



# Maryland Career Development Association

## April 2021 Newsletter

### In this issue

**APCDA 2021 Virtual Conference** ..... 1

**Legislative Update**..... 2

**Planned Happenstance**..... 5

**Gig Economy Jobs—A Good Fit for the Baby Boomer Generation** ..... 6

### Plan Now to Attend the APCDA 2021 Virtual Conference

The Asia Pacific Career Development Association

2021 (Virtual) Conference - Walking on Uncharted Career Paths, May 19-29, 2021



As part of MCDA's new strategic partnership with the Asia Pacific Career Development Association (APCDA), you are invited to attend this international conference (all presentations will be in English). The APCDA counts the US as one of its 22 member countries (with 14% of the membership living in the US). In fact, the headquarters are in Maryland. The APCDA Conference features two keynote speakers you may be familiar with: Dr. Mark Savickas will speak on *Constructing Career Paths: From Finding to Designing a Work Life* and Dr. Norm Amundson and Ms. Andrea Fruhling will speak on *Finding Hope in Liminal Space*. In addition, the conference offers 48 presentations with an amazing variety of topics, all of which will

be recorded for later viewing.

APCDA offers career practitioners an immersive multi-cultural experience. The topics may sound familiar (e.g., employability, finding meaning, resilience/adaptability, virtual career services, working remotely, etc.) but there is a different flavor to presentations given by a person from Singapore, Japan, or Australia. APCDA has also been engaged in a journey to understand where career development came from and where it is heading. Julie Neill, MCDA President, will provide the next step in that journey with her presentation at the conference. I challenge other MCDA members to contribute to that journey.

This 2021 APCDA Conference will be the first and last planned virtual conference. In the past, attending this conference required traveling to Asia. Delightful as that experience was, attending the conference this year will be much less expensive and time consuming. It is true that the live events happen at night, which may be a bit of a stretch for those on the East Coast. However, all of the events except the Professional Development Institutes will be recorded so you can watch them later at your convenience. Perhaps the most important live events involve meeting other attendees. The conference website software includes a lounge where attendees can meet informally, and an interest matching process that suggests people you might want to meet as well as a meeting-scheduling feature to help schedule meetings at a suitable time.

MCDA is a co-sponsor of this conference. MCDA members can register at the member rate. In addition to the keynote presentations and opportunities for networking, breakout sessions will be divided into four tracks:

- Serving School Populations (K-12)
- Serving College Students
- Serving Working or Job Seeking Adults
- Research on Career Issues

The audience will include career and school counselors, counselor educators, workforce development professionals, human resource professionals, and career development practitioners at all age levels and in all settings (school, college and university, government, business, agency, corrections, and private practice). We hope to see you there!

[Please click here to register](#) for the conference.

[Back to top](#)

---

## Legislative Update

### **Pandemic Fatigue and Vaccine Anxiety Continues to Impact 2021 State & National Legislative Processes**

**By Natalie Kauffman**

By the time you read this, the Maryland General Assembly session will have completed its annual March Cross-Over event. During the event, the respective houses spent much time in subcommittee meetings; discussing and ironing-out bills and deciding what will move to the full committee for a vote and then to the House or Senate Floor. Then, each side of the legislature started all over again on the opposite side. As of now, our state legislature is getting ready to pass the budget bill scheduled for April 5<sup>th</sup> and close its 2021 '90 day' session on April 12<sup>th</sup>.

Due to the ongoing COVID-19 global pandemic, this year's legislative session resulted in Governor Larry Hogan signing a bill into law before the session even moved to Cross-Over. On February 15<sup>th</sup>, the Bipartisan RELIEF Act of 2021 was enacted. Read more about it here:

<https://governor.maryland.gov/2021/02/15/governor-hogan-enacts-bipartisan-relief-act-of-2021/>

As of March 13<sup>th</sup>, both houses also passed SB0218: Income Tax - Child Tax Credit and Expansion of the Earned Income Credit. To find additional bills that passed both chambers click on this link <http://mgaleg.maryland.gov/mgawebsite>, and scroll down to the Legislation section and click on 'Bills Passed by Both Chambers.'

Although the National Career Development Association's (NCDA) lobbying firm, Lobbyit, and its Government Relations Committee continued to keep us informed of the latest headlines and things to watch for at the Congressional level during the 117<sup>th</sup> congressional session, COVID's impact, increased their monthly updates to weekly updates. The more frequently provided dynamic updates include a list of bills that the lobbying firm monitors NCDA. Dynamic because each bill number links to an information page about the legislation, which provides more insights and data.

Hope you enjoy staying up-to-date and will continue to stay up-to-date with our state and congressional legislative processes between newsletters by connecting to MCDA's website's (NEW as of January 2021) Legislative Update page, <https://www.mdcareers.org/page-1707897>. The virtual page is updated weekly with brief bullets with current legislative news as well PDFs providing more detailed state and/or national perspectives from our 3 affiliate groups, the NCDA, the American Counseling Association (ACA) and the Maryland Counseling Association (MCA). One recent common thread across all 3 affiliate groups is the Counseling Compact. Much like the existing licensure compacts for nurses, physical therapists, physicians, psychologists and EMS personnel, the Counseling Compact, initiated by ACA and supported by NCDA & MCA, will increase licensure portability for practitioners while allowing member state regulatory boards to better protect consumers through enhanced sharing of licensure information. MCA's recent February Advocacy Day included lobbying for SB571- and HB736- Interstate Licensed Professional Counselors Compact. More detailed information about the Compact and support for the Compact can be found in the PDFs of the same name listed in the NCDA and MCA sections of our Legislative Update page.

The two pictures below show what a difference a year makes!

2021 MD General Assembly's House Ways & Means Committee



## MD General Assembly in early 2020



### **Natalie Kauffman, M.S., NCDA Certified Career Counselor, CSP-I, NCCC, GCDF-I, MCDA Past President (2002-2003) and MCDA Legislative Chair**

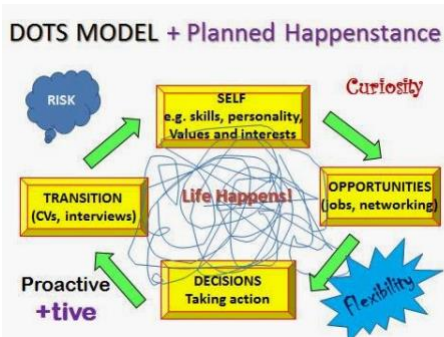
For more than 35 years, Natalie Kauffman, M.S., NCDA Certified Career Counselor™, NCC, NCCC, FCD-I, GCDF-I, has been providing comprehensive individual & group career development solutions that continually infuse the 8 domains of wellness. Across the U.S. & circling the globe, her experience has traversed business, government, education & NPO settings. Natalie has been recognized by the National Career Development Association for her exceptional performance providing career development services and received the association's Outstanding Career Practitioner Award.

[Back to top](#)

---

## Planned Happenstance

By Karol Taylor



One of my favorite Career Horizon adages is “always be prepared for your next best career move.” I often share, “have your updated resume in place so you are ready if you suddenly find out about a job opening that’s closing that same day.” In other words, it’s best to plan for things that *might* happen so you are positioned to take advantage of them *when* they do.

The pandemic made it abundantly clear that we also need to be prepared for our next lifestyle move, not just our next career move. My March 2020 8:00 am telephone call saying I was not to physically report to work that day, was a game changer. Serendipitously, I already had a home office and remote access to the workplace, so my work continued. Fortunately, I was ready.

Noted Career Theorist Dr. John Krumboltz calls positioning yourself in this manner “Happenstance.” He further states that *Luck is No Accident* (the title of his book). Planned Happenstance takes place when you pay attention to your career trajectory and are ready to take full advantage of it. Planned Happenstance means your résumé is up-to-date and ready to be customized “at the drop of a hat” so you can adapt to unplanned and serendipitous opportunities that align with your best interests.

To enhance our careers, Krumboltz suggests that we try new tasks, take calculated risks, learn more about our world-of-work, and find our best career fit. There are plenty of opportunities to broaden our perspective at work: we can participate in special interest groups, volunteer to work on a special project, join Toastmasters, and/or take on a new project to gain a broader perspective about the organization. The power in situating ourselves for serendipity is that we will become keenly aware, and there will be no mistaking it when it happens.

The DOTS acronym in the picture above stands for Decision Learning, Opportunities, Transition, and Self. To position yourself for happenstance you first need to:

- Raise your self-awareness, i.e., know your abilities, interests, values and motivations, plus whatever other aspects of "self" seems relevant.
- Look for information about what opportunities are available to you. You can now relate what you discover about yourself to what you find out about opportunities, and a short list of possible options should emerge.
- Having to decide between these opportunities requires decision learning.
- Based on this decision, you then need to use the right tactics to get the job, i.e., understanding the importance of "self-marketing" through résumés, application packages, and how to perform effectively and present a positive image during interviews.

One way to prepare yourself for happenstance is to set aside 15-20 minutes each week to work on career-related tasks. Such tasks include documenting your work completed that week (for your performance review), developing or updating your Career Plan, or reviewing and updating your résumé.

Schedule a time on your calendar each week, then commit to it as often as possible. Be sure to include a visit to a career counselor or peer coach as part of the process.

To identify a few ways to ensure that Luck is No Accident for you, here is part of an interview with Dr. John Krumboltz <https://www.youtube.com/watch?v=rOQmqc5Tc50> where he shares creative ways that he used to “plan” his own happenstance.

Your best advocate for your career is you. Be sure to take advantage of networking and other opportunities that position you to excel in your career. When you routinely practice planned happenstance, you will be amazed at the number of serendipitous events that begin to happen, both at home and at work. Plan to be ready for them – when they happen.



Karol Taylor has been a member of MACD/MCA and MCDA for more than 17 years, 13 as an MCDA Board member and executive leader, and 8 on the MACD/MCA Board. Karol is an award-winning expert in the federal job search, but she also has expertise in leadership and organizational development. The emergence of COVID-19 motivated Karol to consider how people might respond in the new telework-place.

[Back to top](#)

---

## Gig Economy Jobs—A Good Fit for the Baby Boomer Generation

By Page Vincent

**Note: This article originally appeared in NCDAs web magazine, *Career Convergence*, at [www.ncda.org](http://www.ncda.org). Copyright National Career Development Association, (April 1, 2021). Reprinted with permission.**

Americans are, on average, living longer and more active lives, despite the heartbreaking toll of the recent COVID-19 pandemic. Among the implications of increased longevity are both the need for income and also a chance to extend the career runway. According to the Centers for Disease Control and Prevention (CDC), the average life expectancy for Americans is 78.7 years. (for men 76.2 and for women 81.2) This is up by two full years from just two decades ago (Centers for Disease Control and Prevention, 2021). A longer life span brings important socio-economic implications. Many Americans are not financially prepared for retirement, let alone increased longevity. Social Security may not be enough to support most retirees. Out of necessity, more older Americans will stay in the workforce, either in their current profession or in a new field, referred to as a ‘retirement job’ or ‘bridge job.’ (Kiplinger, 2017)

By their sheer number, the aging Baby Boomer generation means more older Americans are in the workforce, or seeking employment, than at any other time in history. Comprising 69.5 million people, the Baby Boomer generation is one of the largest cohorts in the United States (Fry, 2020). The Baby Boomer generation is generally defined as people born between 1946 and 1964 (Pew Research,

2019). As Boomers continue to age into their upper 50's, 60's and 70's, a meaningful share of the job market is filled with older workers.

Additionally, with maturity and flexibility that often comes along with age, some Americans may seek to re-evaluate their work-life priorities. The Baby Boomer generation is often described as, work-centric, goal-oriented and competitive (The Balance Careers, 2019). As Baby Boomers age, many may reconsider Super's career-life rainbow and put more focus on work that is meaningful, as opposed to merely lucrative. This phenomenon may lead Boomers to seek retirement jobs based on passion (Harvard Center for Public Health, 2004)

### **Challenges for Older Job Seekers**

All job seekers face hurdles, but for older Americans, the job search has unique challenges including fluency with technology, competition from younger/less expensive workers, and toll of employee benefits to the employer (AARP, 2020; Bureau of Labor Statistics, 2020). To have career success, later in life, Baby Boomers will need an array of 21st century skills. How do we, as Career Services Providers, support this critical and growing population for career searchers? One answer may be counterintuitive, and yet highly impactful.

### **Benefits to the Gig Economy**

The so-called "Gig Economy" may run contrary to the mindset of a Baby Boomer. Yet this kind of contract labor presents just the opportunity a Boomer needs for a "retirement job." When Boomers entered the workforce in the mid 1960's, most Americans chose a single profession and/or a single company, which housed the entirety of their careers. Today, careers are more fluid. The Oxford Languages Dictionary defines the Gig Economy as a labor market made up of short-term contracts or freelance jobs, as opposed to permanent positions. While the transient nature of the Gig Economy does not, on face value, sync with the Boomer mindset, it may present an ideal retirement job market.

In the Gig Economy, Baby Boomers have the potential to hopscotch across a variety of different positions. The likelihood that Boomers will pick up a wide array of technology exposure and training is high. Next, Boomers bring an array of experience that younger workers lack, which may be useful to an employer for a capsule of time. Finally, Gig economy jobs are short term in nature, with little or no commitment from the employer. This removes a key hurdle Boomers face when applying for jobs with reluctance of potential employers to take on the expense of benefits.

### **Strategies for Career Practitioners**

Among the most promising Gig Economy sectors for Boomers seeking a retirement job is the not-for-profit market. Not-for-profit jobs represent interesting, purposeful, and rewarding work, typically at a lower pay scale. This is a trade-off that Boomers may be willing to make, both to gain a varied experience, and also to stay active in a meaningful role (Harvard Center for Public Health, 2004). Career practitioners may need to highlight the opportunities, explain the merits, and suggest specific organizations for the client to explore.

Firms like ReServe (ReServe, 2016) are perfectly positioned to bridge older workers' need for income with need for meaning. ReServe matches recent retirees with not-for-profits, for short term employment. Certainly, retired people can and do volunteer for worthy causes, however the key to the ReServe model is the aspect of compensation. The exchange of income for effort raises expectations and commensurate effort to new levels. The not-for-profits benefit from an influx of ideas, expertise, and a wide array of professional backgrounds. Clients, called ReServists, benefit from building a broader resume, adding new skills, maintaining flexibility, and staying "in the game." ReServe is just

one example of how the Gig Economy is ideally suited for retirement jobs. Another source is WorkForce 50 (WorkForce50, 2013). WorkForce 50 matches employers, specifically seeking an older, more experienced worker with job seekers 50+. Their suite of services range from the practical, like helping workers navigate social media and update resumes, to more personal like finding purpose and value.

## **Finding a Good Fit**

Increased life expectancy is extending the working-years window commensurately. The Gig Economy presents terrific opportunities for the Baby Boomer generation to find employment, gain valuable skills, and perform meaningful work without the long-term commitment many employers are unwilling to make. As Baby Boomers make their way through this important transition, the career practitioners can help to highlight the merits of Gig Economy jobs and support clients' quest for retirement work.

## **References**

- American Association of Retired Persons (AARP). (2019, December 30). *Workplace age discrimination still flourishes in America*. <https://www.aarp.org/work/working-at-50-plus/info-2019/age-discrimination-in-america.html>
- The Balance Careers. (2019, October 7). *Baby boomers in the workplace*. <https://www.thebalancecareers.com/baby-boomers-2164681>
- Bureau of Labor Statistics: News Release. (2020, December 17). *Employer costs for employee compensation*. <https://www.bls.gov/news.release/pdf/ecec.pdf>
- Centers for Disease Control and Prevention. (2021, March 1). *National center for health statistics: Life expectancy*. <https://www.cdc.gov/nchs/fastats/life-expectancy.htm>
- Fry, R. (2019, July 24). *Baby boomers are staying in the labor force at rates not seen in generations for people their age*. <https://www.pewresearch.org/fact-tank/2019/07/24/baby-boomers-us-labor-force/>
- Harvard Center for Public Health. (2004). *Reinventing aging: Baby boomers and civic engagement*. [https://assets.aarp.org/rgcenter/general/boomers\\_engagement.pdf](https://assets.aarp.org/rgcenter/general/boomers_engagement.pdf)
- Kiplinger. (2017, May 5). *Retirees survive and thrive in the gig economy*. <https://www.kiplinger.com/article/retirement/t012-c000-s004-survive-and-thrive-in-the-gigeconomy.html>
- Pew Research Center. (2019, January 17). *Defining generations: Where millennials end and generation z begins*. <https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/>
- Reserve, Inc. (2016). *About: Who we are*. <https://www.reserveinc.org/who-we-are>
- WorkForce50. (2013). *Career resources for boomers and seniors*. <https://www.workforce50.com>





**Page Vincent** is a recently retired career educator. She is transitioning to a retirement job as a Career Services Provider and finding meaning and fulfillment in her new role. She can be reached at [pagev12@gmail.com](mailto:pagev12@gmail.com).

[Back to top](#)

---

### Newsletter Article Submissions

MCDA welcomes article submissions on topics of interest to the career practitioner community. We are seeking articles that address emerging trends, best practices (especially as we navigate these uncertain times) and training opportunities. For best consideration, please submit articles (maximum length 700 words, although shorter is preferred) by the 15th of the month prior to the desired month of publication. The newsletter will be published monthly. The article deadline for the May 2021 issue is April 15, 2021. For article submissions or questions, please email: Rachel Loock, Editor, [MCDA.Newsletter@MDCareers.org](mailto:MCDA.Newsletter@MDCareers.org)

[Back to top](#)

---

