



Maryland Career
Development Association

NEWSLETTER

MARCH 2023

President: Dr. Sujata Ives

Past president: Natasha Ortiz Fortier

Secretary: Viktoriya Selden

Website Chair: Dr. Marilyn Maze

Treasurer: Latara Jones,
Treasurer-elect: Kate Rizzi

Legislative Co-chairs:
Natalie Kauffman, Elle O'Flaherty

Credentials Chair: Rose Howard

Membership Chair: Laura Labovich

PR & Newsletter Chair:
Dr. Sujata Ives

Happy March!



**MCDA is a Division of the Maryland
Counseling Association and a state
Division of the National Career
Development Association**



DR. SUJATA IVES PRESIDENT, MCDA

February was a month for hearts, flowers, and a time to remember a rich Black History filled with pioneers of social change and justice. I am grateful for Dr. Martin Luther King, Jr. and Mahatma Gandhi who both believed in a philosophy called “Passive-Resistance Non-violence”. This philosophy is far from passive and is a nonviolent practice without causing any harm to anyone under any condition.

MLK and Gandhi were wise men who believed that hurting people, animals, and the environment was unnecessary to achieve human goals. They based their beliefs on humanistic practices and championed the collective consciousness of society to act peaceably.

Those that adopt this philosophy achieve their goals for social justice, change, and sustainability through peaceful dialogues. Therefore, this philosophy also acts as a strategy that rejects the use of violence and one that promotes nonviolent actions to rectify injustice and oppression.

Peaceable actions through education, research, music, spoken word, art, fashion, as well as publishing, presenting, collaborating, cooperating, and dialoguing, are nonviolent options that can be encouraged; especially for the next generation.

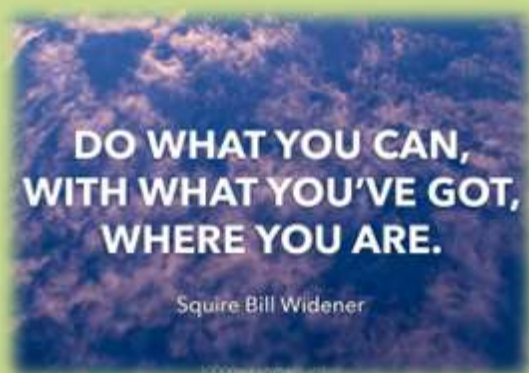
In March, let us also remember women’s history and how women used passive-resistance non-violence as a powerful tool to stand up for equality and rights.

"Nonviolence is a powerful and just weapon. Indeed, it is a weapon unique in history, which cuts without wounding and ennobles the man who wields it." — Martin Luther King Jr., *The Quest for Peace and Justice* (1964) Martin Luther King's Nobel Lecture, delivered in the Auditorium of the University of Oslo at December 11, 1964

Let us lock our hearts and arms to do our best for the next generation of emerging leaders.

And remember...this is the only planet we have with chocolate! Enjoy it!

~Sujata~



This Photo by Unknown Author is licensed under



National Career Development Association

www.ncda.org



The February 24th NCDA-CPI was a tremendous success, and we look forward to hosting future events with our parent Association!

Thank you to everyone who attended!

NCDA
NCDA CAREER PRACTITIONER INSTITUTE

Building and Sustaining a Private Practice in Career Development

IN-PERSON EVENT
February 24, 2023 • 8:30 am – 3:30 pm Eastern Time
ANNAPOLIS, MARYLAND

Five hours of in-person presentations will cover the most significant topics in the realm of career development private practice, including ideal practices, exclusivity, and client motivation. Presented by experts in the field, this event offers free CEUs. Join the NCDA Board and the Maryland CDA at this in-person gathering in the historic east coast city of Annapolis.

HOTEL INFORMATION:
Annapolis Waterfront Hotel
88 Comptonville Street
Annapolis, MD 21401
Room Rate: \$229 plus taxes
Reservations must be made by January 30, 2023 to receive the group rate.

This CPI is for private practitioners or those interested in private practice in the future.

 KAREN CHOPRA Finding the Way to Your Ideal Private Practice	 STACEY HERMAN The Revolutionary Movement: Building an Inclusive Workplace	 MELISSA PENABLE A Tech Guide for Private Practitioners	 COURTNEY WARRONKA Entrepreneur, Not Just for Business!
PANEL: Private Practice: Past, Present, Future			
 LASHINA MATHES NCDA President	 DAWSON SPIESS NCDA Past-President	 KATIE TOLLER Private Practice	 FRED DEMERS Head Director, Association

Visit www.NCDA.org for additional information and to register.
Registration is open until February 18, 2023.

National Career Development Association • 355 N. South Circle, Broken Arrow, OK 74012 • (918) 642-7840





MCDA 2023 Virtual Conference

Thursday, April 27th

Register at www.mdcareers.org

Thank you for your input on themes. You chose:

“Finding Joy in Work: building joy-filled careers”

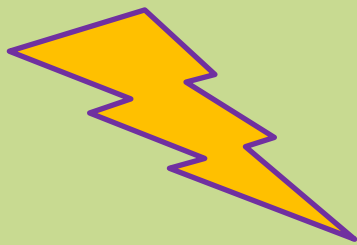
This program is approved for NCEA and NBCC clock hours.



Maryland Counseling Association

Visit www.mdccounseling.org to become a member and access benefits!





Mark your calendars! ROUNDTABLE

April, June, August, October, December

Join us for an engaging Roundtable discussion!

Free to Members. Only \$10 for non-members.

When: April 18, 12:00pm, Eastern Standard Time (EST)

Topic: Disclosure and Accommodations: how service providers can support their clients

Presenter will be MCDA Board Secretary: Viktoriya Seldon

Letter of participation given upon request.

Time: 12:00 PM Eastern Time (US and Canada)

PLEASE REGISTER AT:

<https://mdcareers.org/event-5213730>

**BE MINDFUL OF
ZOOM
ETIQUETTE**



Asia Pacific Career Development Association (APCDA)

Dr. Marilyn Maze, Executive Director

www.apcda.org

Career Practitioners Around the World

I volunteered to be the Website Chair for MCDA because we use the same software as the Asia Pacific Career Development Association. As the Executive Director of APCDA, I know this software well.

After college, I spent 2 years in the Philippines with the Peace Corps. When I was invited by Soonhoon Ahn to help her start APCDA, I said yes because I wanted to get back in touch with Asia. Working with APCDA is the ultimate in cross-cultural learning and growth. While many Asians turn to the US for the latest in career development trends, Asia has a much hotter market for career services than the US. The rapid development and exuberant commitment to career development is totally in line with the Asian concept that we all prosper when our neighbor prospers. Even communist countries believe that happy workers are more productive than unhappy workers, so helping people find their place in society is very important.

Based on the NCDA model and working in cooperation with NCDA, APCDA offers a rich program of webinars and an annual conference. APCDA is committed to holding our conference each year both in-person and virtually. Whether you love to travel and are eager to see new countries or you prefer to chat with people from a variety of countries online, you will love our annual conference. It will be held this year in Kazakhstan May 16 – 26.

APCDA is also working to support the new Arabian Career Development Association. Holding their first conference in Egypt the last week of February 2023 has been a huge energizer for ACDA. By uniting countries with a Muslim background, they have a strong sense of identity from the beginning.

In 2022, APCDA partnered with the International Association of Educational and Vocational Guidance (IAEVG) for our annual conference. While IAEVG has a strong base in Europe, they intend to span the world and their membership includes many Americans and many APCDA members. Their next conference will be held in the Hague simultaneously with NCDA's annual conference.

~Marilyn~

Marilyn E Maze, PhD

Executive Director

Asia Pacific Career Development Association

<https://asiapacificcda.org>



ELLE O'FLAHERTY LEGISLATIVE CO-CHAIR

Winding Career Paths Are the Norm, Not the Exception

It's totally normal to change jobs every few years and to make significant career pivots. The data support this. According to the Bureau of Labor Statistics, the median tenure for 25- to 34-year-olds is 2.8 years. For some reason, however, many people still feel stuck in their job and industry. As career professionals, we can help people understand that the modern workforce doesn't expect or require them to stay in one job or one industry. We can give hope to people who are feeling stuck that they can move on. In fact, it may be to their benefit.

In a recent LinkedIn post, a commenter linked "job hopping" (their words) to slower career progression and lower lifetime salaries. The data show the opposite. A 2018 OECD U.S. Labor Mobility study showed that both industry changes and interstate moves for new jobs are correlated with increases in income. The last 20 years of data show this consistently, apart from the Great Recession.

The false persistence of the myth that people must stay in a job for years and wait to receive salary promotions is harming our clients. It keeps people in jobs, organizations, and professions that contribute to their unhappiness. It may also artificially suppress their income when their employer doesn't have to compete for their talent at the market rate. Sharing data-backed information on job tenure and career path will help our clients to make informed decisions about their career paths.

Elle O'Flaherty
Founder, Interlace Solutions
Executive Coach with an ADHD & Productivity Focus
Global Conference Speaker
www.interlacesolutions.com

Paula Brand MCDA Former President

MCDA member and Past President, Paula Brand has released her first book, [The Purple Parachute: A Woman's Guide to Navigating the Winds of Career Change](#). This book is a "Do-It-Yourself" guide to walk women through the career transition process. Purple Parachute introduces the *A.S.T.E.R. Career Model*, created by Paula to help others make smoother career transitions. The acronym stands for *Assess, Seek, Test, Execute and Repeat*.

The book begins by taking the reader through assessing her V.I.N.E.S. (Values, Interests, Natural disposition, Exceptional strengths and Skills). The second section walks the reader through exploration and research. The final section addresses future career paths with advice and guidance on interviewing, resume development, job search strategies, and networking.

To find out more about it, please go to www.purple-parachute.com

Warm regards,
Paula Brand

Natalie Kauffman

Legislative Co-chair

NCDA Career Practitioner podcast, Advocating for Work-Related Legislation!

I was excited and truly re-energized, by the following informative podcast and especially by NCDA President Lakeisha Mathews' motivating CHARGE to "Get in the Advocacy PARADE & step on the Lobbying FLOAT!!! And . . . learn NOW & how to build legislative relationships through work with NCDA Government Relations and . . . in our state, the MCDA Legislative Committee.

The following NCDA podcast is free to all.

<https://www.buzzsprout.com/1963679/11972365>

Natalie

Natalie (Kauffman, M.S., NCDA Certified Career Counselor™, FCD-I, NCC, NCCC, GCDF-I)
NCDA Government Relations Committee State Coordinator,
MCDA Legislative Co-Chair &
Private Career Practitioner | Transition Consultant | Federal Job Coach & Trainer
Adjunct Faculty/Visiting Instructor across multiple DC/MD/PA/VA higher education institutions
KauffmanNcareers, LLC

Providing comprehensive career & transition solutions to the global community for > 35 years
[O] 410-823-1218 (initial number to call & best one to leave a message)
[C] 443-286-7152

<https://www.linkedin.com/in/kauffmanncareersllc/>

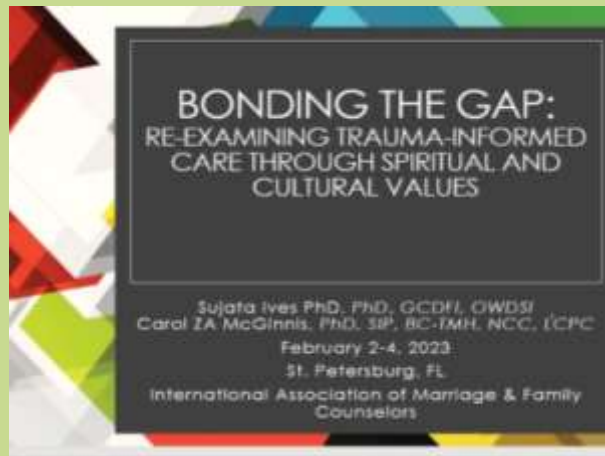
~There is a rainbow of possibilities, but which one is right for you? ~



This Photo by Unknown Author is licensed under CC.

International Association of Marriage & Family Counselors (IAMFC)

We talk much about work-life balance, and for this purpose I have connected with the International Association of Marriage and Family Counselors. Our work affects our personal lives; and our homelife affects our work. We take our brain everywhere we go! Work, marriage, and family is connected, whether we are aware or not. ~Sujata ~



Intercultural Dialogues

World government leaders and church elders collected at the Christ Kingdom Church in District Heights, Maryland for the purpose of open dialogues and perspectives. The Minister of Cultural Affairs from the Ugandan Embassy, Ms. Margaret Kafeero, spoke about the importance of cultural education of ethnic Black people who migrate from different corners of the world. Her staff spoke about the importance of integration and understanding history through stories and different perspectives.

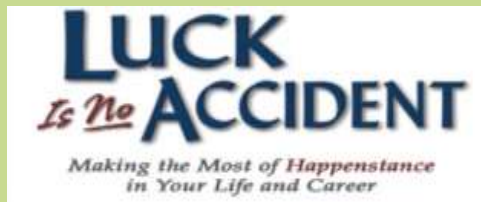
Drs. Reginald and Deborah Freeman served in the US military for thirty years and decided to open up a school in Uganda to empower girls to pursue their dreams. Their Care Bears Mission allows students to explore interests and have an opportunity to come to the United States to learn.

~Sujata ~



Karol Taylor

Lifetime Member



Workplace Serendipity: Luck is No Accident

When my son was young and got into trouble, he often told me he found himself in the wrong place at the wrong time, that he had bad luck. My response was for him to find himself in the right place at the right time so his luck would change. At his young age he had no idea what I was talking about but over the years he came to realize just what that meant.

When it comes to careers, social learning theorist Dr. John Krumboltz talks about planning for happenstance. As my son eventually learned, you have to plan your next best move so situations will suddenly appear as if by magic because you created space for them to happen. Krumboltz called these instances Serendipity.

At the core of Krumboltz' theory is the fact that unpredictable social factors, chance events, and environmental factors are important influences on our lives. We need to approach chance conditions and events positively. In particular we need the:

- curiosity to explore learning opportunities
- persistence to deal with obstacles
- flexibility to address a variety of circumstances and events, and
- optimism to maximize benefits from unplanned events.

Krumboltz states that people with these qualities are more likely to capitalize on chance events and career management, including: the commitment to ongoing learning and skill development; ongoing self-assessment; and feedback from others.

Here are some ways you can create Serendipity in your career:

1. In his book, *The Go-Giver*, Bob Berg says that in order for people to do business with you, they have to know, like, and trust you. How do you make that happen? Networking! It's not what you know; it's not who you know; it's who knows you!! People will come to know about your positive personal characteristics through networking.
2. Expand your network by joining MCDA and then participating on the MCDA Board. Your commitment and dedication get noticed and can sometimes lead to job and/or client referrals.
3. Follow and interact with MCDA on LinkedIn, Facebook, and Twitter. Interacting on social media is a well-respected form of networking. Effective social media networking means you: like, comment, and repost with a comment. To increase engagement, be sure to tag individuals and organizations when you comment about them.
4. Join NCDA, attend the annual NCDA conference, participate in the state leadership training, participate on a Committee and in the free Mentoring Program. Listen to their free podcasts. Join the free Private Practitioner meetings the third Tuesday of each month at 1pm Eastern time.

John Krumboltz wrote the book from which the above picture was taken where he further expands on the idea of planning for Serendipity to happen for you. As my son eventually learned, Serendipity takes place when you are in the right place at the right time. Because after all, Luck is No Accident.

Resource: Krumboltz's theory (careers.govt.nz)

How Do I Become an MCDA Member?

How To Join

Go to www.mdcareers.com

Only \$30 US dollars! Join with a friend or colleague too!

Benefits of Membership

- Promotional Literature
- MCDA Newsletter
- Advertise your business on the MCDA Website
- Advertise your business in the MCDA E-Newsletter
- Write a short article of interest and Get Published in the E-Newsletter
- Membership Certificate (through a request to the president)
- Approved Provider of Continuing Education Hours for Webinars
- MCDA Website Homepage
- Interact with MCDA leaders & members
- Multiple Professional development opportunities
- Look for upcoming webinars
- Career Development Training
- MCDA “Learning Moments” at NCDA Conference
- Important information from NCDA
- Standards for Employment Counseling Competencies and Legislative Advocacy
- Global presence
- Roundtables
- Webinars
- Conferences
- Workshops

Stacy Van Horn Trustee, NCDA

CDA Grant opportunities can provide funding for our CDA projects and ideas! Presidents are invited to virtual gathering and share resources with other state leaders through ideas, strategies and questions. It is a way to connect, reenergize and get inspired!

Stacy M. Van Horn, Ph.D.,
Trustee of State Divisions, National Career Development Association





NAWDP

<https://nawdp.careerwebsite.com/jobs/>

The National Association of Workforce Development Professionals (NAWDP) is a professional association representing individual workforce development and human resources practitioners, who connect jobseekers, educators and companies to advance the American economy.

Job ID: 67968458
Workplace Type: Hybrid
Location:
Wilmington, Delaware, United States
Company Name For Job: Wilmington Alliance
Position Title: Equitable Workforce Development Program Manager
Job Function: Program Planning

Job ID: 68308949
Workplace Type: On-Site
Location:
Hamden, Connecticut, United States
Company Name For Job: Quinnipiac University
Position Title: Director of Employer Relations, Office of Career Development

Job ID: 68077414
Workplace Type: Hybrid
Location:
Maryland, United States
Silver Spring, Maryland, United States
Company Name For Job: Global Communities
Position Title: Senior Manager, Workforce Development

Job ID: 68228749
Workplace Type: On-Site
Location:
Virginia, United States
Company Name For Job: University of Virginia
Position Title: Director of Career and Professional Development

Job ID: 68183955
Workplace Type: On-Site
Location:
Highland Park, Illinois, United States
Company Name For Job: The Park District of Highland Park, IL
Position Title: Director of Human Resources and Workforce Development

Job ID: 68089299
Workplace Type: On-Site
Location:
Linthicum Heights, Maryland, United States
Millersville, Maryland, United States
Company Name For Job: Anne Arundel Workforce Development
Position Title: Director of In School Youth

Dr. Sujata Ives

PR & Newsletter Editor

MCDA is in the midst of a membership drive where our goal is to gain a hundred new members this year. Can you please help us with this goal?

To get members involved, we implemented a Roundtable every other month alternating to the Newsletter. The February Roundtable was attended by Diana Bailey, Paul Martin, Marilyn Maze, Patty O'Hora, Laura Scafide Eileen Snyder, Karol Taylor, Alicia Jackson-Warren, Diana Wilkins. (All in alphabetical order!). A certificate of participation was given to those who requested one.

The April 18th Roundtable will be facilitated by MCDA Secretary, Viktoriya Selden, in a discussion about disabilities.

We have been maintaining our connection with the Maryland Counseling Association (MCA, our parent association) through the American Counseling Association (ACA) as well. As Associate Chair of ACA's International Committee, I am preparing to present at the Annual ACA Conference in Toronto, Canada during the last week of March.

Natalie Kauffman, who is one of our MCDA Legislative Co-Chairs, is Co-Leadership Support Liaison with me in the NCDA Global Connections Committee. We support US and international global career strategists achieve their goals across 6 continents, 57 countries and 2 territories; all while crossing 23 of the 24 time zones. We congratulate Mr. Ahmed Mostapha for creating the first ever Arab Career Development Conference in the MENA region in Egypt last month.

Please let us know what you are doing in your niche. There is much good work to be done!

Thank you.

~Sujata~

Sujata Ives, PhD, GCDFI, OWDSI
MCDA.President@MDCareers.org
"A Counselor's Counselor"



This Newsletter has been approved by the MCDA Board.

Next Newsletter will come out the last week in May.

Please send in your submissions by the 5th of each month.

Your submission does not always guarantee publication.

Thank you.

End of Document