



Maryland Career
Development Association

NEWSLETTER

SEPTEMBER 2023

President: Dr. Sujata Ives

Secretary: Viktoriya Selden

Website Chair: Dr. Marilyn Maze

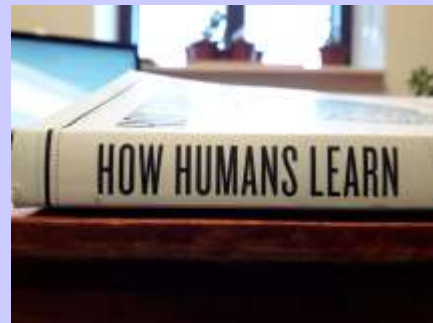
Treasurer: Lana Farley

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

Credentials Chair: Rose Howard

PR & Newsletter Chair:
Dr. Sujata Ives

**September is "Back to
School" month!**



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



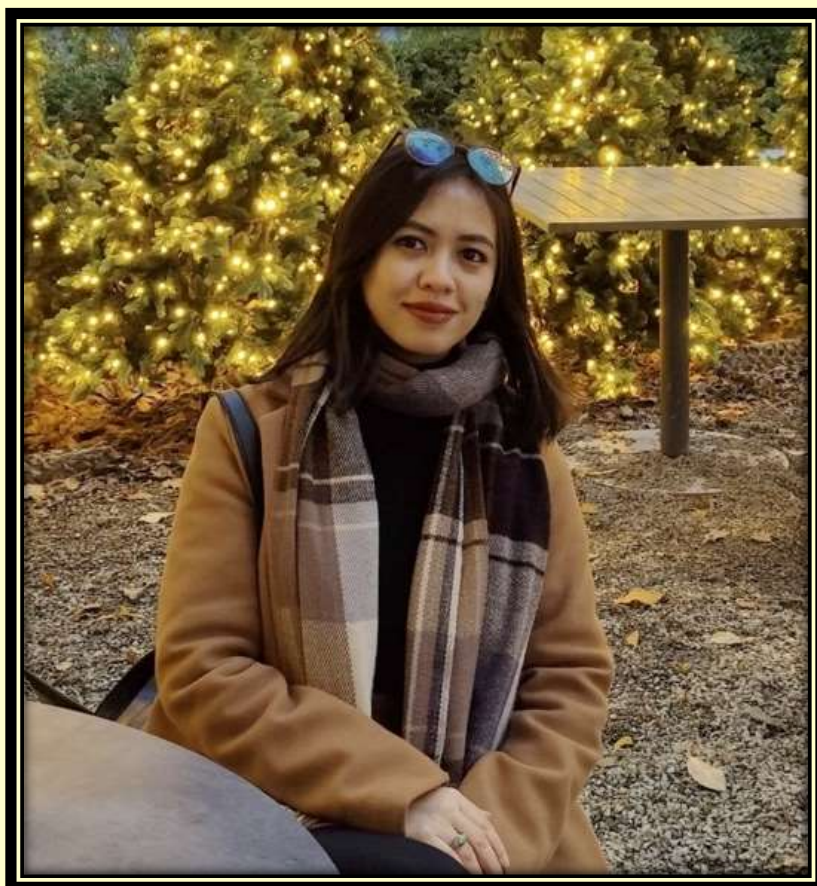
Sujata Ives, PhD
President, MCDA

Sincere thanks to the NCDA that provided grant scholarship money for our selected emerging student leaders!

It was difficult to choose from the submissions that we received. Based upon the students' heart-felt letters of consideration, commitment to the helping professions, and financial need, the MCDA Board selected three deserving female, foreign-born, international students.

The first recipient is Anniesha Camillaeh Lyngdoh, who is studying at Ohio University. She was born in a tiny country by the name of 'Meghalaya' (the name means 'above the clouds'); it sits between Bangladesh and Assam and was formed in 1971. Out of three tribes that reside in Meghalaya, Anniesha comes from the 'Khasi' tribe. English is the official language of Meghalaya, and due to a strong British colonization, it was dubbed as "the Scotland of the East". Meghalaya is a Matriarchal society, where lineage and inheritance are traced through the mother's line. The youngest daughter is expected to inherit the family's wealth because she is the one who is expected to take care of aging parents.

Anniesha is an international exchange student studying counselor education. She recognizes that work and mental health require dedication and perseverance, and is interested in starting a relationship within professional associations.



The second is Sequoia Young, who was born in the Caribbean. She is entering the second year of a graduate program in education with a mental health track. She wants to change the perception of mental health in her culture and wants to help eradicate the obstacles that stand in her community so her people can receive the help they need.

She struggled with her own emotions whilst growing up and when she disclosed it to her family, they did not know how to help her. The trauma of losing her stepfather had a major impact on her mother, where they both experienced the same emotions and inabilities to cope. Sequoia was able to empathize with her mother and was able to help her through germane knowledge gained in her studies and also through her own self-discovery. Sequoia views her admission to Johns Hopkins University as the vehicle and solution that will enable her to continue helping herself, her family, and her culture.

The Caribbean culture consists of 34 islands and territories. Christopher Columbus came to the Caribbean and brought spices back to Europe, and soon after, England, the Netherlands, and France colonized the islands – known for pirates. Decolonization began in the 1960's and especially through US interventions.

Sequoia encourages you to visit the beautiful islands.



The third is Natasha Vaidya, who was born in Pune, India and just completed her Masters in Applied Psychology with a specialization in clinical psych from the Tata Institute of Social Sciences, Mumbai, India. Her passion is to help people to gain a better quality of life. Natasha is driven by the belief that she should improve her community and bring a sense of belongingness to the divisive Caste system of human hierarchy. She wants to shift the stigma mentality that presides in her region where mental health is dealt with through shame, silence, and punishment. She plans on using her scholarship to create awareness and also help to bridge the gaps between Castes.

This Caste System has been fixedly embedded in India's political and religious structure for two-thousand years. Since the beginning of the Indian civilization, communities of people were broken down into four categories based upon their vocational skills. In Western terms, the first two higher Castes are comprised of "white collar" workers as we know it in our hemisphere. The lower two Castes are loosely similar to "blue collar" workers, but are poverty-stricken to the point of street begging.

Do you know the difference between 'Class' and 'Caste'? Class refers to a vertical system where people born in a lower class have the freedom to rise up into the upper classes. The Caste System is a horizontal system where people cannot rise up to get out of the Caste that they were born in. Why don't the lower Castes rise up? The answer is simple: through a belief in the Hindu religion, all Castes believe that they will be reincarnated into a higher Caste after death. It is the highest Caste, the Brahmins, that are able to reach heaven (Nirvana) after they die. Therefore, for Brahmins, it takes one death to reach heaven; whereas the lower Castes have to die many more times to reach Nirvana.

When you are engaging with foreigners, please understand and consider the magnitude of culture and beliefs in those interactions.



NOVEMBER — NATIONAL CAREER DEVELOPMENT MONTH!



Free In-Person Networking Event!

Registration Link will be E-blasted your way soon!

**At Mai Dragon restaurant
<https://www.maidragon.com/>
2647-A Annapolis Road, Hanover, MD 21076
(410) 551-6898**

From 11am to 2pm

Separate checks, but NCDA Grant treats for shareable appetizers!

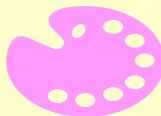
Thank you, NCDA – Tennessee Grant!

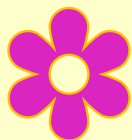
When? November 16th, 11:00am-1:00pm

Subject Matter Expert Speaker: Dr. Marilyn Maze

**“How Chat GPT can
help career developers”**

Did you see the ART CONTEST e-blast? If not, we are looking for a hand-drawn picture that celebrates career development and career developers. The chosen entry will be displayed in all of our Newsletters through next November. Please encourage K-12, adolescent college students, or even adults who dabble in drawing! Please get your drawings to the Board **by October 22nd** through **MCDA.President@MDCareers.org**





MCDA ROUNDTABLE

Learn something, give something!

April, June, August, October, December

BE MINDFUL
OF
NETIQUETTE
ETIQUETTE



Join us for an engaging Roundtable discussion on
Work-Life Balance!

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

Presenter will be MCDA Credentials Chair: Rose Howard

Topic: "Family Care Giving and the Impact on Careers"

Date/Time: October 18, 1:00 PM EST (US and Canada)

PLEASE REGISTER AT: <https://mdcareers.org/event-5293383> 

LETTER OF PARTICIPATION GIVEN UPON REQUEST


Rose Howard has been the primary caretaker for her 97-year-old mother over the last 10 years. She has experienced firsthand the impact of caregiving while working full time. Although, there have been many challenges, she has found that being a caregiver is a rewarding "assignment". Her self-care plan includes weekly water aerobics, yoga, meditation and fellowship with friends. She is the mother of three children and a grandmother of three. Recently, Rose retired after 37 years of Federal Service. Her last position was Transition Manager at the United States Naval Academy.

Rose is a Licensed Clinical Social Worker, Global Career Development Facilitator Instructor, Certified Career Service Provider and Certified Hudson Institute Career Coach, Santa Barbara, Ca. In addition, she is certified on numerous career service tools. She is a member of National Career Development Association, Middle Atlantic Career Counseling Association and the Maryland Career Development Association.

~Rose~

PICTURES FROM THE AUGUST ROUNDTABLE WITH ELLE O'FLAHERTY WHO SPOKE
ON "ADHD in the WORKPLACE"





Coming Soon!

**CERTIFIED ADHD CAREER STRATEGIST
(CACS)**

**Online, Self-Paced, Multimedia Course for
Counselors, Coaches and Others Working
with Neurodiverse Clients**

ADHD Basics and the Brain
Harnessing ADHD Strengths
ADHD Challenges
How to Approach Career Services
Strategies for Creating a Career Path
Career Planning and Goal Setting
Preparing Documents Efficiently
Networking & LinkedIn
Interviews
Getting Places

Planning the Day
Time Management & Task Completion
Routines & Systems
Organization
Communication
Workplace Culture & Socializing
Workplace Accommodations & Legal
Protections
The Role of the Manager
Support at Home
Self-care

Sponsored by Career Planning Academy
<https://careerplanningacademy.com>

Mailing List for Notification and Discount:
<https://tinyurl.com/5cm3z8ua>
INSTRUCTOR: Elle O'Flaherty, JD, PCC, CCSP, CPRW
Principal, Interlace Solutions

Job Opening!

Partnerships

From Mr. Kevin McQuade

Up2Us Sports

Up2Us Sports is a national service program whose mission is to train, engage and support sports coaches to transform the lives of youth, programs and the community in which they serve.

As part of their year of service with Up2Us, our service members have access to our Career Readiness Initiative. Our framework supports our service members in successfully leveraging their experience of national service to connect young people to pathways towards meaningful employment and early career development."Up2Us Sports is a national program that encourages youth to transform through the method of coaching.

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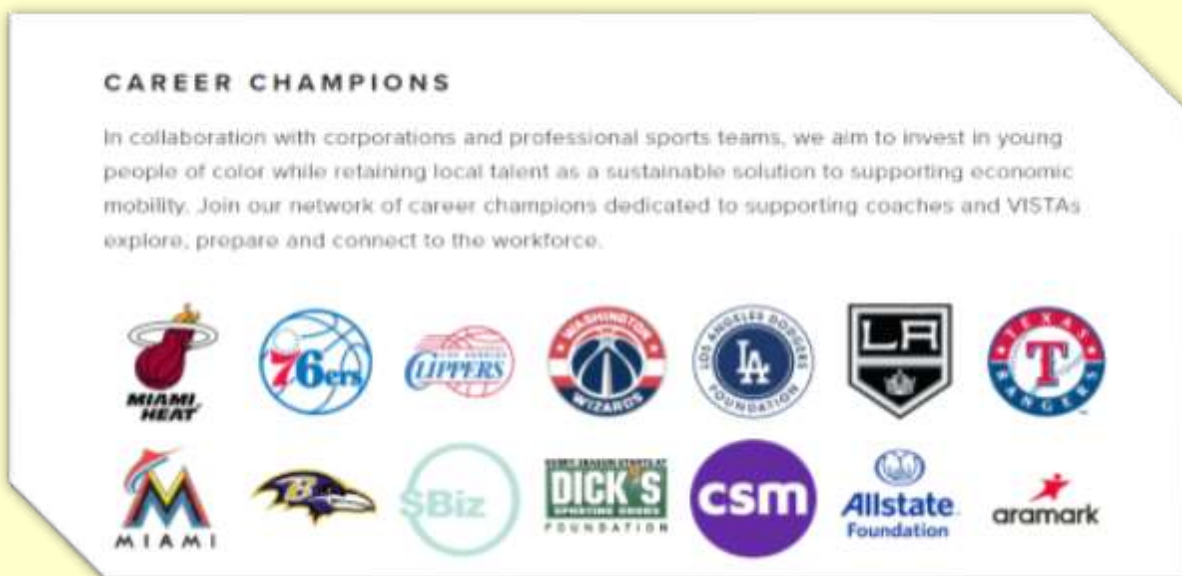
You can find our Career Readiness Brochure here. Which will give you some insight into the partners that we currently work with. <https://www.up2us.org/about-career-readiness>

Here is a link to the vacancy we have within our Career Readiness department.

<https://up2ussports.bamboohr.com/careers/164>

This is the link for the Baltimore posting, but the position is also being advertised in NYC and Philadelphia.

~Kevin~



Maryland Governor's New Initiative

Service Year Option for HS graduates!



The screenshot shows a virtual meeting interface. On the left is a presentation slide with the Maryland Department of Service and Civic Innovation logo and the title "Service Year Option and Maryland Corps". Below the title, it says "Maryland Career Development Association" and "August 29, 2023". On the right is a 4x2 grid of eight video feeds of participants. The names visible in the feeds are: Maryland Career Development, Sujata Ives, PhD, Marilyn Maze, Ellen Weaver Paquette, Hilga Rola (she, her, hers), Lisa Bishop, Fred Demers, and Laura.

Maryland
Department of Service and Civic Innovation

Service Year Option and Maryland Corps

Maryland Career Development Association
August 29, 2023

Participants in the video grid:
- Maryland Career Development
- Sujata Ives, PhD
- Marilyn Maze
- Ellen Weaver Paquette
- Hilga Rola (she, her, hers)
- Lisa Bishop
- Fred Demers
- Laura

What are the Service Year Option and Maryland Corps?

- 18 to 21 year-olds for Service Year Option and no age limit for Maryland Corps
- Minimum of \$15/hour at your service assignment
- \$6,000 program completion award
- On-Site Mentorship
- Reasonable accommodations
- Wraparound supports including, but not limited to,:
 - Money management, childcare, healthcare and others

Where will members serve?

Organizations across Maryland are currently applying to host Service Year Option and Maryland Corps Members at their locations – we expect to partner with more than 50 organizations in the inaugural year of the program

Article Submitted By Ted James

Recharge and Refresh Your Career Now

Everyone hits a point in their career where they feel stuck or unsatisfied. Maybe you feel like your skills are outdated, or you're not being challenged enough at work. Perhaps you've hit a wall and aren't sure how to progress further in your career. Whatever the reason, feeling stagnant in your career can be frustrating and demotivating. The good news is that there are plenty of things you can do to refresh your career and find new opportunities, and this guide from the Maryland Career Development Association can show you how to begin.

Attend Workshops to Expand Your Expertise

Attending workshops, seminars, and training sessions is an excellent way to keep your skills sharp and learn new ones. Whether it's a technical course or a leadership training program, investing in your professional development can help you stand out from other candidates and make you a more valuable asset to your current employer. Plus, you'll have the opportunity to network with other professionals in your field and gain fresh perspectives on your work.

Seek Out a Coach for Career Success

Having a mentor or coach can be invaluable when it comes to advancing your career. They can offer guidance, support, and feedback on your work, as well as help you develop new skills and navigate challenging situations. A mentor or coach can also introduce you to their network of contacts, which can lead to new opportunities down the line.

Create a Tailored and Stellar Resume for Job Hunting

When looking for a new job, creating a well-crafted resume is the best solution to making a great impression on potential employers. A tailored and stellar resume showcases your skills and experiences that are most relevant to the position you are applying for. It also demonstrates your passion and commitment to the field. By tailoring your resume to each job application, you highlight how your past accomplishments and skills align with the requirements of the specific role, which increases your chances of being selected for an interview. With a polished and customized resume, you make a lasting first impression that can lead to exciting career opportunities.

Grow Within

Sometimes all it takes to refresh your career is to take on new responsibilities or projects within your current job. Talk to your manager about any opportunities for growth or additional responsibilities that may be available. This can help you gain new skills and experiences while also demonstrating your value to the company.

Change It Up

If you're feeling stuck in your current role, consider making a lateral move within your company. This can help you gain exposure to new departments, teams, and functions, which can expand your skill set and open up new opportunities for career advancement. Plus, staying within your current company means you won't have to start from scratch building new relationships and proving your worth.

Volunteer or Take on Pro Bono Work to Make a Difference

Volunteering or taking on pro bono work is an excellent way to gain new experiences and skills while also giving back to your community. It can also provide an opportunity to connect with like-minded professionals and expand your network. Plus, volunteering or taking on pro bono work can help you develop new skills or strengthen existing ones that you may not get to use in your day job.

Take a Pause

Finally, if you're feeling burnt out or need time to reflect on your career goals, consider taking a sabbatical or extended break to pursue personal interests. This could include travel, pursuing a hobby, or simply taking time to relax and recharge. Taking a step back from work can provide clarity and perspective that can help you chart a new direction for your career.

Don't let career stagnation get you down. There are plenty of ways to refresh your career and find new opportunities. Attend workshops, get a mentor, revamp your resume, take on new responsibilities, consider a lateral move, volunteer, or take a break to pursue personal interests. These are just a few paths to reignite your passion and advance your career.



MCDA MEMBERSHIP

How To Join

Go to www.mdcareers.com

Why Pay Dues to MCDA?

Are there new tools I could be using in my practice?

Is there a better way to meet the needs of specific clients?

Who can I refer clients to when they have needs that I cannot adequately address?

We all need a support group where we can turn to for answers to our everyday professional issues, and that is the purpose of the Maryland Career Development Association.

MCDA serves the professional needs of career practitioners in Maryland and Washington DC. The results of last year's member survey showed us that earning CE's and learning new skills are highly valued by career practitioners in Maryland. Networking and getting to know other career practitioners were also important for both fellowship and making connections, and we are doing just that!

Those of us serving on the Board of MCDA are developing long-term relationships with each other, while striving to balance serving our fellow career practitioners with meeting our own work-related and family commitments. Since winter 2022, MCDA has provided online roundtable discussions and a newsletter every other month, and a conference which offered CEs. While there is much more we would like to provide, our services depend on the energy of a few.

The MCDA Board is currently stable and growing, after many years of instability and turnover. Our current president is a hard-working team-player. We are hoping that we can expand our offerings and meet the needs of more career practitioners in our areas. But we also need steady support from members. Without your membership fees, we cannot provide any services at all. As our tiny Board struggles to offer more services, we need you, as career practitioners in Maryland/DC, to provide support to us by renewing your membership.

~Marilyn Maze~

Our MCDA Board is hoping to expand our offerings and better meet the needs of more career practitioners in our state. But we also need steady support from our members. Your membership fees are the foundation for our association. We understand that most of our members are unable to serve on our board. However, all of our members can renew their membership.

You can even consider inviting a fellow career practitioner to join MCDA. More members mean MCDA can offer more services. Please support our efforts to not only maintain our association, but to grow it.

RENEW & SPREAD the WORD!

~Natalie Kauffman~

OUR EXECUTIVE TEAM		
		
Viktoriya Selden Secretary	Sujata Ives, PhD. President	Lana Farley Treasurer/President-Elect

Creating Joy-filled Workplaces!

OUR BOARD MEMBERS		
Chairs and Co-Chairs		
		
Rose Howard Credentialing Chair	Elle O'Flaherty Legislative Co-Chair	Natalie Kauffman Legislative Co-Chair
		
Sujata Ives, Ph.D, Public Relations Chair Newsletter Editor	Dr. Marilyn Maze, Ph.D. Website Chair	

Maryland Counseling Association

A Branch of the American Counseling Association

**MARYLAND
COUNSELING
ASSOCIATION
PRESENTS**

2023 ANNUAL CONFERENCE

Removing the Masks;
Unmasking Real Issues:
Keeping the Family at the
Center



**September 29- 30, 2023
Coppin State University**

www.mdccounseling.org



National Career Development Association

A Division of the American Counseling Association

NCDA invites your participation in three activities related to mental health and careers:

Submit a Proposal for the 2024 NCDA Global Career Development Conference

The theme is "The Interconnection of Career Development and Mental Health: Strategies and Techniques to Promote Well-Being and Success". If you would like to present at this conference in San Diego, California, June 26-28, submit a proposal now. First, read the detailed instructions and then complete the online CFP form. Proposals must be electronically submitted. The submission form will be open through Monday, October 2, 2023 at midnight.

Participate in the National Career Development Month Virtual Celebration

The theme is "The Intersection of Wellness and Career Success" and the virtual event takes place on November 15, 2023 from 12 noon to 6:15 pm (eastern time). Presented by experts in the areas of advocacy, counseling, education, and global issues, this event covers such topics as stigmas, self-care, mental equilibrium, military culture and more. Eight continuing education (CE) hours are granted. View details and register.

Complete a Course on New Technologies and Strategies

"Highlights of 2023" is a 10 CE course offered in NCDA's new learning platform, The Hub. Watch as many as 20 presentations from three different NCDA in-person events of 2023: Spring Career Practitioner Institute in Annapolis, the Global Career Development Conference in Chicago, and the DEI Symposium in Chicago. Answer the quiz questions correctly to complete the course - all at your convenience. Register now.

Visit www.ncda.org
for more
professional development and resources
for you!

Explore New Professional Development Opportunities!

- On-demand Courses
- Self-paced
- Relevant Content
- Continuing Education

THE NCDA HUB

Sujata Ives, PhD

PR & Newsletter Editor

I am proclaiming the benefits of our vocation to seven regions of this world and working hard for YOU!

This month I had the honor to attend the third and fourth UNESCO meeting regarding cultural humility in the Arab nations and the Caribbean. The importance of gaining skills such as empathy that can lead to forgiveness, and understanding that can lead to acceptance are those that can benefit us in our growth, evolution, and readiness to change.

Participated in the MCA Board meeting as well as the 'Courageous Conversations' meeting that addressed the 2025 ACA conference that will take place in the controversial state of Florida.

Participated in the NCDA's Constituency meeting, led by Dr. Courtney Warnsman, and met with State presidents to learn about trends in the workplace.

Led the Community sector of the World Council on Global & Intercultural Competency meeting where we discussed Bias and Schema.

My involvement in associations and world councils enables me to grow in the art of leadership without bias, develop a voice of advocacy for interculturalism, and gives me the courage to speak on behalf of members.

This month, be aware of the bias you bring into your classrooms, meetings, and other professional spaces. You will have your favorite students and colleagues, but self-awareness can bring acceptance into your heart-brain.

"How to Tackle Unconscious Bias in Your Workplace"

<https://www.forbes.com/sites/meghanbiro/2022/02/15/how-to-tackle-unconscious-bias-in-your-workplace/?sh=717228cb6dc3>

Unconscious bias is sneaky. Biases implicitly creep into thoughts and behaviors. As leaders, it is our responsibility to have self-awareness, self-discovery, and reflection of our bias. The human brain automatically learns, because that's what it is designed to do; but it is up to you to intentionally unlearn!

Thank you!
~Sujata~

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



This Newsletter has been approved by the MCDA Board.
Please send in your submissions by the 5th of each month.
Your submission does not always guarantee publication.
Thank you.

~End of Document~