

# Robert Frederick

Live in New York's Capital Region While Serving the World | edafrederick@gmail.com | 518.767.0036

---

*Recognize and unleash the talent within yourself, your team, or your business*

- Led 10,000+ individuals through developmental stages (Discovery, Exploration, Action)
- Facilitated and presented 2000+ workshops on professional development issues
- Coordinated 300+ conferences, career expos, and networking events
- Led, participated in and implemented strategic planning processes for colleges and organizations
- Change agent and mentor of community, state wide and regional professional associations

**I'm perfectly positioned to work with organizations who wish to be Fearless Talent Agents**

---

## PROFESSIONAL EXPERIENCE & TALENTS

**Founder / Coach / Facilitator**, Employee Development Associates, Albany, NY | 2005 – Present  
*(Consulting and coaching business focused on developing people for higher level responsibilities)*

- Coach individuals and organizations in transition to design a strategic approach for success
- Co-design professional development training with business and organizational partners that received recognition from local and state wide professional associations
- Awarded a free chamber membership by business professionals during the 2016 Capital Region Entrepreneurship Boot Camp. My business plan was stated as, "one of the best ever."
- Member of Professional Development Committee for SUNY Career Development Organization
- Workshop presenter for colleges and organizations and writer of articles and a book in progress

**Director of Career & Transfer Services** | Schenectady County Community College, NY | 1994 – 2016  
*(Recognized subject matter leader amongst the largest educational systems in the United States)*

- Transformed a one person job placement center serving hundreds into an integrated career and transfer center with professional and student support staff serving thousands annually
- Quickly converted inaccessible career and employment resources to a 24/7 online system allowing greater access to opportunities generated from multiple sources
- Assessed services and worked with faculty to integrate services to increase access by 600%
- Collaborated with Academic Deans to rebrand career fairs into student learning conferences increasing attendance by 120% and identifying learning outcomes
- Designed an innovative and interactive program called Speed Networking that taught 3000+ students to respond professionally to common workforce situations. 99% positive rating.
- Coached thousands of people (70% economically disadvantaged, 40% multi-cultural, 45% educationally underprepared) to align talents with workforce needs
- Presenter and facilitator of thousands of workshops and meetings to move ideas to actions
- Initiated hundreds of internal and external partnerships to expand access to services
- Lead coordinator for student business plan competitions and business recognition celebrations
- Received SUNY Chancellors Award for Excellence in Professional Service first year eligible

**Coordinator of Student Employment / Career Associate**, SUNY College at Cortland, NY | 1989 – 1994  
*(Leader in student development and leadership training amongst colleges in New York State)*

- Redesigned student employment operations including the integration of a new computer system
- Established a student employment recognition program that touched 25% of campus employees
- Served as VP of local workforce consortium, perform outplacement services, Job Fair Coordinator
- Coached students, including international students and immigrants, with career and transfer issues

**Residence Hall Director / Advisor**, SUNY College at Cortland, NY | 1986-1989

- Supervised front line services and emergency response for students experiencing life transitions

**Waterfront Director / Senior Counselor / Instructor**, YMCA, Capital Region, NY | 1981-1985  
*(Began with the Albany YMCA and transitioned to Camp Chingachgook leading innovative activities)*

- Established learning challenges for children at all stages of growth | Outstanding Service Award

---

**EDUCATION & CERTIFICATIONS**
**Master of Arts in Social Sciences**, University at Binghamton, NY | 1997

- Completed coursework in Cross Cultural Counseling at Syracuse University
- Research focused on Human Development, Employee Assistance, Workplace Learning

**Bachelor of Science in Physical Education** | Sports Management, SUNY Cortland, NY | 1987

- Extensive involvement in Residential Learning Environments, Sports Sciences & Management

*Certifications & Training:*

- Capital Region Entrepreneur Boot Camp (Top 3) | 2016
- Mental Health First Aid | 2015
- Advanced Professional Coaching, Coach University | 2003
- MBTI Certified (2001) | Strengths Finder | Discover | Holland

*Special Skills:*

MS Office Suite (all systems)  
Databases | Social Media  
Webpage | Online Resources  
Program Design & Facilitation

---

**INDUSTRY LEADERSHIP & PROFESSIONAL AFFILIATIONS**
**State University of New York Career Development Organization | 1990 – Present***Strongest SUNY professional group with membership from most of the 64 campuses throughout NYS*

- Emeritus Member, President (1998), President Elect, Treasurer/Secretary, Employer Relations
- Coordinator of three annual conferences throughout New York State | New Member Mentoring
- Recipient of 7 awards for outstanding programming and office operations

**Schenectady / Capital Region Chamber of Commerce Member | 1994 – Present**

- 2016 Entrepreneurship Boot Camp Graduate and Top 3 Business Plan Winner
- Member of Coordination Team for Career Expos for Schenectady School District students
- Co-Facilitated & Designed Employee Customer Service trainings for regional businesses

**Capital Region Career Consortium | 1994 – Present***One of the original college career development groups formed in NYS with 18 institutional members*

- Emeritus/Co-Chair (2001-2003 and 2008-2010), Facilitator of Leadership Retreats
- Spearheaded the development of an online job posting portal for capital region businesses

**Northeast Association of Student Employment Administrators | 1990 – Present***The most establish regional chapter of NSEA with membership from 12 states*

- Emeritus Member, President (1994), President Elect, Treasurer/Secretary, Employer Relations
- Coordinator of 12 state annual conferences in Washington D.C. and Boston, MA
- National Association Executive Board Member | Outstanding Service Award

**Society for Human Resource Management (Capital Region Chapter) Member | May 2017 – Present****Association for Talent Development (Hudson Mohawk Chapter) Member | May 2017 – Present****Capital Region Recruiters Network Member | May 2017 – Present****Career & Transfer Services Advisory Committee @ SCCC | 1994 – 2016**

- Facilitate quarterly meetings with industry professionals and colleges to address the needs of college services to organizations, students and alumni

**National Association for Colleges & Employers Member | 1998 – 2014****New York State Cooperative & Experiential Education Association Member | 2012 – 2015****New York State Transfer & Articulation Association Member | 2012 – 2016****Rotaract Club of Schenectady / Affiliated with Schenectady Rotary | 2010 – 2016**

- Co-Advisor to students who develop professional skills while being global citizens