



**NATIONAL EMPLOYMENT COUNSELING ASSOCIATION**



# NEWSLETTER

**OCTOBER 2019**

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



“I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are about encouraging people...”

~Queen Elizabeth II~

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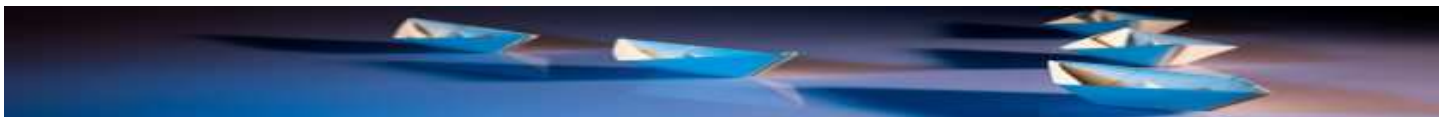
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## IN THIS ISSUE

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## PRESIDENT'S MESSAGE



Many thanks to our new e-news editor, Dr. Sujata Ives for a great first issue! You may have noticed several new feature article topics along with the fresh, attractive layout. Also, in another leadership note, the Executive Committee has asked Dr. Michael Lazarchick to take on the role of Credential Chair, keeping up-to-date on our three online education programs and the needs for credentialing oversight.

Speaking of leadership, I want to take a moment to draw your attention to officer elections for NECA and to future leadership development for our organization. As someone who came into office through a combination of an unexpired term and uncontested election, something I felt strongly about was making sure that we have more than one nominee per office whenever possible - this allows us to develop future leaders. So, you will notice that all offices on our ballot this December will have more than one nominee. We are blessed to have highly qualified nominees for both president-elect and trustee, too, so no matter who is elected, NECA benefits from strong, well-qualified leadership. This also means that we will have additional highly qualified and willing leaders to begin taking on roles for committees, ACA collaborative projects, and other projects for NECA.

Read each issue of the e-news to discover some of the exciting things our members are doing, and information which may be useful to you in your practice. And please, send us YOUR updates and articles so that we can better serve all our members. Below is a closing thought which seems appropriate for all of us who are leaders in encouraging others in their work.

*"I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together." Queen Elizabeth II*

Read more at <https://www.brainyquote.com/topics/work-quotes>



<http://www.employmentcounseling.org/how-to-join.html>

## MESSAGE FROM DIRECTOR OF PROFESSIONAL AFFAIRS



US Congressman Michael Waltz and Dr. Kay Brawley discuss relationship issues of China and Hong Kong.

Dr. Brawley's professional travels to the Middle East as well as her more recent trek to Eastern China and to Hong Kong involved meeting and dialoguing with NECA and GCDF trainees as well as with Instructors Mario Luk and Ron Tang.

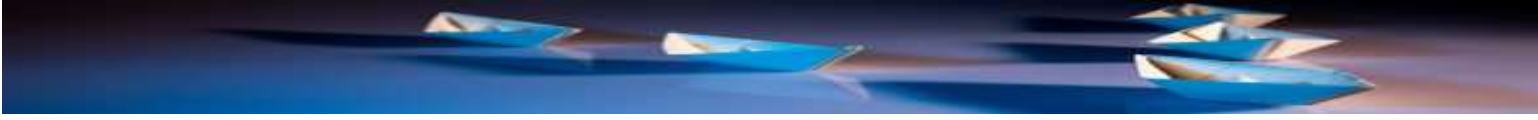
Back in the US, Workforce Development is a major concern of Congressman Waltz of Florida, and this is due to insufficient numbers of highly skilled manpower in the United States. His vision includes acuity of long-range planning and outreach with those who make decisions in our nation's capital. The Congressman has NECA on his agenda for presentation at the ACA Conference in Orlando in March of 2021.

Recommended reading for more information on world issues in this century:

**"HUNDRED YEAR MARATHON" BY MICHAEL PILLSBURY. A BOOK ON  
STRATEGY FOR REPLACEMENT OF SUPERPOWERS. AVAILABLE ON  
AMAZON.COM: 9781250081346**



# LEGISLATIVE ADVOCACY



Hill Day was another chance for counselors to advocate for counseling, mental health, and Medicare reimbursement. The American Counseling Association teamed up with the National Council for Behavioral Health for [Hill Day](#) – which was held on **September 17<sup>th</sup> - September 18<sup>th</sup>, 2019**, in Washington DC. The 17<sup>th</sup> was filled with speakers, breakout sessions, and prep sessions where excited counselors prepared to meet with political representatives.

Participants learned skills that they immediately used in the state's capitol.

Sessions covered:

- 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 morning everyone excitedly trekked up “Capitol Hill” ready and prepared to advocate for the counseling profession. The legislation that will allow licensed professional counselors to be reimbursed by Medicare (S.286 and HR.945) was one of the four bills that hundreds of mental health professionals advocated for that day. And there was also an opportunity to be heard at sessions, forums, and meetings with Congressional delegation!

# HILL DAY



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

# COUNSELING & DEVELOPMENT

## FROM PRESIDENT-ELECT DR. CAROLYN GREER

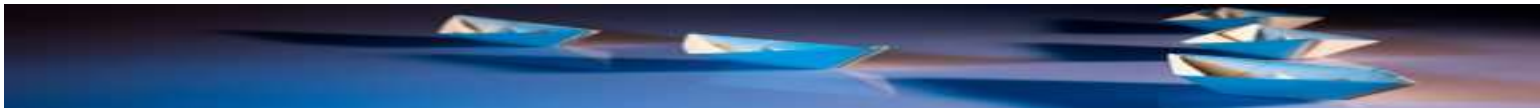
For many years, I have been active in the counseling profession both with the American Counseling Association and with the Texas Counseling Association including serving in several leadership positions. Specifically, I have been a long-time member of NECA, provided several presentations, and currently, 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.



<http://www.employmentcounseling.org/benefits-of-membership.html>

# SUPPORTS & COLLABORATIONS



NECA supports the mission and vision of National Association of Workforce Development Professionals (NAWDP).

NAWDP works to inform, improve and support the workforce development field through advocacy, partnerships and project work.

**For job seekers:** Workforce development professionals help individuals address factors that are impacting their ability to enter or stay in the workforce, such as skills gaps, low educational attainment or changing employer needs due to increasing automation or trade displacement. In addition, workforce development professionals often are on the front lines of helping job seekers overcome other non-skill related barriers to employment, such as addiction, incarceration, or economic security concerns related to child care, transportation, and housing. With the support and assistance of a workforce development professional, job seekers improve their ability to successfully connect their skills and abilities with the job opportunities available in their communities, and to get onto a career pathway.

**For businesses:** The ability to tap into a qualified talent pool is critical to the success of most businesses. Yet many business leaders have identified a growing shortage of skilled labor, paired with a significant skills gap, as central to the challenge to filling open positions. Workforce development professionals offer a critical conduit for these businesses, by understanding the skill requirements and connecting individuals with the education, training and support resources that will result in a growing pool of qualified applicants and improved retention rates for new hires.

In November 2017, the Bureau of Labor Statistics reported a total of 12.8 million individuals who are unemployed, under-employed or marginally attached to the labor market. Meanwhile, key industries have been reporting a shortage of qualified applicants for a wide range of jobs.

In a member survey, the Business Roundtable found 94% of CEOs report skills gaps are problematic for their companies, and that these gaps affect all skill levels, from entry level to the highly technical.

These statistics represent lost economic opportunity for individuals and their families through lost wages; for businesses due to reduced productivity; and for communities, and the nation as a whole, due to lost spending and tax revenue.

SECO Coach

[https://nawdp.careerwebsite.com/job/seco-career-coach/50410080/?utm\\_source=JobFlash&utm\\_medium=Email&utm\\_campaign=JobFlash-9%2B4%2C%2B2019](https://nawdp.careerwebsite.com/job/seco-career-coach/50410080/?utm_source=JobFlash&utm_medium=Email&utm_campaign=JobFlash-9%2B4%2C%2B2019)

Workforce Development Director

[https://nawdp.careerwebsite.com/job/workforce-development-director/50643535/?utm\\_source=JobFlash&utm\\_medium=Email&utm\\_campaign=JobFlash-9%2B17%2C%2B2019](https://nawdp.careerwebsite.com/job/workforce-development-director/50643535/?utm_source=JobFlash&utm_medium=Email&utm_campaign=JobFlash-9%2B17%2C%2B2019)

Organizational Development Manager

<https://nawdp.careerwebsite.com/job/organizational-development-manager/51124172/>

Director of Business Services

<https://nawdp.careerwebsite.com/job/director-of-business-services/50722362/>

Director, Workforce Effectiveness

<https://nawdp.careerwebsite.com/job/director-workforce-effectiveness/51124397/>

# SUPPORTS & COLLABORATIONS

## JAN Launches New & Improved Workplace Accommodation Toolkit

The Job Accommodation Network (JAN) recently refreshed its *Workplace Accommodation Toolkit*—a free, comprehensive resource for employers seeking to move beyond basic compliance with the Americans with Disabilities Act in order to create more disability-inclusive workplaces.

The Toolkit includes actionable accommodation policies and processes from leading businesses; forms, training presentations, and role-play videos; and best and emerging practices for creating a disability-inclusive workplace across all phases of the employment life cycle. As a result, it is an invaluable resource for recruiters and hiring managers; supervisors and managers; reasonable accommodation subject matter experts; technology professionals; and employees with disabilities and their allies.

Additions for this refresh include a drawer of tools for IT Professionals responsible for digital accessibility; the Solution Showcase - short videos of various technology solutions that can be implemented as effective job accommodations; and a new role-play video depicting the performance management of an employee with an opioid addiction.

To access the Workplace Accommodation Toolkit, visit [AskJAN.org/toolkit](https://askjan.org/toolkit).

JAN is funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor.

### Facebook Post

**The Job Accommodation Network (JAN) recently refreshed its Workplace Accommodation Toolkit – a free, comprehensive resource for employers seeking to move beyond basic compliance with the Americans with Disabilities Act in order to create more disability-inclusive workplaces. Learn more! [AskJAN.org/toolkit](https://askjan.org/toolkit).**

JAN is funded by a contract with the Office of Disability Employment Policy, U.S. Department of Labor.



# SUPPORTS & COLLABORATIONS

## FROM SECRETARY – DR. MARY ANN RADEBACH

There comes a time in life when you say to yourself, “It’s now or never.” So, it was on my birthday that I decided to fulfill my bucket wish list while I was able. I decided to visit my friends in Ukraine, whom I had known as a People Corps Volunteer years ago, and discovered that I loved that country and people.

I have been a member of ACA (American Counseling Association) for over 40 years and a member of NECA (National Employment Counseling Association) for over 35 years, and still an active member with both associations that have played an important role in my life. I learned numerous skills from ACA and NECA that I carried into other careers. In 2004 – 2006 I was a Peace Corps Volunteer in Ukraine, and in 2013 I was a Peace Corps Volunteer in the Republic of Georgia. Both countries were part of the Former Soviet Union, where there had not been much competition for jobs. As an Employment Specialist in Georgia and a Teacher Trainer in the Ukraine, I led training in subjects such as resume-writing, interviewing, and job hunting. I served my country by sharing the knowledge that I learned from NECA and ACA workshops/seminars to teach global communities.

Much more than my job, I connected with people and made good friends. My Ukrainian friends in Kiev and Cherkassy wanted to keep I touch with me. My friends Tanya and Sasha met me at the airport outside of Kiev and welcomed me into their home in Cherkassy where I had been stationed. The town had changed quite a bit but it warmed my heart that the people remembered me and reminisced about some of the seminars that I had taught. In Kiev, I visited the Peace Corps Center where much of the staff that I knew as a volunteer were still working. Some tried to recruit me for a short-term mission of 6 months in Ukraine and begged me to stay.

I am so grateful that I had the opportunity to visit my friends in Ukraine. I am proud that I was able to help so many people by using many of the skills that I learned through NECA and ACA. When I attended those seminars and workshops, I had no idea that I would be able to use them to make a difference in this way.

Thank you to NECA and ACA for giving me opportunities!

Khreshchatyk Street in Kiev. This is the main street.  
It is closed to traffic, and open to the public, on weekends.  
People like to stroll down the street.



This is one of the many outdoor restaurants in Kiev. I would meet my friends here and we would talk.

*Doing Good Things!*



The Golden Gate of Kiev was the main gate in the 11<sup>th</sup> century fortifications. It has recently been reconstructed.

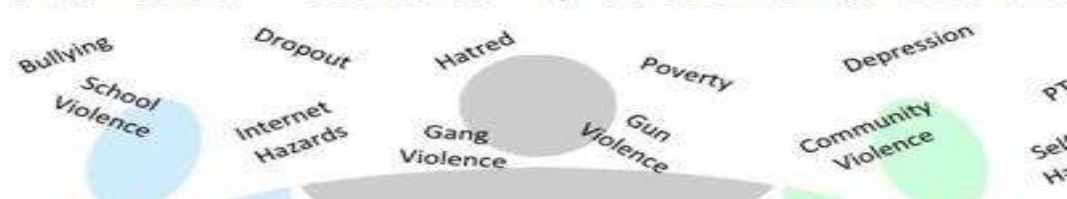


Yaroslav the Wise was a great prince of the XI century. It is located in front of the Golden Gate.

# SUPPORTS & COLLABORATIONS

Dr. Joseph Parks, YELD Facilitator, in collaboration with the Spartanburg, SC police department and faith leaders held the 1<sup>st</sup> Teens in Crisis Youth Summit. Clergy, police officers, educators, parents, teens, and professionals traveled from four states to gather together in order to communicate, support, motivate, and learn about each other in order to improve disproportionate statistics and struggles that teens are experiencing. As Pastor Larry Black aptly put it this way: "The struggle is real". Dr. Sujata Ives presented a session entitled, "The Brain in Crisis".

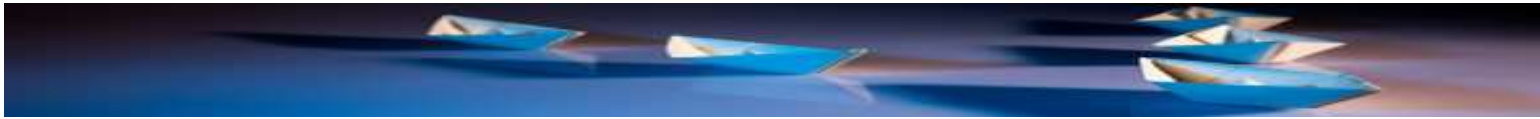
## TEENS IN CRISIS: STOP The VIOLENCE



*Doing Good Things!*



# 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.

The 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.

## JEC Vol 56(3) --September 2019

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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

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.



Dr. Michael Lazarchick,  
Lead Instructor



Dr. Kay Brawley,  
Course Developer

**Working Ahead, Moving Forward™** is a 100% online Global Career Development Facilitator curriculum created by Dr. Kay Brawley of the National Employment Counseling Association and Dr. Roberta Neault of Life Strategies, Ltd. Students have 24 hour, 7 days a week access to a substantial learning opportunity which leads to the internationally recognized GCDF Certification under the auspices of the Center for Credentialing and Education (CCE). Graduates send a clear message about expertise and competence to students, advanced education and potential employers .

Working in a school setting, our training will dramatically increase your effectiveness. NECA uses a team of instructors to facilitate rich discussions, delivering a comprehensive, cost effective experience in just 14 weeks without travel and lodging costs! Questions: Contact Lisa Fulton, School Counselor, [lfulton@elcosd.org](mailto:lfulton@elcosd.org), GCDF Instructor

Orientation History and Policy	Career Development Theories	Helping, Coaching, and Customer Service Skills	Diverse Populations
Assessment	Researching Labor Market Information (LMI)	Employability & Work Search Skills	Training and Group Facilitation
Promotion, Marketing, & Public Relations	Program Design, Implementation, & Management	Ethical Practice	Consultation and Professionalism

**NEXT COURSE BEGINS OCTOBER 25<sup>TH</sup>! DON'T DELAY! TELL COLLEAGUES!**



Dr. Cheryl West is the CEO of Collaboration, Action, Development, Results and Empowerment (CADRE) and the creator of the Youth Engagement Leadership Development (YELD) and is a scholar-practitioner and high-impact facilitator with an extensive background in leadership, management, and development.

## **WEBINARS**

### ***“Economic Mobility & Educational Transformation: A Theological Mandate”***

Dr. Joseph Parks, YELD Facilitator

Tuesday, October 29th

7PM

<https://www.yeldfacilitator.com/about>

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### ***“Effects of Social Injustice & Advocacy on Brain Function and Cognition”***

September 26, 7PM

Sujata Ives, PhD, GDCFI, YELD Lead Facilitator

Everyone needs a vaccination once in a while! This webinar focused on the biological basis of thinking. It is through the environment that the brain takes notice of important patterns and translates those patterns into beliefs and actions. Well-tested research literature takes 21st century skills emerge from how the brain works, how individuals think, and how they relate to their world.

Dr. Ives answered questions about the brain, metacognition, and the capacity to advocate for a better world.

<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 excellence 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. So, be sure to check out her engaging and dynamic presentations”.

~ Cheryl West~

**Note: If you missed a webinar, you can access the discussion.**

**Contact Dr. Cheryl West at <http://www.cadre-consult.com/contact.html>**

**You can also sign up for future webinars at [EventBrite.com](https://www.eventbrite.com)**

## FROM THE NEWS EDITOR

### Ode to a Job

*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 wake up extra early  
And get dressed in the dark  
That work load just does not seem to ever leave your side  
Probably because, maybe because, it's your labor mark*

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

*If per chance you feel burnt out  
Think retention and 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*

*Take a deep breath and pick up those tools: O\*NET, Inner Heroes, GCDF, and YELD.  
And certainly to thine own self true be,  
Because you are really not, absolutely not, actually not -----a tree!*

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



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