

NORTH CAROLINA CAREER DEVELOPMENT ASSOCIATION

Spring 2020 Edition



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



Charlotte
Durham

Wilmington
Winston-Salem

Register* at tinyurl.com/Mar12MorningMusings

Members and non-members are welcome
for coffee & conversation with career
development colleagues!

Want to host? Contact Deanna Knighton
(deanna.knighton@duke.edu).

*Stop by, even if you don't have a chance to pre-register.



NCCDA MEMBERS ATTEND THE NCDA CAREER PRACTITIONER INSTITUTE

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 diversity 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.



NCCDA President Deanna Knighton greets the crowd

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



From L-R: Katie Peterssen, NCCDA President-Elect, Deanna Knighton, NCCDA President, Dr. Christy Walker, NCCDA Newsletter Chair, and Dr. Seth Hayden, NCDA President-Elect

POETRY AND ART CONTEST UPDATE

54TH ANNUAL
NCCDA | National Career Development Association

* Celebrating *
NATIONAL CAREER DEVELOPMENT MONTH

POETRY & ART CONTEST

"My Inspiring Future Career"

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 adults participate who are not students too. The entries 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

NCDA GOVERNMENT RELATIONS UPDATE FEBRUARY 2020

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 had 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 Congressman 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

RESILIENCE IN CRISIS AND TRAUMA AFTER THE STORM: CAREER COUNSELORS WORKING WITH DISPLACE INTERNATIONAL STUDENTS AND CLIENTS AFTER NATURAL DISASTERS

by Morgan Ray
NCCDA Newsletter Intern

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 new faces and talent to their campuses and organizations across the U.S. This phenomenal event has resulted in diverse students and clients seeking the assistance of higher education professionals and career counselors to aid them in their academic and career development, and a myriad of other social, emotional and financial needs.

Students that matriculate in universities often do so on due to average circumstances. However, there is a subset to this population to consider that I noticed in the fall of 2019 – students displaced due to natural disasters from their countries of origin. Many displaced students or clients are referred to as refugees at times.

When a disaster strikes, there is a need for a mass coordination of professions to meet the needs of those affected and for communities to pull together. When Hurricane Katrina became the storm of storms in 2005, it significantly affected worker mobility. In the fall of 2019, Hurricane Dorian devastated the Bahamas as a category 5 Hurricane. This deadly storm resulted in several deaths, 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 everyone in the Bahamas, or those that were in other countries at the time of the event.

A MEANINGFUL INTERVENTION

An agreement between the University of Bahamas Administrators and Hampton University (Hampton, VA) offered relief to students impacted by this traumatic experience. For the Fall 2019 semester, displaced students would receive free room and board and be able to attend classes. However, what about work? What about their families?

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?

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.

REFERENCES

- Clayton, R. L., & Spletzer, J. R. (n.d.). Worker mobility before and after Hurricane Katrina. *Monthly Labor Review*, 1–21. Retrieved from <https://www.bls.gov/opub/mlr/2006/art2full.pdf>
- Crockett, S. A., & Hays, D. G. (2011). Understanding and responding to the career counseling needs of international college students on U.S. campuses. *Journal of College Counseling*, 14(1), 65-79. Retrieved from <http://nclive.org.ezproxy.nccu.edu/cgi-bin/nclsm?url=http://search.proquest.com.ezproxy.nccu.edu/docview/864753895?accountid=12713>
- Dingman, R. L., & Ginter, E. J. (1995). Disasters and crises: The role of mental health counseling. *Journal of Mental Health Counseling*, 17(3), 259–263. Retrieved from <http://search.ebscohost.com.ezproxy.nccu.edu/login.aspx?direct=true&db=psyh&AN=1996-92231-001&site=ehost-live>
- Mascari, J. B., & Webber, J. M. (2018). Disaster mental health and trauma counseling: The next decade. In J. B. Mascari & J. M. Webber (Eds.), *Disaster mental health counseling: A guide to preparing and responding*, 4th ed. (pp. 287–294). Alexandria, VA: American Counseling Association Foundation. Retrieved from <http://search.ebscohost.com.ezproxy.nccu.edu/login.aspx?direct=true&db=psyh&AN=2018-03329-018&site=ehost-live>
- Kolodner, M., Kolodner, M., Marcus, J., Marcus, J., Parks, C., & Parks, C. (2019, August 15). HBCUs open doors wider to international students. Retrieved from <https://hechingerreport.org/hbcus-open-their-doors-wider-to-international-students/>.



Morgan Ray is currently a graduate student at North Carolina Central University and earned 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. Morgan is looking forward to pursuing career counseling and general counseling focused roles.

THE PRESSURE OF PASSION

by Megan Myers
NCCDA Newsletter Intern



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.

MARK YOUR CALENDARS

Envision the Possibilities
People, Purpose, and Pathways



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



Inspiring Innovation,
Increasing Diversity, and Promoting
Social Justice in Career Practice

NCCDA Board Members | 2019-2020

nccounseling.org/NCCDA

President

Deanna Knighton
Assistant Director, Duke University
deanna.knighton@duke.edu
919-613-4442

President-Elect & Conference Chair

Katie Peterssen
Assistant Director, Career Development
Office of Career Planning
Meredith College
mpeterssen@meredith.edu
919-760-8213

Past-President

Sheena Jacobs, M.A.
Virtual Account Manager
Cisco
smjacobs@ymail.com
919-923-5308

Treasurer

Beth Hwang
Assistant Director, StrongPoints
Meredith College
bnhwang@meredith.edu
919-760-8210

Secretary

Quenaisha Moody
Career Coach
Miller-Motte College, Raleigh Campus
quenaisha.moody@miller-motte.edu
919-723-2872

Communications (Newsletter Chair)

Christy A. Walker, Ed.D.
Director, Career Services/QEP
Durham Technical Community College
walkerc@durhamtech.edu
919-536-7200 ext. 1404

Communications (Website & Social Media Chair)

Jenna Hartwell
Director of Career Services
William Peace University
jrhartwell@peace.edu
919-508-2007

Best Practices Grant Chair

Emily Gomez
Manager, Federal Sector Program
Hire Heroes USA
egomez@hireheroesusa.org
919-999-0942

Community Outreach Chair

Katherine Buehler
Career Coach
katherinebuehler@gmail.com
980-275-9685

Member-at-Large/Membership Co-Chairs

Linda Whited
Career Coach, Graduate School of Arts & Sciences
Wake Forest University
lindamwhited@gmail.com

Glenda Darrell

Career Counselor
Career Development Center
North Carolina State University
gbdarrel@ncsu.edu
919-515-3486

Member-at-Large/Government & PR

Stephanie Johnson
Career Development Coordinator
Department of Computer Science
University of North Carolina at Chapel Hill
stephanie_johnson@unc.edu
919-590-6232

Member-at-Large/Archives

Stacey Huffman
Career Development Counselor
University of North Carolina at Wilmington
huffmans@uncw.edu
910.962.3174

Professional Recognition Awards Committee

Angie Smith
Teaching Associate Professor
North Carolina State University
acsmith5@ncsu.edu
919-515-6248

Jane Matthews

Assistant Director, Employer Relations
Office of Career Planning
Meredith College
jkmattthews@meredith.edu
919-760-8343

Courtney Gauthier

Associate Director, Career Integrated Learning
Western Carolina University
cgauthier@wcu.edu
828-227-3815

National Career Development Month Co-Chairs

Amy Policastro Schroeder
Education Consultant - Career Development
North Carolina Department of Public Instruction
APolicastro49@outlook.com
919-807-3822

Amy Willard

Assistant Director, Office of Personal &
Career Development
Wake Forest University
awillard@wfu.edu
336-758-2146