


# SPRING 2024 CONFERENCE

March 8, 2024 | Shaw University | Raleigh, NC



## UNLOCKING CAREER POTENTIAL: Strategies for Growth and Achievement

### Conference Schedule

7:30—8:45AM	<b>Registration &amp; Breakfast</b>
8:45—9:55AM	<p><b>WELCOME</b> <i>Emily Gomez, NCCDA President-Elect &amp; Conference Chair</i></p> <p><b>OPENING KEYNOTE</b></p> <p><b>Unleash Your Strengths: A Personal and Empirical Narrative on Neurodiversity, Mental Health, and Career</b></p> <p><i>Wes Wade, LCMHC, LCAS, Founder and Managing Clinical Counselor, and DEI Consultant Forward Counseling &amp; Consulting, PLLC</i></p> <p>This keynote will share selected anecdotes from the presenters life that align with key points in current research for mental health and neurodivergence. Examining life through the lens of Spoon theory and intersectionality, the presenter will demonstrate that better understanding internal strengths, support needs, and internal barriers can lead to better understanding difficulties teams may be facing. The presentation will end with discussing how owning your authentic self allows one (and teams) to reach new heights.</p> <p>*This session counts for 1 NBCC and 1 NCDA CE.</p>
9:55—10:15AM	<b>Break &amp; Networking</b>
10:15—11:05AM	<b>Breakout Sessions</b>
<p>North Carolina Career Development Association</p>  <p>ACEP No. 7331</p>	<p><b>Data in Career Services: Data Collection, Cleaning, Analysis, Interpretation, and Presentation</b></p> <p><i>Nadia Chamberlin, Ph.D., Assistant Dean of Career Services and Professional Development, Sanford School of Public Policy at Duke University</i></p> <p>In Career Services, data enables departments to assess the effectiveness of a program or strategy, to develop theories that lead to more effective solutions, to have evidence to support an argument for change within an institution, and to explain decision making to institutional stakeholders. This session will introduce attendees to the main aspects of data in Career Services, including data collection, cleaning, analysis, interpretation, and presentation. They will learn about the importance of gathering the data, including what types of data they are likely to have readily available to them with little to no effort. Attendees will be presented with best practices in data management in Career Services and engage in an open discussion with the presenters.</p> <p>*This session counts for 1 NCDA CE.</p>

10:15—11:05AM	<b>Breakout Sessions (Continued)</b>
	<p><b>Pathways to Career Opportunities for Undocumented Students</b></p> <p><i>Asha Patel, Student Career Coach, Golden Door Scholars</i>  <i>Giselle Molinary Rivera, Senior Program Manager, Golden Door Scholars</i>  <i>Alice Dolbow, Senior Advisor, LatinxEd</i></p> <p>Each year, an estimated 3,000 undocumented students graduate from NC high schools. To best support these students, it is essential that counselors understand the systemic barriers that impact their postsecondary opportunities, including the choices they make about college enrollment, academic majors, and career options. This session will introduce participants to the issues faced by undocumented students in their career planning. In addition, participants will learn about viable career pathways for undocumented students and strategies to engage undocumented students in career-planning conversations.</p> <p>*This session counts for 1 NCDA CE.</p>
	<p><b>Career Coaching Frontiers: Guiding Clients To Obtain and Advance in AI and Data Science Careers</b></p> <p><i>Deborah Sgro, Career Coach, Beyond the Glass Ceiling, LLC.</i></p> <p>As career coaches, grasping the intricacies of AI and Data Science extends beyond mere familiarity with new tools and processes for job seekers. This presentation introduces the fundamental technologies underpinning these careers, emphasizing the interdisciplinary skills crucial for success. We'll provide practical strategies, enabling non-technology trained coaches to adeptly guide both student and adult clients through the nuances of AI and Data Science career preparation and opportunity. Join us for insights that go beneath the surface, arming career coaches with the knowledge necessary to effectively support clients in making informed career choices within these dynamic and evolving fields.</p> <p>*This session counts for 1 NCDA CE.</p>
11:05—11:15AM	<b>Break &amp; Networking</b>
11:15AM—12:05PM	<b>Breakout Sessions</b>
	<p><b>What's Your Why?: Having Powerful Conversations With Students Considering Graduate School</b></p> <p><i>Amanda Brumfield, Professional Development and Career Coach-Honors College Program, University of North Carolina-Chapel Hill</i></p> <p>Once a student decides they want to attend graduate school – whether it's law school, medical school, a masters degree program, or something else – , it's easy to get swept away in applying. But we might overlook a fundamental issue: Do they have solid reasons for attending graduate school, and is that really the best path for them? In this session, we'll explore best practices for approaching these topics in conversation, so that students feel empowered in their next steps. We'll also discuss practical ways to support students in their exploration of graduate programs.</p> <p>*This session counts for 1 NCDA CE.</p>

<p><b>11:15AM—12:05PM</b></p>	<p><b>Breakout Sessions (Continued)</b></p>
<p>North Carolina Career Development Association</p>  <p>ACEP No. 7331</p>	<p><b>Eliminating Barriers to Access, Coordination, and Delivery of Mental Health and Career Development Services for Paroled Parents in High-Poverty Schools through Full-Service School Models (FSSM)</b></p> <p><b>LaVera Brown, Ph.D., NCC, LCMHCS</b>, <i>Associate Professor of Counselor Education, Liberty University</i>  <b>Regina Gavin Williams, Ph.D., NCC, LCMHC</b>, <i>Assistant Professor of Counselor Education, North Carolina Central University</i></p> <p>Children from impoverished communities are more likely to experience the incarceration of a parent or primary caregiver. Therefore, advocating to eliminate barriers for paroled individuals to receive support toward career development is essential (Axelson et al., 2020; Morgan et al., 2023). Counselors in schools and communities are uniquely positioned to assist with dismantling misperceptions about those with incarceration histories while promoting full-service school models (FSSM). In recent literature, FSSMs have gained considerable attention, highlighting collaboration between communities and schools while integrating mental health services, family support, social services, and career services (Parker et al., 2022; Sanders &amp; Galindo, 2022).</p> <p>*This session counts for 1 NBCC and 1 NCDA CE.</p>
	<p><b>AI &amp; Career Development: Ethically Integrating AI into your Career Development Business/Practices</b></p> <p><b>Kelli Carroll</b>, <i>Career Services Manager, University of South Carolina</i></p> <p>Artificial Intelligence (AI) is revolutionizing the job search and career development process. To help our clients leverage AI tools for job search, resume and cover letter writing, and career exploration, best practices and emerging trends will be explored. The workshop will focus on identifying specific AI tools to support various aspects of career development.</p> <p>*This session counts for 1 NCDA CE.</p>
<p><b>12:05—1:45PM</b></p>	<p><b>LUNCH &amp; BUSINESS MEETING</b></p>
<p><b>1:45—2:35PM</b></p>	<p><b>Breakout Sessions</b></p>
<p>North Carolina Career Development Association</p>  <p>ACEP No. 7331</p>	<p><b>Constructing Career Futures: Facilitating Students Building Career Self-Efficacy Through Life Design</b></p> <p><b>Yolanda Jarrett, MA, NCC, LCMHCA</b>, <i>School Counselor, Career College Promise</i></p> <p>This session will explore the method of life design career counseling. A career construction theory based method of counseling, life design may be used with schoolaged youth in the career development process. Presenter will also explore how the incorporation of critical consciousness may also support students in building self-efficacy and exploring self-concept while constructing their career future.</p> <p>*This session counts for 1 NBCC and 1 NCDA CE.</p>

1:45—2:35PM	<b>Breakout Sessions (Continued)</b>
	<p><b>Unwritten Rules: What Social Science can Teach us about Hiring</b></p> <p><b>Doug Mayes, Career Coach/Senior Director for International Students, Fuqua School of Business, Duke University</b></p> <p>Career development professionals know quite a bit about the needs and interests of their students. We know less about precisely how employers make hiring decisions. However, a rich body of social science research explores what really happens behind the scenes during the selection process. This presentation explores how social class, socioeconomic status, cultural capital, and social networks influence hiring. Learn how similarity and likability can masquerade as merit. This presentation is helpful for any career development professional looking to better understand employer behavior and arm their students with modern tools to thrive in the hiring process.</p> <p>*This session counts for 1 NCDA CE.</p>
	<p><b>Empowering Young Men of Color for Postsecondary Access &amp; Success: A Career Readiness Approach</b></p> <p><b>DeWarren K. Langley, JD, MPA, MHFA, YMHFA, Executive Director, Charles Hamilton Houston Foundation, Inc.</b></p> <p>The session will provide innovative strategies and best practices to work with students, particularly young men of color to improve retention, matriculation and graduation through the creation of a career pathway plan to develop students' core academic, technical and employability skills through continuous education, training, internships, volunteerism and other work-based learning opportunities designed to prepare them for placement in high-demand, high-opportunity jobs and entrepreneurial ventures to transform socioeconomic conditions.</p> <p>*This session counts for 1 NCDA CE.</p>
2:35—2:45PM	<b>Break &amp; Networking</b>
2:45—3:55PM	<p><b>CLOSING KEYNOTE</b></p> <p><b>The Path from Growing Through to Thriving</b></p> <p><b>Nichole Ijames, Ed.D., Director of Human Resources, Hickory Public Schools</b></p> <p>Conversations about growth and success have been replete with inspiring thoughts about the power of "being in the room" and finding our proverbial "seat at the table." Wherever we find ourselves on this continuum - whether in pursuit of that open door or comfortably seated at the table, we are charged with navigating the path from growing through to thriving.</p> <p>*This session counts for 1 NCDA CE.</p> <p><b>CLOSING REMARKS</b></p> <p><b>Stacey Huffman, NCCDA Past President</b></p>

NCCDA Contact Information:

[nccdamembers@gmail.com](mailto:nccdamembers@gmail.com) | <https://nccdaonline.org>

Attendees needing specific accommodations may contact [nccdamembers@gmail.com](mailto:nccdamembers@gmail.com) prior to the conference.



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Strategies for Growth and Achievement

### KEYNOTE SPEAKERS

#### OPENING KEYNOTE ADDRESS

*Unleash Your Strengths: A Personal and Empirical Narrative on Neurodiversity, Mental Health, and Career*



Wesley Wade, LCMHC, LCAS

Founder & Clinical Counseling Manager | DEI Consultant | Forward Counseling & Consulting, PLLC

Wesley Jackson Wade is a licensed clinical mental health counselor, a licensed clinical addictions specialist, a certified clinical mental health counselor, and a national certified counselor. Wesley holds a bachelor's degree in sociology from NC State University, a master's degree from North Carolina Central University in clinical mental health counseling, and a second master's degree in career counseling. As of 2022, Wesley is a PhD candidate at NC State University in the Educational Leadership, Policy, & Human Development department in the Counseling and Counselor Education program where he researches the associations between neurodivergence, career development, and components of racial identity. Wesley owns and operates Forward Counseling & Consulting where he partners with a network of therapists to provide a range of counseling, executive coaching, and consulting services. Wesley has 9 years of corporate experience and 7 years of experience working in higher education where he provided career counseling services for over 4,100 undergraduate and graduate students in STEM majors. Additionally, while in higher education, Wesley served on the advisory board for the Black Male Initiative and cultivated career programs for autistic college students such as Students Moving Forward and the North Carolina Autistic Career Summit

#### CLOSING KEYNOTE ADDRESS

*The Path from Growing Through to Thriving*



Nichole Ijames, Ed.D.

Director of Human Resources, Hickory Public Schools

Dr. Nichole Ijames is currently the Director of Human Resources for the Hickory Public Schools. With over 27 years of experience in education, Dr. Ijames has demonstrated strong educational leadership that has created a positive organizational culture and equity-focused growth. Dr. Ijames's doctoral research focused on the importance of creating work environments that foster culturally responsive leadership support.

Dr. Ijames holds a doctoral degree in Educational Leadership from Gardner-Webb University. Prior to joining Hickory Public Schools, she was a principal for 9 years at various Catawba County Schools, most recently the principal of Challenge Early College High School.