ROCK THE VOTE!

As a reminder, in November 2019, the NCCDA membership voted to approve pursuing amendments to the NCCDA bylaws with the intention of seeking independence from the NC Counseling Association (NCCA) and a separate nonprofit status. The NCCDA Board has amended the bylaws and is seeking member approval.

Key changes to the bylaws include:

- NCCDA will no longer be a division of NCCA and will seek independent nonprofit status
- NCCDA will be financially separate from NCCA and all membership dues will remain with NCCDA
- NCCDA President will no longer serve on the governing board

NCCDA remains committed to collaboration with NCCA and will continue to be affiliated with the National Career Development Association (NCDA). More information is available for review by membership here including a budget, SWOT analysis, timeline, and more!

NCCDA members are asked to vote electronically by 11:59pm on March 19, 2020 on this proposal to accept the new bylaws and move forward with independence from NCCA.

Please send any questions or feedback to Deanna Knighton, NCCDA President, at deanna.knighton@duke.edu or 919-613-4442.

WELCOME QUENAISHA!

Quenaisha Moody, MA, CPCC has agreed to serve as NCCDA Secretary for Julie Cline, who has stepped down due to additional commitments this semester. Quenaisha currently serves as a Career Coach at Miller-Motte College in Raleigh.

Thanks to both Julie and Quenaisha for serving this year!

NCCDA Morning Musings
March 12, 2020 | 8:30am - 10am

Register* at tinyurl.com/Mar12MorningMusings

*Stop by, even if you don’t have a chance to pre-register.
The recent NCDA Career Practitioner Institute (CPI) in Charlotte, NC was a great opportunity to connect with our national board leaders and career development professionals in a variety of settings across the state. Deanna Knighton, NCCDA President, welcomed participants alongside Dr. Kathy Evans, NCDA President.

The opening general session Creating, Evaluation, and Enhancing Career Counseling and Youth Support Programs in Global Workforce Development presented by Dr. Sylvia Nassar of North Carolina State University highlighted her work on a global study which gained consensus among experts across policy, research and practice. Her work led to the development of the Career Builders Toolkit, a guide “to support effective career and workforce development programs for working age youth (ages 15-24) around the globe.” Dr. Nassar discussed six key components for effective programs: holistic, systemic and comprehensive framework, needs assessment, trainer curriculum, participant curriculum, delivery, evaluation.

Dr. Seth Hayden, NCDA President-Elect and faculty at Wake Forest University, delivered the closing keynote: Holistic Assessment and Interventions to Address Co-occurring Career and Mental Health Concerns. Dr. Hayden focused on the intersection and relationship between career development and mental health. Assessments and interventions for theory grounded practice were presented including the application of Cognitive Information Processing, Social Cognitive Career Theory, Career Construction, etc.

Other sessions allowed participants to explore ethical case studies, mindfulness and work/life balance, infographics and NCDA credentials. It was a day full of meaningful conversations and connections! Looking for more professional development opportunities from NCDA? Join us at the upcoming NCDA Global Career Development Conference in Minneapolis this summer!

Dr. Nassar’s Slide Deck: Creating Evaluating and Enhancing Career Counseling and Youth Support Programs in Global Workforce Development: Consensus across Practice Policy and Research

Dr. Hayden’s Slide Deck: Holistic Assessment And Interventions To Address Co Occurring Career And Mental Health Concerns

Submitted by:
Katie Peterssen, MEd, NCC, LPCA
NCCDA President-Elect

POETRY AND ART CONTEST UPDATE

NCCDA received 95 entries for the NCDA Poetry & Art Contest—42 more submissions over last year! We are grateful for your support and promotion of career development across elementary, middle, and high schools as well as colleges/universities. We had adult participants who are not students this year who were impressive this year! It made the selection process even more challenging.

Winners will be announced within the next month!

Gratefully,
Amy Willard & Amy Schroeder
CONGRESS UPDATE

February is off to a fast start: The shortest month of the year kicks off with rapid-fire key moments. The 2020 election begins in earnest with the Iowa and New Hampshire caucuses - and the results could have big implications for business depending on who builds on the momentum to win the nomination.

President Donald Trump outlined his policy agenda in a State of the Union speech, one day before Senate Republicans voted to acquit him in the impeachment trial. Trump then unveiled his budget on Feb. 10.

The Democratic primaries are in full swing and Bernie Sanders is the frontrunner with Mayor Pete hot on his heels. The month ends with two more debates: Feb. 19 in Nevada and Feb. 25 in South Carolina.

Trump’s funding wish list: Trump released his budget request on Feb. 10, kicking off spending negotiations with Congress for the fiscal year that starts Oct. 1. Once that fiscal 2021 wish list is bound into a big blue book, appropriators on Capitol Hill will start scheduling hearings to question top Trump administration officials about the funding needs of federal agencies.

Looking to the next trade deals: President Donald Trump is looking to land another trade deal, and India is next. He is expected to travel to the South Asian nation the week of Feb. 23 to sign off on a limited pact that could provide more market access for U.S.-made medical devices and agricultural products. The administration could also soon announce its desire to negotiate a trade deal with Kenya, the first with a sub-Saharan African country. Kenyan President Uhuru Kenyatta will give public speeches in Washington on Feb. 5 and 6 and is likely to meet with Trump during his visit. In addition, British Prime Minister Boris Johnson is widely expected to meet with Trump in Washington this month possibly to launch trade talks. And European Commission President Ursula von der Leyen said Jan. 22 she is looking to reach a deal with the U.S. “in a few weeks.”

Ambitious labor rights bill to reach House floor: The House passed a far-reaching labor bill, H.R. 2474 (116), that would make it easier for workers to create and maintain labor unions. The legislation would, among other things, allow Uber and Lyft drivers to join unions, and enable the NLRB - which now can collect only back pay - to levy punitive fines on employers. The bill would also permit unionization in some circumstances through “card check” - the informal collection by union organizers of authorization forms signed by workers. The bill will likely die in the Republican-controlled Senate.

ADVOCACY ACTIVITIES

During the months of December and January, the Lobbyit team continued to build relationships with key staff on the Hill and gain insights into what are the congressional priorities for 2020. We met with the lead staff on the Education Committee on workforce development issues and learned that apprenticeships and WIOA reauthorization are their priorities for this year. Both of these issues offer opportunities for NCDA to provide input about the importance of career development in order for these goals to be successful.

We also met with GT Thompson and expressed our thanks to him and his staff for his work in reintroducing the career counseling bill with our recommended changes. We has a lengthy meeting with his staff later in the month to discuss what the office’s upcoming priorities are and how we can assist with them. Our team was in attendance at the CCD Summit and participated in the sessions.

We also presented during an NCDA webinar, providing updates on our work and how NCDA members can get involved at the state and federal level. Our team also assisted with the nominating process for a legislative award, recommending Congressmen Langevin and Thompson for a joint award for their work on workforce development and shining a light on the importance of career development.

-NCDA Government Relations Committee
Rahsaan Bartet
Natalie Kauffman
Steven Myers
Amy Policastro Schroeder
Rae Stout
The United States remains the top host of international students globally (Crockett and Hays, 2011). Institutions of higher learning and the workforce are acknowledging diversity by welcoming billions in damage and thousands if not millions displaced. Crisis Counseling, Intervention, and Career Counseling would overlap during this event as it displaced laborers, students, and every-one in the Bahamas, or those that were in other countries at the time of the event.

**WHAT WE AS PROFESSIONALS CAN DO**

Determine where do we fit as counselors as intermediaries

Crisis Intervention Training – Attend a professional development course or seminar on natural disasters or traumatic events interventions.

Volunteer – American Red Cross, FEMA and Local / National Social Services

If not trained in an area of mental health, seek the Mental Health First Aider certification. Volunteer at a Red Cross, American Red Cross, FEMA and Local / National Social Services

**WHY THIS MATTERS**

It is beneficial to have crisis and trauma trained counselors and career counselors on had to aide in the readjustment of individuals in finding some normalcy in their worlds turned upside down. Work and education are often viewed as an individual’s livelihood – what do you do when it is all stripped away? The emotional and mental stress is heightened…what next?

If not trained in an area of mental health, seek the Mental Health First Aider certification.

**REFERENCES**


I often have students talk to me about how they worry about their future and that they feel very unsure of what they want to do in life. They feel pressure to find their passion while in college. I work in the student clinical and psychological counseling center as an intern and I also love career counseling. It took me a while to find my passion, and I navigated six years of recruiting jobs before finally feeling like I was on the road to my goal. To most of these students I say something like, “That’s a lot of pressure to put on yourself to figure that all out now.” I’m thinking, I’m still navigating that myself.

We all know college students feel increased pressure, but adults do as well. Social and online media encourage individuals to “follow their passion” and find their “true goal in life”. However, what if it’s not that simple? What if we all have many passions, or “things that bring us joy”, in the words of Marie Kondo. Maybe we need to reframe our way of describing this journey. For college students, perhaps it’s finding your next career step. For working professionals, maybe it’s finding a place where you feel you can serve others while learning and having some autonomy to hone a specific skill. Discover your skills and become great at these specific things! Or find what you are passionate about! Those are a few ideas for messaging.

I think about all the career aptitude tests that are available and how, for some people, they have very definitive answers and for others there’s a myriad of options. Thinking about that in The Holland Code RIASEC terms, if an individual is less differentiated they may not have a crystalized idea on a specific career path. Perhaps he or she has a variety of options, which can make it more challenging to choose one “passion”.

This all draws back to the fact that I really feel for the college students I work with. Choosing a “passion” is hard, but maybe the messaging also falls to the career development professionals as well. If we encourage others to find a niche, skill, or a job they can truly grow from and enjoy then that may take some of the pressure off. I recently read a helpful article on The Muse and another great one on Thrive that stated something similar.

Does that mean I won’t stop getting excited and passionate about career counseling? Absolutely not! It’s taken me several years to develop the skills I hope to use in a job that I love and I have enjoyed the journey. However, it does mean I may think twice about how I phrase things when I’m speaking with students and other job searchers that are feeling the immense pressure of finding their own passion. I want them to feel a sense of optimism in knowing that maybe there’s not just one passion or one road available to them. It’s a big world out there.

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.
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