

# OUR PROGRAMS

## Counseling and self-realization

Career counseling is a forum for the most direct and results-oriented engagement between dancer-clients and counselors; as well as dancer-clients and their peers. Career counseling is the organization's most in-depth program and the foundation upon which all its other services are built.

### Individual Counseling

#### One-on-one counseling

Individualized counseling enables the organization to directly address the unique concerns of each dancer-client. One-on-one counseling is often a performer's first direct interaction with the organization as he/she begins to recognize the necessity of planning for a life beyond dance and address issues related to career changes. Face-to-face counseling is therefore invaluable in its role in assuring dancers that the organization will be alongside them through each step of the transition process. Counselors utilize Myers-Briggs personality assessment tools to help dancer-clients understand their own personal needs and interests and to begin evaluating choices for the future. Specifically, career counselors adhere to the following rubric:



Specifically, career counselors adhere to the following rubric:

- An individual self-assessment to determine the special aptitudes and career interests of the dancer-client
- The identification of career options
- The creation of a strategic plan toward a specific career path
- The identification of necessary preparatory degrees or certification programs
- Allocation of additional sources of funding for education and retraining
- A review of networking tips within chosen fields
- Résumé/cover letter preparation and job search methods
- Determination of the hiring process within specific professions
- Interview practice and advice
- Negotiation of responsibilities and compensation in a new job

### Group Counseling

#### Focus and Support Groups

Focus and support groups allow dancer-clients to gather with their peers in a positive stress-free environment. Purposely small in size, focus and support groups are uniquely poised to destroy

the isolationist stigma often associated with the career transition process. Dancer-clients discover that their peers in all areas of dance are encountering the same challenges and doubts which they are experiencing, which serve as a constructive counterpart to each participant's one-on-one counseling.

Focus and support groups support two (2) specific need-based communities:

The Business Group provides entrepreneurial dancers with practical business information and networking opportunities among fellow entrepreneurs and business practitioners.

The Diamond Group consists of mature dancers to discuss the shared concerns of late career development, finances, health, work-related skills, and other aspects of their professional lives.

### CareerLine

CareerLine, the organization's nationwide toll-free telephone counseling hotline, allows dancer-clients outside of the New York City, Los Angeles, and Chicago areas to make use of free career counseling via telephone. Recognizing both the geographic distribution as well as the rigorous touring schedules of

performing artists, the inclusivity of CareerLine allows dancers to make an initial contact or continue previous counseling with Career Transition For Dancers no matter where their career may take them.

### To Inspire

#### Career Conversations

Career Conversations are free seminars that expose dancers to the vast array of opportunities, resources, and career paths available. These seminars are geared toward both those dancers who are seeking guidance on jumpstarting the transition process and those who have begun to achieve a more finely-tuned awareness of the next step. Past Career Conversations topics include "How to balance your personal life and work schedule", "What you need to know before returning to school", and "How to start your own business."

Dancer-clients who cannot attend live Career Conversations because of to work, touring, or rehearsal schedules may access archival video footage of each seminar on the organization's website. These seminars are also syndicated through iTunes to be downloaded to portable MP3 and video players for viewing on the go.

## Stepping Into Hope & Change

Stepping Into Hope & Change are full-day career development conferences with sessions led by panels of industry experts and career counselors addressing issues such as: economic climate and conditions, career planning and forecasting, and self-discovery for transition preparation. Additionally, it provides a Networking/Resource Fair and break-out testimonials from successfully transitioned dancers. All of these elements are client/industry responsive and interactive.



## Reaching Out

### Local Outreach Project

Local Outreach Projects introduce dancers to Career Transition For Dancers' programs through their colleagues and peers, encouraging them to institute long-term career plans while still dancing. Each project varies in structure, based on dancers' interests, needs, and performance schedule. Our Local Outreach Project is an effective way to demonstrate how the issues of transition apply to all dancers while attendees are surrounded by their peers and organization alumni in a positive environment.

### National Outreach Project

The National Outreach Project brings the organization's individual and group counseling services to cities with a significant dance presence. These two-day seminars introduce dancers around the country to the organization's signature counseling methodology so they can begin developing second careers while still performing. Throughout Part One, counselors use Career Transition For Dancers' signature career exploration methodology to help dancers identify personal interests and skills, discover career possibilities for the future, and address the emotional aspects of change. Part Two is dedicated to thirty-minute, one-on-one career counseling appointments and follow-up information to those who wish to continue using the organization's services.

National Outreach Projects allow the organization to reach the largest and most diverse audience possible - and most importantly,

to spread awareness of its unique transition methodology within close-knit dance communities. Participants in National Outreach Projects regularly become the organization's long-term Career Transition For Dancers dancer-clients, making extensive use of the CareerLine, financial assistance services, and online career resources.

### Moves-Stories of Transition

Highlights the accomplishments of our nationwide dancer-clients, provides our audience with how-to videos and sources of inspiration.

### Dancers on the Move

The monthly dancer-client specific e-newsletter informs dancers of upcoming programs, services and community events received by Career Transition For Dancers and partnering companies in their region.

### Financial Assistance

Career Transition For Dancers' educational scholarship and entrepreneurial grants are the second category in the organization's collaborative programming structure, and were created to assist those dancer-clients whose new career paths require new degrees or skills, and whose fresh ideas require seed funding. Dancer-clients craft an educational or business plan during individual counseling sessions and proceed to work with the organization's career counselor and grants administrator to secure funding toward their needs. While many dancers return to school following the end of their career in dance, many more are beginning to attend classes and pursue degrees while still performing. Career Transition For Dancers' financial assistance program often means the difference between the confidence and ability to launch a new venture and the limitations of a dancers' salary.

The organization's financial assistance fund is divided into two programs:

#### The Caroline H. Newhouse Scholarship Fund

The Caroline H. Newhouse Scholarship Fund provides \$2,000 grants to dancers pursuing an undergraduate degree, certifications or launching a new business. Eligible dancers must complete an application form and provide documentation of a work history in performance. The Newhouse Fund was established in 2002 by the organization's Director Emerita Caroline H. Newhouse.

#### The Sono Osato Scholarship Program For Graduate Studies

The Sono Osato Scholarship Program For Graduate Studies provides \$5,000 merit-based scholarships toward graduate degrees in fields other than dance performance. The Osato scholarship program was created to help dancers meet the substantial financial commitments that come with the pursuit of a graduate-level degree. Areas of graduate study supported by the scholarship include professional degrees, the medical arts, the

social work professions, physical and social sciences, education, business and the humanities. The program was established in 2005 by a generous gift from renowned dancer and actress, Sono Osato.

## Career Resources

Career resources make up the final category in Career Transition For Dancers' cooperative services. These online resources help dancers to research new careers, remain up-to-date on the organization's other programs, and reach out to alumni.

### Video Career Conversations

Easily accessible in a variety of ways, Video Career Conversations are archival recordings of the organization's live Career Conversations seminars. Video Career Conversations feature a panel of experts from a number of disciplines discussing a range of topics with transitioning dancers. Video Career Conversations - created to meet the on-demand scheduling needs of rehearsing and working dancers - are classified into six thematic categories and available for viewing directly on the organization's website. Dancers may also subscribe to the videos via RSS feeds and iTunes and download them onto portable MP3 and video players for on-the-go access.

### National Career Network

The National Career Network is a searchable online database connecting transitioning dancers with professionals interested in offering their own experience in a wide variety of non-dance fields. Dancers using the National Career Network can search by career field and/or alma mater to locate and network with professionals working in 15 fields ranging from arts administration to law and government. The National Career Network is essential to ensuring that transitioning dancers continue to receive long-term support from both Career Transition For Dancers and their own community as they navigate a new career field.

### Transition Links

Transition Links are a collection of external resources aggregated on [careertransition.org](http://careertransition.org) which reflect and reinforce the organization's services. Categories such as career counseling, assessment and job search; financial aid for college; dance publications; and performing arts unions link to guides, tools, and resources all of which have been selected and evaluated by Career Transition For Dancers' career counselors.

### MovingOn

The organization's semi-annual newsletter is read by over 60,000 current and former dancer-clients, funders, and other members of the dance community in print and online. The newsletter provides helpful career transition information, spotlights dancer-clients who have successfully completed a career transition, and features updates on the organization's bi-coastal programs, a message from the President of the Board, fundraising and planned giving information, and an annual list of contributors. MovingOn

connects our dancer-clients and donors with the organization; inspiring, engaging, and informing our constituency about our valuable programming and plans for the upcoming year.

### Website ([careertransition.org](http://careertransition.org))

Career Transition For Dancers' website is the organization's central networking and outreach resource hub. The website provides dancers with the tools and information to begin planning for their transition while still dancing and empowers them with on-going on-demand information over the course of their transition process - all on their own time and at a pace that is comfortable for each individual. The website houses all of the organization's other career resources (as described above) as well as a history of the organization and donation and contact information. With the advent and advancement of web 2.0 and social networking, the website will continue to evolve and integrate the most up-to-date technology and peer-to-peer interactivity options. [Careertransition.org](http://Careertransition.org) is generously underwritten, in part, by Rolex Watch USA.



Pre-Gala Luncheon hosted by Rolex Watch USA. L-R: Gala Chairs: Board Member, Ann Van Ness; Irene Shen; Jane Powell; Michele Herbert; Rolex Watch USA's President & CEO, Stewart Wicht; Board Vice President, Anka K. Palitz; Board Member, Janice Becker.

(Photo by: [JeremyDavisPhotoNYC.com](http://JeremyDavisPhotoNYC.com))

### Resource Centers

The organization's New York and Los Angeles offices maintain Resource Centers for use by all dancers. The Resource Centers contain career development literature, university guides and course lists, listings of financial aid opportunities, archived copies of the organization's newsletter, testimonials from current and former dancer-clients, job postings, computers and printers for résumé and portfolio creation, and access to the organization's online career resources. Dancers visiting the New York and Los Angeles offices for career counseling appointments often spend significant time in the Resource Center gathering support materials both before and after their appointment. The organization is currently developing a plan to place all of the Resource Center's materials online for unlimited nationwide access.

All Photos by Jay Blinky