

NCDA Regional Career Practitioner Institute

Practical Techniques and Strategies for Career Development Practitioners

March 27, 2015

ALBUQUERQUE, NEW MEXICO

National Career Development Association



www.ncda.org



Practical Techniques and Strategies for Career Development Practitioners

As we move into the next century of the National Career Development Association, your Board of Directors welcomes you to NCDA's Seventh Regional Career Practitioner Institute. As society changes, workplaces transform, and technology accelerates, the exponential growth of those needing career development competencies is acknowledged. Our innovative responses to clients, programs, and organizations must continuously develop. NCDA is excited to offer this Practical Techniques and Strategies for Career Development Practitioners Institute as another way NCDA serves members, the New Mexico Career Development Association, and future members of a professional association with a great history.



During our short time together, I hope you will share your expertise, learn from fellow NCDA members, and examine best practices. We have much to learn from one another and the measure of our success will be determined by how well we build networks, support colleagues, and identify opportunities to grow our programs, practices, and skill sets.

In addition, we hope you will join NCDA to celebrate its 2015 Conference in Denver. The theme, *Reimagining Life's Possibilities, from First Jobs to Encore Careers*, was chosen to represent NCDA's diversity of professionals and the people they work with. We hope to welcome you there and encourage you to register early for the conference and hotel at www.ncdaconference.com.

Again, we welcome you to New Mexico and may you have a remarkable experience among the NCDA family.

Respectfully,

Mark Danaher

Mark Danaher
NCDA President, 2014-2015

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NATIONAL CAREER DEVELOPMENT ASSOCIATION

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Keynote Presenters



Mark Danaher

Newington High School,
NCDA President

The Story of Three Workers and How They Connect with Us and Their Organization

The Keynote will focus on the story of three workers and their career path. We will look at their strengths and beliefs and how they apply to us. Concurrently, we will look at organizations and our connection to see our true success based on these workers. The goal is to help us understand our connections and our clients as we provide career growth and direction.

Mark Danaher, NCC, LPC, MCC is Career Development Facilitator Master Trainer and Career Academy Counselor/Educator for Newington High School in Newington, Connecticut. Mark holds two Masters Degrees in Educational Psychology and Educational Technology from University of Connecticut and Eastern Connecticut State University. Mark has started two new ventures around college and retirement coaching. He is providing his experience and expertise to

help families, individuals and couples find purpose and connection in their lives. Mark has shared his expertise with schools within the state as they look to start or improve the career centers and planning within their schools or districts. Mark has received numerous awards for his services that he provided to the students, faculty and parents at Manchester High School. He was recognized as Manchester High School Teacher of the Year in 2006-2007 and as Manchester District Teacher of the Year 2006-2007 for his efforts in teaching and counseling students about career. Mark went on to become a Finalist for Connecticut Teacher of the Year for his career work.

Mark is an accomplished presenter and keynoter, he has presented at the local, state and national levels on career related topics. He has been teaching the Career Development Facilitator training and enjoys sharing his knowledge and experience with his students. Mark is a Master Trainer for the Career Development Facilitator program and is training others to become instructors. He has had the privilege to hold leadership positions in Connecticut and now with NCDA over the past few years. Mark has served as President of Connecticut Career Counseling and Development Association and as the North Atlantic Region Trustee for NCDA. Mark lives in Cheshire, Connecticut with his wife, and 2 wonderful children.



Deb Osborn

Florida State University

How the Internet of Things Can Enhance the Career Development of People

Career decision-making and job searching continues to rely heavily on the basics defined by Frank Parson over a century

ago: knowledge about self, knowledge about options, and “true reasoning” to make an effective decision. With one click, the Internet, Social Media, and Smartphone applications provide information to inform each aspect of the career decision-making process. How can today’s career development counselors and practitioners harness the power of these tools to help clients from different backgrounds with different technological skills and comfort levels? In this session, we’ll examine how to develop a growth mindset towards integrating technology to enhance our clients’ career decision-making and job search efforts.

Deb has a Master’s degree in Counseling and Human Systems, specializing in Career and School Counseling, and a Ph.D. in Counseling Psychology with a specialization in Career Counseling. Both degrees are from Florida State University. Deb was the first in her program to teach online, and she created the first career counseling graduate certificate in her state. Deb coordinated the CACREP-accredited career counseling concentration, as well as the overall counseling program and 11+ years teaching undergraduate and graduate career courses. She has been an NCDA member since 1993. Deb served as an associate editor for the K-12 section of Career Convergence for six years, and was a proud member of the Leadership Academy 2008-2010. In 2009, she received an Outstanding Practitioner Award from NCDA. Deb developed the online training for the Career Development Facilitator program. Deb was the Florida CDA president for three years, and awarded the FCA Counselor of the Year award in 2006. She has 26 publications and 49 state-wide and national presentations. Deb is a career counselor and a counselor educator. Deb helps individuals give voice to their dreams and take steps to make those dreams come true, and she hopes to inspire her students to do the same.

Conference-At-A-Glance

Practical Techniques and Strategies for Career Development Practitioners

Pre-Conference Activities and Ancillary Meetings

Wednesday, March 25

3:00-6:00 pm	NCDA Board of Directors Meeting/Retreat	Santa Fe
3:00-6:00 pm	NCDA Career Development Facilitator Advisory Council Meeting	Carlsbad

Thursday, March 26

7:30 am-5:00 pm	Institute Registration Open	Foyer
8:00 am-5:00 pm	NCDA Board of Directors Meeting/Retreat	Santa Fe
8:00 am-5:00 pm	NCDA Career Development Facilitator Advisory Council Meeting	Carlsbad
8:00 am-12:15 pm	Professional Development Institute #1	Cimarron/Las Cruces
12:15 pm-1:00 pm	Lunch on Your Own	
1:00-5:15 pm	Professional Development Institute #2	Cimarron/Las Cruces

Career Practitioner Institute

Friday, March 27

7:30 am-3:30 pm	Institute Registration Open	Foyer
8:00-8:30 am	Morning Refreshment Break	Foyer
8:30-9:45 am	Institute Opening Session	Salons A-E
9:45-10:00 am	Refreshment Break	Foyer
10:00-11:00 am	Presentation Series I	Various Meeting Rooms
11:00-11:15 am	Travel Break	Foyer
11:15 am-12:15 pm	Presentation Series II	Various Meeting Rooms
12:15 -1:30 pm	Welcome Luncheon	Sandia Ballroom
1:30-2:30 pm	Presentation Series III	Various Meeting Rooms
2:30-2:45 pm	Refreshment Break	Foyer
2:45-3:30 pm	Institute Closing Session	Salons A-E

NCDA Global Career Development Conference

June 30 – July 2, 2015 • Denver, Colorado

**Check out www.ncdaconference.org
for future locations and dates.**

Agenda

Thursday, March 26

7:30 am – 5:00 pm **Institute Registration Open** Foyer

(The PDIs requires additional fees and pre-registration)

8:00 am – 12:15 pm **PDI #1: Beyond Assessments: Helping Clients Who Are Stuck Using Creative Counseling Systems** Cimarron/Las Cruces
This training will enable counselors to better serve their clients through understanding, and using as appropriate, Career Construction Theory, Career Focused Sand Tray Therapy, and Transferable Skills Analysis systems. The workshop includes theory and research, case studies, demonstrations, customized application and interpretation materials, and role playing opportunities for each system.
Caitlin Henke, Liz Daniels, Karin Kase, and Marty Apodaca, University of New Mexico

1:00-5:15 pm **PDI #2: Using StrengthsFinder 2.0 to Increase Clients' Well-being and Engagement** Cimarron/Las Cruces
How can you help clients create change, specifically around their well-being and engagement? Strengths is a powerful tool to help drive change and increase life satisfaction. Learn more about these topics and walk away with resources and tools you can immediately use to help clients make meaningful change.
Cori Shaff, University of Colorado Boulder

Friday, March 27

7:30 am – 3:30 pm **Institute Registration Open** Foyer

8:00 – 8:30 am **Morning Refreshment Break** Foyer

8:30 – 9:45 am **INSTITUTE OPENING SESSION** Salons A-E
Welcome
Heather Ver Brugge, NMCDA President, 2014-2015
Mark Danaher, NCDCA President, 2014-2015

The Story of Three Workers and How They Connect With Us and Their Organization
Mark Danaher, Newington High School, Current NCDCA President
The Keynote will focus on the story of three workers and their career paths. We will look at their strengths and beliefs and how they apply to us. Concurrently, we will look at organizations and our connection to see our true success based on these workers. The goal is to help us understand our connections and our clients as we provide career growth and direction.

9:45 – 10:00 am **Refreshment Break** Foyer

10:00 – 11:00 am **Presentation Series I**
#1 What To Do When You Only Have 10 Minutes to Assess a Client/Student Salon E
Learn an expedient approach to add to your toolbox of skills: 1) How the Career Process Really Works framework, 2) a short Life/Career Self-Test that gives you a snapshot of current life and work situations, and 3) activities helpful at different phases of the Career Process. Leave with worksheets and exercises that you'll use with your clients/students when you get back to the office.
Carol Vecchio, Centerpoint Institute for Life and Career Renewal

#2 Career Counseling Interventions

Salons C-D

As clients attempt to navigate career or educational decision making in the current ever-changing world of work, career development professionals can always use and share ideas of what has been helpful in their work with clients. Rather than viewing career counseling as something that is “done to” clients, we will examine a few interventions that build a collaborative working alliance, enhancing a positive journey for our clients.

Cynthia Marco-Scanlon, John Carroll University and Lourdes Rivera, Queens College, CUNY

#3 Practical Resources for Career Development

Practitioners

Salons A-B

Career Development Practitioners – what can NCDA do for you today? Every day, 24/7 in fact, NCDA offers practical resources that can assist you in inspiring and empowering your clients/ students. The only problem might be identifying these resources when you most need them. Here is your expert guide to NCDA resources, online and in print.

Melanie Reinersman, NCDA Website and Web Magazine Editor

11:00-11:15 am

Travel Break

Foyer

11:15 am – 12:15 pm

Presentation Series II

#4 Career Lessons and Ideas for K-12 and Beyond

Salon E

Attendees will walk away with career ideas and information to help bring career programs into their K-12 school systems. Find out the facts and information to help you move your career programs forward with easy take-a-ways to add into your school program.

Mark Danaher, Newington High School, CT

#5 Recent Immigrants to the U.S.: Facing the Employment Market

Salons C-D

The U.S. is facing challenges in connecting skills needed with workers to perform these jobs. How do recent immigrants fit into the job market? What do they need to know and consider before attempting employment? How do we as career counselors seek to assist in their adjustment to the U.S.?

Ellen Weaver Paquette, Rhode Island College

#6 Generational Differences in the Work Place

Salons A-B

For the first time, the world of work is experiencing four generations under one organization. This session will look at the generations present in today’s workforce. Presented with humor and fun, we will explore how to meet the needs of our newest generation, Gen Y, who are now entering the professional workplace.

Jenna Crabb, University of New Mexico

12:15 – 1:30 pm

Welcome Luncheon

Sandia Ballroom

Please join us for a light lunch and refreshments.

1:30 – 2:30 pm

Presentation Series III

#7 Developing Collaborative Partnerships for Military Career Pathways in K-12 and Higher Education

Salon E

Why is the military often overlooked by counselors as a first-choice for an employer? Many counselors are not familiar with the diversity of careers that can be pursued with the nation’s largest workforce. College career center counselors and K-12 school counselors work with students, parents, fellow educators, and community leaders to facilitate their students’ informed and intentional career decision making. Career opportunities in our nation’s military provide students with a variety of career transition options from secondary, two-year colleges, four-year colleges, and graduate and professional schools in each career clusters. This workshop will provide

attendees with exciting information on the diversity of opportunities and benefits of the armed services as an employer, using the U.S. Army as an example. Handouts, websites, electronic applications and resources will be shared with attendees as part of creative career development programming on military careers.

Ray Davis, South Carolina Department of Education and Regan Mendina-Pellow, US Army Phoenix Recruiting Battalion

**#8 New Mexico's Employment Situation and
Using Labor Market Information to Help Students
Explore Careers**

Salons C-D

This program will provide an overview of New Mexico's employment situation by looking at employment and unemployment and the factors that impact the health of the labor market. Projected job openings and where future employment opportunities will be greatest will also be presented to lead the discussion on how to use industry and occupational employment data for any state to assist students in exploring careers and planning their employment paths. The new comprehensive New Mexico Career Guide will be presented.

Ashley Leach and Mark Flaherty, New Mexico Department of Workforce Solutions

**#9 Ruby Red Slippers (Metaphors, Magic and Meaning):
The Role of Career Coaching in Creating Powerful
Conversations**

Salons A-B

The room you are sitting in is engulfed in a tornado. You are spinning away from the Land of Enchantment to the Land of Oz. As the room lands on solid ground, you slip on Ruby Red Slippers and travel along the Yellow Brick Road where you will engage with Dorothy, the Scarecrow, the Tin Man and the Cowardly Lion on a journey of asking powerful and engaging questions that begin the coaching conversations for changing lives. This interactive session will challenge participants to ask the questions that will move their "coaches" from where they are to where they want to be. Powerful and engaging questions begin the conversations where fears, affairs of the heart, and lack of knowledge can be addressed. Participants will walk away with materials that can be utilized during career coaching sessions.

Kim Gieck, Central New Mexico Community College (CNM)

2:30 – 2:45 pm

Refreshment Break

Foyer

2:45 – 3:30 pm

**INSTITUTE CLOSING SESSION
Conceptualizing How the Internet of Things Can Enhance
the Career Development of People**

Salons A-E

Deb Osborn, Florida State University

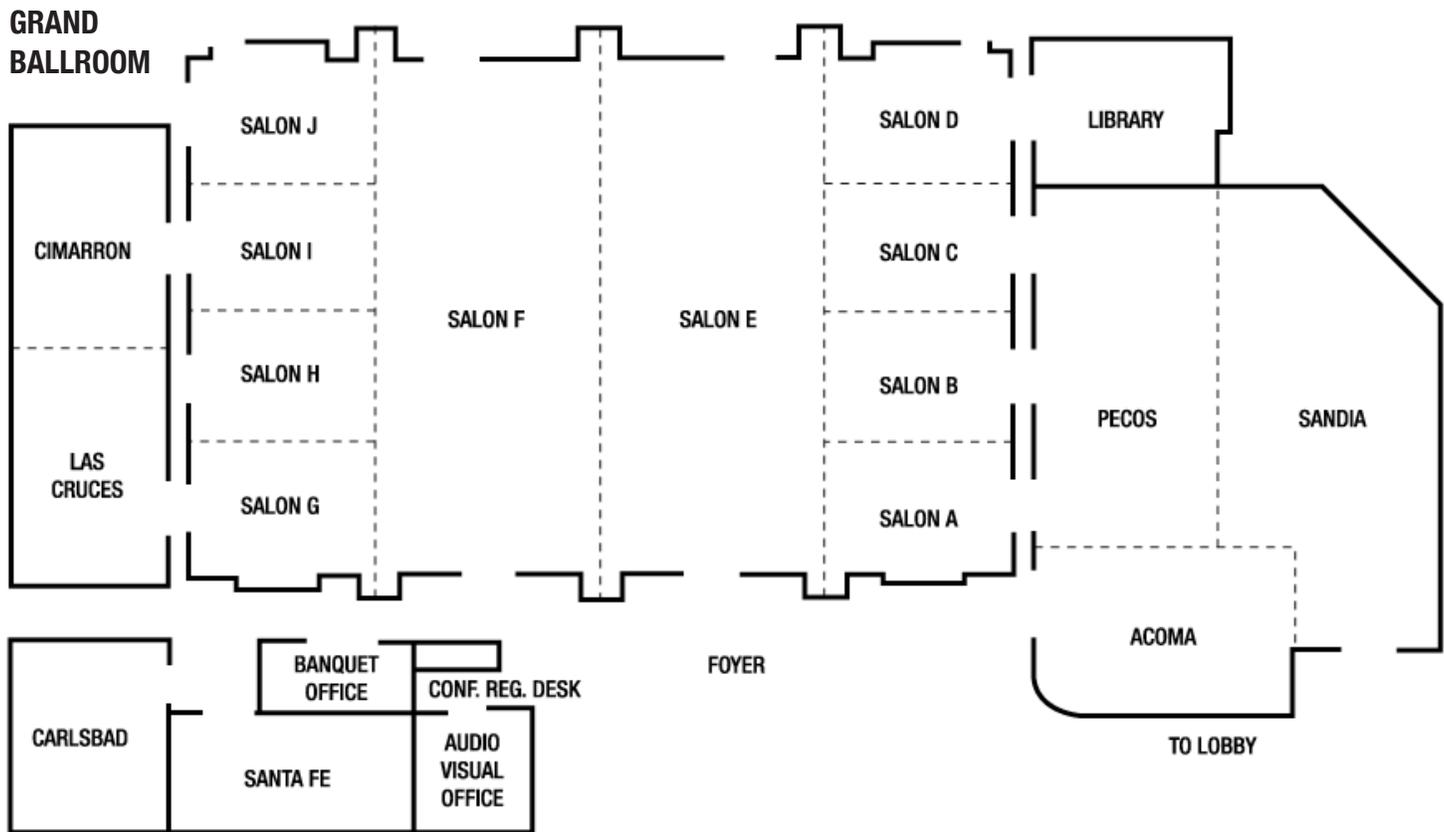
Career decision-making and job searching continues to rely heavily on the basics defined by Frank Parsons over a century ago: knowledge about self, knowledge about options, and "true reasoning" to make an effective decision. With one click, the Internet, Social Media, and Smartphone applications provides information to inform each aspect of the career decision-making process. How can today's career development counselors and practitioners harness the power of these tools to help clients from different backgrounds with different technological skills and comfort levels? In this session, we'll examine how to develop a growth mindset towards integrating technology to enhance our clients' career decision-making and job search efforts.

3:30 pm

Institute Adjourns

*Thank you for attending NCDAs Regional Career Practitioner Institute.
Check out www.ncda.org for future locations and dates.*

Hotel Map



\$35.00
+ shipping
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\$25.00
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National Career Development Association
Monograph Series

Clinical Supervision of Career Development Practitioners: Practical Strategies

Judith M. Hoppin
Jane Goodman

CLINICAL SUPERVISION OF CAREER DEVELOPMENT PRACTITIONERS: PRACTICAL STRATEGIES

By Judith M. Hoppin and Jane Goodman

This monograph is an easy and interesting resource to read for anyone involved in the area of career supervision. Whether the supervision is required to meet certification and licensing requirements or for the growth and development of the practitioner, we offer this monograph as an exploration of supervision around career issues, emphasizing specific and additional elements beyond general clinical supervision. The monograph is designed for individuals supervising career counselors, vocational psychologists, career development facilitators, coaches, student affairs personnel working in career services, school counselors in the career aspects of their work, and others engaged in providing career service to students and clients. 2014. ISBN: 978-1-885333-42-1

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Continuing Education Report Form

CAREER PRACTITIONER INSTITUTE

March 27, 2015 • Albuquerque, New Mexico

Instructions:

Print neatly and double-check all information. Provide all the information requested.

Place the number of hours in the "Total" column to indicate which sessions you attended.

You must complete a session in order to get credit.

Enter the total number of hours earned (may not exceed 5).

Sign the form. Unsigned forms will not be valid.

YOU **DO NOT** NEED TO MAKE COPIES FOR NCDA.

Save your original for your use and submit if requested to do so for an audit. NCDA will verify your attendance if required.

Contact NCDA at (866) 367-6232 if you have any questions.

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Organization _____

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I certify that the information I have reported on this form is complete and accurate.

Signature _____

Date of Completion _____



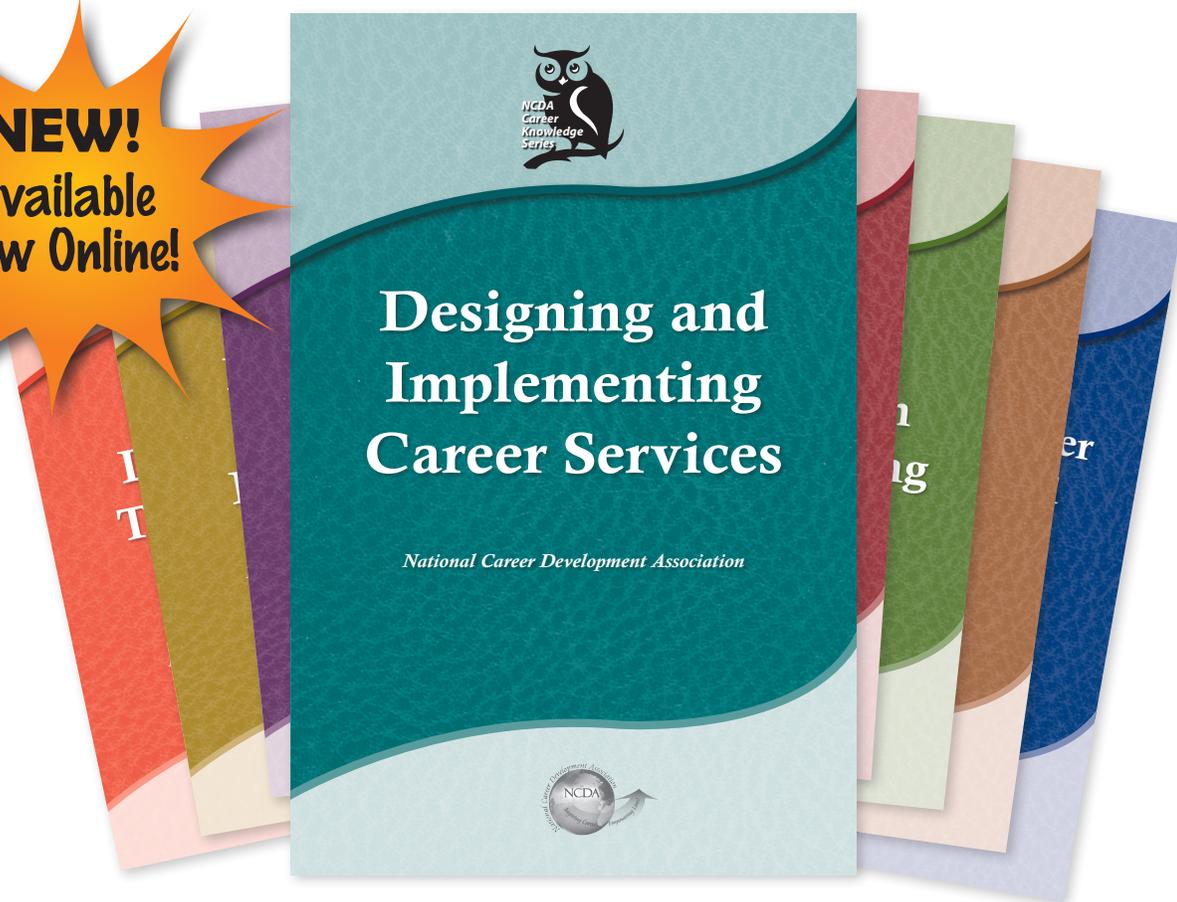
Deneen Pennington, Executive Director
National Career Development Association
NBCC Sponsor #1003

Day & Time	Program Type	Hrs	Total
Fri., March 27, 2015	Total Hrs. Possible	5	
8:30 – 9:45 am	Opening Session	1.25	
10:00 – 11:00 am	Series I	1.00	
11:15 am – 12:15 pm	Series II	1.00	
1:30 – 2:30 pm	Series III	1.00	
2:45 – 3:30 pm	Closing Session	.75	
TOTAL	Total Possible Hrs.	5	

Maximum credit that can be earned: 5 credit/clock/contact hours for this conference.

(PDI Continuing Education Certificates will be provided separately upon completion of PDI Session).

NEW!
Available
Now Online!



National Career Development Association Career Knowledge Series

NCD A's Career Knowledge Series is designed for individuals wishing to understand career development. Titles in this series include:

- Providing Career Services to Multicultural Populations
- The Role of Career Information and Technological Resources in Career Planning
- Job Seeking and Employability Skills
- Designing and Implementing Career Services
- Developing a Helping Relationship
- Training and Leading Groups
- Career Development Theory and Its Application
- The Role of Assessment in Career Planning

Each title provides a thorough introduction and discussion for its specialized topic.

Individual Titles: \$25 (member); \$35 (non-member)
Entire Set of 8: \$150 (member); \$175 (non-member)

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Denver, Colorado*



2015 NCDAGlobal Career
Development Conference

JUNE 30 – JULY 2, 2015

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