



National Employment Counseling Association

NEWSLETTER



August 31, 2019

NECA is a division of the American Counseling Association and was founded in order to enhance employability and workplace interventions. NECA provides support for:

- ☐ Counselor Education & Professional Development
- ☐ Legislative Advocacy
- ☐ Employment Counseling and Career Development
- ☐ Best Practices, Standards, and Guidelines
- ☐ Support and Collaborations
- ☐ Communication via eNewsletter and Journal of Employment Counseling
- ☐ Certifications: Global Career Development Facilitator (GCDF), Youth Engagement and Leadership Development (YELD)

WELCOME NEW MEMBERS!

- ▶ Rebecca Pilger
- ▶ Samantha Simas
- ▶ Roberta Durrenberger
- ▶ Carrie Greatheart
- ▶ Melanie Drake Wallace

ALL MEMBERS: BE SURE TO LET US KNOW IF YOUR EMAIL CHANGES!!

Director of Professional Affairs:
Dr. Kay Brawley

President: Lynn Downie

President-Elect:
Dr. Carolyn Greer

Past Presidents:
Dr. Grey Edwards

Executive Director:
John Hakemian

Journal Editor:
Dr. Mark Reh fuss

Credentials Chair:
Dr. Michael Lazerchick

Treasurer:
Lisa Fulton

Secretary:
Dr. Mary Ann Radebach
mradebach@msn.com

NECA/ACA Rep:
Seneka Arrington

Newsletter Editor:
Dr. Sujata Ives
sujata.ives@gmail.com

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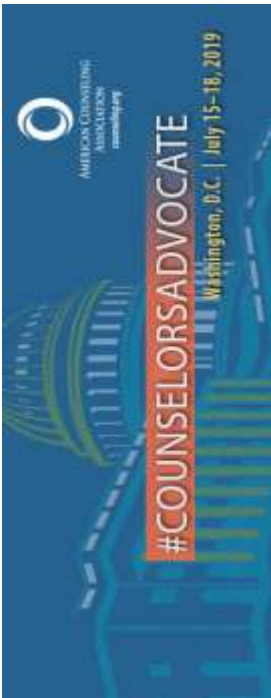
COUNSELOR EDUCATION

NECA adopts and promotes counselor education and the values of ACA!

The counseling profession establishes relationships that value diverse individuals, multidimensional families and groups to accomplish the goals of sound mental health and appropriate employment. ACA is an organization that promotes diverse perspectives that stem from education, health, science, arts, multiculturalism, and technology.



LEGISLATIVE ADVOCACY



JULY 2019 ACA -INSTITUTE FOR LEADERSHIP TRAINING

The 11th annual Institute for Leadership Training (ILT) presented by the American Counseling Association focused on preparing emerging leaders to discuss advocacy with Federal and State Representatives. A variety of sessions that were offered helped selected emerging leaders to learn about effective leadership, finance, social media and counseling ethics.

This three-day workshop was held in Arlington, VA and educated over one hundred counselors about how to strengthen the effectiveness of their respective divisions, regions, branches or committees by emphasizing best practices in advocacy and government relations. At the end of the workshop, counselors were equipped with the tools necessary to competently and confidently represent pertinent issues facing the counseling community.

Advocacy skills were developed and stimulated so that counselors could fully understand their vital role in influencing local, state, and federal entities that support the advancement of the counseling profession on Capitol Hill and in respective counties in their home states. After workshops and training, counselors climbed Capitol Hill to meet with Members of Congress and staff to discuss supporting the counseling profession and its goals.

The Advocacy skills that were commenced and established also have the potential to play a vital role in Professional Advocacy as a key component of the work that all ACA members do. The 2019 ILT was instrumental in motivating counselors to comprehend the urgency of current issues that need to be addressed and how to best advocate for our profession.



*ACA MEMBERS ON CAPITOL HILL DURING
2019 INSTITUTE FOR LEADERSHIP TRAINING*



ILT: PERSONAL TESTIMONY

DR. CAROLYN GREER



“The ACA Summer Leadership Training in July in Washington, D.C. was an excellent experience for reviewing, understanding and planning the leadership for ACA and NECA for the coming year. There was a major focus on advocacy which starts at the local level and continues into the national scene. The ACA staff provided us with valuable information about the current mental health and counseling needs of our country. To help with the national picture, as delegates, we made our way onto Capitol Hill and had an amazing presentation on the need and effects for advocacy before we began our visits to meet with our particular contacts for our Senators and House of Representatives.

Additionally, this training provided a good opportunity for us of the leadership of NECA to interact and begin to make future plans. We were able to understand the big picture of ACA while also seeing and planning of how NECA is a part of ACA and the broader scope of the counseling and career world.” *Carolyn.*



“One of the key components of each ILT is collaboration among the divisions and time to sit down with the officers from our peer organizations to share best practices, brainstorm solutions to challenges, and seek ways to partner together. During the July 16-18, 2019, meetings in Arlington, VA, I was able to do just these things with current presidents of other ACA divisions. The atmosphere in our conversation was very positive and optimistic, with each of us seeing the current social and political climate of our country bringing challenges that the counseling profession is particularly trained to facilitate navigation. ACCA (college counseling) sends special greetings and thanks for our partnership for the 2019 reception in New Orleans, with expressed interest in repeating this partnership in San Diego, 2020. ACAC is also interested in joining our partnership for 2020, as is NC State’s school of counseling.

Of course, intra-division collaboration is good, but more foundational is the opportunity to meet with other NECA leaders in a face-to-face setting. Dr. Carolyn Greer (president-elect), Dr. Sujata Ives (emerging leader and NECA trustee), and I had opportunities to meet between training sessions for our own NECA conversations and brainstorming. We were privileged to have a meeting with Dr. Kay Brawley, Mr. John Hakemian, and Ms. Seneka Arrington (by phone, GC rep) to cover some business matters while we were near enough to get together.

Finally, one of the primary benefits of leader participation in ILT is the specific training for non-profit leadership. Dave Jackson shared sound fiduciary responsibilities of leaders, offering specific best-practices for non-profit organizations like ours to follow. A key is staying on top of our strategic plan and organizational policies and procedures, so additional time for these topics will be included in our next leadership retreat, June 2020. NECA is a strong organization, and we hope to keep it strong by continuing to follow best practices”. *Lynn.*

ILT: PERSONAL TESTIMONY
LYNN DOWNIE



ILT: PERSONAL TESTIMONY

DR. SUJATA IVES

“During the summer of 2019, the Board of Trustees of the National Employment Counseling Association (NECA) sent me to the Institute for Leadership Training (ILT) sponsored by the American Counseling Association (ACA).

What an honor it was to learn from presidents, CEOs, and congressmen!

There was a plethora of research presented during the week that ranged from data leadership to ethics leadership. I learned that the most important task of a leader is to make things happen via staunch advocacy.

President elect of ACA, Dr. Sue Pressman, taught us that leaders emerge from their distinctive traits, abilities, skills, and behaviors, as these become factors that propel a leader to influence groups and ideologies.

Washington D.C. had a distinctive formal flair and I discovered that, through advocacy, groups can effectively influence the decision-making process, what a group stands for, how it can be done, and the method by which a group can relate to each other to reach their goals. From ACA CEO, Richard Yep, I learned that the manner by which a leader relates to members is what makes a leader successful in inspiring individuals. Therefore, it is the attainment of organizational goals that is the measure of success for any leader, group, and association.

By keeping the end in mind, a leader can formulate ideas and work through the details with his/her people and gain commitment through accurate knowledge, critical thinking, and even fitting emotions that can be displayed with appropriateness. A leader can take a vision and transform it into a mindset for an organization as a whole.

ACA President Heather Trepal stated that all this begins with the leader him/herself, because he/she must have a fundamental belief in him/herself that portrays maturity and conviction that can translate into purpose and direction. Then, only, can a leader impart clarity for the group whereby members can progress in their self-esteem, teamwork, motivation, and renovation.

It was here that I also recognized that there are certain leadership skills that can be learned and adopted, and this includes taking risks, reframing challenges, and fostering a large organization.

With encouragement, reinforcement, and stamina, a leader can see the forest through its trees without getting lost. With effective communication, inclusion, and trust a leader can clearly commit to an outcome regardless of a situation.

It was Peter Drucker that wrote: “Management is doing things right; leadership is doing the right things”.

The “right” to me is having a germane set of values like trustworthiness and ethics.

ILT showed me that organizations rely on correct leadership. Effective leaders have a duty to society to advocate for relevant goals in order to benefit the whole. Leadership is a living, breathing, entity that is not stagnant, but is fluid in that it must be assessed and fostered. A truly effective leader can be highly successful in influencing members to advance into a powerful group of people that desire change”. *Sujata*



EMPLOYMENT COUNSELING

CAREER DEVELOPMENT

Doing Good Things!

“Thanks to Dr. Sue Pressman for suggesting that we add a segment about doing good things for the NECA E-news, as well as our great specialty area of employment counseling and career development. John Hakemian, NECA Executive Director and Dr. Kay Brawley, NECA Director of Professional Affairs are proposing to take this inspiration one step further. Some of NECA's leadership team knows that John has been writing a book over the last two years, and it was published with the help of his sole editor and publisher, his techie support person, Suzanne. The debut of his book took center stage at his 80th Birthday celebration with 16 of John's family members in Ponce Inlet, Florida from all over the country.

Seneka Arrington, NECA Governing Council Representative to ACA, lives nearby and was able to be present representing NECA, and noted, It was so much fun to read John's book, and Chapter 32, of all things is entitled, Working for A Non-Profit, a very different experience than what John did for most of his years in the business and financial world of corporate Boards. Now, John and Kay want to take this a step further, with each of NECA Leaders, writing about their professional experiences with NECA, at least two or three pages, as John expands this idea to become his next book which will include all the wonderful things each of NECA's outstanding leaders have contributed to help make NECA successful.

It's proposed to have this book be all about NECA, to include all who have and are continuing to play a part, to also be a part of NECA's professional celebration in Orlando in March 2021. The plan starts now! So, please get busy, add your chapter--send to Kay by Valentine's Day 2020.

We'll be reaching out to more of our NECA Giants during the last 20 years. John states he's a habitual optimist--that's the mood we are looking for. Help us add your experiences to this labor of love, we call NECA”. ~Kay~



NECA/ACA Representative: Seneka Arrington

BEST PRACTICES, STANDARDS, & GUIDELINES

Doing Good Things!

How does her garden grow? In February of this year, ACA announced their President-Elect for 2019-2020. It was none other than NECA's very own Dr. Sue Pressman who has been instrumental in helping employment counselors and career developers for the past three decades!

Sue began her term as President-Elect on July 1st of this year and she will serve as the 69th President of the ACA on July 1, 2020. She has cultivated a stellar career path from Licensed Professional Counselor, National Certified Counselor, National Certified Career Counselor, Master Career Counselor, Board-Certified Coach, to Global Career Development Facilitator Instructor. Just as she has been helping and caring for individuals and organizations, we (the leadership team of NECA) also know the care and patience she has shown towards her huge garden that is filled with luscious tomatoes, zucchini, cucumbers, and pears.

Her background in speech pathology and rehabilitation counseling gave her the skills to lead human resource services, workforce planning, training, and mentoring for disability programs and organizational development. She founded a nonprofit organization Deaf & Hard of Hearing in Government (DHHIG). The type of person it takes to meticulously tend a garden is exactly the type of person that is in leadership right now. We are proud of Sue because we know she will lead and advocate for us: the people. Just as a Master Gardener utilizes best practices in tending and cultivating to a beautiful garden, Sue is the masterful leader who will grow best practices and standards for all concerned. She will tend to the people and the profession with compassion and diligence to see that they, too, are fruitful.




SUPPORTS & COLLABORATIONS

It's that time of the year when secondary and higher education students and faculty are either preparing or dreading starting the school year. Dr. Joseph Parks is collaborating with his town to bring the community together. Dr. Parks is an ordained Baptist minister who has been pastoring for over 25 years. He conducts seminars on leadership, management, and the plight of the 'Black Man in America'. He is one of the founders of Trendsetters USA which is a program that encourages personal, cultural, spiritual, and academic development. For more information go to:

<https://www.facebook.com/pages/category/Religious-Organization/Grace-Community-Church-239846016583261/>

BACK TO SCHOOL
COMMUNITY-WIDE
All School Superintendents, School Principals, Faculty, Staff, SROs, Students, Parents, Families, and Concerned Citizens of the Community are welcomed!



PRAYER VIGIL
"The effectual fervent prayer of a righteous man availeth much." James 5:16
August 17, 2019
9:00am – 10:30am
NewSpring Church
399 Peachwood Center Drive
Spartanburg, South Carolina 29301

Sponsored by
The City of Spartanburg Police Department
and
The Spartanburg Clergy Initiative

For More Information
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Doing Good Things!



THANK YOU TO NECA PARTNERSHIPS 2019!

SUPPORTS & COLLABORATIONS

(CONTINUED)



YELD 2019 ROUNDTABLE

CADRE Management & Consulting, CADRE specializes in HR Consulting, Management, and Leadership Professional Development. CADRE provides online assessments and coaching services using web-based instruments. Our result-oriented solutions are research-based, sustainable, and supported by best practices. CEO: Dr. Cheryl West

A committed and authentic panel of experts was collected in order to explore issues, challenges, and opportunities with respect to engaging and developing youth and young adults in urban and rural settings. The focus of the Roundtable was to create an intergenerational platform in order to provide insightful conversations towards a call to action. This platform recognized the interrelationships of social constructs that, both, impact and impede youth development and results in injustice and lack of fundamental fairness. The August 2019 YELD Roundtable was designed to enhance critical thinking through thought-provoking questions and innovative discussion.

The objectives:

- To examine youth engagement, development, challenges, and opportunities within an interdisciplinary framework.
- Identify social justice contexts and implications for each discipline.
- Create new mental models with insight, heightened realization, and meaningful context with a positive stance.

Target Audience

Educators, teachers, coaches, life skills trainers, workforce and career development professionals, youth workers, professionals, managers, program directors, facilitators, guidance counselors, administrators, youth ministers, pastors, parents.

Update!



2019 YELD Roundtable

**Interdisciplinary & Social Justice Perspectives
for Engaging Youth**

Saturday, August 3, 2019, 9:00 am - 5:00 pm

National Harbor 6710 Oxon Hill Road, Oxon Hill, MD

A panel of authentic, committed, and transformative thought leaders will explore issues, challenges, and opportunities related to engaging and developing youth & young adults. The Roundtable will create a social justice platform that is intergenerational, insightful, and interdisciplinary.

Dynamic Thought Leaders will explore the following topics:

An Interdisciplinary Complex & Contextual Approach for Advancing Social Justice for Youth - Dr. Cheryl West

Infrastructure of Opportunity- Economic Mobility & Educational Transformation: A Theological Mandate - Dr. Joseph Parks

Effects of Social Injustice & Advocacy on Brain Function & Cognition - Dr. Sujata Ives

Social Justice Advocacy in Caring for Youth & Care for Self - Dr. Michelle Chapman-Campbell

Mental Health in Education for Youth & Professionals: Social Justice Implications - Dr. Donna Amina Butts

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.

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 Rehfuss at mrehfuss@odu.edu

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

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.



Dr. Mark Rehfuss
JES Editor

His research interests include career counseling, narrative, counselor education and supervision, qualitative research methods, and online learning.

CERTIFICATIONS

GET CERTIFIED! DON'T DELAY! Global Career Development Facilitator (GCDFI) with a CCE approved provider!

NECA has a facilitated e-learning GCDF curriculum called "Working Ahead, Moving Forward"™. The course is not average by any means and provides superior facilitation and training by experts in the field. The format uses e-learning technologies with full involvement from a lead instructor and guest lecturers stemming from all over the country. That is the beauty of an online forum! The curriculum integrates pertinent information and elicits critical thinking from students which lends to an extraordinary learning environment and experience. The curriculum emphasizes diversity and multiculturalism in order to expand student consciousness and wellness in the workplace. Students will be able to understand the ongoing evolution of the nation's and world's economies with best practices that will aid them in keeping up with the demands of the workplace.

For more information, contact Dr. Michael Lazerchick at <http://mlazarchick.com/>

The next class begins September 25, 2019.

AA

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>

What is a YELD Facilitator?

- YELD Facilitators have a passion for working with youth, create pathways for positive youth development, promote positive engagement and leadership development, and have a desire to make a difference in the life of young people, work in schools, colleges, recreation centers, and institutional settings.



WEBINARS

Mental Health for Educators and Youth: Social Implications, August 29, 7PM, Dr. Amina Butts

Effects of Social Injustice & Advocacy on Brain Function and Cognition, September 26, 7PM, Dr. Sujata Ives

The focus of the webinars is to start a discussion about the mental health of youth and educators. To join in this discussion contact Dr. Cheryl West at her website listed above.

INTRODUCING THE NEW EDITOR



Thank you to Lynn Downie for doing an outstanding job for the past 2 years!

Welcome, Sujata!

Dr. Sujata Ives has worked and traveled through eighteen military dependent moves! She holds a myriad of certifications that include the Global Career Development Facilitator Instructor (GCDFI), Youth Engagement Leadership Development Facilitator (YELD), Inner Heroes Facilitator, and Offender Workforce Development Specialist Instructor (OWDSI). She is also a Certified Mediator through Community Mediation Maryland and Maryland Center for Dispute Resolution, Certified Community Conferencing Facilitator through The Center for Community Conferencing Baltimore, and is a certificated Highly Qualified Teacher and School Administrator through State Department of Education.

Sujata is on the NECA Board of Trustees and is running for President Elect. She is also on the Board of Trustees of CADRE Consulting & Training and Youth Empowerment Leadership Development (YELD) program. Both are sponsored by NECA. She has been past president of other boards, and was Mayor of La Mesa, California, Department of Defense Housing Complex, where she was instrumental in building a multi-million dollar youth center.

Sujata is an ardent researcher and writer, and is published in peer-reviewed journals. Be sure to check out Sujata's novel prison piece published in the "Career Planning and Adult Development Journal" winter 2016 issue.

Sujata earned her BA in Biological Sciences from Goucher College. Her MA is in Educational Communications and Technology from New York University. Her PhD is in Educational Psychology from Walden University. In addition, she also has a post-graduate certificate in Mediation & Negotiation from Harvard University School of Law – Program on Negotiation (PON), and a post-grad certificate in School Administration and Supervision from Johns Hopkins University.

Sujata empowers audiences with truth and authenticity; advocates with passion, and educates with mindfulness, common sense, and wit. She commits as a "worker bee" towards innovation. Her knowledge of brain science in removing internal barriers that impede achievement and success at work and personal life enthralls diverse audiences and leaves them wanting to hear more.

Sujata is wife of Cdr. (Ret.) Dr. Robert Ives and mother of Raven, Bryten, and a red-haired Dachshund named Lucy.

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