

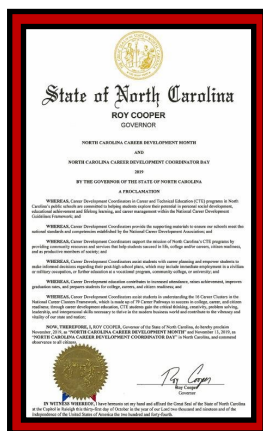
# NORTH CAROLINA CAREER DEVELOPMENT ASSOCIATION

Fall 2019 Edition



## HAPPY CAREER DEVELOPMENT MONTH!

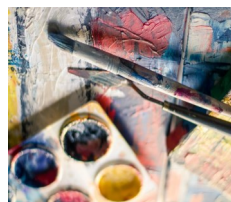
**\*HOT OFF THE PRESSES!\*** North Carolina Governor Roy Cooper has proclaimed November 2019 as NC Career Development Month, and November 13, 2019 as the NC Career Development Coordinator Day, mirroring NCCDA and NCDCA's November celebration for Career Development!



## BE A NATIONAL CAREER DEVELOPMENT MONTH JUDGE

The NCCDA National Career Development Month Committee is seeking assistance with judging this growing contest. If interested in assisting the committee and judging the North Carolina Poetry and Art contest entries, please complete the [interest form](#) by **November 15, 2019**.

The annual **NCDCA Poetry and Art Contest** provides an opportunity for NCCDA to promote career development and awareness in North Carolina. North Carolina has consistently had national winners, and has been the top state contributing entries to this international contest.



### POETRY AND ART CONTEST

The National Career Development Association is hosting the 54th Annual Poetry & Art Contest in celebration of National Career Development Month in November. Every adult and student enrolled in public, private, and parochial schools, and colleges are eligible. During the month of November, schools from across the state hold local, school, and district wide contests to celebrate National Career Development Month.

The theme for this year's contest is ***"My Inspiring Future Career"***. We are looking forward to receiving entries for the contest from individuals, schools, and colleges. For additional information, resources, and ideas on how to celebrate National Career Development Month, please [click here for more NCDCA contest details](#).

Below are the State contest deadlines. Please be mindful of the deadlines. Note all entries must go through either a school, local, district, or county contest.

#### **STATE CONTEST TIMELINE AND DEADLINES:**

**October-November** – Advertise and hold local, district, and/or county contests

**November-December** – Announce school or local winners (1st-3rd place); **send to county or district wide contest by December 20, if applicable**

**By January 20** – Send 1st-3rd place county-wide or district wide winning entries to Amy Willard, 1227 Old Mill Road, Pinnacle, NC 27043

**If you do not have a county or district wide contest, then school or local winners need to be sent by January 20 date as well**

**February/March 2020** – State winners will be notified (1st prize – \$50, 2nd prize – \$25, 3rd prize – \$10; all winners receive a certificate)

**April 2020** – National winners will be posted

**June 2020**—National winners work is displayed and recognized at NCDCA 2020 Conference in Minneapolis, MN (June 30 – July 2, 2020)

Thank you for your help in making this a successful contest for the state of NC. If you have any questions, please feel free to contact:

Amy Schroeder- [APolicastro49@outlook.com](mailto:APolicastro49@outlook.com)

Amy Willard – [awillard@wfu.edu](mailto:awillard@wfu.edu)

**Co-Chairs NCCDA Poetry and Art Contest and National Career Development Month**

# NCCDA ANNUAL CONFERENCE RECAP

## Living My Best Life

by Kelsey Hines— Master of Arts in Career Counseling Graduate Student at North Carolina Central University

On Friday, October 11<sup>th</sup>, I had the opportunity to attend the NCCDA annual conference at Meredith College. This was my first time attending this conference and it provided me with a lot of important take-aways that I can use throughout my future career. Not only was I able to reconnect with fellow career development professionals that I previously met at NCCDA events, but I was able to meet new career professionals. Being a young professional and just starting my career, this provided me with a great opportunity to build my network and to engage in more professional development and skill building which will help me to grow as a counselor.

The first session of the conference centered on how to build resilience. The speaker, Dr. Patrick Jeffs, touched on many different ideas, but the main one that stuck with me is that it is important that we are TAKING BREAKS! We must take purposeful breaks and limit our alerts throughout the day. This really made me think. As professionals, our lives are very busy. We are seeing clients back to back, along with added meetings, conference calls, and checking emails. While it is important to focus on the professional side of our work, it is also important to remember the self-care portion as well. We become so wrapped up in our work and live a life of GO, GO, GO. We need to remember to take breaks when we are supposed to, as well as breathe, sleep, and eat healthy.



Dr. Patrick Jeffs

The speaker also mentioned that limiting our media is essential. This could include not checking Facebook constantly or setting aside a certain time every day that we check our email. This session really made me think because working in a helping profession, we may be faced with difficult and stressful situations. However, we must bounce back from these and remember to take care of ourselves in order to not become overwhelmed and be healthy enough to help others.

The last session was titled “The Growth Mindset”. The primary message presented was that as professionals we must live our best lives and continue to grow in our own mindset. Not only did this session tie up the entire conference by reflecting back to the name, but I also felt that it was a great note to end on. There were five main ideas that Dr. Alan Mueller focused on throughout the session: wonder, keep learning, it’s not always about you, let it go, and the power of “yet”.



Dr. Alan Mueller

Some key points that I learned from this session were that it is important that we keep learning. We need to stop to reflect and think about what failure has taught us. As professionals, we must also remember that it’s not always about us. It is important that we promote other’s growth. We need to worry about the ones that it affects more, rather than ourselves. As professionals, it is also important to just let it go sometimes. Things are going to happen in life that we see as failures, but we can’t let that bring us down. We have to just let it go and keep moving on in life.

I enjoyed this session because it facilitated self-reflection on not only my mindset with clients, but also myself. We need to make sure that our clients are taken care of, but we must equally take care of ourselves. This is how we are going to continue to grow professionally and deal with obstacles that we may face along the way in our future careers.

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## CONGRATULATIONS TO THE 2019 NCCDA AWARD WINNERS

**Roy N. Anderson Award (“The Roy”)**  
**Christy Walker, Durham Technical Community College**



**New Professional Award**  
**Stacey Huffman, UNC-Wilmington**



**Outstanding Program Award: Purpose at Peace,**  
**William Peace University,**  
**Julie Cline, Chelsea Hayes, Kasha Klinegores**



# NCCDA ANNUAL CONFERENCE RECAP

## Conference Reflections

by Laura G. Maldonado—Doctoral Candidate in Educational Leadership, Policy, and Human Development at North Carolina State University  
NCCDA Scholarship Recipient

I recently had the opportunity to attend the annual North Carolina Career Development Association (NCCDA) conference held at Meredith College on Friday, October 11 as one of three graduate student scholarship recipients. I am currently a doctoral candidate at North Carolina State University in the Educational Leadership, Policy, and Human Development program and worked for about ten years in career services before starting my doctoral program.



This was my first experience with NCCDA. I did not know anyone attending the conference, but members were very welcoming to me as I introduced myself to fellow graduate students, career practitioners, and counselors throughout the day. I met my conference buddy, Dr. Christy Walker from Durham Technical Community College, and she shared some helpful advice about completing her own dissertation. I also was able to talk with several members of the board

during lunch about the possible separation from the North Carolina Counseling Association and pros/cons about whether separation is in the best interest of NCCDA.

I spent the next two weeks after the conference traveling to two community colleges in western North Carolina to gather some data for my dissertation, which explores the experiences of community college students who participate in SkillsUSA, a career and technical student organization. I applied some of the new information I learned while traveling to these campuses. Dr. Patrick Jeffs's opening keynote on resilience helped me to be more aware of my thoughts, behaviors, and physiological reactions while I was conducting interviews with research participants. I tried to build in more breaks and transition times to maintain my stamina. The exercise of rubbing hands together, noticing how you feel, and taking a quick break has now been integrated into my daily schedule.

I also spoke with several community college employees about employment and labor market conditions in the western part of the state. Jeff DeBellis's session on how the North Carolina Department of Commerce helps citizens make informed economic decisions was particularly useful. He provided a great overview of all the free resources and high-quality tools that exist on NCCareers.org. From employment projections to occupational profiles to a mini-career cluster handbook, there are resources for counselors in both educational and community settings to help others navigate career paths.

Dr. Alan Mueller's hilarious closing keynote reminded me to keep wondering and learning. Asking additional follow-up questions led me to new ideas I had not previously considered with interview participants. There were also times when things did not go to plan throughout my data collection (e.g. participants did not show), and I had to let things go. I needed to save my energy for individuals interested in sharing their experiences and stories with me.

Thank you to all who made this year's conference possible. I would especially like to thank the board and selection committee for their generous support of this graduate scholarship.

The conference helped me make connections, rejuvenate, and learn something new! I have already told two other graduate students to look into attending the conference next year. I look forward to connecting again with new friends and members at future events throughout the year.



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**MORNING MUSINGS**  
**Thursday November 7, 2019, 8:30am-10am**  
**Eat, Drink, Laugh, and Network with your Colleagues**  
**RSVP Here**



### Charlotte

Amelie's French Bakery, 2424 N Davidson Street, Charlotte, NC 28205

### Durham

Bean Traders, 105 W NC 54 Hwy #249, Durham, NC 27713

### Wilmington

Drift Coffee & Kitchen (Autumn Hall location), 110 Dungannon Blvd., Wilmington, NC 28403

### Winston-Salem/Kernersville

Panera, 970 S Main St, Kernersville, NC 27284



## NCCDA ANNUAL CONFERENCE RECAP

### Conference Reflections

By Beth Swiatek, School Counseling, M.Ed Candidate,  
University of North Carolina at Chapel Hill  
NCCDA Scholarship Recipient

The 2019 NCCDA conference, Live Your Best Life: Promote Resilience and Growth Mindset, offered valuable knowledge and networking opportunities. From the two keynote speakers to the many breakout workshops, conference attendees had many options to learn from experts in the field of college and career readiness. I wish to speak on my experience, including what I learned from each session I attended throughout the day and the individuals I met.

The two keynote speakers brought inspiration through their personal stories and years of experience. The first keynote speaker, Dr. Patrick Jeffs explained the Resiliency Solution through his personal story of hiking the Grand Canyon. This detailed what it takes to be resilient, the impact of stress and burnout, and the six pillars of resiliency (i.e., self-awareness, self-regulation, mental agility, strength of character, connection, and optimism).

To complement Dr. Jeffs, Dr. Mueller ended the day with how to have a growth mindset. To be constantly growing in mind, means to always wonder, keep learning, it's not always about you, let it go, and the power of 'yet.' One message that I believe was very useful in my role as a school counselor, was Dr. Mueller's notion to change the label of "problem" into "it's a challenge." These messages were complimented by the topics discussed in the breakout sessions.



The first break out session I attended was Inspiring Growth and Change Among Students and Professionals, presented by the Duke University Career Center. These individuals interwove information with fun activities, bringing the content to life (e.g., working as a team to build the tallest tower with marshmallows and toothpicks, which I would love to use as a team building exercise for group work). They shared their Career Exploration Group, how to incorporate career exploration into individual counseling sessions (e.g., Career State Inventory, CASVE Cycle, journaling, Thought

Record, and goal setting), as well as fun staff development activities. My next breakout session narrowed the focus onto strength-based counseling with students.

My second session, Building Resilience in Students: Strengths-Based Philosophy and Practice, was presented by Meredith College. Throughout the session, many resources were given to assist practitioners with assessing strengths (e.g., Clifton Strengths Finder and Strengths Wheel), as well as free alternatives. Additionally, creative counseling approaches were discussed (e.g., life story biography, collage, and song identification), which I plan to use in my own practices. My last session provided information for a wide audience.



The LEAD session, delivered by a director within the NC Department of Commerce, provided information that could be utilized by middle schoolers all the way up through adulthood. Many career exploration resources were provided, which were highlighted on the NC Careers website. While learning about this new website, the speaker highlighted resources that were pertinent to the roles of school-based counselors (e.g., NC Star Jobs, CIP, NC Tower, NC Bold, and Reality Check). Many of these I plan to use within a middle school, to have students think about job possibilities and their futures.

Overall, the 2019 NCCDA conference was enlightening and impactful. I had the opportunity to meet many professionals, including my wonderful mentor. The mentorship that the NCCDA provided for the scholarship winners was a great resource for graduate students to learn how to navigate conferences and networking among professionals. At the end of the conference day, I was filled with skills, knowledge, and new friendships that will help my career goal as a school counselor.

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## NBCC CREDITS

Hope you enjoyed the breakout sessions and keynote speakers. If you need NBCC credits from the conference, please complete [this form](#) by Monday, November 4 at noon, and your certificate will be emailed to you. Email Deanna Knighton, NCCDA President, with any conference NBCC credit questions at [dknighton@madeindurham.org](mailto:dknighton@madeindurham.org).

## CONFERENCE PRESENTATION MATERIALS

Thank you to our excellent presenters and speakers. Materials and handouts from the conference presenters and speakers are available [here](#).



## INTERNSHIP INSIGHTS: SELF-AWARENESS AND THE POWER OF THE INTERNSHIP

by Morgan Ray  
NCCDA Newsletter Intern

As a counselor in training, I am continuously learning and encountering situations and clients with needs that are often outside of my skills comfort zone or as I like to think of my ever-evolving career toolbox. This is not a bad thing. Instead, I feel I am becoming more aware and my desire to learn and appreciate the experience – the good and the not so ideal are truly preparing me.

What has helped me face these situations and continue to help my clients, confidently beyond my master's training, is self-awareness and the power of the internship experience as a whole.

The **“POWER”** of the internship experience can be defined by so many meanings, forms of expressions, and digested as many personal and professional experiences.

For me and several of my graduate peers, we acknowledge that we have had an advantage to being privy to the internship experience in place of the typical “thesis” requirement in graduate programs.



### **Breaking down what my interpretation of this “POWER” is**

**Practice** – Implementing a combination of skills and orientations learned into realistic and functional setting to prepare for practical professional practice of counseling and coaching.

**Opportunity** – The opportunity to experience and observe populations, best practices, real environments and networking as a means to truly “jumpstart” a career in the field.

**Wisdom** – Exposure to professional knowledge and expertise from those providing supervision, instruction and field collaboration.

**Exposure** – The ability to obtain real world, first hand understanding, and subjection to a field that is often new territory for many.

**Reflection** – For better or worse, the internship experience in the counseling environment provides the opportunity to reflect, refocus, and ruminate on the experience and move forward.

Lastly, connecting with many career development professionals in the Raleigh-Durham-Chapel Hill area and beyond has been a treat. Being able to observe, ask questions, volunteer, and be included professional have been an experience like no other. A full-length internship experience was a missed opportunity during my undergraduate experience that I am overly appreciative of having now.



Morgan Ray is currently a graduate student at North Carolina Central University and will earn her Masters of Arts in Career Counseling in December 2019. Prior to attending NCCU, Morgan has been working in the field of higher education in various capacities including administrative services, student services, student affairs and institutional research and accreditation. Currently, Morgan works as an Accreditation and Research Specialist at Wake Technical Community College in addition to completing her master's degree. Upon graduation, Morgan is looking forward to pursuing career counseling and general counseling focused roles.

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## ***BREAKING NEWS***

### **PROPOSAL VOTING**

A proposal was introduced to members via email and at the conference for voting and discussion. The proposal set forth is for NCCDA to pursue independence from the NC Counseling Association (NCCA) and separate nonprofit status.

More information is available for review by membership [here](https://tinyurl.com/nccdaproposal) (tinyurl.com/nccdaproposal), including a budget, SWOT analysis, timeline, and more. NCCDA members are asked to **vote electronically** by **November 15, 2019** on this proposal to amend the bylaws to move forward with independence from NCCA.

Please send any questions or feedback to Deanna Knighton, NCCDA President, at [dknighton@madeindurham.org](mailto:dknighton@madeindurham.org).

# TIPS FOR COLLEGE CAREER COUNSELORS

## by Megan Myers

### NCCDA Newsletter Intern

The career counseling landscape is everchanging. Who better to learn from about college career counseling than a few current career counselors? Leslie Rand-Pickett at NC State University, Courtney Gauthier at Western Carolina University and Jane Key Matthews at Meredith College all took the time to offer a bit of advice for anyone interested in the college career counseling field.

#### What advice do you have for individuals starting out in college counseling?

One thing that can be challenging is dealing with the student to counselor ratio within a university. Sometimes the career counselors have up to or above 750 students, so that may mean that the counselor must consider creative ways to intervene with a larger population. Leslie recommended both large and small group sessions with students. Group counseling can also be a great way to normalize the challenges students are dealing with. New college counselors should also make sure to build a strong network with other professionals in the field. Jane suggested seeking out a mentor in career counseling. Additionally, it is important to be aware that each student needs may vary based upon age, prior experience in the workforce, individual interests, goals, and background. Courtney suggested that new counselors should work to understand the differences in how universities structure their career counseling approach as well as the focus of their career center. This way, new counselors can find a center that aligns with their approach to career development.

#### How can college career counselors impact the students on a systemic level?

Jane described that it is essential college career counselors develop strong campus partners (academic advising, student leadership programs, mental health counseling center, dean of students, department heads, and faculty members, etc.) in order to be able to be effective on a college campus. Leslie also felt it to be helpful to have teachers share information from the career center in the classroom. Through sharing the career center's core career competencies, mission, vision, and how that correlates with what's being taught in the classroom, career counselors can clearly articulate the value of the work done in the career center. Jane said this is what helps to create campus buy-in for the overall importance of career development. In addition, Courtney mentioned that the career center can get involved in extracurricular programming to further increase the spread of information. "Be present," Leslie advised, which is great advice reminding professionals to slow down and take note of what's going on throughout campus.

#### How do you continue your education in career counseling?

Courtney had some great subscription suggestions which included, NC Humanities Council, Illinois Liberal Arts and Sciences News, the Chronicle of Higher Education, Inside Higher Ed, McKinsey, Deloitte, Inc., The Muse, Fast Company, Futurism, the US Census Bureau and EMSI. She also finds it helpful to use Google Now, which will often recommend articles from sources such as The Atlantic, Forbes, and popular papers related to academic majors and student career outcomes. Everyone agreed that professional associations are very important! Jane suggested getting involved and joining relevant associations at the state, regional, and national level. It's also helpful to attend conferences and watch webinars. This is an easy way to stay current on trends and theories relevant to college career counseling. Jane mentioned that she found it helpful to get involved with the local chambers of commerce and workforce development associations (like NC Works). This can be a way to better understand the labor market and current economy. "College career counselors need to be able to share relevant and accurate information with students," Jane detailed. One thing Leslie mentioned that I found helpful, was to make sure to learn about the majors that you work with. For example, if you work with PhD students then consider attending a student's dissertation speech to hear more about the field. Join local networking events for the industry you are responsible for counseling and be sure to stay on top of current news and trends in the specific field you are counseling. If it's engineering, then as the career counselor, you should be aware of engineering trends.

#### What next?

Jane, Leslie, and Courtney gave me more information than I could include, so I wanted to take the time to thank each of them. College career counseling targets a unique population that is already undergoing a lot of change developmentally. College career counselors sit in a unique place where they can help ease some of the stress students are dealing with through education and the simple act of empathy.



While attending undergraduate studies at NC State, Megan Myers worked as a Career Ambassador in the Career Center. After graduation, Megan worked as a recruiter for five years, recruiting for roles from retail management to computer engineering. Megan still enjoys helping others with their job searches and resumes. She is currently in her second year of graduate school at Western Carolina University and in May of 2020 she will graduate with a MS in Clinical Mental Health Counseling.

Megan is currently interning in the college counseling and psychological services center on the WCU campus, has worked with the career center at WCU on small projects, and has coached graduate students on their resumes. Megan loves hearing how individuals have chosen their career path and hopes to continue to help others find their niche after she graduates.

The NCDA 2019 Webinar series presents:

US Department of Labor

Open & Free Online Resources for Career Advisors

Presented by: US Department of Labor Employment & Training Administration

November 5, 2019  
1:00-2:00pm (Central Time)

The U.S. Department of Labor, Employment and Training Administration offers a variety of online career resources and tools that can support career counselors, academic advisors and workforce system professionals to help job seekers explore careers and find employment. Join representatives from the U.S. Department of Labor and CareerOneStop for a tour of some favorite online career sites and learn about some new resources and features.

- CareerOneStop (GetMyFuture, Reentry Portal, Competency Model Clearinghouse)
- O\*NET Online (MyNextMove, MiProximo Paso, MyNextMove for Veterans)

Apprenticeship information

Over time, many customized portals have been added that provide specialized information and features for veterans, opportunity youth, returning citizens/ex-offenders, business/employer engagement, sector strategies, and more.

The sites presented in this webinar include resources that are OPEN and FREE to use, download, and share, or even to incorporate in other websites or web-based tools. You will be introduced to toolkits, assessments, guides, curriculum, and materials that support job seekers with diverse needs and backgrounds. Hear examples of how these resources are used and learn how you can make use of them in your own practice.

Registration

NCDA Member	Non-Member	Group Rate for 6 or more attendees
\$35.00	\$50.00	\$200.00
1 hour CE Certificate included	1 hour CE Certificate included	A sign in/out sheet will be provided for CE verification. An additional \$5 is required for each certificate requested.

Register online with a credit card or Purchase Order:

[Click Here to Register Online Now!](#)

Or mail checks to NCDA, 305 N Beech Circle, Broken Arrow, OK 74012

Webinar invitation/access code will be emailed to you along with your receipt.


Registration questions? Contact: Alicia Cheek, [acheek@ncda.org](mailto:acheek@ncda.org) or 918.663.7060

SAVE THE DATE

North Carolina  
Counseling Association  
2019 Annual Conference

*Counselors Committed to Advocacy*  
February 20 - 22, 2019  
Durham Convention Center  
Durham, NC

Envision the Possibilities  
People, Purpose, and Pathways



NCACE Annual Conference  
Asheville, NC  
April 29 - May 1, 2020



NCDDA 2019-2020 Board Members at the Annual Conference

# NCCDA Board Members | 2019-2020

[nccounseling.org/NCCDA](http://nccounseling.org/NCCDA)

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