



## NATIONAL EMPLOYMENT COUNSELING ASSOCIATION



## NEWSLETTER

**SEPTEMBER 30, 2019**  
**BONUS ISSUE**

NECA is a division of the American Counseling Association and was founded in order to enhance employability and workplace interventions. NECA supports Hill Day!



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### **BACK TO SCHOOL COUNSELING**

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Social Media

Retention

# COUNSELOR EDUCATION



NECA adopts and promotes school counseling values of ACA!



School counselors are facing more challenges than ever and need appropriate resources and funding to provide best services to support the students on their caseloads. ACA continues to lobby Congress for adequate federal funding for the Student Support and Academic Enrichment (SSAE) grant program under Title IV-Part A. ACA and their partners were successful in securing \$1.17 billion for fiscal year 2019 and are currently working with Congress to further increase that funding for fiscal year 2020. ACA is educating new members of Congress on the value of Title IV-A and reaching out to seasoned members to head committees, and working with Rep. Katherine Clark (D-MA) to get the Trauma-Informed Schools Act (HR 7320) re-introduced to the 116<sup>th</sup> Congress, and supports Rep. Grace Napolitano (D-CA) to re-introduce the Mental Health in School Act (HR 2913).

## BULLYING IN SCHOOLS

School counselors everywhere are faced with the persistent issue of bullying in schools, and we're not just talking about the kids. One out of every five people report to being bullied in a school district (National Center for Education Statistics (2016). School violence begins at the gossip level and escalates to rumors and worse. Bullying prevention must take priority and vigilance. Edited from Kat Coy, M.S. [https://www.counseling.org/docs/default-source/school-counseling/bullying-schoolcounselorconnection-\(1\).pdf?sfvrsn=b47b562c\\_2](https://www.counseling.org/docs/default-source/school-counseling/bullying-schoolcounselorconnection-(1).pdf?sfvrsn=b47b562c_2)

## SOCIAL MEDIA AND SCHOOL COUNSELING

We can only speculate that the founders of the Internet had good intentions to enhance learning and creativity....but there is a dark side. Too much of a good thing can lead to exposure to violence, pornography, identity theft, cyberbullying, harassment, etc. And of course you've read about the articles concerning growth and development, lack of activity and other health concerns due to sitting. Dr. James Levine (Mayo Clinic) declared his famous quote: "Sitting is the new smoking".

Counselors can educate individuals, groups, families, and staff and demonstrate how the Internet can be used to facilitate career interests, college admission, financial aid, and other transitions. ~Edited from Frank Burnett, Ed.D.

[https://www.counseling.org/docs/default-source/school-counseling/internet-socialmedia-schoolcounselorconnection.pdf?sfvrsn=bc7b562c\\_2](https://www.counseling.org/docs/default-source/school-counseling/internet-socialmedia-schoolcounselorconnection.pdf?sfvrsn=bc7b562c_2)

## COUNSELOR RETENTION

In today's global economy, a college degree is just the beginning. A majority of America's high school students (86 %) expect to attend college, but many lack the support and guidance they need to *prepare* for enrollment and success at the college level. (U.S. Department of Education, NCES 2010-170). A school counselor's job is vital in disseminating such information.

ACA recognizes the large caseloads that school counselors carry and urge members to help them to advocate for changes that include lowering counselor-to-student ratios and more funding for school counseling programs.

***A Review of the Major School Counseling Policy Studies in the United States: 2000-2014*** prepared by John C. Carey and Ian Martin of the **Center for School Counseling Outcome Research and Evaluation (CSCORE)**.

## SELF-CARE FOR SCHOOL COUNSELORS

Counselor self-care is essential to effectively and ethically meeting client needs, and school counselors are no exception. The strategies below were suggested by ACA Conference school counselors.

Karaoke • Loyal Friends • Quality Time with Loved Ones • Petting Animals • Walking the Dog • Painting • Going to the Park • Going to the Movies • Travel • Ice Cream • Acupuncture • Wine • Sleep • Quiet house • Fishing • Journaling • Rain Sounds • Reading • Getting a Massage • Epsom Salts • Aromatherapy • Exercise • Hiking • Running • Yoga • Swimming • Taking a Walk • Take a day trip • Kickboxing • Gardening • Meditation • Listening to Music • Community Theater • Singing

[https://www.counseling.org/docs/default-source/school-counseling/selfcare\\_strategiesforcounselors.pdf?sfvrsn=9306572c\\_2](https://www.counseling.org/docs/default-source/school-counseling/selfcare_strategiesforcounselors.pdf?sfvrsn=9306572c_2)

## AMERICAN SCHOOL COUNSELORS ASSOCIATION – CONFERENCES



July 11–14, 2021

Las Vegas, NV

July 9–12, 2022

Austin, TX

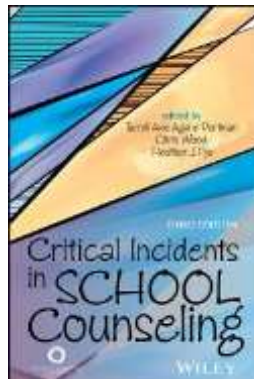
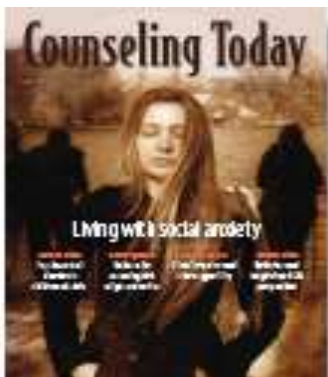
July 15–18, 2023

Atlanta, GA

July 13–16, 2024

Kansas City, MO

- States and territories with the **lowest** student-to-school counselor ratios include Vermont (202-to-1), U.S. Virgin Islands (213-to-1), New Hampshire (220-to-1), Hawaii (286-to-1), North Dakota (304-to-1), Montana (308-to-1), Maine (321-to-1) and Tennessee (335-to-1).
- States and territories with the **highest** student-to-school counselor ratios include Arizona (905-to-1), Michigan (741-to-1), Illinois (686-to-1), California (663-to-1), Minnesota (659-to-1), Utah (648-to-1), Puerto Rico (571-to-1), Idaho (538-to-1), the District of Columbia (511-to-1), Washington (499-to-1), Oregon (498-to-1) and Indiana (497-to-1).
- Wyoming **lost** more than 100 school counselors (76 secondary-level counselors and nearly 70 at the elementary level). As a result, the state's student-to-school counselor ratio increased 52% from ASCA's last report, from 225-to-1 to 343-to-1.



# LEGISLATIVE ADVOCACY

## ACA “HILL DAY”



Hill Day is another chance for you to advocate for counseling, mental health, and Medicare reimbursement. The American Counseling Association is teaming up with the National Council for Behavioral Health for their [Hill Day](#) – which will be held on **Tuesday, September 17<sup>th</sup> - Wednesday, September 18<sup>th</sup>, 2019**, Washington DC. The 17<sup>th</sup> will be filled with speakers, breakout sessions, and prep sessions so that you will feel prepared to meet with your representatives.

You will also learn skills that you can use in Washington DC, in your state’s capitol. You do not need to be an expert on Congress or how laws. You are an expert in your field of counseling and that is all anyone expects!

Sessions will cover:

- A Beginner’s Guide to Effective Advocacy
- State Delegation Meet-Up: Talking Points Review
- Building Your Advocacy Network Beyond Health Care
- State of the Budget: Appropriations in FY2020
- Certified Community Behavioral Health Clinics: An Update from Washington
- Stories from the Field: Highlighting State Successes in Advocacy
- Realizing the Promise of Parity
- Criminal Justice and Mental Health

On Wednesday everyone will trek up “Capitol Hill” and advocate for your profession. The legislation that will allow licensed professional counselors to be reimbursed by Medicare (S.286 and HR.945) is one of the four bills that hundreds of mental health professionals will be advocating the day. There will also be a chance for you to be heard at sessions, forums, and meetings with your Congressional delegation!

# HILL DAY

For more information: <https://www.thenationalcouncil.org/events-and-training/hill-day/hill-day-program/>



# EMPLOYMENT COUNSELING ~ CAREER DEVELOPMENT



## ABOUT PRESIDENT-ELECT DR. CAROLYN GREER

“For many years, I have been active in the counseling profession both with the American Counseling Association and with the Texas Counseling Association including serving in several leadership positions. Specifically, I have been a long-time member of NECA, provided several presentations, and currently, I am serving as President-Elect. Being in a leadership position, I was invited to join ACA for the Leadership Training Institute (LTI) in Washington, D.C. This was a wonderful opportunity to join counselor leaders from across the nation as we went to the Hill to advocate having counselors reimbursed for Medicare clients. This continues to be one of the inequities in the mental health profession and is one ACA has been a strong supporter. Additionally, I have attended two workshops sponsoring the Y.E.L.D. program spearheaded by NECA Trustee, Dr. Cheryl West. This program is working to assist disadvantaged youth become productive and successful individuals.

Currently, I work as an Adjunct Professor at Texas A&M University-Central Texas and have taught a variety of courses that lead students to a Masters in Counseling. This semester I am excited to be teaching the Career Counseling class, a course that I think is critical for all students. Additionally, I am a Licensed Professional Counselor and Supervisor and am the supervisor for one student. Also, I work as a supervisor with interns who are going through alternative certification to become certified Texas teachers. In my spare time, I have a federal contract with a research company in conjunction through the U.S. Department of Education that is conducting the High School Transcript Study to better understand and improve the quality of high school courses across the country”. *Carolyn~*



# BEST PRACTICES, STANDARDS, & GUIDELINES



FROM PRESIDENT LYNN DOWNIE

LYNNE'S MESSAGE GOES HERE



# SUPPORTS & COLLABORATIONS



*Doing Good Things!*





# COMMUNICATIONS:

## JOURNAL FOR EMPLOYMENT COUNSELING



The Journal of Employment Counseling (JEC) is the official journal of NECA. It publishes articles that highlight theories, best practices, and research. Non-members can subscribe with Wiley-Blackwell at: [www.wiley.com/WileyCDA/Section/id-301827.html](http://www.wiley.com/WileyCDA/Section/id-301827.html).

The Journal actively encourages manuscript submissions from both NECA members and non-members. Manuscripts should be submitted to the journal at <https://mc.manuscriptcentral.com/joec>. For more information about the journal, contact the editor, Mark Reh fuss at [mrehfuss@odu.edu](mailto:mrehfuss@odu.edu)

Authorship guidelines can be found on the NECA web page. The journal is published in March, June, September, and December.

JEC Vol 56(3) --September 2019

The upcoming September 2019 issue of the JEC contains three articles by researchers representing three nations on two continents. These articles address a wide range of topics of interest to our readers, including work-life balance, job satisfaction, work-family conflict, commitment anxiety, and job search confidence among job seekers living with disabilities.

A.K.M. Mominul Hague Talukder from Canada contributes an article entitled *Supervisor Support and Organization Commitment: The Role of Work-Family Conflict, Job Satisfaction, and Work-Life Balance*. Building on conservation of resources theory and social exchange theory, Dr. Talukder's study examines the relationship between supervisor support and organizational commitment through work-family conflict, work-life balance and the job satisfaction of employees working in the Australian financial sector. Results of the study indicate that supervisor support is negatively related to work-family conflict. In turn, work-life balance and job satisfaction are negatively linked to work-family conflict. The results further show that both work-life balance and job satisfaction are positively related to organizational commitment.

American researchers J. Tyler Finklea and Debra S. Osborn offer a submission entitled *Understanding Relationships Among Commitment Anxiety and Career Tension*. Many college students experience a degree of anxiety and indecision related to choosing a major or career path. This study examined the relationship between commitment anxiety as defined by Cognitive Information Processing theory and career tension in 101 undergraduate college students enrolled in a career planning class. Pearson Product-Moment Correlations found a significant positive relationship and medium effect size between a student's commitment anxiety and career tension levels. The results suggest that commitment anxiety and career tension are distinct but related constructs and that career practitioners can help clients by reducing and managing these emotional concerns that often accompany career concerns.

From Australia, Elizabeth Hemphill and Carol T. Kulik offer *Staying in the Race: Counselor Contact and Job Search Confidence Among People with Disabilities*. The authors assert that support that helps jobseekers maintain confidence might decrease unemployment rates among people with disabilities. In their study, clients described their employment barriers (such as disability, education and work history) and then reported their job search confidence three times at six-month intervals. Their employment support agency provided information about the support (counseling visits, support hours, and financial resources) it delivered to these clients. The results showed that clients with more disabilities and education barriers experienced declines in job search confidence unless they received intensive levels of employment counseling.



# CERTIFICATIONS



## Did You Know?

The GCDF is a certification for career developers and employment counselors that began as a request from the National Occupational Information Coordinating Committee (NOICC) in 1992. A winning proposal was sent to Oakland University in Michigan where an initial development plan began under the leadership of Dr. Howard Splete. When NOICC was eliminated, the winning proposal was given to the National Career Development Association (NCDA). The winning curriculum called “Working Ahead” was supported by USDOL and USDOE. This GCDF model is comprised of 12 competencies that include Helping skills, Labor market, Assessments, Diverse Populations, Ethics, Employability skills, Career Development modes, Training clients and peers, Program management and implementation, Promotion and public relations, Technology, and Supervision (Brawley, 2002).

If “Working Ahead” sounds familiar to you, then you have been paying attention to NECA. NECA’s very own Executive Director, Dr. Kay Brawley, spearheaded the early winning models! Dr. Kay Brawley in partnership with Life Strategies developed the first ever online version where graduates of this curriculum apply for GCDF certification from the Center for Credentialing in Education (CCE).

Since the late nineties there have been a myriad of programs that have followed, but despite the choices out there, NECA is still the most auspicious place to receive a GCDF!

The GCDF has been implemented outside the US as well. In: Bulgaria, Canada, China, Cyprus, Egypt, El Salvador, Germany, Greece, Japan, Macedonia, New Zealand, Portugal, Romania, South Korea, Taiwan, and Turkey.

## Resources

- Brawley, K. (2002). "Working ahead": The National One-Stop Workforce System and Career Development Facilitator curriculum training for instructors. In *Careers Across America 2002: Best Practices and Ideas in Career Development Conference Proceedings* (pp. 27–32). (ERIC Document Reproduction Service No. ED465911)
- Center for Credentialing in Education. (2007). *Global Career Development Facilitator*. Retrieved January 18, 2007.
- Splete, H. H., & Hoppin, J. (2000). The emergence of career development facilitators. *Career Development Quarterly*, 48, 340–347.

To enroll, contact Dr. Michael Lazerchick at <http://mlazarchick.com/>

**The next GCDF class begins September 25, 2019!**

**Please tell your departments and colleagues!**



## **BECOME A YELD FACILITATOR!**

The Youth Engagement and Leadership Development (YELD) Facilitator training is an online Certification. The underlying philosophy for training facilitators embodies an innovative self- discovery process. This innovative approach is designed to support and equip facilitators in their day to day work with diverse youth groups. The YELD approach provides increased understanding and responsiveness to challenges and needs facing today's youth. As facilitators grasp this approach, they are able to increase their effectiveness in engaging and developing youth.

For more information contact Dr. Cheryl West at <https://www.yeldfacilitator.com/about>

## **WEBINAR**

*Effects of Social Injustice & Advocacy on Brain Function and Cognition*, September 26, 7PM,

Dr. Sujata Ives, PhD, GDCFI, YELD Lead Facilitator

Everyone needs an enriching vaccination once in a while! This webinar brings you the biological basis of thinking, perceiving, and learning. In order to make sense of this world, it is important to understand brain structure and function in order to use cognition, metacognition, and mindfulness. The brain tries to make sense by seeking patterns and it is through those patterns that humans formulate answers, resolve problems, and choose capabilities. This is the premise of Nature or genetics.

It is through Nature, then, that we discover important patterns in how to cope, predict, and change Nurture. Well-tested research literature states that 21st century skills are embedded in curriculum based on how the brain works, how children think, and how they relate to their changing world.

Join us in exploring the brain, metacognition, and our capability to advocate for a better world.

To join in this discussion contact Dr. Cheryl West at her website listed above or at

<https://www.eventbrite.com/e/effects-of-social-injustice-advocacy-on-brain-function-cognition-tickets-71305088439>

“In thinking of who Sujata is, the description that comes to mind is: advocate, intellect, and professional. In working with her, and seeing the level of work she puts forth, her devotion to innovation and social change is clear. She uses her research and knowledge of brain science to remove barriers to help people become successful in their careers and personal lives. Sujata has moved all around the globe and those travels, I’m certain, cemented her Humanistic worldview”. ~Cheryl~

# CONFERENCES



## 6<sup>th</sup> Asia Pacific Rim Confederate of Counsellors Conference

SEPTEMBER 27-29, 2019 BRISBANE, AUSTRALIA

Hilton Hotel, 190 Elizabeth St., Brisbane City QLD 4000



This conference is aimed at building the capacity of professionals in the Asia Pacific Rim who deliver front-line mental health services, across a range of issues. The conference will provide insight into the latest research and treatment strategies in alcohol and other drug use, trauma, suicide prevention, and telehealth.

Hosts:

The Australian Counselling Association

<https://www.theaca.net.au>

American Counseling Association

<https://www.counseling.org>

## Annual Black Mental Health Symposium

September 26-27, 2019, Charlotte, NC  
Hilton Charlotte at University Place

The Fourth annual Black Mental Health Symposium will be a 2-day conference and is themed “Affirm, Awake, Arise”. Participants can earn up to 12 CE credits from 48 sessions, panels, and discussions.

For more info: [blackmhsymposium.com](http://blackmhsymposium.com) OR email [info@blackmhsymposium.com](mailto:info@blackmhsymposium.com)

## FROM THE NEWS EDITOR



### *Ode to School Counselors*

*Well, this is not a dreamy dream  
And it's not even an easy meme  
The sunny summer has quickly gone  
Soon you'll have to rake that big lawn*

*You'll have to wake up extra early  
And get dressed in the dark  
You'll have to memorize five-hundred names  
Because they are your labor mark*

*There will be long and difficult days  
Might be filled with frustration and haze  
Keep in mind why you choose this profession  
To get you to back to that first-felt exhilaration*

*If per chance you feel burnt out  
Go to page 2 and check the self-care 'bout  
If that doesn't work, and you end up with gout  
Know that you are not a tree, and can truly move about*

*So, take a deep breath and to your own self true be; pick up O\*NET, Inner Heroes, GCDF, and YELD  
Because you are really not, certainly not, absolutely not, actually not -----a tree!*

~Please send your comments to me in limerick form~ ☺

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