

## **Bradford H. Taft, MBA, CMF, SPHR, RCC**

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[www.TaftVocationalExperts.com](http://www.TaftVocationalExperts.com)

### **Curriculum Vitae**

#### **AREAS OF EXPERTISE**

Vocational Evaluation, Labor Market Analysis, Job Search Effectiveness Evaluation, Earning Capacity Analysis, Career Counseling, Job Search Strategy Development, Job Placement Assistance.

#### **CERTIFICATIONS & LICENSES**

**Career Management Fellow (CMF)**, International Board for Career Management Certification

**Senior Professional in Human Resources (SPHR)**, Human Resources Certification Institute

**Registered Career Consultant (RCC)**, International Association of Career Consulting Firms

**Licensed Career Consultant**, Labor Department of the Industrial Commission of Arizona

#### **EDUCATION**

**Master of Business Administration**, University of Southern California, 1976

**Bachelor of Arts in Communication**, University of Southern California, 1974

#### **PROFESSIONAL EXPERIENCE**

**TAFT VOCATIONAL EXPERTS**, Scottsdale, AZ **2010 to Present**  
**Owner, Managing Director**

Provide vocational evaluations, labor market research and opinions in cases involving employment and vocational issues. Prepare and deliver comprehensive reports and provide depositions and testimony.

**TAFT RESOURCE GROUP**, Scottsdale, AZ **2003 to Present**  
**Owner, Chief Career Strategist**

Provide corporate-retained outplacement services and career transition consulting directly to individuals serving in a variety of functions and industries. Also provide workforce development and career development consulting for companies in the utilities, human resources and management consulting industries.

- Assist job seekers in career planning, goal setting, resume and cover letter writing, interviewing, networking, identifying sources of job leads and job search strategy development
- Develop and deliver customized, one-on-one career transition services including entrepreneurial consulting to individuals throughout the United States

- Create and deliver presentations, webinar, teleseminar and workshop programs on a variety of career, employment and workplace topics

**SPHERION HUMAN CAPITAL CONSULTING, Los Angeles, CA 2001 to 2003**  
**General Manager/Account Director**

Managed and delivered outplacement consulting and business development for the Southwest region of this international human resources consulting firm, a division of Spherion Corporation, a \$2.5 billion human resources, recruitment, technology and outsourcing company. Managed a staff of five in the Los Angeles office.

- Assisted displaced employees with career planning and job search training services through one on one consultation and small group workshops

**RIGHT MANAGEMENT, INC., Phoenix, AZ & Los Angeles, CA 1993 to 2001**

**Senior Vice President, Client Relations (Phoenix) 2000 to 2001**  
**Vice President (Los Angeles) 1993 to 2000**

Managed and delivered outplacement services and business development for the three office Arizona/Nevada region of this international human resources consulting firm. Previously developed, managed and delivered outplacement services and managed client relationships in the Los Angeles and Woodland Hills, CA offices.

- Developed and implemented strategic marketing plans involving product changes, new product introductions and their successful launch into new target markets
- Managed and implemented on-site career centers
- Created and delivered consulting and sales training programs

**LEE HECHT HARRISON, INC., Los Angeles, CA 1990 to 1993**

**Vice President, Client Relations**

Delivered executive and group outplacement services and managed client relations for the Los Angeles office of this national outplacement firm.

**CAREER TRANSITION GROUP, INC., Los Angeles, CA 1985 to 1990**

**President**

Co-Founded this outplacement firm and was responsible for general management, human resources, program development and delivery of executive and group outplacement services.

- Developed innovative outplacement programs to meet the needs of a diverse group of employees transitioning from a major healthcare organization

**UNIVANCE, INC., Los Angeles, CA – Outplacement Consultant 1981 to 1985**  
**N. W. GIBSON INTERNATIONAL, Los Angeles, CA - Executive Recruiter 1980 to 1981**  
**TAFT & ASSOCIATES, Los Angeles, CA - Executive Recruiter 1979 to 1980**  
**GLOBAL MARINE, INC., Los Angeles, CA - Treasury Associate 1978 to 1979**  
**KORN/FERRY INTERNATIONAL, Los Angeles, CA - Executive Recruiter 1976 to 1978**

## VOLUNTEER LEADERSHIP & AFFILIATIONS

Associate Member, American Board of Vocational Experts  
Member, City of Phoenix Business and Workforce Development Board  
Workforce Policy Advisor, AARP Arizona  
Member, Association of Career Professionals International  
Member, Society for Human Resource Management  
Member, Valley of the Sun Human Resources Association (VSHRA)  
Past President, Board of Directors, USC School of Business Alumni Association  
Parent Liaison & Coach, Special Olympics Unified Sports Program, Chaparral High School

## EXPERT TESTIMONY

- Superior Court of Arizona

## PUBLICATIONS & PRESENTATIONS

### Books

**Boom or Bust!: New Career Strategies in a New America** (Cambridge Media, LLC; 2006) (Co-Author)

**Return of the Boomers** (Cambridge Media, LLC; 2008) (Co-Author)

### Articles

**Do Both Sides in a Divorce Case Need a Vocational Expert?**

*Arizona Association of Family Law Attorneys Newsletter*, Summer 2013

**Earning Capacity: Labor Market Analysis for Determining Spousal Maintenance;**

*Arizona Association of Family Law Attorneys Newsletter*, Fall 2011

**Can America Continue to Compete in the 21<sup>st</sup> Century?;** *Career Planning and Adult Development Journal*, Fall 2008 (Co-author)

**Mature Workers: a Fine Source of Renewable Energy;** *Phoenix Business Journal*, December 14, 2007

**Mature Workers: Do They Really Cost More to Employ?;** *Phoenix Business Journal*, June 29, 2007

**A Letter to Career Consultants and Coaches on Behalf of Boomers and Traditionalists Who Need Your Expertise;** *Career Planning and Adult Development Journal*, Fall 2006 (Co-author)

**Managing Workforce Reductions, California Employment Law Letter**, 2/4/02 & 2/18/02 editions.

**Outplacement and Communicating Work Force Reductions**, chapters in **Downsizing** by Ethan Lipsig; BNA Books; 1997, 1998 Update.

## **Presentations**

### **Executive Marketing Strategy: The Dynamic Resume and More**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

2/19/13

### **The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Offices of First Western Trust

Scottsdale, AZ

1/15/13

### **Sources of Hire Survey: Implications for Executive & Professional Job Seekers**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

10/16/12

### **Attracting & Retaining the Best Talent by Creating an "Age - Friendly" Workplace**

2012 Arizona State SHRM Conference

Chandler, Arizona

8/28/12

### **Effective Networking Communications: The Uplifting Elevator Speech**

ExecuNet - Phoenix Networking Meeting

Tempe, Arizona

1/17/12

### **Effective Networking for Baby Boomers**

Tempe Career Network

Tempe, AZ

11/14/11

### **The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Tempe, AZ

7/26/11

### **Public Speaking: A Critical Business Skill**

Arizona Business Travel Association Annual Education Conference

Phoenix, AZ

6/15/11

### **Overcoming Myths about Hiring Older Workers**

American Payroll Association - Phoenix West Valley Chapter

Glendale, AZ

4/19/11

### **Generational Recruiting Strategies**

Financial Executives International – Arizona Chapter

Phoenix, AZ

3/8/11

**Bradford H. Taft, MBA, CMF, SPHR, RCC**

**The New Networking**

Career Connectors

Phoenix, AZ

9/15/10

**Generational Diversity: Four Generations Sharing the Workplace**

Grand Canyon State Electric Cooperative Association Workshop

Phoenix, AZ

5/18/10

**A Strategic Planning Model for Mature Workers' Career Transition**

Southwest Job Network Workshop

Phoenix, AZ

8/10/09

**Are You Stuck Using 20th Century Counseling Methods and in the 21st Century?**

International Career Development Conference

Los Angeles, CA

11/7/08

**Recruiting, Re-vitalizing and Retaining the Workforce of the Future**

Arizona State SHRM Conference

Phoenix, AZ

9/3/08

**Debunking the Myths of Employing Mature Workers**

American Society on Aging/National Coalition on Aging Annual Conference

Washington, DC

3/29/08

**Supporting the Career Success of the Aging Population**

Workforce 411 Conference

Columbus, OH

10/24/07

**The New "3 R's": Recruiting, Revitalizing and Retaining Mature Workers**

Arizona Industrial Compensation Association

Phoenix, AZ

9/20/07

**Rethinking Career Options for the Aging Workforce**

American Society on Aging/National Coalition on Aging Annual Conference

Chicago, IL

3/7/07

**Strategic Integration and Alignment of the Aging Workforce**

Alliance for Work-Life Progress Annual Work-Life Conference

Scottsdale, AZ

2/2/07

**Boom or Bust!: New Career Strategies in a New America**

International Career Development Conference

San Jose, CA

11/3/06

**The Future Through Gray – Colored Glasses: Supporting the Career Success of the Aging Population**

Working With Diverse Populations in Indiana Conference

Indianapolis, IN

8/23/06

**Outsourcing: Meeting the Competitive Challenges of a Global Economy (Panelist)**

California Workforce Association Annual Conference

San Diego, CA

4/6/04

**Guest Lecturer** at ASU, USC, UCLA, Loyola Marymount University and Grand Canyon University