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Career Development Month



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



DR. SUJATA IVES
PRESIDENT, MCDA

This Autumn month of November brought National Career Development Day! Many of us celebrated with NCDA and attended professional development workshops and webinars in our State.

Thanks to the leadership of NCDA President, Carolyn Jones, this year's Association focus is on the intersection of mental health and wellness. She has taken a topic whereby numerous fields are implementing anything from workplace yoga classes to candy at the water cooler. This is a good start, however much more is necessary.

If you look at the plethora of posting on LinkedIn you will notice that there is a distinct relationship between recognition and mental health of employees. Especially the front-line ones. Although we are told that the pandemic is over, workers are still suffering the ramifications of that crisis in trying to manage aging parents, small children and pets, stress, and burnout.

According to Workhuman.org https://www.workhuman.com/resources/reports-guides/from-thank-you-to-thriving-workhuman-gallup-report/?utm_source=bing&utm_medium=cpc&utm_campaign=2160942&utm_content=1hMEuIhJHwPdULyw4v9YeN&utm_term=2023_wh_sem_nb_awareness_blog_post_na_phr_pros~wellbeing_at_work&&utm_sclkid=dd96347b455c12c14ceb51265fba8336&gclid=dd96347b455c12c14ceb51265fba8336&gclsrc=3p.ds 4 in 10 workers say that their jobs have a negative impact on their mental health. And, 1 out of 4 reveals that there is very little change in how their system treats them.

Data shows that things need to change! So, Workhuman.org and Gallup partnered up to see what could mitigate the stress that employees feel; they made a connection between recognition and mitigating stress. Workers felt lower burnout, improved daily emotions, and had more wherewithal to stabilize their co-worker connections.

Recognition and wellbeing are tied together. And it's not that difficult to implement recognition and celebration into the workplace. Everyone wants to succeed, but they need to be recognized for their efforts so they come back to work day after day. If someone has an idea, give credit where credit is due. If someone has a new idea (that you deem will not work), try it out!

Wellbeing, through recognition, can pave the way to increased performance, motivation, efforts, and more! As a plus, the study found that employee recognition works on a global level and breaks cultural barriers too. https://www.workhuman.com/resources/reports-guides/amplifying-wellbeing-at-work-and-beyond-through-recognition-emea/?utm_source=bing&utm_campaign=2160942&utm_term=2023_wh_sem_nb_awareness_blog_post_n_a_phr_pros%7Ewellbeing_at_work&utm_content=1hMEuIhJHwPdULyw4v9YeN&utm_medium=cpc

November & December provide great opportunities to recognize people! Let us know for the next newsletter coming in January how do you recognize and celebrate employees and clients!

~Sujata~

MCDA- December 7th Event!

We are continuing our Career Development Month celebrations in December!



“How Career Practitioners can use Chat GPT”

By

Dr. Marilyn Maze

Thursday, December 7, Noon - 1pm EST

The registration link is:

<https://mdcareers.org/event-5449423>

The printable flyer is here:

https://mdcareers.org/resources/Documents/Events/ChatGPT_Flyer.pdf

Cost: No cost to attend.

One NBCC Clock Hour will be available for \$20 for MCDA members and \$30 for non-members.

The Maryland Counseling Association, Inc. is an NBCC-Approved Continuing Education Provider, ACEP No. 2021, and may offer NBCC-approved clock hours for events that meet NBCC requirements. Programs that do not qualify for NBCC Credit are clearly identified. MCA is solely responsible for all aspects of the programs.



Watch for info about our

Spring Conference!



A survey coming out soon to ask you for theme ideas....

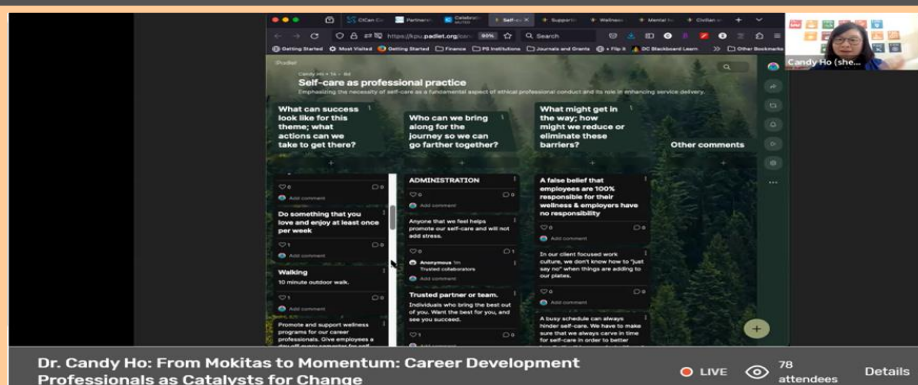
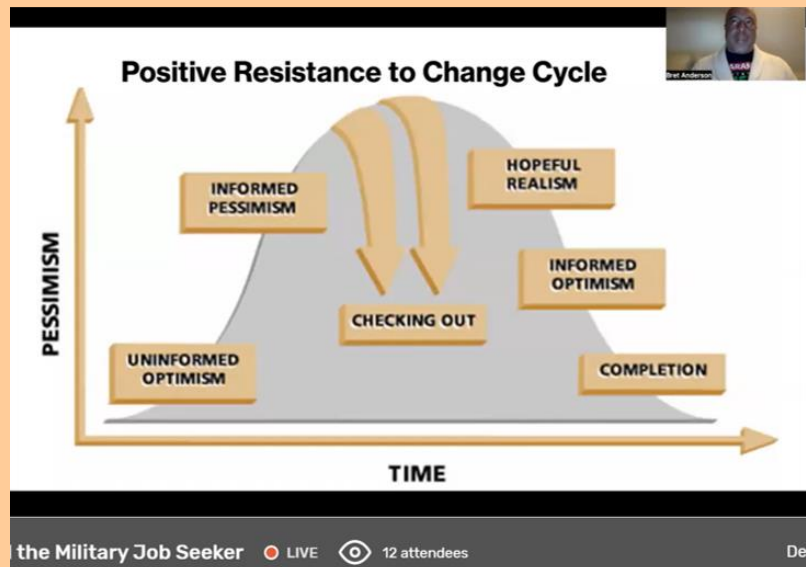
National Career Development Association

www.ncda.org

November is Career Development Month!

Pictures from NCDA event Nov. 15th

Thanks to Carolyn Jones, Shainna Ali, Candy Ho, Bret Anderson, pictured here....
NCDA staff, and to many more that made this day a success!



Maryland Counseling Association

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

CONGRATULATIONS TO A SUCCESSFUL FALL CONFERENCE!



MCA leadership officers for 2022-2023!

President: Dr. Kerri Legette McCullough

Past-President: Dr. Pat Dudley

President-Elect: Dr. Sabrina Taylor

Treasurer: OPEN

Treasurer Elect: OPEN

Secretary: Annyck Hamez

Secretary-Elect: Micheal McGee

Member-at-Large: Irene Burks

Executive Director: Catherine Eaton

MCA needs a Treasurer & Elect! Please apply!

Asia Pacific Career Development Association



2024 APCDA Hybrid Conference April 15 - 27, 2024 Trivandrum, Kerala, India

According to the European Commission, Industry 5.0 “provides a vision of industry that aims beyond efficiency and productivity as sole goals and reinforces the role and contribution of industry to society.” How will the fifth industrial revolution change our world?

The Asia Pacific Career Development Association (APCDA) provides an international forum for sharing career development ideas and experiences in the Asia Pacific. The audience will consist of delegates from many Asian countries and regions as well as other parts of the world. The conference provides opportunities for networking, sharing among practitioners, and identifying new resources. Join us online or in-person to share and discover new ideas and visions of the future.

Keynote Speakers:



Reinventing Career Development for the 21st Century

Dr. Brian Hutchison is a Core Faculty at Walden University, APCDA Past President, and the former Editor of the APCD Journal.

Supporting Young People to Find Success within a Constantly Changing Industrial Landscape

Mr. Matthew Tompkins, Vice President at GEMS Education



Wired to Resist: The Neuroscience of Change

Dr. Britt Andreatta is an internationally recognized thought leader who creates science-based solutions for today's challenges.



Conference Audience

All presentations will be in English. The audience will be international, consisting of delegates from many Asian and Pacific countries and regions, the US and Canada. Networking, sharing among practitioners, and identifying new resources are important aspects of this conference. The first week will be totally virtual and will include breakout sessions (6 simultaneous sessions). The second week will be in-person and broadcast to our virtual attendees. Recorded presentations will be available for 3 months after the conference.

Schedule

April 15 - 19: 100% Virtual, 6 simultaneous presentations during each time period

Mon Apr 15	8 am – Noon	Breakout sessions
Wed Apr 17	8 am – Noon	Breakout sessions
Fri Apr 19	8 am – Noon	Breakout sessions

April 24-27: Hybrid: In-Person in Trivandrum, Live-streamed to Virtual Attendees

Wed Apr 24	8 am – 11 am	PDI 1: Human-centric Career Design: A Devotion to Worker Welfare through Career Development by Dr. Brian Hutchison
	6 – 8 pm	Meetup dinner
Thu Apr 25	8 am – Noon	Opening Ceremony, Awards Ceremony, and Keynotes by Dr. Brian Hutchison and Indian career development professionals
	1 – 5 pm	Optional Tour of the Indian Space Museum and Space University
	6 – 8 pm	Reception and Cultural Gala
Fri Apr 26	8 am – Noon	Keynote by Dr. Britt Andreatta, Panel Discussion, and Closing Ceremony
	1 – 5 pm	Optional Tour of a weaving workshop
Sat Apr 27	8 – 11 am	PDI 2: The Science of Leading Others Through Change by Dr. Britt Andreatta

Conference Registration

Prices are shown in USD	Through January		Through March 15		March 16 & after	
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual
Professional Member	\$290	\$190	\$310	\$210	\$340	\$240
Professional Non-Member	\$310	\$210	\$330	\$230	\$360	\$260
Student/Retired Member or Presenter	\$210	\$140	\$230	\$160	\$260	\$190
Student/Retired Non-Member	\$230	\$160	\$250	\$180	\$280	\$210
Vendor Table or Virtual Booth	\$550	\$270	\$580	\$320	\$620	\$400
Optional Professional Development Institute (each)	\$100	\$100	\$100	\$100	\$100	\$100
Optional Tour (each)	\$50	N/A	\$50	N/A	N/A	N/A

Discounts

Group size	Discount
3-9	5%
10-19	10%
20-49	15%
50 or more	20%

Optional Extras:

- Professional Development Institutes (PDI)
The two 3-hour PDIs by the keynoters provide a more in-depth learning experience, where you will have the time to really learn the skills and content.
- Optional Tours: On Opening Day, visit the Indian Space Museum and University. On Closing Day, visit a weaving workshop where mothers pass their skills in weaving on handlooms on to their daughters.

CEU Clock Hours Available: All presentations at this 2-week conference will be recorded, so you may earn CE Hours by either attending a session or listening to a recorded session. You may earn up to 40 CE Clock Hours.

Refund policy: Registration opens in January. Registrations that are canceled at least 4 days prior to the event can be refunded. After that time, there are no refunds. Note: there are no fees for switching from In-person to Virtual, or reverse.

Please visit our website for more information: AsiaPacificCDA.org

~Marilyn Maze, PhD,
Executive Director, APCDA

MCDA

HOW DO I BECOME A MEMBER

How To Join

Go to www.mdcareers.com

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

We Need You!

Submitted by Linda Chase

How to Craft a Winning Professional Development Plan for Career Success

Having a well-defined professional development plan is crucial for achieving your career goals in today's competitive job market. Whether you aspire to climb the corporate ladder, earn a promotion, or even become an entrepreneur, a strategic approach can make all the difference. This APCDA article explores the key steps to creating a professional development plan to help you reach your career objectives.

Identifying Career Aspirations

Begin by clearly defining your career goals. What do you aspire to achieve in your professional life? Whether it's climbing to a managerial position, changing industries, or starting your own business, a precise understanding of your objectives is essential.

This clarity is the cornerstone of your professional development journey. It acts as a guiding light to keep every step you take aligned with your ultimate career aspirations.

Embracing Online Learning for Career Advancement

Earning a degree online offers a unique opportunity to advance your career by providing the flexibility to balance work commitments with academic pursuits. For example, pursuing an online education doctoral degree can lead to influential roles in curriculum development, policy shaping, and improving learning outcomes. To discover more about this, consider how these programs enable professionals to acquire new skills and knowledge while fulfilling their current job responsibilities.

Skill Assessment and Gap Analysis

Take stock of your existing skills and competencies. Identify areas where you excel and pinpoint gaps that need improvement. This self-assessment will form the basis for your professional development strategy.

It's a critical step in understanding what you need to learn or enhance to achieve your career goals. You can tailor your professional development plan to address these areas effectively by identifying these gaps.

Setting Timelines for Achieving Goals

Set a realistic timeline for reaching your professional goals. Whether it's short-term objectives or long-term aspirations, having a structured timeline provides direction and motivation.

This step involves breaking down your larger goals into manageable milestones, setting deadlines for each, and working systematically towards achieving them. It helps in maintaining focus and measuring progress along the way.

Regular Progress Evaluation

Regularly assess your progress towards your career goals. Adjust your strategies as needed, staying adaptable to changing circumstances and opportunities that arise.

Continuous evaluation is vital in ensuring that your professional development plan remains relevant and effective. It allows you to make necessary adjustments in response to both your personal growth and changes in the job market.

Preparing for Entrepreneurship

If entrepreneurship is your ultimate goal, start taking steps to pave the way. Research your target market, develop a business plan, and acquire the necessary skills and resources for entrepreneurial success. The process involves a thorough understanding of the business landscape, potential challenges, and the skills required to be a successful entrepreneur.

Organizing and Documenting Your Journey

Maintain detailed records of your professional development journey. Consider converting files to PDFs for easier accessibility and secure storage.

Well-organized documentation ensures you can easily track your accomplishments and setbacks. This record-keeping is not just a means of tracking progress but also a tool for reflection because it lets you see how far you've come and what's left to achieve.

Monitoring Credit Reports

In today's job market, prospective employers may check your credit report. It's essential to review your credit history and address any issues promptly.

Employers might use this information to verify your identity and assess your financial responsibility. Maintaining a good credit score can be an integral part of your professional image and can impact your job prospects, especially in positions of trust and financial responsibility.

Summary

Creating a professional development plan tailored to your career goals is a proactive approach to career success. You can set yourself on a path to achieve your aspirations by defining your objectives, harnessing online education opportunities, assessing your skills, and monitoring your progress.

Whether you aim to climb the corporate ladder or embark on an entrepreneurial journey, a well-crafted plan will be your roadmap to success. Stay organized, stay focused, and watch your career soar!





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: 71489272
 Workplace Type: On-Site
 Location:
 Baltimore, Maryland, United States
 Company Name For Job: University of Maryland, Baltimore
 Position Title: Supportive Education and Employment Specialist
 (Human Service Worker I or II)
 Job Type: Full-Time

Job ID: 71544543
 Workplace Type: On-Site
 Location:
 Prague, Czechia
 Company Name For Job: Johnson & Johnson
 Position Title: HR Specialist Iberia -
 Employment Law and Labor Relations
 Job Function: Other

Job ID: 71492698
 Workplace Type: On-Site
 Location:
 Barcelona, Spain
 Company Name For Job: Equinix
 Position Title: Opportunity Development Representative
 (Spanish & English speaker)
 Job Function: Other
 Job Type: Full-Time

Job ID: 71517340
 Workplace Type: On-Site
 Location:
 Jersey City, New Jersey, United States
 Company Name For Job: Hudson County
 Community College
 Position Title: Financial Instructor (PT),
 School of Continuing Education and
 Workforce Development
 Job Function: Other

Job ID: 71493639
 Workplace Type: On-Site
 Location:
 Corpus Christi, Texas, United States
 Company Name For Job: Texas A&M University Corpus Christi
 Position Title: Program Manager for Workforce Development
 Job Type: Full-Time

Dr. Sujata Ives

PR & Newsletter Editor

Thank you for your submissions this year. As we move into the new year, our first newsletter will be in January. Please send me your interests, passions, pictures, and/or resolutions, ready to be published, so I can place them for our community to see the impact you are making in your niche.

There is still a job opening for a career developer at University of Baltimore. Please go to:

<https://www.ubalt.edu/about-ub/offices-and-services/human-resources/jobs-at-ub.cfm?&posting=1875>

We will continue to partner with the Maryland Governor's office in their new initiatives. We will continue the newsletter and roundtables. We will have a Spring Conference.

We will continue to have **Roundtables** every other month. The next one is in February, so please look out for the registration link in the January newsletter.

Thank you to those who took my NCDA Leadership Academy Survey. I ended up with 179 participants! Your voice matters, so we can improve programs for our members! I will be happy to send you my report in the Spring.

It has been my pleasure to bring newsletters to your desks, hands, minds, and hearts.

Together, we are One.

Thank you.

~Sujata~

Sujata Ives, PhD
MCDA.President@MDCareers.org
"A Counselor's Counselor who is Globally Minded"



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.

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