NOTE FROM NCCDA PRESIDENT, DEANNA KNIGHTON

Dear NCCDA Community,

I hope you and your loved ones are doing well and staying healthy. Here we are in the throes of the COVID-19 pandemic, and yet, we are still finding ways to connect. While it is not quite the same, we are all doing the best we can with what we have. Give yourself grace, and do not forget to rest and recharge. I have seen and heard amazing examples, from all across the state, of the adjustments that you, the fantastic professionals in the NCCDA community, are making, alongside the workload you are also maintaining. Keep up the great work we do of empowering our clients/students/customers in their career journeys, even at a distance. Stay strong; we will get through this!

On a separate topic, this is my last newsletter note as President. I could not have asked for a better executive board, year, nor members, and I am immensely grateful for everything that was done for, with, and as part of NCCDA during my presidential term. We have had a truly spectacular year as an organization. Membership this year grew to nearly 100 members (the most in at least 6 years), and professional development opportunities were further developed, including a webinar and our annual conference.

Our strong connection as a community was evidenced in our Morning Musings held around the state, which were expanded to 4 times this year, as well as the town hall we recently held with 107 attendees. We donated school supplies to four districts, recognized 3 outstanding professionals, and even presented a new award this year. The number of National Career Development Month Poetry & Art contest entries doubled, and almost $2,000 in Best Practices Grants were awarded, supporting a variety of projects in all areas of career development and all stages of the life rainbow (any Donald Super developmental self-concept fans out there?). Please check out the executive board list at the end of this newsletter and join me in expressing appreciation for the board members who have contributed so mightily to NCCDA in 2019-2020. We are poised to grow even stronger in the years to come.

It has been a highlight of my career to serve you all and lead NCCDA this year, and I look forward to continuing my support of this wonderful organization as Past-President next year. I am so very thankful for this opportunity and for you all, the best career development community in the nation.

MARK YOUR CALENDARS!

Thursday, May 14, Noon-1pm—FREE Virtual Town Hall

Thursday, May 21, 8:30am – 9:30am (drop-in)
Introducing the first ever(!) virtual NCCDA Morning Musings! We’ll gather in Zoom as a state-wide group and then use breakout rooms to separate by region. All career development professionals are welcome. Please register here to receive the Zoom link for that event.
Dear NCCDA Members,

Thank you to those that voted regarding NCCDA’s future as an organization.

The amended bylaws passed, and we will officially separate from NCCA starting with the 2020-2021 year. NCCDA has been removed from the NCCA membership renewal form, and next steps are forthcoming.

Watch for future communication via email as our website will also change. Hope that you will continue your membership with us and the career development community of this great state next year.

NCDA SURVEY: THE SCHOOL CAREER DEVELOPMENT ADVISOR (SCDA) PROGRAM

The National Career Development Association (NCDA) is looking for feedback on the School Career Development Advisor (SCDA) program. The NCDA Training and Education Committee (TEC) is seeking your assistance on a new program and credential that was launched November 2019. Additional information related to this program and credential is found on the NCDA public site: https://ncda.org/aws/NCDA/pt/sp/credentials_scda

The SCDA training is designed for providers who work with youth in many settings to help prepare them for meaningful work and assist them in managing their future careers. These providers work with other staff to coordinate the design, implementation, and monitoring of school and community-based efforts to improve the chances of students entering post-secondary institutions or the job market with skills, knowledge, and credentials to be competitive.

The objectives for the SCDA Training are organized into two primary competency areas: (1) knowledge of skills related to student advising and (2) knowledge of skills related to working with business and industry. The SCDA Training is a total of 45 hours of instruction. It can be offered as both online and traditional face-to-face delivery.

Please complete this survey by May 15, 2020: https://forms.gle/KrX7s54ifCAgpqWW9

Your feedback will help let NCDA know your thoughts about the new program and credential. North Carolina has one trained School Career Development Advisor Instructor (SCDAI) and there are 12 nationwide.

Thank you,
Training and Education Committee (TEC)
Mark Danaher, SCDA Rep

(Submitted on behalf of Mark Danaher, by Inaugural November 2019 SCDAI and NCDA SCDA Curriculum Review Committee member; NCCDA Board Member, Amy Policastro Schroeder – APolicastro49@outlook.com)

UPDATE ON CONFERENCE INFORMATION FROM THE NCDA EXECUTIVE DIRECTOR

April 29, 2020

Thank you to all registrants of the 2020 NCDA Global Career Development for your patience as the NCDA Board and Staff monitor the affects of the COVID-19 pandemic.

As of today, we continue to discuss options with the hotel facility and vendors supporting the 2020 Conference about the viability of hosting this event in a safe and socially responsible manner. The restrictions are changing weekly as the curve starts to flatten and some businesses are resuming limited operation.

The NCDA Board will host a meeting on May 12 and an announcement will be forthcoming at that time. Future virtual offerings are also being researched in the event that hosting the conference, and fall regional institute, become impossible. Thank you for your patience and support.

For those seeking a refund or transfer to the 2021 Conference in Atlanta, please send a message to Natalie Scrimsher at nscremsher@ncda.org.

Remember to visit the NCDA home page for more NCDA Resources related to COVID-19.

Deneen Pennington, Executive Director
National Career Development Association
www.ncda.org
Entries were judged on how they celebrated and inspired career development with a positive tone while emphasizing the national theme.

Contest division areas included:

- Primary—grades K-2
- Intermediate—grades 3-5
- Middle—grades 6-8
- Senior—grades 9-12
- Adult Student—ages 18 and older, enrolled in school
- Open Adult—ages 18 and older, not enrolled in school

The winning entries for each division will be recognized and displayed on the NCDA website in June 2020, as well as at the annual Global Career Development Conference. National winners will also receive from the National Career Development Association a special certificate and a congratulatory gift.

### MEET THE 2020 NCCDA WINNERS!

#### POETRY

**Intermediate Division (3-5)**
- 1st place: Jack McGee, Nags Head Elementary
- 2nd place: Tobias Chansuthus, Nags Head Elementary
- 3rd place: Ayana Hudson, Pinnacle Classical Academy

**Middle Division (6-8)**
- 1st place: Jaylen Lindsey, First Flight Middle
- 2nd place: Tessa Schoenover, A. C. Reynolds Middle School
- 3rd place: Lily Allen, Newport Middle School

**Senior Division (9-12)**
- 1st place: Lucy Holland, CECH
- 2nd place: Donquarius Parker, New Tech High School
- 3rd place: Daniel Perry, New Tech High School

**Open Adult (18+ not enrolled in school)**
- 1st place: Crystal Waters, East Carolina University
- 2nd place: Sonya Jordan, Wilkes Community College

#### ART (CATEGORY 1)

**Intermediate Division (3-5)**
- 1st place: Carter Mikell, Pinnacle Classical Academy
- 2nd place: Brandon Cantera, Pinnacle Classical Academy
- 3rd place: Broadman Davies, Pinnacle Classical Academy

**Middle Division (6-8)**
- 1st place: Ashley Winslow, Newport Middle School
- 2nd place: Madelyn Barnette, First Flight Middle
- 3rd place: George Powell, Cape Hatteras Secondary School

**Senior Division (9-12)**
- 1st place: Michelle Liu, Shelby High School
- 2nd place: Cloey Davis, Manteo Middle School
- 3rd place: Caleb Barker, Manteo Middle School

**Open Adult (18+ not enrolled in school)**
- 1st place: Ronda Branch, Shelby High School

#### ART (CATEGORY 2)

**Middle Division (6-8)**
- 1st place: Jamie Hopkins, Manteo Middle School
- 2nd place: Connor Crouch, Newport Middle School
- 3rd place: Diana Lazaro, Manteo Middle School

**Senior Division (9-12)**
- 1st place: Layne Sparks, Shelby High School
- 2nd place: Nya Pledger, Manteo High School
- 3rd place: Abby Flowers, Manteo High School

**Adult Student (18+ enrolled in school)**
- 1st place: Adrian Guerrero, Wilkes Community College
- 2nd place: Jayne Martin, Wilkes Community College
- 3rd place: Lexi Thomas, Wilkes Community College

**Open Adult (18+ not enrolled in school)**
- 1st place: Sabrina A. Bowman, Wilkes Community College
POETRY: Intermediate Division (1-2)
1st place: Always Hudson, Pinnacle Classical Academy

My Inspiring Career

Being a vet is my inspiring career. Dogs and cats bring me cheer. Someone might be in pain and bring a carri. It was a hard enamel.

Working throughout the day.

New things happen every day.

Going dogs versus every day.

Because every day is a new day.

Mainly surgery some time.

On a day that had a massive tumor.

Also a buddy swallowed a llama.

At the end of the day we did not lose any humor.

POETRY: Middle Division (6-9)
1st place: Tessa Schwoener, A.C. Reynolds Middle School

“Why God Has Made Me This Way”

When I was young,

God made me to love,

He made me smart,

He made me kind.

He made me to help,

He made me to care.

I know He loves me,

And He loves you too.

He made me this way,

And I’m happy to be me.

POETRY: Senior Division (9-12)
3rd place: Daniel Perry, New Tech High School

Architecture

By Daniel Perry

Ever since I was 12, I had dreams.

I had to be different from everyone else.

I had to own on the prize and be a winner.

About the last I wanted to be just like him.

Being him working hard and being a man.

If I could see him use that hammer again teaching me.

How to build while I fulfill my dream of being an architect.

Dreams are supposed to feel real so you can accomplish them just like him.

POETRY: Intermediate Division (1-2)
1st place: Jill McGee, Nags Head Elementary

My Inspiring Career

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POETRY: Open Adult (18 - not enrolled in school)
1st place: Crystal Waters, East Carolina University

My Inspiring Career

Chances are returned. Technology increase.

The theme of chance, college grants are released.

Learning types are opened and serves through apps.

Career. Get skill opportunity versus prepared course.

Inspiring to grow in classroom students’ skills, mobilility.

Training teams and addition outcome higher student’s learning.

increasing instructing different language and how.

SITUATION: for the planning, given student versatiles, choosing different plain.

Motivation and resources from career increased.

Being able to provide the student’s comprehension and more.

From class, the learning technology engineering, and education.

To our world’s creative arts, one of 2012 had known features.

From the campus, the creative content moving a feature poor year.

Our programs go so far to make students own overcoming their fear.

From November to high angles we understand balanced.

This exhibition then a choreography we will provide a solution if the student doesn’t succeed.

Our students don’t claim as proud. Make as we are told.

When we received 2012’s, we build better designs.

Just kind, give once never be same better challenges and not two.

When you leave 2012, you had learned more insight about your inspiring career.
Should I even job search right now, is a common question that I’m hearing. Before I can jump into the, “yes, and here’s why…” I want to try to address a bit of the fears surrounding job searching and the emotions attached to job searching right now. While people may be experiencing a lot of emotions, so much of what I seem to be hearing is directly tied to grief in form. People are being furloughed, laid off, or struggling to find work after graduating. It only seems natural that there may be some grief associated with the now heightened job market challenges.

One of the ways grief is so often illustrated is through Elizabeth Kubler-Ross’ Stages of Grief model. Note that individuals do not always pass through each stage and the stages are not always followed in any exact order, but the model serves as a helpful tool to conceptualize the feelings associated with grief.

The first stage of grief is denial. This is when an individual may be in disbelief that they have just lost their job. The next stage is anger, and an example of this is when someone may be looking for someone to blame during the loss of the job. The next stage is bargaining, when an individual attempts to exert some control over the situation even though it is likely well out of that person’s control. Depression, probably the most talked about emotion, is also a stage of grief and this can look like a period of intense sadness which may prompt the desire to withdraw from others and it can lead to decreased motivation. Finally, the last stage is acceptance, when individuals come to terms with the reality at hand can move forward while still acknowledging the existence of the hardship.

The best thing career development professionals can do is to offer career support, free of judgement, and meet the client where he or she is at the time. So, this means, if the client is still wrapping their mind around a layoff maybe they need to talk about that experience, rather than jump into looking at applications.

There are a few ways career professionals can help when someone is experiencing the feeling associated with grief due to current job challenges. The first is to allow space for the client to grieve, and note that it is a normal, and expected feeling associated with job loss or associated with the current changes in our lives (see article on collective grief here).

Another important tactic is to establish a routine and stick to that routine to allow for some normalcy. It is important for individuals to be open to exploring new opportunities, if they are ready, and people may need to be a bit more flexible in the current market.

Although it may be hard, encourage those that are job searching to try to avoid internalizing rejection during a layoff and during the job hunt. People can assess their marketable skills and determine how these skills could align with companies and industries that are still hiring.

With the current job landscape, career development professionals may encounter a myriad of emotions surrounding the job search and some of them may be under the umbrella of grief. If an individual is experiencing emotions that are impacting their health to the point that it is causing significant impairment in their day-to-day functioning, then it may be time to refer that individual to a mental health professional. This is a wonderful time for career and mental health professionals to collaborate to help individuals meet their mental health needs and achieve their career goals.
### NCCDA Speaks Out

NCCDA members were asked to name one challenge and one positive thing that has resulted from the pandemic. Check out the responses.

<table>
<thead>
<tr>
<th>Name one challenge you have experienced since the pandemic.</th>
<th>Name one positive thing that has resulted from the pandemic.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prioritizing my time and finding focus at work when it feels like the sand beneath me is often shifting. As new guidelines and expectations roll out from my campus, unemployment rises and hiring slows, and campus/office priorities change, it feels hard to feel settled in my own areas of focus now.</td>
<td>I’ve been reminded of just how much we all have students at the top of our lists. From faculty to staff and even students, I’ve heard so much focus and concern with how students are doing, what they need most from us, and how we can best support them.</td>
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<td>Family work life integration with multiple life roles all at once.</td>
<td>Family time has increased because of reduced activities outside the home (i.e., sports, music, school events).</td>
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<td>Lack of student engagement with sticking to virtual appointments/webinars/presentations/etc.</td>
<td>Having the opportunity to reconnect with my children.</td>
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<td>Learning how to use new technologies and to be totally dependent on technology. For example, if the online connectivity doesn’t work then you are isolated and unable to work.</td>
<td>Strengthened relationships with family, friends and co-workers as we have time to communicate more openly and frequently with family and as co-workers support each other, even at a distance.</td>
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<td>Sometimes I struggle with focusing and other times, I am so focused I don't get up from my desk for hours. Finding balance requires a bit of effort.</td>
<td>More time with my spouse and getting more walking time in because I don't have a commute to take up 30 minutes twice a day.</td>
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<tr>
<td>Establishing new routines for everyday life!</td>
<td>Seeing the community come together to support one another in really creative and thoughtful ways has been very heartwarming.</td>
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<tr>
<td>Productivity when working from home and motivating school aged child to complete assignments - this is tough.</td>
<td>Less stress from morning commute - saving about 2 hours a day has been amazing.</td>
</tr>
<tr>
<td>Zoom fatigue; I am an extrovert by nature so not being able to connect in-person with people tricks my brain, I am convinced, and I ended up exerting twice as much energy.</td>
<td>A stronger relationship with our alumni and alumni engagement with students; our alumni have really stepped up to the plate and wanted to provide mentorship and guidance to current students right now. It has been heartwarming.</td>
</tr>
<tr>
<td>Working from home with others in the house. Mental health struggles with the loss of community.</td>
<td>Less driving</td>
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<td>I'm losing motivation to do anything productive.</td>
<td>I had has social Zoom calls with friends I haven’t spoken to in months! I am gaining an appreciation for social connection that I hope I hang onto for quite some time!</td>
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<tr>
<td>Working from home while parenting -- and homeschooling -- at the same time. Managing these multiple, full-time roles at one time has been a challenge.</td>
<td>We’ve been forced to slow down! My family has eaten dinner together almost every night, and I’ve been able to spend time with them that I don’t ordinarily get. The art of the handwritten letter has returned, and we’ve been sending letters to friends and family. And, of course, I’ve honed my Zoom/web conferencing skills :)</td>
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<tr>
<td>I lost the opportunity to complete my Practicum with my department, and lack in-person closure with my colleagues and supervisor.</td>
<td>I have learned how to provide career services using Zoom, and I am told that I am providing useful support to my students.</td>
</tr>
<tr>
<td>Juggling turning off work when I walk out of the converted dining room office. Balance has been a struggle; grateful for supportive semi -ilder children and that I can literally close the office door.</td>
<td>I’ve learned a few positive things and am truly appreciative of the personal stretch, not the sadness and trauma Covid has caused for so many, but appreciative for my health and that I have considered alternate options of doing my work, am reaching more people/colleagues across the state and locally through remote meetings, have caught myself reflecting more, and most importantly has allowed me more time to spend with my children and lean in and learn from them. Truly blessed.</td>
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<td>Co-workers that, while operating from a place of compassion for the students and general concern, are trying to do too much. Multiple workshops a week, adding more staff meetings, wanting everyone to do the same thing and frustrated that other co-workers are not responding fast enough. I don’t need an extra staff meeting to “check-in.” I need time to be with my family and manage my own anxieties in addition to serving my students.</td>
<td>I’m very privileged and acknowledge and embrace that. Within that understanding, I have truly enjoyed a moment to slow down, spend more time with my family, and reflect on the nature if my work, i.e. “Why do I add so many extra things onto my plate?”</td>
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<tr>
<td>Being able to step away from the computer during the day with the exception of lunch for a screen break and exercise.</td>
<td>The opportunity to think creatively about how to serve our students virtually and how it might positively impact operations in the future.</td>
</tr>
</tbody>
</table>
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