job title, location, and pay rate that we would desire; before allowing access to their available job listings. However, most green collar jobs require that we relocate. For example GE is a company that employs green collar workers its website states: “GE Energy is one of the world's leading suppliers of power generation and energy delivery technologies in all areas of the energy industry including coal, oil, natural gas and nuclear energy as well as with renewable resources such as water, wind, solar and alternative fuels” (www.ge-energy.com). Below are some green collar job positions that are posted on the GE website; the site lists positions for green collar workers globally. Also listed are positions posted for a recruiting company titled Selby Jennings listed on the Green Jobs website: “Selby Jennings is the foremost provider of recruitment solutions to global environmental institutions, major energy and commodity corporations and leading sustainability consultancies across Europe, the US, Asia and the Middle East. Within the sustainable and renewable space we cover project financing, commodity financing, project development, CDM/JI development roles, exploration and engineering, and all other areas related to the wind, solar, hydro, geothermal, biomass, carbon and GHG markets. Covering both contingency and retained recruitment services, we offer our clients an industry

leading marketing driven operation, as well as a search and selection service to ensure we access the best and most relevant pool of candidates for every assignment”

(<http://www.greenjobs.com/public/job.detail.aspx.jobid=3496>).

Wind Resource Manager – The Wind Resource Manager will serve as an integral part of the Americas Pole leadership team to develop resource planning strategies and execute accordingly while optimizing resources and meeting customer and business metrics.

Location: Atlanta / Unspecified, Wisconsin, Georgia, United States /GE Energy (<http://www>.

Entry Level Software Engineer - The Entry Level Software Developer will be responsible for new product development, software sustaining and customer support. Bachelor's degree in Engineering or Computer Science OR high school diploma and a minimum 6 years industry experience. Location: Minden, Nevada, United States/GE Energy (<http://www>.

Mechanical Engineer – The Mechanical Engineer will be a key member on the Global Research team focused on solving cross disciplinary mechanical integration problems for the development of next generation fully integrated products for GE’s Water, Aviation, Oil & Gas, Healthcare and Energy businesses.

Location: Niskayuna, New York, United States/GE Corporation-Global Research

(http://www.ge.com/jobsearch/jobs/Mechanical-Engineer/Engineering*s).

Senior Engineer-ATO Wind Systems New Technology-

Location: Greenville, North Carolina, United States/GE Energy (<http://www>.

Field Engineer-Mechanical (IL)

Location: Tel Aviv Israel

Platform Manager (m/w)

Location: Jenbach, Austria | GE Energy

Senior Counsel - C&I EMEA

Location: Budapest - Pest Megye, Hungary | GE Consumer & Industrial

Research Scientist - Organic/Inorganic Chemistry/

Location: ShangHai, ShangHai, China | GE Corporate

Asset Optimization Software Engineer

Location: Foxboro, Massachusetts, United States | GE Technology Infrastructure

Quality Assurance Lead Engineer

Zeist, Netherlands | GE Technology Infrastructure

Intern: Wind Fault Tolerant Control design (m/f)

Location: Garching b. Munchen, Germany | GE Corporate

ShangHai, ShangHai, China | GE Energy

Offshore Wind Service Director (m/f)

Salzbergen, Germany | GE Energy

Executive - Oil & Gas Communications Leader

Firenze, Italy | GE Energy

Renewable Energy IM Project Leader - ERP

Atlanta, Georgia, United States | GE Energy

Commercial Operations Team Leader-Contract Management (m/f)

Jenbach, Austria | GE Energy Infrastructure

Mechanical Engineer Machine Component & Structures Design

Location: Niskayuna, New York, United States | GE Corporate

Black Belt 5 - AERO

Location: Houston, Texas, United States | GE Energy Infrastructure

Location: Atlanta / Schenectady, New York, Georgia, United States | GE Energy
Infrastructure

Corrosion Scientist

Location: Niskayuna, New York, United States | GE Corporate

Solar Sales Engineer

Company Location: New Jersey

Candidate Requirements: A minimum of 2 years of sales experience within the solar PV market. Undergraduate degree in electrical civil or mechanical engineering.

My client develops solar photovoltaic solutions for residential, commercial and utility clients. They are now looking to add to their sales team by hiring a new sales engineer to boost revenue in the New Jersey area. Working closely with the business development team to source new opportunities within the market. Pitching the benefits of solar energy to clients. Analyzing the individual needs of each client and explaining the reasoning for them to buy each product from a technical perspective. Closing sales deals providing advice on technical issues for clients and managing post-sales relationships

(<http://www.greenjobs.com/pulic/job.detail.aspz.jobid=3496>)

These are real job leads that are intended to inform and stimulate adult learners to start thinking “Green Employment”. According to an article written by Jennifer Koons, titled The

Federal Energy Initiatives Buoy Hopes of Job Hunters: “While no industry is immune from the effects of the global recession, there are still tremendous opportunities in the new energy economy for job hunters, said Neal Lurie of the American Solar Energy Society”

(Greenwire).inadequate reference

Green Laws

With any change, laws are implemented in order to maintain order and respect. As with the “Green Movement”, “Green Laws” are implemented. The following material is from IRENA (Statute of International Renewable Energy Agency) Article II Objectives: “The Agency shall promote the widespread and increased adoption and the sustainable use of all forms of renewable energy, taking into account national and domestic priorities and the contribution of renewable energy environmental preservation”(Conference On the Establishment Of The International Renewable Energy Agency). The Statues of IRENA was signed in Bonn, world Conference Center, on Monday, January 26, 2009. These “Green Laws” are the foundation and guidelines of the “Green Movement”; which shows the significant progress that has been made toward saving our planet.

CHAPTER 3

Conclusions and Recommendations

In conclusion there are numerous ways that individuals can help save our planet by doing their part starting at home. Many companies are already converting to “Green” solutions in their everyday business planning. Because companies are now taking full responsibility for providing clean energy services, and waste management, a lot of job titles and job requirements will remain the same. Education requirements will not change, only the bad habit of wasting, polluting, and depleting our resources will change.

Although the environment is in terrible shape there are still ways to sustain and renew our resources. For example a definition is given that states: “ Infrared heating is also becoming more popular in industrial manufacturing processes, e.g. curing of coatings, forming of plastics, annealing, plastic welding, and print drying. In these applications, infrared heaters replace convection ovens and contact heating. Efficiency is achieved by matching the wavelength of the infrared heater to the absorption characteristics of the material” (Wikipedia date?).

As recommended by Ocean Conservancy, the following behavioral changes will impact our environment in positive ways:

- Buy items in bulk with less packaging. Avoid individually wrapped foods.
- Set rain barrels outside to collect and conserve water when rains.
- Remember that durable is better than disposable; more throwaways mean more landfill space and more marine debris.
- Buy items made of recycled material and those that can be recycled in your community.
- Buy food that is produced locally, in accordance with conservation principles.

Transporting food over great distances use more energy.

- Bicycle or walk more often to get where you’re going; these methods of transportation use no fossil fuels and don’t pollute the air and the ocean.
- When these methods aren’t practical, use transit or carpools, which cause much less pollution per person per mile.
- Consider purchasing a hybrid gas/electric vehicle. It can cut your carbon dioxide emissions in half.

- Send a letter to your electric company requesting that they use clean energy sources such as wind power. If you have the choice, choose to purchase clean power rather than power generated by fossil fuels.

Training adult learners in the Sciences, Engineering, Waste Management, Economic Recovery, are the start of a series of “Green Training” that are necessary for “Green Collar Jobs”.

Stimulating and motivating the adult learner start by giving incentives, such as benefits of being “Green Educated”. By emphasizing the rewards of re-learning, and being re-trained, to perform their job duties in a manner that will conserve energy and produce sustainable products. The overall end to the means will be a productive society that will save the planet.

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