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Dr. Sujata Ives**

Happy New Year!



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



DR. SUJATA IVES

PRESIDENT, MCDA

MCDA has an exciting 2024 year planned and it is because of you and your input. We greatly appreciate your completion of our December Survey. Based upon your feedback, our Spring conference will take place on Friday, May 17th at the University of Baltimore. We are looking forward to sharing the learning and networking with you soon!

Do you know when New Year's resolutions began? According to Merriam-Webster, New Year's resolutions have existed since the early 19th century, and perhaps as far back as the late 17th century. Not only were people making resolutions 200 years ago, but they were also breaking them too, just like today!

Many people are happy to view a new year as a new start; a time to start fresh; a time for change. They make promises to themselves regarding goals for many areas of their lives; exercise and weight loss being the top two in this nation.

But why do so many people drop out six weeks later? Is change too difficult?

Change is entirely possible, but it has to be accomplished in increments. Making small goals instead of one huge one can keep you on track through the days and weeks. According to Psychology Today magazine (<https://www.psychologytoday.com/us/blog/get-out-your-mind/202001/18-tips-make-resolutions-stick>) there are proven techniques that you can try.

Tip #1 Link Goals to Values

The best goals are linked to choices about how you want to be in the world; the intrinsic qualities of being and doing you want to reflect in your actions. A choice like that is not a list of pros and cons but by the whole of you. Don't turn your life direction over entirely to your problem-solving mind. If you want to commit to a behavior change, link that resolution to a values choice you've made with your whole self.

Tip #2 Pick a Hero and Be Guided

If you are going to change in an area, pick a guide or a hero whose life reflects qualities you admire in that area, someone you deeply respect. Imagine that they can read your mind and as you consider the resolutions you want to make, mentally ask for guidance and wisdom from the guide you have picked. Tweak the resolution based on that wisdom within.

Tip #3 Set S.M.A.R.T. Goals

When you intend to make a change, start with a S.M.A.R.T. goal: Specific, Measurable, Attainable, Results-focused, and Time-Bound. It does not help to have a vague intention like "I will be better", because it has no increments of progress. Instead, apply the SMART formula and set a goal such as "I will go on the treadmill each Wednesday for 30 minutes."

MCD A Roundtable

MCD A will continue Roundtables every other month: February, April, June, July, August, October, and December.

The February 5th event link is: <https://mdcareers.org/event-5577806>

MCD A's virtual February Roundtable will take place during the 1st Quarterly NCDA Government Relations State Contact Meeting, Monday, February 5th, at 1:00 PM

(MCD A online website registration & Zoom connection information will soon be available)

In the Roundtable article, Marilyn has created the registration link for February so please revise to the following:

The link to our free February 5th event is: <https://www.mdcareers.org/page-1642368>

(Zoom connection information will be emailed before the roundtable.)

Plan to attend to learn about the NCDA Government Relations (GR) Committee's work plan and receive an update on career development-related federal legislation being tracked. Join State Contacts *(see attached)* across the US to also discover how career development is being advocated at the state level. Participants are invited to add to the Quarterly Meeting Agenda before it is finalized. Please email your thoughts, ideas, questions and comments by **Wednesday, January 31st** to MCD A Legislative Chair & NCDA GR State Coordinator, Natalie Kauffman at KauffmanNcareers@aol.com.

The 1st Quarterly Meeting is being facilitated by the following NCDA GR State Coordinators:

Sarah Jan Tausch, M.S.

NCDA Government Relations Committee State Coordinator &

Private Career Practitioner, Speaker, and Founder

SRJ Coaching & Consulting



Government Relations Chair & Board Member, Ohio CDA

Alumni Partner supporting alumni in transition & students, Ohio Wesleyan University

Columbus Ohio Metropolitan Area

sarah@valuesbasedcareers.com

Natalie Kauffman, M.S., FCD-I, NCCC, GCDF-I

NCDA Government Relations Committee State Coordinator &

Private Career Practitioner, Global Transition Consultant, Federal Job Coach & Trainer, and

Adjunct Faculty/Visiting Instructor across multiple DC/MD/PA/VA higher education institutions

KauffmanNcareers, LLC

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Legislative Chair & Board Member, Maryland CDA

Towson, MD

KauffmanNcareers@aol.com

Amy Policastro Schroeder, CCSP, FCDI, SCD AI

NCDA Government Relations Committee State Coordinator &

Education Consultant, Career Development and Work-based Learning

North Carolina Department of Public Instruction & Adjunct Faculty

William Peace University, NC

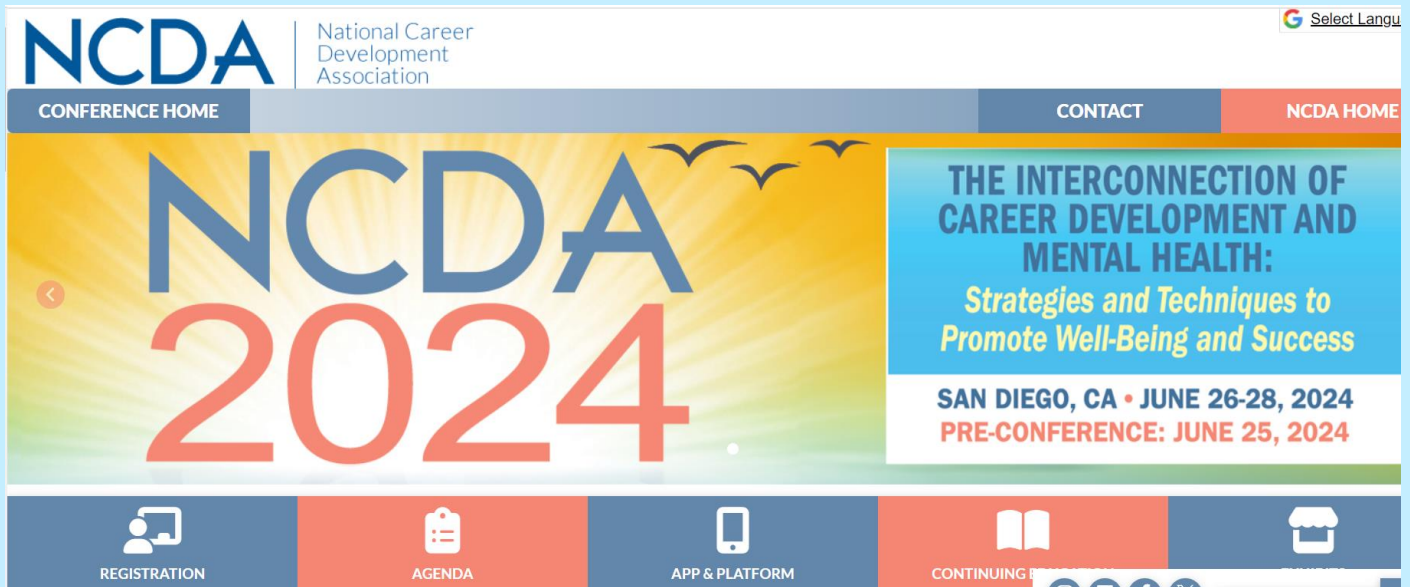
Wake Forest, NC

apolicastro49@outlook.com

National Career Development Association

www.ncda.org

Are you tired of the winter blues? Start packing for sunny San Diego!



The banner features the NCD A logo in blue and red, with '2024' in large red numbers. To the right, a blue box contains the text: 'THE INTERCONNECTION OF CAREER DEVELOPMENT AND MENTAL HEALTH: Strategies and Techniques to Promote Well-Being and Success'. Below this, it says 'SAN DIEGO, CA • JUNE 26-28, 2024' and 'PRE-CONFERENCE: JUNE 25, 2024'. The bottom navigation bar includes icons for Registration, Agenda, App & Platform, Continuing Education, and a Shop icon.

Career Practitioner Conversations with NCD A

Interculturalism and the Responsibility of Leadership with Dr. Sujata Ives

JANUARY 09, 2024 NCD A SEASON 3 EPISODE 7



The podcast player shows a thumbnail for 'Career Practitioner Conversations' with Dr. Sujata Ives. The title of the episode is 'Interculturalism and the Responsibility of Leadership'. A play button icon is visible, along with a waveform and a progress bar showing 00:00 / 32:12.

<https://www.buzzsprout.com/1963679/14242733>

2024 MCDA Conference

“Career Development through Change, Adaptability, and Growth”

May 17, 2024 – Hybrid
University of Baltimore

Conference Schedule

Room 1	Room 2
9 – 9:15 am	Opening Remarks by MCDA President Dr. Sujata Ives
9:15-10:15 am	Keynote TBA
10:15 – 10:30 am	Musical Interlude 1 TBA
10:30 – 11:20 am	Session 1a Session 1b
11:20 – 11:30 pm	Musical Interlude 2 TBA
11:30 – 12:20 pm	Session 2a Session 2b
12:20 pm – 1:00 pm	Lunch & Discussion A Lunch & Discussion B
1:00 pm – 1:50 pm	Session 3a Session 3b
11:20 – 11:30 pm	Musical Interlude 2 TBA
2:00 – 2: 50 pm	Session 4a Session 4b
2:50 – 3:00 pm	Closing and Raffle
3:00 pm – 4:30 pm	Networking

For those who are Virtual Attendees - All Sessions are BYOF – Bring Your Own Food and beverage – please plan ahead. During Lunch & Discussions, in-person attendees can choose a table with a topic they want to discuss while eating lunch. Those who are virtual will have the choice of 2 topics, one in each of the Zoom Rooms.

More Details:

1. Sessions are 50 minutes with a 10-minute break between sessions, except there is no break between Session 4 and Closing and Raffle.
2. MCDA will seek approval to offer NBCC Continuing Education Clock Hours for the content sessions.
3. We cannot record sessions so everyone must attend at the time the session is offered.
4. Raffle gifts will be given during the Closing and will be available to both in-person and virtual attendees. Gifts will either be digital gifts or will be mailed to the recipient by the donor. You can win a raffle signed copy of Sujata Ives' book "Activate Success"!

Register here: <https://mdcareers.org/event-5161465>

Ticket Types & Prices

Dates: Now – May 9 May 10 and after

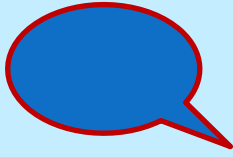
Regular Member: \$155 \$175

Student/Retired/Presenter: \$75 \$95

Regular Non-Member: \$175 \$195

Maryland Counseling Association

Visit www.mdccounseling.org



Courageous Conversations

January 22, 2024, 12pm, EST

Drs. Pat Dudley & Marybeth Heather

When were you first aware of microaggressions?

What do you remember about how other people gave you negative or positive feedback?

What (childhood) experiences did you have with friends or adults who were different from you in some way?

How, if ever, did anyone process differences identities with you?

What resource(s) do you find helpful to promote courageous conversations?

Sue DW (2010). *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*. Wiley. pp. xvi. ISBN 978-0-470-49140-9.

Delpit L (2012). "Multiplication Is for White People": Raising Expectations for Other People's Children. The New Press. ISBN 978-1-59558-046-7.

Treadwell HM (2013). *Beyond Stereotypes in Black and White: How Everyday Leaders Can Build Healthier Opportunities for African American Boys and Men*. Praeger Publishing. p. 47. ISBN 978-1-4408-0399-4.

Sommers-Flanagan R (2012). *Counseling and Psychotherapy Theories in Context and Practice: Skills, Strategies, and Techniques*. Wiley. p. 294. ISBN 978-0-470-61793-9.

Paludi MA (2010). *Victims of Sexual Assault and Abuse: Resources and Responses for Individuals and Families (Women's Psychology)*. Praeger Publishing. p. 22. ISBN 978-0-313-37970-3.

Paludi MA (2012). *Managing Diversity in Today's Workplace: Strategies for Employees and Employers*. Praeger Publishing. ISBN 978-0-313-39317-4.

Cantu, Edward; Jussim, Lee (Fall 2021). "Microaggressions, Questionable Science, and Free Speech". *Texas Review of Law & Politics*. 26 (1): 217–267. SSRN 3822628.

Lukianoff, Greg; Haidt, Jonathan (September 2015). "How Trigger Warnings Are Hurting Mental Health on Campus". *The Atlantic*. Retrieved September 2, 2018.

Sue, Derald Wing; Spanierman, Lisa (2020). *Microaggressions in Everyday Life*. John Wiley & Sons. ISBN 978-1-119-51380-3.

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

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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

Submitted by Sharon Redd of livealltheway.com

Breaking Barriers: Personal Insights for Women Eyeing Career Advancement



Photo by Freepik

Working women frequently face a range of obstacles on their path to career advancement, from ascending the corporate hierarchy to venturing into new professional territories or starting their own businesses. These challenges are diverse and multifaceted, posing significant hurdles in their professional journey.

This guide, courtesy of the Maryland Career Development Association, explores practical strategies designed to help women overcome these barriers. Its focus is on equipping women with the tools and insights needed to succeed and flourish on their chosen paths.



Design a Roadmap for Success

The journey toward career advancement requires a solid foundation of strategic planning and goal setting. This process involves more than just envisioning your end goals; it's about breaking them down into manageable, actionable steps.

By mapping out your career trajectory with precision, you create a clear, focused path forward. This approach not only keeps you aligned with your objectives but also serves as a motivational force, propelling you toward your professional aspirations.

Boost Capabilities Through Online Education

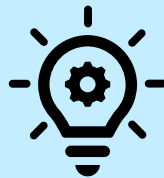
For women looking to boost their professional prospects, going back to school online can be a transformative step. By acquiring new skills and knowledge, you not only increase your competitiveness in the job market but also expand your potential for career growth and opportunities.

Moreover, the flexibility of online degrees enables you to balance education with work commitments, allowing for a more manageable approach to career development. With an online degree program in computer science, for instance, one has the opportunity to delve into IT, programming, and computer science theory, areas that are increasingly vital in numerous industries.

Utilize Free Online Resources

If going back to school isn't ideal, women can greatly benefit from the wealth of free online resources available. For example, for women who wish to enhance their leadership and management skills, numerous websites offer free courses and webinars conducted by experienced professionals.

These resources cover everything from fundamental management principles to advanced leadership strategies. Alternatively, for women interested in coding, there are ample sites providing expert tips and comprehensive guidance on the technical aspects of programming. Whatever your track, platforms cater to a range of skill levels, facilitating flexible and self-paced learning tailored to individual career goals.



Embrace Entrepreneurship

Entrepreneurship emerges as a compelling career trajectory for those looking to break free from traditional employment constraints. As an entrepreneur, you wield the power to shape your professional destiny. However, this path requires meticulous planning.

A robust business plan, encompassing your vision, objectives, and strategies, is indispensable. It acts as a blueprint for your entrepreneurial journey, guiding you through the complexities of establishing and growing your business.

The Power of Consistent Effort

The journey to career advancement is a marathon, not a sprint. Daily, consistent actions toward your career goals are pivotal. This disciplined approach ensures steady progress, transforming seemingly small efforts into significant long-term gains. Regularly dedicating time to your career development, whether through learning, networking, or skill-building, lays the foundation for enduring success.

Network to Build Professional Alliances

Cultivating a strong professional network is a cornerstone of career advancement. With a Maryland Career Development Association membership, doors open to connecting with industry peers, whether through networking events, social media, or professional groups.

These connections not only provide invaluable insights but also open doors to new opportunities. A vibrant network serves as a support system, offering guidance, inspiration, and potential collaborations.

Connect with a Mentor

Mentorship plays a vital role in your professional journey. Aligning with a mentor who has navigated the terrain of your chosen field can accelerate your growth.

Mentors offer a wealth of knowledge, experience, and perspective, guiding you through challenges and helping refine your strategy. This relationship is a powerful catalyst for personal and professional development, providing a unique blend of support and insight.

Navigating career advancement challenges for working women demands a blend of tenacity, strategic planning, and fortitude. Adopting these essential strategies can set the stage for a fulfilling and prosperous career trajectory. Though the path may present difficulties, equipped with the appropriate resources and mindset, the opportunities for development and success are limitless. This journey, while demanding, unfolds a spectrum of growth and accomplishment possibilities.





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.



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Dr. Sujata Ives

PR & Newsletter Editor

From LinkedIn Editors

Today we unveil the 2024 Jobs on the Rise in Washington, D.C., a look at the 10 fastest-growing jobs and the trends defining the future world of work in the Washington, D.C.-Baltimore area.

Security Guard takes the No. 2 spot in the rankings for D.C., likely due to it being home to thousands of government buildings and elected officials. Government Affairs Manager also sits at No. 10 on the list. Healthcare-related roles are prevalent as well, such as Healthcare Recruiter (No. 1) and Clinical Associate (No. 5).

To compile the list, we looked at unique LinkedIn data for professionals in the Washington, D.C.-Baltimore area, calculating a growth rate for each job title over the past 5 years.

Click through the post to learn more about the top skills, industries and experience level required for each role, and check out our Jobs on the Rise list in the U.S. and full methodology here: <https://lnkd.in/JOTR24US>.

What other trends are shaping the workforce in the Washington, D.C. area? Tell us in the comments.
hashtag#JobsontheRise

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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