### NON-LICENSED TRADES

#### Professional Organizations:
- National Institute for Certification in Engineering Technologies (NICET)
- Association of Higher Education Facilities Officers (APPA)
- Association for Preservation Technology International (APT)

#### Events & Training:
- UVa Center for Leadership Excellence classes
- SkillSoft classes
- UVa Facilities Management safety training
- Association of Higher Education Facilities Officers (APPA) annual conference
- Association of Higher Education Facilities Officers (APPA) training events
- Association of Higher Education Facilities Officers (APPA) Leadership Academy
- Association of Higher Education Facilities Officers (APPA) Institute for Facilities Management
- Association for Preservation Technology International (APT) events

#### Education & Certifications:
- UVa Facilities Management HR & Training - education, apprenticeship & training
- Charlottesville Albemarle Technical Education Center (CATEC) CE & apprentice programs
- Building Trades classes (PVCC)
- Electronics classes (PVCC)
- Certified Elevator Technician (CET) certification (NAEC)
- VA Department of Professional and Occupational Regulation Tradesmen Program

#### Independent Learning:

#### Publications:
- Association of Higher Education Facilities Officers (APPA) publications

#### Social Media:
- NICET Facebook
- NICET LinkedIn
- APT Facebook
- APT LinkedIn

#### Other Resources:
- Association of Higher Education Facilities Officers (APPA) Body of Knowledge

#### On-the-job Resources:
Mentoring:
- Management Mentors
- National Mentoring Partnership
- Center for Creative Leadership (CCL) mentoring information
- Bringing People Together mentoring information
- Virginia Mentoring Partnership
- Free Management Library

Job Shadowing:
- Careers Out There
- "The Job Shadow Knows: Try on a Career Before You Commit"
- About.com "Job Shadowing is Effective On-the-Job Training"
- Success Mentor Education Inc. "Top 7 Questions to Ask on a Job Shadow Interview"

Informational Interviews/Networking:
- My UVa Career
  "Mastering the Informational Interview" (NY Times)
  "What is an Informational Interview Anyway?" (U.S. News & World Report)
- Informational Interviewing: The Neglected Job Search Tool
  "How Does an Informational Interview Work?"

360 degree feedback:
- UVa Center for Leadership Excellence: Leadership Consulting, 360 Degree Feedback
  custom insight: "What is 360 Degree Feedback?"
- American Psychological Association "Do 360 Evaluations Work?"
- Sigma Assessment Systems: Best Practices in 360 Degree Feedback
- About.com: "Sample Questions for 360 Reviews" by Susan M. Heathfield
- SkillSoft: 360-degree Performance Appraisal