



2024 State CDA Leadership Training

NCDA Global Conference, San Diego

June 25, 2024



Stacy M. Van Horn, PhD
NCDA Trustee of State Divisions
NCDA Board Member
Stacy.Vanhorn@ucf.edu

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Today's Agenda

Icebreaker & Introductions

Series of Experts

- **Melanie Reinersman – NCDCA Website Resources & Career Convergence**
- **NCDCA Government Relations Committee- Advocacy, State Proclamations**
- **Melissa Venable-NCDCA Podcast, Webinars, the HUB, “In the States”**
 - **BREAK**
- **NCDCA Credentialing Commission – Overview & Benefits**
- **Special Guest: A State CDA Sharing Strategies & Secrets to Success**

Closing



NCDA

National Career
Development
Association

Inspiring Careers - Empowering Lives!

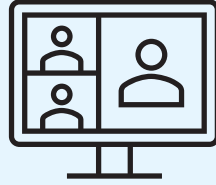


Melanie Reinersman, MA
NCDA Website & Web Magazine Editor
NCDA Publications Development Director
mreinersman@ncda.org

Professional Development, Resources & State CDAs

NCDA

VIRTUAL



Ask NCDA Members

Mental Health Resources

Job Listings

Academies

Constituency Groups
Career Practitioner Institutes

Publications – print and online

National Career Development Month
Poetry and Art Contest

Webinars

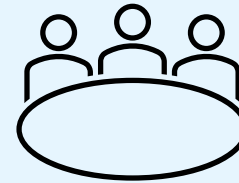
Training

The Hub

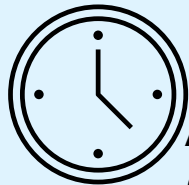
Mentoring Program

Podcast

Committee Work



Sample Forms, Syllabi & Assignments



Awards & Grants

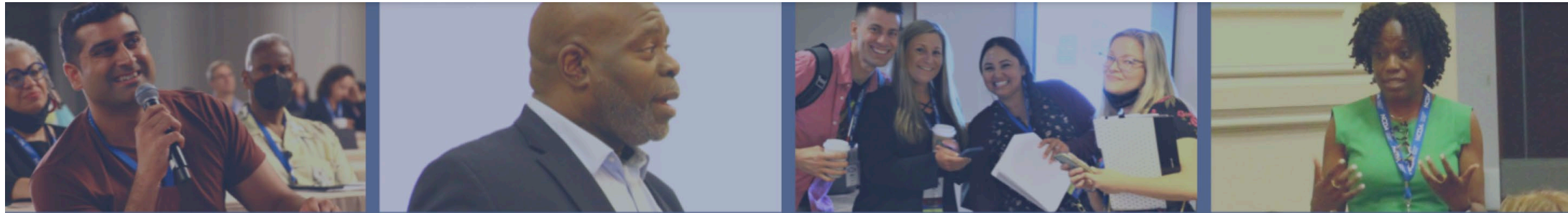
Global Conference

ON-DEMAND

LIVE

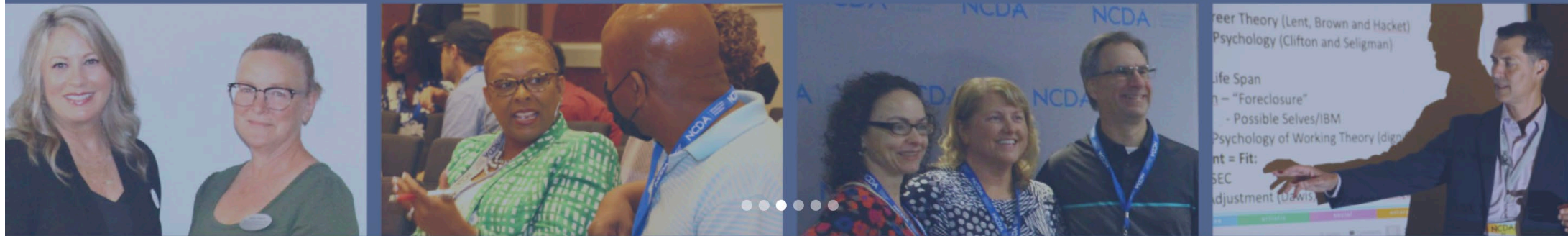
NCD A

www.NCDA.org



NCD A INSPIRING AND EMPOWERING NCD A

National Career Development Association



CAREER CONVERGENCE

NCD A's monthly web magazine for career practitioners



TRAINING PROGRAMS

Providing individuals with relevant skills and knowledge to assist others in planning careers and obtaining meaningful work



CREDENTIALING

Diverse, high quality competency-based credentials that effectively uphold NCD A's standards and ethics



CAREER RESOURCE STORE

Quality products for use by everyone in the field of career development



CONFERENCE

The premier, annual Global Career Development Conference

State Resources & State Contacts



About NCDA

- Mission & Vision
- History
- Policies, Bylaws & Reports
- Contact Us

Leadership

- Board of Directors & Trustees
- Committees
- Leadership Academy
- Management Team

State Divisions

- State Resources
- State Contacts

Media and Advertising Info

- Resources for the Media
- Advertising

National Career Development Month

- Poetry & Art Contest

2024

Strategies and techniques to Promote Well-Being and Success

SAN DIEGO, CA • JUNE 26-28, 2024
PRE-CONFERENCE: JUNE 25, 2024



CAREER CONVERGENCE

NCDA's monthly web magazine for career practitioners



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Quality products for use by everyone in the field of career development



CONFERENCE

The premier, annual Global Career Development Conference



State Resources

Annual State Leadership Report

This report is due by August 15th of each year.

CDA Leader Conversations

Virtual & In-Person gatherings facilitated by the NCDA Board Trustee of State Divisions and the State Leadership Advisory Council.

Conferences & Events in States on the NCDA Calendar

State CDAs are encouraged to submit events to be included in the NCDA calendar on the website's home page.

Continuing Education at State Division Events

To gain approval for continuing education for your state division-sponsored event, NCDA's management team will need to review the event for career development content and presenter eligibility.

Financial Support for State CDAs

State Career Development Associations are invited to submit a proposal to apply for the Annual State Grant.

Government Relations Role(s) for State CDAs

The NCDA Government Relations Committee strives to support State CDAs in legislative advocacy.

Membership Recruitment Kit

Free materials that support both state CDA and NCDA membership.

National Career Development Month Participation

State CDA Leadership includes an NCD Month Coordinator

Newsletter Articles Reprinted from NCDA's Web Magazine

Reprint permission is granted to state CDA's newsletter editors for the use of articles from NCDA's [Career Convergence](#). Please use the proper citation.

Outstanding State CDA Awards

State divisions are recognized each year for their unique contribution, exemplary activities and significant progress as an association.

Services Provided to State Divisions from NCDA Headquarters

Speakers Requests for NCDA Board Member(s)

Need a speaker at your state cda event? Review the list of Board Members' Topics of Expertise and fill out a form to request a speaker.

State Divisions and Contacts Listed on the NCDA Website

State Division Leaders Handbook



Services Provided to State Divisions

NCDA

- **Marketing lists** for members from your state/region
- State Professional Development **Grants**
- Bylaws **consultation**/advice
- NCDA **Board member funded** to present at state event
- Outstanding State Division **Award** – 2 annually
- Global Conference **registration discount** for state president
- **Door prizes** and NCDA literature for state events (Recruitment kit)
- **Advocacy** assistance from NCDA's paid consultant in Washington DC
- State Division **contact listing** on NCDA Website
- Marketing state events on the NCDA **Website Calendar** on the home page
- **Content options** for state meetings/events: webinars, publications, State Tool-kit, Social Justice resources...
- Use of *Career Convergence* web magazine **articles can be reprinted** in state newsletters



Conferences & Events Calendar

Upcoming Events

[view all events](#) 

← May 2024 →

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

All events listed in Eastern Time, unless otherwise noted.

Tue
14

May 14, 2024
11:00AM - 12:00PM EDT

Michigan Career Development Association (MichCDA) Career Café

Dismantling Barriers to Career Advancement for Latinos

virtual

Tue
14

May 14, 2024
2:00PM - 3:00PM EDT

NCDCA Webinar

Happy Kids, Engaged in Healthy Relationships, on a Path to Gainful Employment

Zoom

Speaker Requests for NCDA Board Members



Financial Support for State CDAs:

- *Annual Grant
- *Conference Registration Discount

Proposals are due by January 31, 2024. (11:59 pm EST)

For further information, contact the state trustee, Stacy Van Horn, at stacy.vanhorn@ucf.edu

State: *

Name of state CDA President (or the President's Designee): *

NCCA membership number (required to be eligible for grant):

Address:

Email: *

Phone: *

CDA Mission Statement:

Purpose: (Why funds are needed and what is the anticipated benefit to the CDA members and NCCA?)

Free Recruitment Kit:

- * Two NCDA publications to use as door prizes
- * NCDA Publication Catalog
- * NCDA Brochures
- * NCDA Conference Materials (if available)

Your support and enthusiasm make NCDA great! With your help, NCDA and your state association will be successful for many years to come.

Questions? Email Natalie at nscrimsher@ncda.org

Your State CDA:

*

City or regional location within state (if appropriate - usually for larger states):

*

Name of person requesting the Recruitment Kit:

*

Street Address (line 1):

*

Street Address (line 2, if needed)

City:

*

State:

*

Zip Code:

*

Email:

*

Phone:

*

Event title:

*

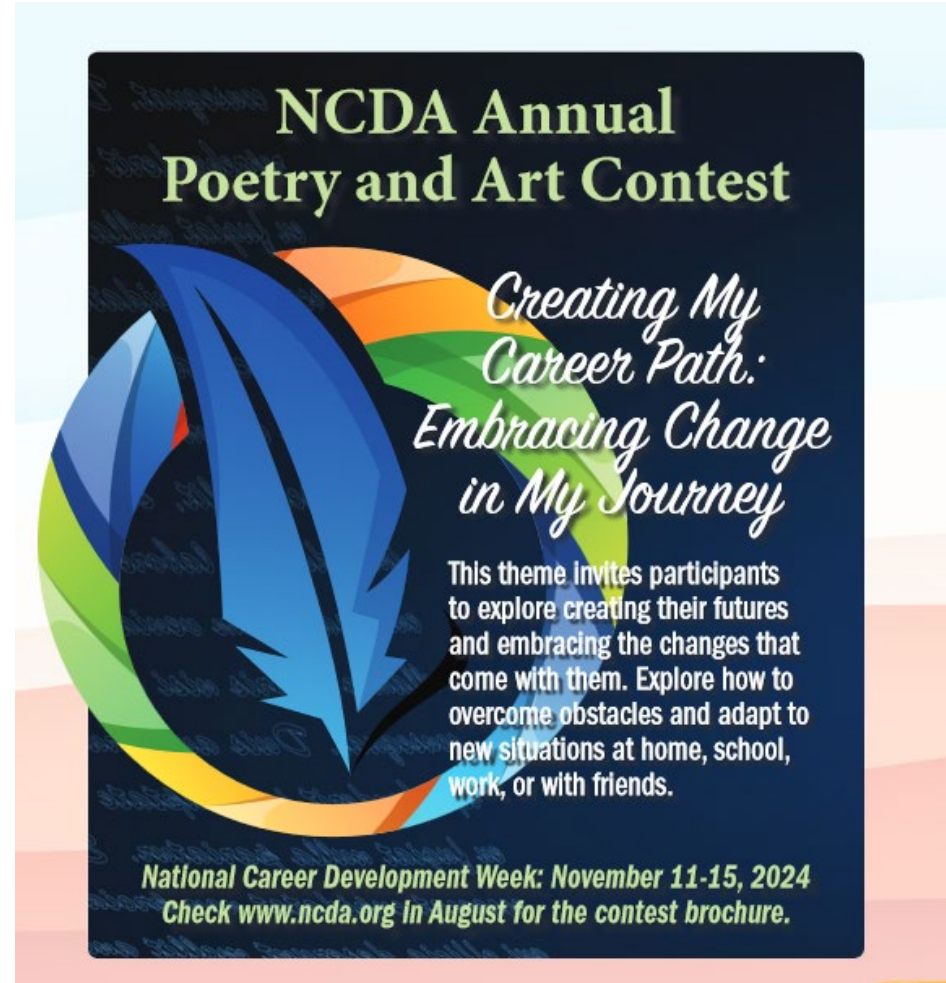
Event date:

*

Anticipated number of attendees (Please be specific so the proper number of materials can be sent to you):

*

November is National Career Development Month



Need Newsletter Articles? Free Reprints from Career Convergence!



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Search

Archives

Reprint Policy

All material in *Career Convergence* is copyrighted. Links to the web magazine are encourage - you may link to www.careerconvergence.org. Please do not reprint articles without permission. **To request permission to reprint an article, email the editor at webeditor@ncda.org.** Please include the name of the article, author, and where the article will be reprinted.

The following statement must be included with all reprints:

"This article originally appeared in NCDAs web magazine, Career Convergence, at www.ncda.org. Copyright National Career Development Association, (month, year). Reprinted with permission."

State career development associations do **not** need to contact the editor when reprinting in state newsletters or websites, but must still use the above citation. This is a benefit of chartered associations with NCDAs.

Reprint permission will be granted to all reasonable requests on a case-by-case basis. Additional details about the copyright are listed in the [Legal Notice and Disclaimer](#) .

Authors - please refer to your signed Copyright Transfer Form for the details about your permitted uses.

Citations

According to APA's Publication Manual (7th ed), an online magazine or newspaper article is cited as follows.

Author, Initial. (year, Month). Title of the article. *Career Convergence*. www.careerconvergence.org

For example:

Hayden, S. (2020, October). The vitality of involvement with NCDAs. *Career Convergence*. http://www.careerconvergence.org/aws/NCDA/pt/sd/news_article/326803/_self/CC_layout_details/false

Advocacy Assistance and Involvement



About Membership Professional Development Publications Standards **Advocacy** Resources Members Only

Advocacy	GR Committee Work	Communicating with Congress	Learn about & Work with NCDAA
<ul style="list-style-type: none">Alerts, Reports & News	<ul style="list-style-type: none">NCDAA Government RelationsState CDA Advocacy	<ul style="list-style-type: none">Why & How to AdvocateKnow the Issues & Officials	<ul style="list-style-type: none">Invitation to ConnectLearn MoreFAQs about NCDAA

Communicating with Congress

Learn about & Work with NCDAA


CAREER CONVERGENCE
NCDAA's monthly web magazine for career practitioners

[Natalie Kauffman](#), M.S., FCD-I, NCCC, GCDF-I
[Sarah JanTausch](#), M.S.
[Amy Policastro Schroeder](#), CCSP, FCDI, SCDAI

Quarterly State Contact Meeting Dates:

- Monday, May 6, 2024 at 1pm ET
- Monday, Aug 5, 2024 at 1pm ET
- Monday, Nov 4, 2024 at 1pm ET

Register through the Maryland CDA website, who graciously allows the NCDAA GR State Co- Coordinators to use their Zoom account to host our Quarterly State Contact Meetings: [Maryland Career Development Association - Event Registration](#)

Also, view the [NCDAA Govt Relations Directory of State CDA reps.](#)

Outstanding State Division Awards

09/01/2023

Outstanding State CDA Awards

The awards acknowledge accomplishments in two division categories:

1. an emerging CDA (charter of less than five years)
2. an established CDA (charter of five years or greater)

State divisions are recognized each year for their unique contribution, exemplary activities and significant progress as an association. Criteria to be considered may include:

- National Career Development Month Activities
- Workshops and Conferences
- Publications/Newsletters
- Government Relations/Public Policy Efforts
- Membership Development and Recognition
- Public Relations
- Publications/Newsletters/Website
- Service to the Community
- Other Services to Members

It is not necessary to have activities in all suggested areas. Quality, not quantity, of activities will be recognized. Therefore, small state groups have as much opportunity to receive earned recognition as groups with larger numbers or resources. State CDAs may self-nominate.

The CDA Awards Committee will use the stated criteria to select the recipients of the awards. **The deadline for submissions is January 31st of each year.**

Winners will be recognized at the annual [NCDCA Global Career Development Conference](#).



Submit a nomination for a state CDA award!

About NCDA

- Mission & Vision
- History
- Policies, Bylaws & Reports
- Contact Us

Leadership

- Board of Directors & Trustees
- Committees
- Leadership Academy
- Management Team

State Divisions

- State Resources
- State Contacts

Media and Advertising Info

- Resources for the Media
- Advertising

National Career Development Month

- Poetry & Art Contest

List of State Contacts

Media and Advertising Info

National Career Development Month

CAREER CONVERGENCE
NCDA's monthly web magazine for career practitioners

TRAINING PROGRAMS
Providing individuals with relevant skills and knowledge to assist others in planning careers and obtaining meaningful work

Arkansas

President:
[Misty Jolly](#)
www.acda.us

Colorado

President:
[Lorie Humphrey](#)
www.coloradocareerdevelopment.org

Florida

President:
[Galaxina Wright](#)
<https://www.flacounseling.org/FCDA>

Hawaii

Contact: [NCDA Board Trustee for States](#)

California

President:
[Heather Zeng](#)
www.ccdaweb.org

Connecticut

President:
[Dawn Sherman](#)
<https://theccdda.wildapricot.org/>

Georgia

President:
[Debra Ruddell](#)
www.thegcda.org

Idaho

President:
[Jen Goodwin](#)
www.idahocda.org

Members Only: Directory

NCD A | National Career Development Association

- NCD A HUB
- MY PROFILE
- LOGOUT

Navigation: About | Membership | Professional Development | Publications | Standards | Advocacy | Resources | **Members Only**

Members Only

- Member Benefits
- Member Directory
- Member Profile/History

CAREER CONVERGENCE
NCD A's monthly web magazine for career

Directory Search

Last Name

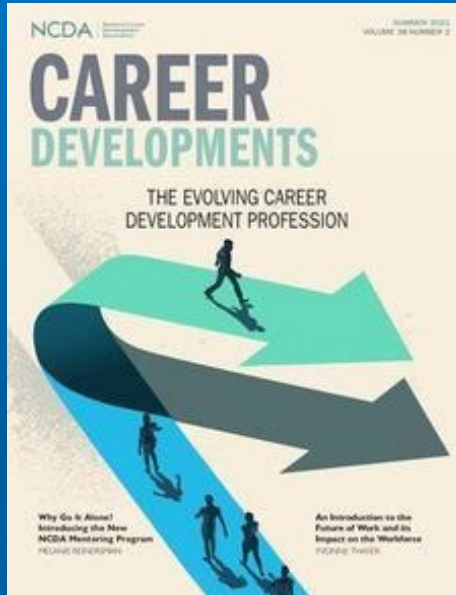
Find members close to me - my starting address is

Within this distance of me

Any

Find

Member Publications NCD A



Career Developments

Quarterly, themed print/digital magazine – free to US members digitally through Members Only Section; print if requested

CAREER Convergence

WEB MAGAZINE

Career Convergence

Monthly online practitioner magazine - free to members and subscribers



The Career Development Quarterly

Quarterly digital peer-reviewed journal – free to members through Members Only Section

Career Resource Store – Best Sellers!

NCDA

My Life with a Theory



*John L. Holland's
Autobiography
and Theory of
Careers*

Jack R. Rayman
Gary D. Gottfredson
EDITORS

NCDA National Career
Development
Association

Gaining Cultural Competence in Career Counseling

SECOND EDITION

by
Kathy M. Evans, Ph.D.
and
Aubrey L. Sejuitt, Ph.D.

NCDA National Career
Development
Association

NCDA National Career
Development
Association
Monograph Series

Career Coaching: Fundamentals, Applications, and Future Directions

Heather N.

NCDA National Career
Development
Association
Monograph Series

Designing and Implementing Career Interventions: A Handbook for Effective Practice

Second Edition

James P. Sampson, Jr.
Janet G. Lenz

A Comprehensive Guide to Career Assessment

SEVENTH EDITION

Kevin B. Stoltz and Susan R. Barclay, Editors



NCDA National Career
Development
Association

NCDA provides Books, Monographs, Subscriptions, and Training Manuals at www.ncda.org

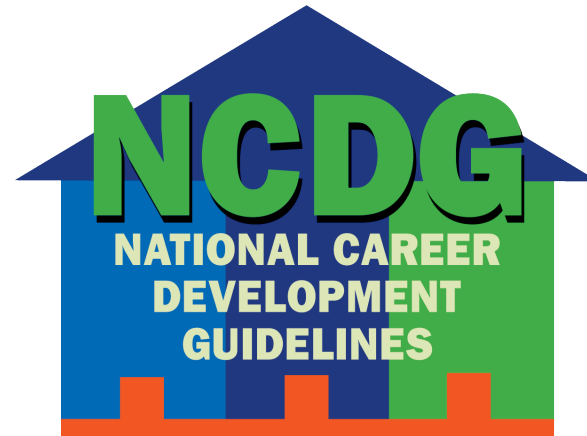
NCD A

Standards

Code of Ethics



National Career Development Guidelines



Competencies



Advocacy and Research **NCDA**



NCDA Commissioned Harris Poll [Perceptions of Career Development from Working America](#)

- To assess the perceptions of today's workforce on the effectiveness of career development practitioners
- 85% overwhelmingly agree that professional career counseling assistance is valuable

NCDA Supports and Contributed Language for: [Creating Opportunities to Thrive:](#)

expanding career counseling programs and allow for public outreach
[Counseling for Career Choice Act:](#)
making new investments in school counseling to better prepare students for educational and career opportunities

[Graduate Student Research Grants](#)

NCDA sponsored awards to honor graduate students who undertake exemplary research.



Members e-bulletin

May 14, 2024

Announcements, Reminders and Sales for Members Only

NCDAA Webinar: Happy Kids, Engaged in Healthy Relationships, on a Path to Gainful Employment

Presented by David Miyashiro, Supt. Cajon Valley Union School District, the webinar will begin with an overview of the historical events that have influenced Dr. Miyashiro's educational and leadership journey. Key learning outcomes will be segmented throughout the talk, integrated as essential questions at the end of each segment. Prompts will include reflection as learners co-identify, discuss and share-out areas of opportunity, prompted by the discussion, to drive change in their district, school or department. May 14, 2024, 2:00-3:00pm eastern time. Earn 1 CE. Members receive a discount on registration fees. [Register now!](#)

2024 NCDAA Conference Update

"The Interconnection of Career Development and Mental Health: Strategies and Techniques to Promote Well-Being and Success" is the theme of the upcoming conference, June 26-28 in San Diego, CA. [Online registration](#) is open until June 10th and on-site registration opens June 25th. [PDI](#) registration is limited, and some sessions are approaching capacity. Hotel registration is also nearing capacity, so don't wait to register (all conference events take place at the hotel). Visit www.ncdaconference.org for details and register today!

E-Bulletins NCDAA

NCDAA connects with state leaders, prospective members and members via regular e-bulletins to share announcements, opportunities, and events! **Keep your membership and email up-to-date!**



Special Announcement

August 15, 2022

Attention Career Development Practitioners, Facilitators, Counselor Educators, Counselors, and Specialists: **the Call for Proposals for the 2023 NCDAA Global Career Development Conference is now open!**

The 2023 conference theme is *"Career Development Around the World: Making Connections and Increasing Access to Impact the Global Labor Market"*.

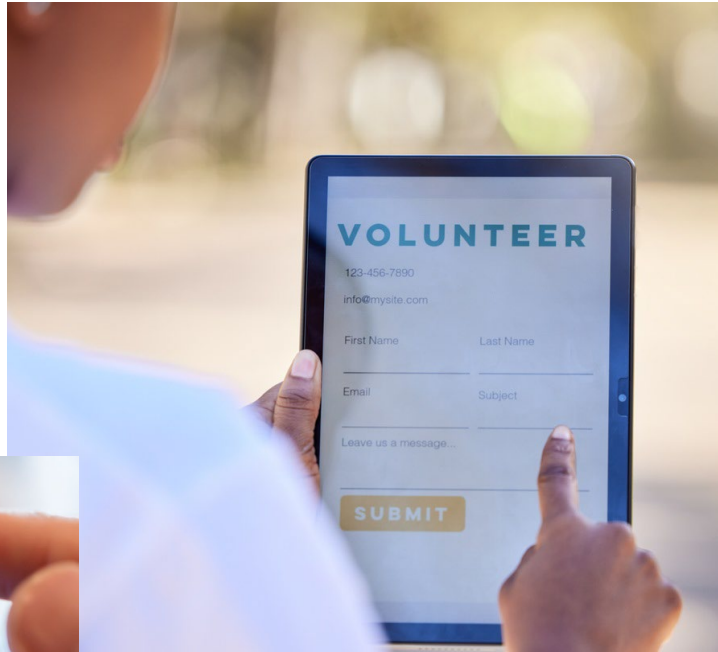
If you would like to present at the Chicago conference, June 29-July 1, submit a proposal now. First read the [detailed instructions](#) and then complete the [online CFP form](#).

The CFP deadline is October 3, 2022. Watch the conference website for more details about the 2023 conference!

NCDCA

Get Involved!

How can you volunteer or be more active in NCDCA and State CDAs?




NCDA

Learn more!

#214 *The Interconnection of Professional Development, Publications, Standards, Resources and Advocacy on the NCDA Website*

**Wednesday, June 26, 2024
3:10-4:20pm**



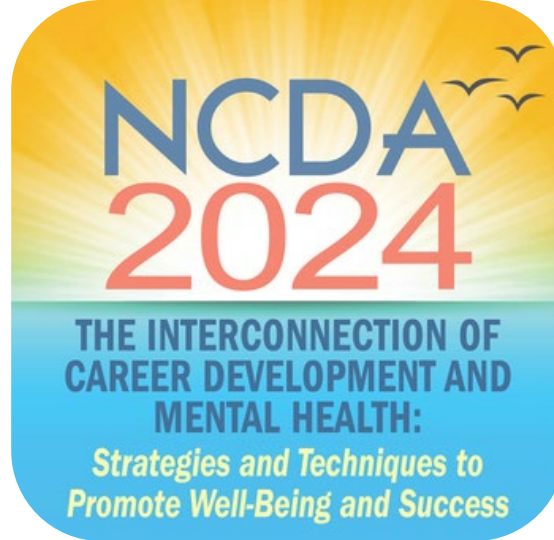
NCDA
2024

**THE INTERCONNECTION OF
CAREER DEVELOPMENT AND
MENTAL HEALTH:**
*Strategies and Techniques to
Promote Well-Being and Success*

SAN DIEGO, CA • JUNE 26-28, 2024
PRE-CONFERENCE: JUNE 25, 2024

Email: webeditor@ncda.org





NCDA Government Relations State CDA Leadership Training

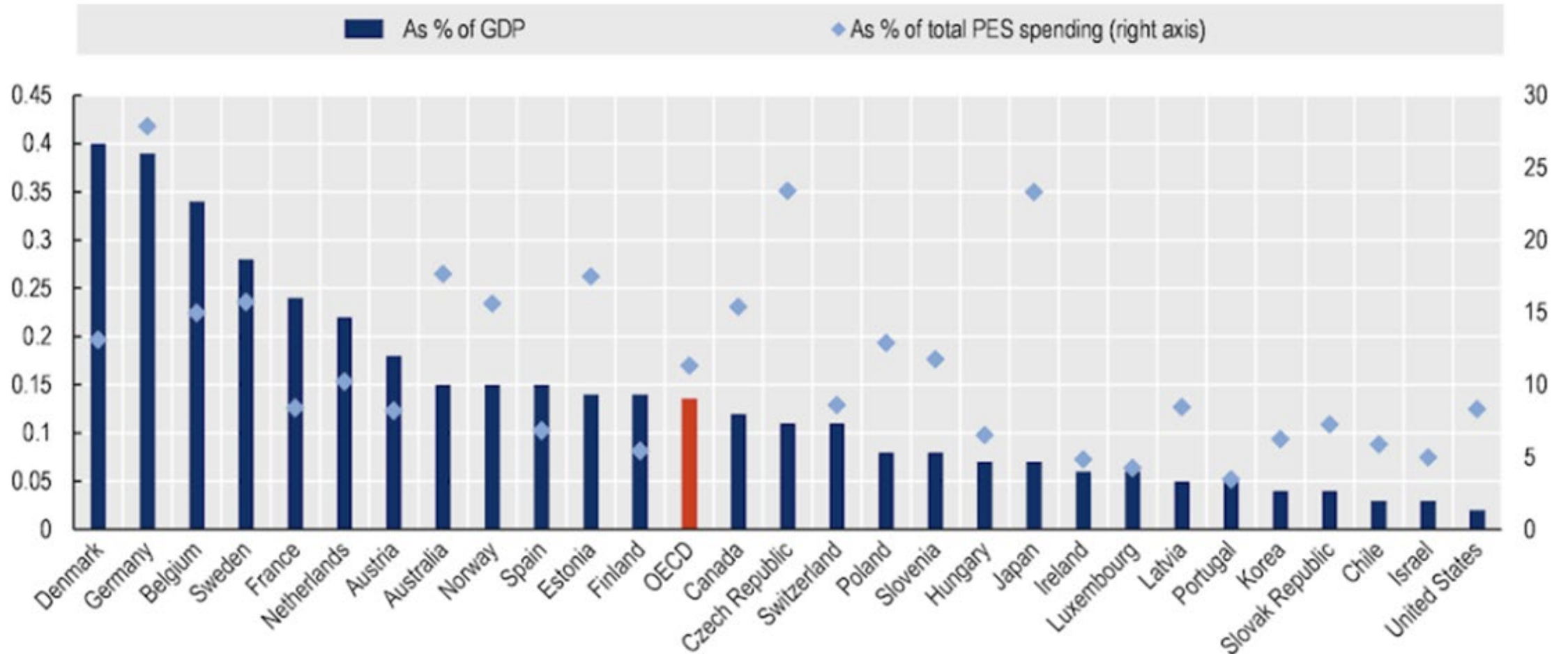
June 2024

Shelby McIntyre, NCDA GR Co-Chair
Elle O'Flaherty, NCDA GR Co-Chair
Sarah JanTausch, NCDA GR State Co-
Coordinator & OCDA GR Lead

Agenda

- National Government Relations Updates
- Proclamations
- State-Level Advocacy (Ohio Highlight)
- Resources

Why Advocacy Matters



Spending on Career Guidance Per OECD Country

Career Guidance Spending as Percentage of Public Employment Services (PES) Spending

Why Advocacy Matters



Government Relations Updates

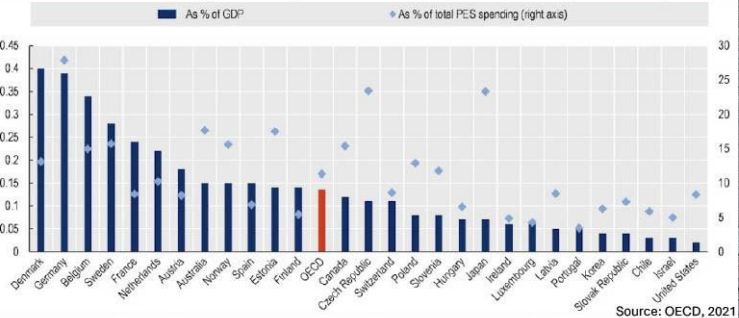
- **Developed NCDA Policy Areas platform**
- **Wrote Public Statements:**
 - NCDA GR Public Statement on Unpaid Internships
 - NCDA GR Endorsement Statement - CAREERS Act
- **Supported Legislation:**
 - H.R. 6585: Bipartisan Workforce Pell Act
 - H.R. 7128: WOSB Integrity Act of 2024
 - H.R. 7105: WOSB Certification and Opportunity Expansion Act
 - H.R. 7102: Native American Entrepreneurial Opportunity Act
 - H.R. 3511: Service-Disabled Veterans Opportunities in Small Business Act
 - H.R. 7395: Counseling for Career Choice Act (H.R. 2733 last Congress)
 - Reintroduction of the Skills Investment Act
- **Maintained partnerships with ACA & LobbyIt**

Hill Day 2024

NCDA | National Career Development Association

People who receive career guidance . . .

- 70%** enhanced their employment, education, or training within six months
- 79%** satisfied and thought guidance was targeted
- +220%** more likely to get a paid internship.
- 25%** Improved job prospects with a personalized career development roadmap.



Spending on Career Guidance Per OECD Country
Career Guidance Spending as Percentage of Public Employment Services (PES) Spending



NCDA | National Career Development Association

How do we connect more Americans to career guidance?

- **Increase access** to high quality, credentialed career development professionals.
- **Raise awareness** about the value and usefulness of high-quality career services.
- **Require credentialed career development professionals** for programs receiving public funds.
- **Ensure adequate funding** for career guidance.
- **Incentivize employers** to provide and fund high quality career guidance.

www.ncda.org

- 
- Hill engagement
 - Influencing bills
 - Regulatory comments
 - Support state advocacy

Looking Forward 2024-2025

State Advocacy

Who's your state's Government Relations board member?



State Contacts Thank You!

- Shout out to those who are currently serving as State Contacts for our NCDA GR State Coordinator team!
- (Insert QR Code)

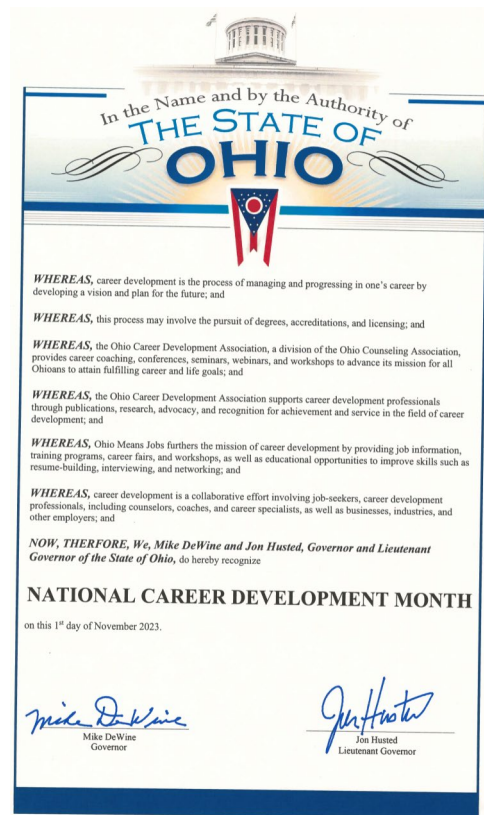
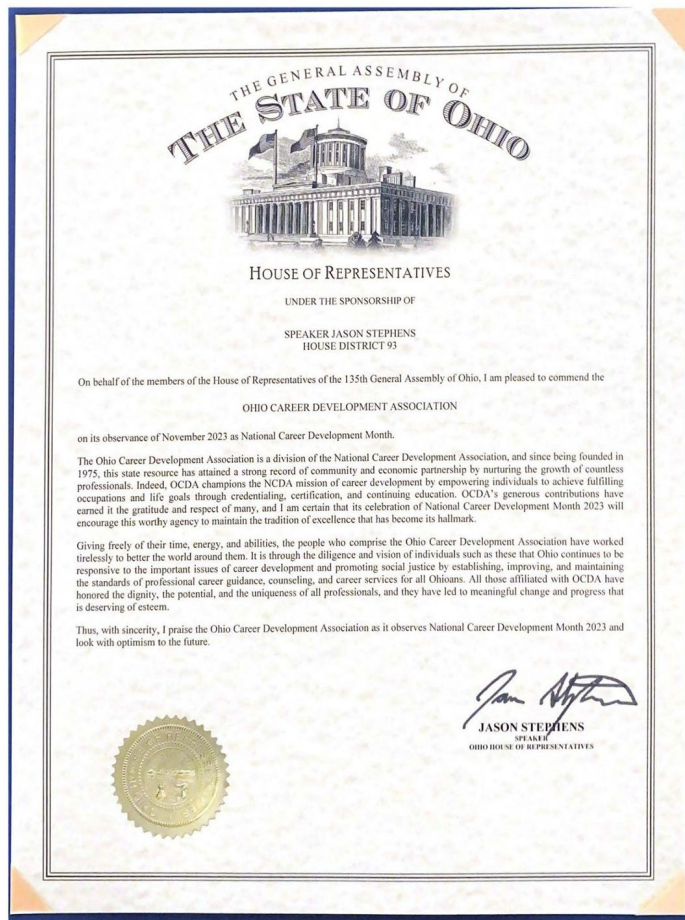


Make a Proclamation!

- November is National Career Development Month
- 2023 proclamations: DC, MD, NH, NC, OH, VT
- Examples & ACA Resources

WE NEED YOU!

Ohio's Proclamations



State-Level Advocacy: Ohio Highlight

- Advocacy Days:
 - Education
 - Inform
 - Advocate
 - Network



State-Level Advocacy: Ohio Highlight

- Policy Intersections:
 - Legislative Branch
 - Executive Branch



State-Level Advocacy: Ohio Highlight

- **April 10, 2024** Ohio Governor Mike DeWine's State of the State Address:

"Every Ohio student needs a graduation plan that includes not only how they meet their course requirements, but also what they intend to do post-graduation and how they intend to pay for it. So today, I'm asking the Legislature to make a very simple fix in statute to insert career planning into existing graduation plan requirements so that every Ohio student leaves school on a career pathway."



State-Level Advocacy: Ohio Highlight

- **May 31, 2024** Ohio Career Development Association Conference Keynote



Get Involved!

- Be Your State's GR representative
- NCDA GR Meetings
 - 4th Thursday at 2:30pm ET (link on website below)
- NCDA GR State Contact Meetings
 - August 5 at 1pm ET
 - November 4 at 1pm ET
- NCDA GR Website



GR's Thursday Takeover!

Join us At these Conference Sessions:

- **NCDA GR Committee June Meeting**
Thursday, June 27 from 12:00 – 1:30 pm
- **#407 NCDA Government Relations Committee Session**
Thursday June 27 from 1:50-3:00 PM
- **#506 Creating Spaces for Advocacy with State CDAs**
Thursday June 27 from 3:30-4:40 PM



Thank You!

Questions?

Shelby - smcintyre1@pasadena.edu

Elle - elle@interlacesolutions.com

Sarah - sarah@valuesbasedcareers.com



NICDA

State Leadership Training

Melissa A. Venable, PhD

Director of Professional Development
Editor, *Career Developments* magazine

mvenable@ncda.org



NCDCA's Podcast



50 episodes released so far!

- 2nd and 4th Tuesdays, 9am ET

Conversation hosts and guests include:

- Board Members
- Committee Chairs
- **State CDA Officers & Members**
- NCDCA publications editors and authors

	<u>2022</u>	<u>2023</u>	<u>2024</u>
Total Downloads:	2,273	5,705	12,500+



Career Practitioner Conversations

S1:E4

PERSONALITY TYPE IN CAREER PLANNING



Melinda DiBenedetto and Paul T. Tieger



Career Practitioner Conversations

S3:E7

INTERCULTURALISM AND THE RESPONSIBILITY OF LEADERSHIP

Melissa Venable hosts Dr. Sujata Ives



Career Practitioner Conversations

S3:E16

NCDA AND GOVERNMENT RELATIONS




Melissa Venable hosts
Shelby McIntyre and Elle O'Flaherty

Coming Soon: Jeanetta Warren and Paul Cecala - NJCDA!



NCDA
Career Practitioner Conversations
S1:E4

PERSONALITY TYPE IN CAREER PLANNING



Melinda DiBenedetto and Paul T. Tieger



NCDA
Career Practitioner Conversations
S3:E7



INTERCULTURALISM AND THE RESPONSIBILITY OF LEADERSHIP
Melissa Venable hosts Dr. Sujata Ives



NCDA
Career Practitioner Conversations
S3:E16

NCDA AND GOVERNMENT RELATIONS



Melissa Venable hosts
Shelby McIntyre and Elle O'Flaherty



Coming Soon: Jeanetta Warren and Paul Cecala - NJCDA!



 Career Practitioner Conversations
S1:E4

PERSONALITY TYPE IN CAREER PLANNING



Melinda DiBenedetto and Paul T. Tieger



 Career Practitioner Conversations
S3:E7

INTERCULTURALISM AND THE RESPONSIBILITY OF LEADERSHIP

Melissa Venable hosts Dr. Sujata Ives



 Career Practitioner Conversations
S3:E16

NCD A AND GOVERNMENT RELATIONS



Melissa Venable hosts
Shelby McIntyre and Elle O'Flaherty

Session #606 - Friday at 8:30!

Podcasting and Career Development: Advice from Behind the Mic

Explore *Career Developments!*



**This quarterly publication is
NCDA's members-only magazine
where you'll find:**

- Practical information and strategies
- Interviews, articles, and trends in career development
- Content applicable across career work settings
- Updates on NCDA events and resources
- New themes showcased in each issue

Digital and print versions available.

***Earn continuing education (1 CE per issue) through
the NCDA Hub online!***

CAREER DEVELOPMENTS

- Members-only
- Created in 2007
- PDF and Print versions
- Quarterly
- Themed-publication

Explore *Career Developments!*



**This quarterly publication is
NCDA's members-only magazine
where you'll find:**

- Practical information and strategies
- Interviews, articles, and trends in career development
- Content applicable across career work settings
- Updates on NCDA events and resources
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ICDA Grant Awardees for 2023

NCDA, along with a generous donation from the Tennessee Career Development Association, offers competitive \$500 to \$1000 grants to support chartered NCDA state Career Development Association Divisions. CDAs may submit one proposal per year and the funds can be used for their 2023-2024 and 2024-2025 work plans.

The Trustee Advisory Council for state career development associations (CDAs) recently completed its review of this year's grant proposals and is excited to announce the winners for 2023.

Seven state CDAs were each awarded \$1000 to support the mission of NCDA to provide professional development, publications, standards, and advocacy to practitioners and educators who inspire and empower individuals to achieve their career and life goals. Proposals were judged based on the planned use of funds to support this mission.

Congratulations to the following CDAs!

- **Illinois**
- **Maine**
- **Maryland**
- **Massachusetts**
- **Missouri**
- **North Carolina**
- **Pennsylvania**



ICDA Grant Awardees for 2023

NCEA, along with a generous donation from the Tennessee Career Development Association, offers competitive \$500 to \$1000 grants to support chartered NCEA state Career Development Association Divisions. CDAs may submit one proposal per year and the funds can be used for their 2023-2024 and 2024-2025 work plans.

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Congratulations to the following CDAs!

- **Illinois**
- **Maine**
- **Maryland**
- **Massachusetts**
- **Missouri**
- **North Carolina**
- **Pennsylvania**



Colorado Career Development Association Spring Training

Join Colorado career practitioners at the CCDA's in-person Spring Training on **April 14th, 2023 at Front Range Community College's Boulder County Campus**. This event features two speakers:

- **Marie Zimenoff**, CEO & Founder, Career Thought Leaders Consortium, Writing Academy
- **Dr. David J. Ford**, Associate Professor of Professional Counseling and an NCEA Board Member

For more information and event registration: <https://coloradocareerdevelopment.org> or contact Kristen Tandy, CCDA President, at: president@coloradocareerdevelopment.org.



ICDA Grant Awardees for 2023

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The Trustee Advisory Council for state career development associations (CDAs) recently completed its review of this year's grant proposals and is excited to announce the winners for 2023.

- Pennsylvania



2023 Ohio Career Development Association Conference

The Ohio Career Development Association (OCDA) welcomes your participation in its **2023 OCDA Conference on May 18-19 at Ohio Dominican University in Columbus, Ohio** where practitioners, scholars, and leaders will come together to learn from and engage with active members of the career community. This year's conference theme comprises four core principles:

- #1: Building **CONNECTIONS & CARE** in an expanding world
- #2: Paving the way for **DEIJB (Diversity, Equity, Inclusion, Justice & Belonging)**
- #3: Navigating **CAREER CHANGE** in today's world
- #4: Exploring **INNOVATION** in career readiness

Conference Registration: <https://ocdaonline.org/Conference>
For more information, please contact Evan Faidley, Ph.D., OCDA Past President, at: efaidley@kent.edu.



Ohio Career Development Association Training

Career practitioners at the Person Spring Training 2023 at Front Range College's Boulder campus. This event features

- John J. Ford**, CEO & Founder, Career Development Thought Leaders, Writing Academy
- John J. Ford**, Associate Director of Professional Development and an NCDCA Board Member

For more information and registration: <https://www.careerdevelopment.org>. Contact Kristen Tandy, President, at: president@careerdevelopment.org.

North Carolina CDA Meetup!

Submitted by NCCDA President, Belinda J. Wilkerson



NCCDA hosted a North Carolina meet up during the NCCDA Chicago conference. Pictured: Sitting: Katie Peterssen, Belinda Wilkerson (President), Carrie Hachadurian, Cindy Haeck. Standing: Esther Wang, Deanna Knighton, Johnette Smith, Allison Gibson, Jakara Scurry, Deborah Sgro. Not pictured, but in attendance: Veronica Jones, Angie Smith, Kevin Eason, and Regina Gavin-Williams. Two members of NCCDA, Angie C. Smith and Katie Peterssen, co-authored the recently published textbook, *An Innovative Approach to Career Counseling: Theory and Application*.



Development
Practice

to Career
Development
Training

our participation
in University in
come together to
community. This year's

career practitioners at
Person Spring Training
2023 at Front Range
College's Boulder
campus. This event features

Dr. J. Ford, Associate
of Professional
Development and an NCCDA Board

Dr. J. Ford, Associate
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for more information and
registration: <https://www.careerdevelopment.org>
contact Kristen Tandy,
President, at: president@careerdevelopment.org.

President,

North Carolina C

Submitted by NCCDA President,



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Maryland Career Development Association Virtual Conference a Success!

By Sujata Ives



The Maryland Career Development Association's (MCDA) 2023 virtual event drew more than 30 attendees who each earned up to 4.75 NNCC Clock Hours for their participation. Sessions included topics related to improving work quality and empowering clients, ChatGPT, mindfulness, finding inspiration, building a private practice, and more. NCCDA President Dr. Lakeisha Mathews provided the Keynote session sharing her insights on the "Future of Career Development."

Congratulations to MCDA for providing support to its members through a live, online event and encouragement to Be Joyful, Be Mindful, and Thrive On!

Contact MCDA for more information: <https://www.mdcareers.org/>



MCDA Career Development Training

Career practitioners at Person Spring Training 2023 at Front Range College's Boulder campus. This event features

Dr. J. Ford, Associate of Professional Training and an NCCDA Board

Information and Registration: <https://www.careerdevelopment.org>
Contact Kristen Tandy, President, at: president@careerdevelopment.org



- Promote yourself and your CDA
- Publicize events and activities
- Feature your work and experiences

Publication Schedule:

Issue	Submissions to Editor	Publication
Summer	April 8	June/July
Fall	July 8	September/October
Winter	October 8	December/January
Spring	January 8	March/April



Please consider contributing to this new Career Developments column by sharing the impact, opportunities, and collaborations happening in your state CDA. For more information about submissions and NCDA's annual CDA grants, contact Stacy Van Horn, NCDA Board Trustee for State Divisions (2021-2024) at Stacy.VanHorn@ucf.edu.

NCD A Webinar Series

NCD A presents a number of webinars each year on topics of deep significance to members and those involved in the field of career development. Presenters are leading experts on the topics and often are NCD A members or committees. Webinars provide professional development and an opportunity to earn continuing education (CE).

Live webinars will resume in the fall. Watch here for details. If you enjoy online learning

Scroll down to see options for viewing all [pre-recorded webinars](#) and obtaining CEs.

- ~monthly
- 1 hour
- 1 CE
- Live via Zoom and recorded

Recordings available on  YouTube

Education

- Continuing Education
- Counselor Educator Academic
- Career Teaching Academy
- Mentoring Program
- Podcast Library

Events

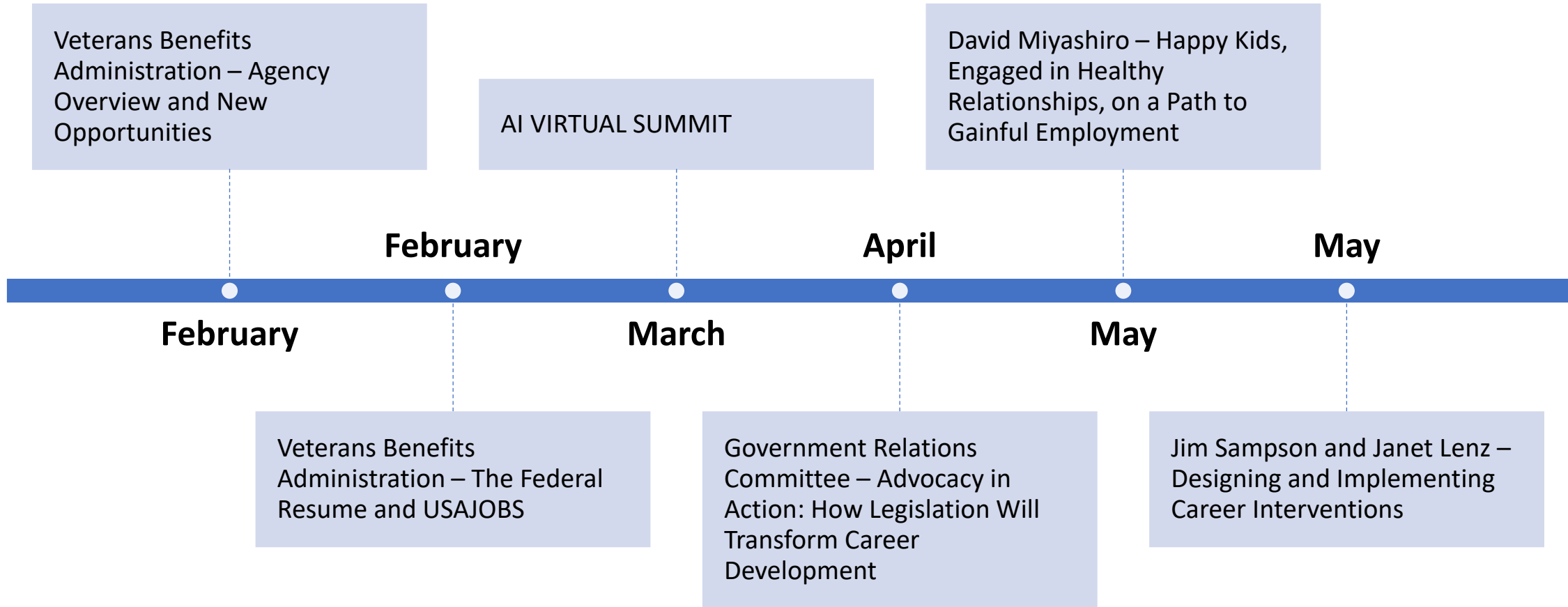
- Register For...
- Conference
- Career Practitioner Institute
- Webinars

Credentialing

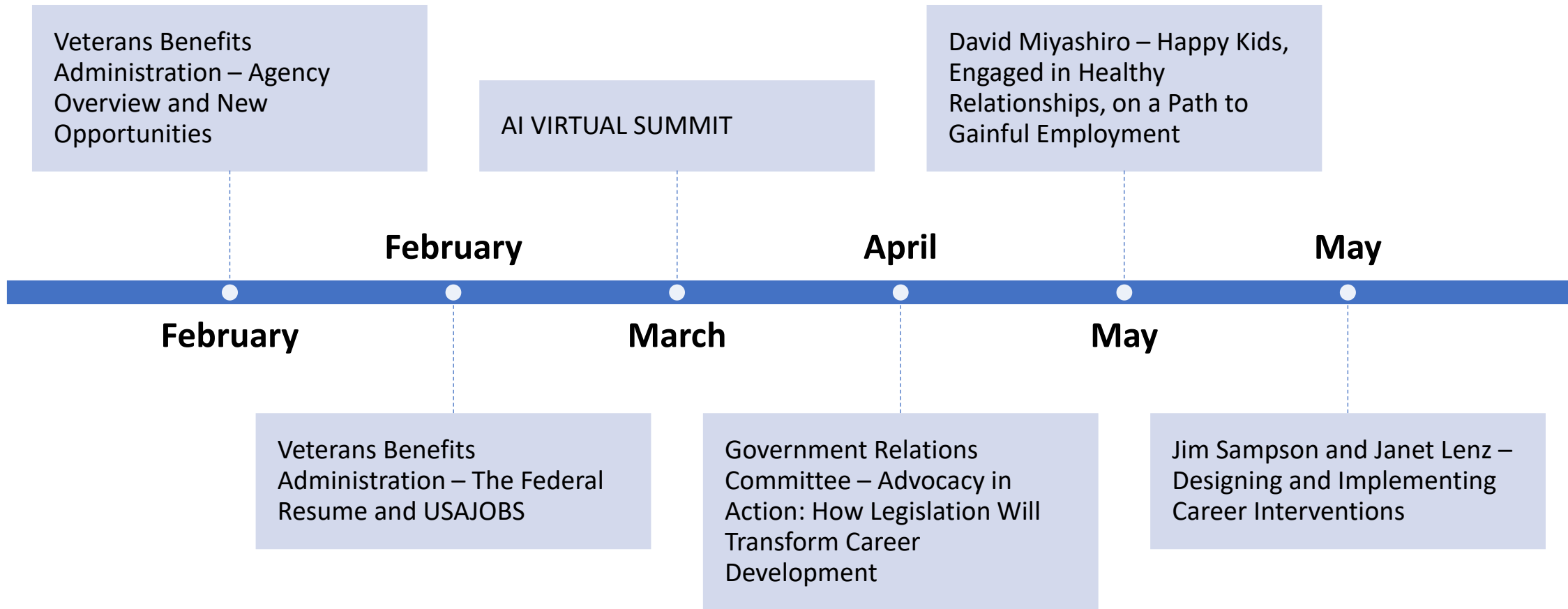
- Intro to Credentialing
- How to
- Pay Maintenance Fee
- Submit for Recertification
- Continuing Education
- Who Has Achieved a Credential
- International Applicants
- Directory of Select Providers
- FAQ

The Hub

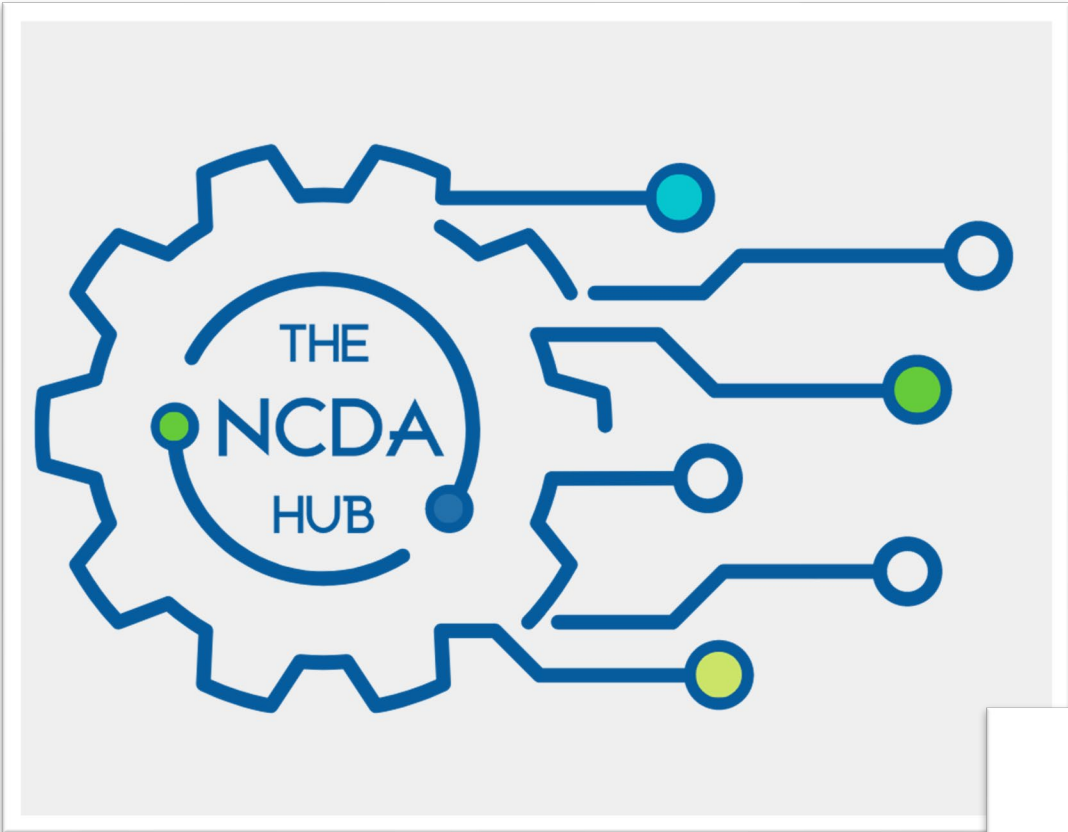
Webinar Series – 2024 (so far)



Webinar Series – 2024 (so far)



Now Scheduling: August, September, October, and November!



The Hub



Navigation bar containing buttons for LOGIN, JOIN, and NCDA HUB, and a menu with items: al Development, Publications, Standards, Advocacy, Resources, Members Only.

The Hub

Course Type	Course #
Featured Presentations	VIRT2023
Micro-courses	DEI001, DEI002, DEI003,
Full courses	CDCV01
Podcast	POD001, POD002
Magazine	CDFA23, CDSU23, CDSP23, CDSP24 CDFA22, CDW22
Monograph	MON002
Orientation	NCDA001

COURSE OUTLINE

Welcome to the Course

The goal of this course is to develop knowledge and resources that support the work of serving military service members and Veterans in career transition.

This course is the culmination of an initiative that began in 2019 as a project for the [NCDA Leadership Academy](#). Academy participants Suzette Fletcher and Heather Robertson worked together to evaluate existing research, identify competencies for working with Veterans, and propose a training program for career development professionals working with Veterans.

Learning Objectives

After completing this course, you should be able to identify resources related to:

- Military values, language, and services
- Self-identity as a service member, the military lifecycle, and loss of military identity
- Military roles and expectations, reserve and national guard service, and military separation
- The Department of Defense Transition Assistance Program (TAP)
- Tools for comparing military occupations with civilian equivalents
- Job search and training opportunities for Veterans, including federal jobs

Course Structure

This is a self-directed, self-paced course in which you will encounter a curated collection of documents, videos, handouts, and more. Course Component include:

[Welcome to the Course](#) - Goals and Objectives

[Module 1](#) - Military Culture in the Context of Career Development
 ◦ Introduction, Parts 1-3, Resources, Knowledge Check

[Module 2](#) - Military Identity in the Context of Career Development
 ◦ Introduction, Parts 1-3, Resources, Knowledge Check

[Module 3](#) - Military Systems in the Context of Career Development
 ◦ Introduction, Systems Overview, Resources, Knowledge Check

[Module 4](#) - Transition Assistance Program (TAP)
 ◦ Introduction, TAP Overview, Hands-on Tools, Knowledge Check

[Module 5](#) - Military Occupational Crosswalks and Transcripts
 ◦ Introduction, Hands-on Tools, Knowledge Check

[Module 6](#) - Job Search and Training for Veterans
 ◦ Introduction, Hands-on Tools, Knowledge Check

[What's Next?](#) - Additional Resources

Career Development Competencies for Working with Veterans [CDCV01]



In This Course You Will:

- Review course materials and resources
- Take 6 module quizzes
- Print or download a certificate of completion
- Complete a feedback survey

Assessments

- Six, 3-question quizzes
- A score of 80 on each quiz is required for course completion.
- You may take the quizzes as many times as necessary; no time limit.

Course Acknowledgements

- Content and Assessment - Suzette Fletcher, MEd; Heather Robertson, PhD
- Course Reviewers - Candina "Dina" Janicki, CMCS, GCDF, CCSP, CPRW; Melva Washington-Jones, MBA
- Special Assistance and Support - Charles Lehman

Continuing Education Credits

- 6 CEs
- You can download and print a certificate of completion for this course after completing all required components.





Dashboard



Enrollments



Store



Discussions



Support



Admin

Dashboard

Search Site...

Your Enrollments



Diversity, Equity, and Inclusion: Working with Diverse Career Development Teams



NCD A Podcast Course: Presidential Series with Dr. Lakeisha Mathews



Career Developments Magazine - Fall 2023



Career Magazine

✔ Welcome! Start Here

> Course Content

Course Content

- ⦿ Benefits of Diverse Teams
- ✔ Building Diverse Teams
- ✔ Case Study #1 - Search Committee
- ✔ Case Study #1 - Search Committee - Recommendation
- ✔ Case Study #2 - Project Management
- ✔ Case Study #2 - Project Management - Recommendation

✔ Additional Resources

Learning Assessment

Course Wrap-Up

Course Acknowledgements



Benefits of Diverse Teams

Besides the importance of recognizing the identities and experiences of colleagues on your career development team, diversity can also provide inherent value to your team by impacting performance in a variety of ways.

The Hub

Monthly Hub Course Sale – 50% off member and non-member pricing

Coming Soon!

- Ethics Monograph
- NCDA Board Orientation
- Counselor Educator Academy – Theory to Practice

Session #202 – Wednesday, 3:10pm
“The Hub” – NCDA’s On-Demand, Online Learning Platform

Monthly HUB Course Sale

[view HUB courses](#) ➤

Register for a HUB Course and Save!

In recognition of the [2024 NCDA conference](#) theme related to mental health, this HUB course sale has been extended!

Register now for the Career Developments Magazine, Spring 2024, HUB course

One of a series of quarterly publication topics, this course includes the NCDA magazine's Spring 2024 issue. It offers a deeper understanding of how to guide individuals toward fulfilling and sustainable careers while prioritizing mental health. View the online [course outline](#) for more details.

Earn one (1) continuing education credit - use the **PROMO CODE: HUB50** for 50% off the registration fee, regularly priced at \$49 for members or \$79 for non-members.

Offer valid thru June 30, 2024. [Register now.](#)

Learn more about The [HUB](#) and all the [courses](#), the new NCDA learning platform for your continuing education.





How can I be of assistance in your CDA work?

- Professional development updates?
- Conference materials?
- Topics of interest?
- Event promotion?
- Training and continuing education opportunities?

NCDA

State Leadership Training

Melissa A. Venable, PhD

Director of Professional Development
Editor, *Career Developments* magazine

mvenable@ncda.org



NCDA Credentials

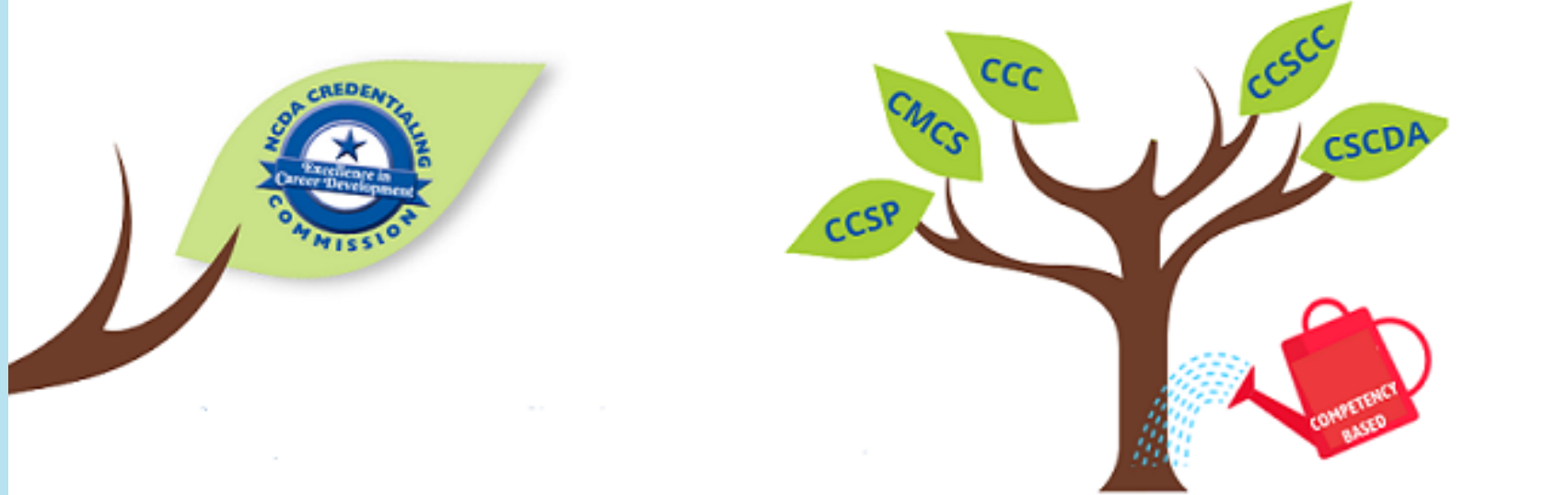
▶ A Certified Brand

Supporting State CDAs
Membership and Participation



Grow as a Professional

Credentialing opportunities for career practitioners



► Today's Agenda

Credentialing Overview

Credential Options & Process

NCDA Collaboration

NCDA Board

Credentialing Commission

Training & Education
Council

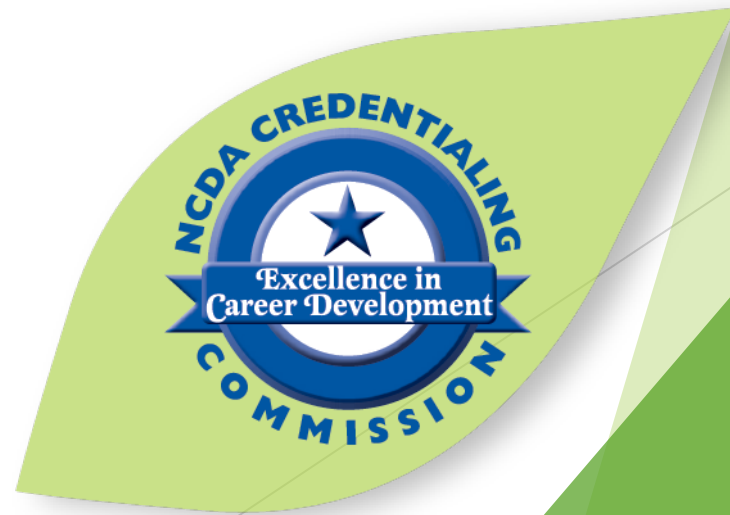
State CDA Organizations

NCDA Credential History

Value for the Career Development Field

Recognition & Validation

Competency Based



What is the value of a credential?

- ▶ Stand out in an increasingly competitive marketplace - differentiate self from others in the field of career development
- ▶ Formal validation of your professional background and qualifications
- ▶ Increases credibility with employer, peers and colleagues
- ▶ Broadens career opportunities, increases marketability and earnings
- ▶ Develops skills and tools to make a difference in an organization and community
- ▶ Provides credibility and transparency for heightened consumer confidence
- ▶ Voluntary certification demonstrates commitment to continued professional development and life-long learning
- ▶ Opportunities to contribute to industrywide standards and the growth of the profession

How do these credentials compare to others out there?

Competency-based

Cost

Continuing Education

Career Credential Pricing

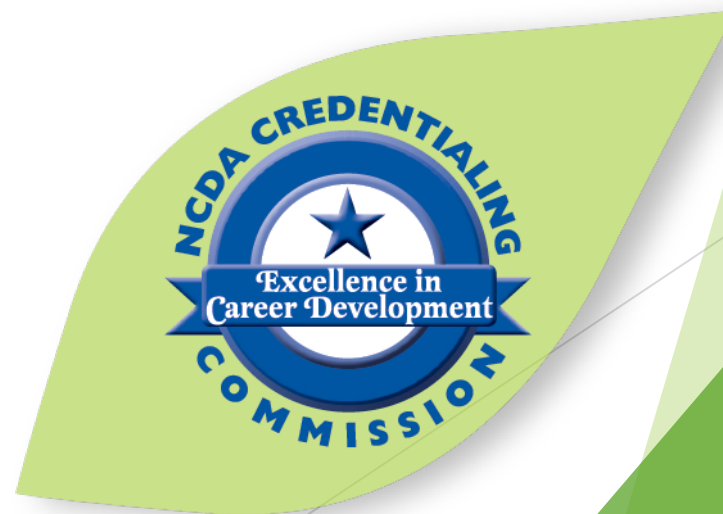
Credentials earned by career development & affiliated professionals

How do we
stack up?



Organization	Credential Type & Pricing					
	Workforce & Career Pros	Counselors	Experienced Career Pros	K-12 Career Educators	Counselor Educators	Supervisors of Career Pros
NCDA	CCSP \$100 + training \$900-\$1200	CCC \$175	CMCS \$175	CSCDA \$175 + training \$900-\$1200	CCCE \$175	CCSCC \$175
CCE Inc.	GCDF \$100 + training \$900-\$1200		BCC \$279			ACS \$150
NBCC		NCC \$375		NCSC \$375		
SHRM	SHRM-CP \$300-\$475		SHRM-SCP \$300-\$475			
NACE			BCC \$279 + course fee \$2300-\$5350			
ICF	ACC \$100-\$600 + training \$1000-\$3000	PCC \$300-\$875 + training \$3000-\$5000	MCC \$575 + training \$3000-\$7000			
ATD	APTD \$500-\$700		CPTD \$900-\$1250			

The Credentials



Certified Career Services Provider (CCSP)

Providers offering career services in a wide array of roles and settings, appropriate to all levels and all settings. Representative roles include:

- Career Coach/Consultant
- Career Advisor
- Job Coach/Consultant
- Resume Writer
- Employer Services
- Workforce Development
- Trainer
- Recruiter

Application requirements:

- Completion of NCDA's Facilitating Career Development (FCD) training program
- Cost

Certified Master of Career Services (CMCS)

Highly experienced, senior-level career services professionals who work in roles or functions such as:

- Career Coach
- Career Counselor
- Career Advisor
- Executive Coach
- Master Trainer
- Resume Writer
- Consultant
- Recruiter/Talent Acquisition
- Human Resources
- Talent Development
- Leadership Development
- Workforce Development
- Faculty

Application requirements:

- Bachelor's degree + 7 years of experience **OR** a Master's degree + 5 years experience
- Cost:

Certified Career Counselor (CCC)

Counselors who are engaged primarily in a career counseling practice or other career counseling-related services. Recognizes the intersection of counseling and career development: counseling and a specialization in career development, theory and practice.

Application requirements:

- Advanced degree (master's or higher) in counselor education, counseling psychology, rehabilitation counseling or closely related counseling degree with 1 of 3 requirements:
 1. CACREP, CORE, or APA Accredited graduate program **OR**
 2. Non-accredited program with coursework verification **OR**
 3. International counseling program approved by transcript evaluation service
- Cost:

Certified School Career Development Professional (CSCDA)

Providers who work with youth in many settings and help prepare students for meaningful work. Coordinate the design, implementation, and monitoring of school and community-based efforts to improve the chances of students entering the job market with skills, knowledge, and credentials to be competitive.

Application Requirements:

1. Master's degree in School Counseling with three year's experience in career development **OR**
2. Completion of NCDA's Facilitating Career Development (FCD) and NCDA's School Career Development Advisor training program.
3. Cost:

Certified Clinical Supervisor of Career Counseling (CCSCC)

Individuals who are trained for or experienced in the delivery of clinical supervision to career counselors and other practitioners who provide career services.

It is aligned to the competencies addressed in NCDA's Career Practitioner Supervision training as well as state requirements.

Cost:

CHOOSE → APPLY → STUDY → ASSESS → EARN

ChooseChoose a credential that fits your professional brand

ApplyApply for your chosen credential and pay the affordable fee

StudyStudy using our comprehensive guides to prepare yourself for assessment

AssessProve your command of the competencies in our peer-reviewed, blind assessment process

EarnEarn your credential and use it to enhance your professional brand and career path

 **MAINTAIN** 30 hours of Continuing Ed over a 3-year period
Numerous options from NCDA and state CDAs

Credentialing Commission

- ▶ Windie Wilson, Commission Chair
- ▶ Monique Johnson, Chair Elect
- ▶ Melanie Adams, CMCS Commissioner
- ▶ Michelle Gross, At-Large Member
- ▶ Celeste Hall, CSCDA & CCSCC Commissioner
- ▶ Tim Poynter, CCSP Commissioner
- ▶ Debra Ruddell, CCC Commissioner

- ▶ Dirk Matthews, NCDA Board Liaison

Presented by NCDA
Credentialing Commission

Have Questions? Want More Information?

Contact:
credentialing@ncda.org



2024 NCDA State
CDA Grant
Awardees

CALIFORNIA

IDAHO

MASSACHUSETTS

MICHIGAN

NORTH CAROLINA

OHIO

NH/VERMONT



2024 NCDA OUTSTANDING STATE CDA



MICHIGAN

2024 NCDA Outstanding Established Career Development Association Winner

we're happy
YOU'RE HERE.

MichCDA  Michigan
Career
Development
Association

2023-24 Leadership



Amy Zdanowski
President Elect



Jennifer Kluesner
President

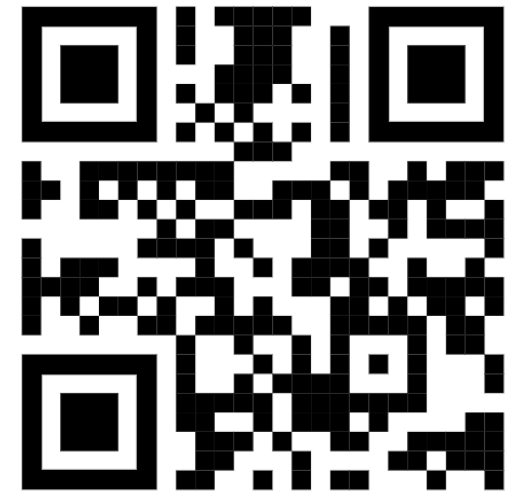


Krista Harmon
Past President

What's Our Why?

We are here to support career practitioners. We do this because our work changes lives.

Visit us at
MichCDA.org



introducing
OUR BOARD
2024-25

President: Amy Zdanowski

Past President: Jennifer Kluesner

President Elect: Deanna Johnson

Secretary: Shaina Lane

Treasurer: Ayla Ludwig

Communications Chairperson: Logann Dolan

Events Chairperson: Krista Harmon

Membership Engagement: Jeannette Pollatz

K-12 Representative: Kristen Garceau

Higher Education Representative: Dave McCall

Private Practice Representative: Jessica Edwards

Business & Industry Representative: Anne Kaufman

Historian: Laura Wise

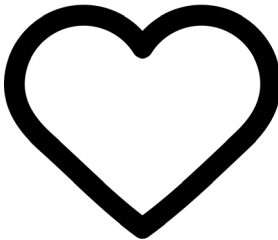
Member at Large: Amy Marshall

Committee Members Make a BIG Impact



Communication

- Website
- Marketing
- Social Media
- Newsletter



Membership

- Recruitment
- Outreach
- Member Spotlight
- Member Relations



Events

- Annual Conference
- Career Cafes
- Constituency Groups
- NCCA Webinars



Impact

Collaboration across committees = SUCCESS!

Communication Monthly Newsletter



From Our President

A Heartfelt Thank You for a Remarkable Conference!

I wanted to take a moment to extend my sincerest gratitude to each and every one of our board members and dedicated committee members for your outstanding efforts in making our recent conference, *Thriving Together: Creating Spaces for Authenticity in Career Development*, a success.

Communication - Social Media



Membership

Take the next
step in furthering
your career, join
us at michcda.org

Membership

MichCDA  Michigan
Career
Development
Association

NEW YEAR. NEW PROFESSIONAL
DEVELOPMENT OPPORTUNITIES.
JOIN MICHCDA!

DEC 15TH-JAN 15TH
30% OFF
PROFESSIONAL
MEMBERSHIPS

*Use code: NEWMEMBER30 at checkout to save.
Reg. \$45 per year - Save \$13.50 on an annual membership!*

JOIN TODAY!

Sale applies to new members only.

Visit www.michcda.org/membership
for more information!

***Register today at
www.michcda.org/events***

MichCDA  Michigan
Career
Development
Association

Membership

Member Spotlight

MichCDA
An NCDA Affiliate 



**KRISTEN
GARCEAU**
(SHE | HER)

What organization(s) do you serve?

I am the proud owner of Career Resource Connection.

Why are you a member of MichCDA?

I like the people involved in MichCDA and find a lot of useful information at professional development events such as the conference and Career Cafes.

What value do you get from your membership?

Relevant and up-to-date industry information and connections within the career development field.

What career(s) or pathways did you dream of as a child?

Teacher

Where would you travel if money or time were not issues?

Anywhere

MichCDA
An NCDA Affiliate



VISIT: [MICHCDA.ORG](https://michcda.org)

Events

Upcoming Events

We provide career development opportunities and a chance to network with other professionals through our virtual Career Cafés, NCDA webinars, and Annual Conference.

Already a MichCDA Member? Enjoy our monthly Career Cafés for free and exclusive discounts to other career development event opportunities. Visit the [member's events page](#) to register now.

Events



○ ○ ○ ○

CAREER CAFE'

MichCDA
An NCDCA Affiliate 

**Understanding the Power of LinkedIn
as a Tool for Career Development**

Presenter: **Jim Peacock, CCSP**
Author, LinkedIn Trainer & Owner of Peak-
Careers Consulting

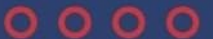
**JUNE 11TH
11 AM**



JOIN US!



Visit: MICHCDA.ORG



Events



MichCDA 
An NCD A Affiliate

Higher Education Constituency Group Meeting

 May 17th, 2023
 12-1 pm ET
 Virtual via Zoom

Register at www.michcda.org/events

constituency
**GROUP
MEETING**



annual conference **ANNOUNCEMENT**

SAVE THE DATE:

April 26, 2024 | Kent ISD, Grand Rapids, MI

THEME:

**Thriving Together: Creating Spaces for Authenticity
in Career Development**

Keep an eye out for conference communications and website updates regarding registration and hotel room blocks!



Annual Awards

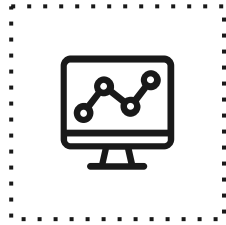
OUTSTANDING CAREER
PRACTITIONER AWARD

EXCELLENCE IN
DIVERSITY & INCLUSION
AWARD

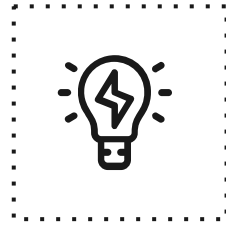
EMERGING
PROFESSIONAL AWARD



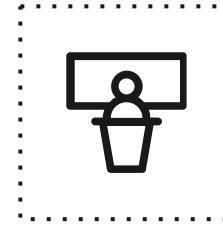
Succession Planning - Objectives & Key Results (OKRs)



What is an
OKR?



What makes
good OKRs?



Writing your
first objective

Scan for Slides



How can
we serve
you ?

Thank you for joining us!

Be sure to keep up-to-date with future events by following us on socials!

Instagram: @michcda

Facebook: @michcdaofficial

Twitter: @MichCDA

Linkedin: Michigan Career Development Association

Visit michcda.org for more information



NCD A 2024

THE INTERCONNECTION OF
CAREER DEVELOPMENT AND
MENTAL HEALTH:

*Strategies and Techniques to
Promote Well-Being and Success*

SAN DIEGO, CA • JUNE 26-28, 2024

PRE-CONFERENCE: JUNE 25, 2024

**Thank you for attending
and Enjoy the Conference!**