



November, 2017



**Professor Jeff Addicott NECA  
Professional Development Institute  
Keynote Speaker: Counseling Needs  
Resulting from the War on Terror**

Dr. Jeffrey Addicott lectures about the law of war and human rights at Saint Mary's University in San Antonio and will present the keynote address for the 2018 Professional Development Institute, Thursday, April 26 in Atlanta. He founded the Center for Terrorism Law at St. Mary's, which studies legal and policy issues in relation to terrorism. He

also served in the U.S. Army Judge Advocate General Corps for 20 years.

Addicott travels around the country and internationally--his academic mission is to discuss political and economic/employment issues to the public. One of the major topics he will discuss with NECA is the war on radical Islam, which he said is a concern when addressing terrorism. This is a concern which many counselors are dealing with, where tragic crises have happened across our country. Fear of potential terrorist attacks and PTSD symptoms from prior attacks impact mental health and employability for our clients across all sectors. NECA leadership believes all counselors need to be better informed in working with clients across all specialties in addressing the effects of terrorism on our culture and clientele.

Join NECA leadership to learn more about how the U.S. can be better protected from terrorism through education, readiness, and mutual support. To read more about Addicott's work, you may wish to check out his book, "Radical Islam Why," which is available on Amazon (2017). Registration for this PDI will be available online in January, and includes lunch.

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From NECA's leadership to our members: May our season be bright and joyful!



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November 2017

## ACA Annual Elections begin December 1, 2017: Meet the NECA Candidates

### PRESIDENT - EFFECTIVE 7/1/2018

#### Lynn Downie - *Qualifications and reasons for seeking office:*



As a ten-year career counseling professional with GCDF certification, I am an instructor for the online NECA GCDF course "Working Ahead, Moving Forward" and have served for the past three years as a trustee for NECA. Through this time working with other NECA leaders, I have learned that there is much we can do to build strong career coaching and counseling skills for a changing world. NECA has the opportunity to collaborate with other divisions and regions, as well as community, local, state, and national agencies to promote healthy career development throughout the lifespan, not only when seeking employment, but from early career formation and with workplace skills. My vision is to continue the growth in training availability through NECA's "Working Ahead, Moving Forward" course and the new YELD (Youth Engagement and Leadership Development) certification program, as well as explore ways to build opportunities for additional counselor continuing education training in Career Counseling, for NECA members and in partnership with other divisions and regions. I currently work as the Assistant Director for Career Development and Internships at Presbyterian College in Clinton, SC. My community involvement includes volunteering for leadership development and career-building programming for at-risk youth in the local community, and a leadership role in developing a new intercultural program for international students in partnership with local community members to build cross-cultural relationships.

### ACA GOVERNING COUNCIL REPRESENTATIVE

#### Seneka Arrington - *Qualifications and reasons for seeking office:*



The governing council (GC) of any organization exists to provide strategic leadership, oversee the overall mission/vision and establish accountability systems to ensure strategic priorities are accomplished. For these reasons and the aforementioned tasks, it would indeed be an honor to serve on the Governing Council of ACA. I admire the values ACA encompasses, including a strong emphasis on ethics, professional development, and advocacy. I especially find it honorable to serve as a liaison for the very important divisions that make up ACA while simultaneously upholding the integrity and mission of the organization. The mission of ACA is to "enhance the quality of life in society by promoting the development of counselors." I have experienced, first hand, the opportunity to be embraced by seasoned counselors within the organization who guided graduate level counselors through this developmental process using applicable education sessions, influential keynote speakers, focused divisions, and exciting networking experiences. In my community and within my division I have worn many hats: all with the underlying intent to effect change and enrich lives. I have served as a therapist, education coordinator, and program manager in Central Florida to equip individuals and families with the tools needed for self-sufficiency. Likewise I have had the opportunity to serve professionals in various occupations as secretary, executive board member, and President of a career and employment counseling organization. My work, along with the contributions of so many passionate advocates, has empowered communities to be the change they wish to see in this world. I am seeking the office of Governing Council Representative to uphold the interests of the divisions and that of ACA. Divisions give counseling professionals the opportunity to make an impact in a specific specialty area. Together we can make a difference that is both heard and felt. GC is that bridge.

### TRUSTEE (Vote for 2)

#### Catherine J. Eaton - *Qualifications and reasons for seeking office:*



Catherine "Cathie" J. Eaton, LCPC, NCC Eaton is a licensed clinical professional counselor, an approved clinical supervisor and a National Certified Counselor (NCC). She owns and operates Upcounty Pastoral Counseling Services, a private counseling practice with offices located in Germantown and Gaithersburg, Maryland. She received her MS in Pastoral Counseling from Loyola University in 2011 and her BA in Social Science from the University of Maryland, College Park in 1992. She has successfully grown her private practice from a handful of clients in 2014 to full time caseload addressing career counseling as well as major mental health concerns. She currently holds the position of President-Elect for the Maryland Counseling Association, (MCA) and has been an active member since March of 2014. She was instrumental in coordinating Advocacy Day in February 2017 for MCA, held in Annapolis, Maryland. She recently completed training to become a certified global career development facilitator (GCDF) with a recommendation to continue training to become an instructor. She has presented at numerous community events and has had leadership positions in her church for over twenty years. She is an active member of ACA, ASERVIC, AADA, ACC, NECA, MCA, MASERVIC, and MALGBTIC.

Candidate profiles are continued on next page....



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## TRUSTEE (Vote for 2)

### Lisa Fulton - *Qualifications and reasons for seeking office:*



I have been a school counselor for 20 years. Currently, I work at the Eastern Lebanon County School District serving as the school counselor for grades 8 and 9. I held various leadership positions throughout my career, including Treasurer of NECA, President of the Pennsylvania School Counselors Association (PSCA), PSCA Conference Registrar, and PSCA Region Representative. I am currently an Instructor for the Working Ahead Moving Forward, Global Career Development Facilitator training and the Youth Engagement and Leadership Development Online Facilitator Certification. I have presented at various school counseling conferences as well as hosting an American School Counselors Association (ASCA) webinar. One of my passions within school counseling has always been career education. Career development is an essential piece in schools today, and it is imperative that we help to guide our students to explore their interests and to learn how to turn their passions into successful future employment. I hope to serve in the role of NECA Trustee so I can bring my passion and experience to the organization. Thank you for your consideration.

## TRUSTEE (Vote for 2)

### Kelly Holiday - *Qualifications and reasons for seeking office:*



Hello! My name is Kelly Holiday. I'm a 53-year-old single parent (nearly an empty-nester!) who lives in the Seattle area. I've logged 55,000+ hours of licensed counseling and supervision, primarily in Florida and Washington State, providing home-based support to low-income rural and urban clients at hospital, agency and private practice settings. I've also worked as a charter school teacher and guidance counselor. Pre-counseling, I earned my B.A. in journalism and enjoyed freelance writing, public relations and on-air work at several radio stations. My LinkedIn profile is here: <https://www.linkedin.com/in/kellyholidaylmhc/>. To borrow from The Beatles, a long and winding road has led me to your door as a NECA Trustee candidate. I'm now in my 50s, in a period of profound personal transition, and like so many of us, am terribly concerned about the vital issues of the day. I've been trying to figure out what actions I can take to evolve robustly into older adulthood while continuing to grow and serve as a counseling professional at both the micro and macro levels. Happily, I recently completed NECA Past President Dr. Michael Lazarchick's GCDF "Working Ahead, Moving Forward" credentialing course, which helped me gain some perspective and forward motion with these concerns. As a result, I'm studying for my Psy.D. through Cal Southern, and have accepted Dr. Lazarchick's kind NECA Trustee nomination. What I enthusiastically offer as your NECA Trustee is my profound desire to represent your needs, concerns and suggestions, and if desired, I'd love to use my journalism, public relations and tech skills to help expand awareness of NECA and highlight your vital daily round as career counseling professionals. I am CERTAIN that all the NECA Trustee candidates are well-qualified, so you will be wonderfully represented regardless of the election outcome. Thanks for your consideration!

## TRUSTEE (Vote for 2)

### Sujata Ives - *Qualifications and reasons for seeking office:*



Dr. Sujata Ives, PhD is a highly qualified educator and mediator who advocates for and empowers incarcerated women at the Maryland Correctional Institute for Women in Jessup, Maryland. Sujata works diligently to restore the self-worth of individuals who have lost their path during their life journey. Her transition courses are in high demand where women benefit from learning about 21st century job readiness skills and life skills. If individuals truly want to transform this world then they must change their thinking. Sujata is motivated due to her own East Indian experience and diversity. Sujata is highly educated and has over two decades of instructional expertise where she utilizes her knowledge of brain science to remove internal barriers that impede achievement and success. Sujata has a BA degree in the Biological Sciences from Goucher College, MA degree in Educational Communications and Technology from New York University, and a PhD in Educational Psychology from Walden University. She holds a Post-graduate Certificate in School Administration and Supervision from Johns Hopkins University, and Post-graduate Certificate in Mediation from Harvard University School of Law, Program on Negotiation. Sujata's latest publication was a paper that she wrote for "Career Planning and Adult Development" Journal in the Winter 2016 issue, where she shared the work of incarcerated populations. Sujata has been mediating conflicts since 1999 and is certified in mediation by Community Mediation Maryland and the Maryland Council for Dispute Resolution. Sujata has served as Board President for the Anne Arundel Conflict Resolution Center, and Community Mediation Maryland where she served as Board member. Sujata holds a Humanistic worldview and has an earnest passion for innovation and social change. She is a caring problem-solver who is efficient and organized. For these reasons and more, she wishes to serve as trustee for NECA.

## TRUSTEE (Vote for 2)

### Cheryl West - *Qualifications and reasons for seeking office:*



I have had the privilege of serving as President of the National Association of Employment Counselors in the past. My vision, values and professional experiences continue to be consistent with NECA's mission. As a president, I worked closely and collaboratively with the Board of Trustees; hence, I am aware of the role and function of this body. Also, I have served on other nonprofit boards over the life of my career. I feel that my accumulated experiences would be an asset to the NECA as a board member. From a leadership perspective, my philosophical, pragmatic, and practitioner approach aligns with existing executive and board leadership. With that said, Cadre Consulting and NECA entered into a partnership to offer a new professional development certification. The Youth Engagement and Leadership Development Facilitator (YELD) Online Certification consists of youth-focused competencies, evidence based youth curriculum, effective facilitator practices, and techniques that respond to youth issues and challenges. YELD is an example of collaborative leadership and strategic thinking and basis for my belief that I would be an asset to the NECA Board.



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## NECA Sponsored Workshops During ACA Atlanta: April 26-29, 2018

### **Wellness at Work and Play: Experiencing Rejuvenation**

90-Minute Education Session - Michael Lazarchick, Ph.D

Clearly we are engaged in a life cycle, from conception to growth and development, through reproductive years, from incredible resilience to a body more susceptible to disease, an inevitable decline and eventually death. I have been in training for this subject my whole life, now in my 7th decade on this planet. Staying healthy is a popular subject for people of all ages.

Counseling is a healing profession. Those we serve are not functioning optimally in society, hence the need for our services. Counselors in optimum health are better able to provide adequate services and protect themselves from the negative energy inherent in the process. Helping customers successfully attain education and training or secure worthwhile employment and their subsequent performance within the workforce are all directly related to both, how they and others perceive their wellbeing and their actual state of health.

### **Take A.I.M: Developing Youth-Contextual Themes and Commonalities**

90-Minute Education Session - Cheryl West

This session will explore a philosophical framework for youth engagement and development. Using this framework, participants will examine contextual themes and commonalities. Participants will explore the dynamic between the philosophical framework and transformative learning. Based in research and evidence-based program models, strategies for promoting positive behavior and program outcomes will be provided.

### **Your Reasonings Impacts Job Success: Understanding Reasoning Abilities for Successful Employment and Personal Happiness**

60-Minute Education Session - Marjorie Wall Hofer, Kay Brawley

Reasoning abilities matter to job success and happiness. They are aptitudes and therefore cannot be learned. Some are actually 'needs' and can, therefore, affect mental health. The history of testing for reasoning abilities began in 1920, and some employers, especially the military, employ it for job placement purposes. There are 10 basic reasoning abilities that can be tested by the Highlands Battery. A few additional ones can be tested by other assessment tools. Of the 10, a person can only possess 5 of them. Combinations of these basic 10 produce several different reasoning abilities. A quick test of your abilities will be provided during session. Stories of clients who experienced success and failure will be shared as examples of these abilities.

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30-Minute Poster Session - Michael C. Lazarchick



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Questions: Contact Lisa Fulton, School Counselor, [lfulton@elcosd.org](mailto:lfulton@elcosd.org), GCDF Instructor



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November 2017

## The Promotion of ACA's Counselor Licensure Portability Model

By Judy Daniels (NECA member and CSJ Governing Council Representative) and Sue Pressman (NECA Governing Council Representative and NECA Past President)

Licensure portability has been a long term and aspirational goal within the counseling profession and for The American Counseling Association and its divisions and branches. Under the leadership of former ACA president Duffy, in June 2016 and then reaffirmed in March 2017, the ACA Governing Council passed a motion to officially adopt the ACA portability model. The following language outlines the specifics of the model: "The American Counseling Association promulgates the following licensure portability model:

- A counselor who is licensed at the independent practice level in their home state and who has no disciplinary record shall be eligible for licensure at the independent practice level in any state or U.S. jurisdiction in which they are seeking residence.
- The state to which the licensed counselor is moving may require a jurisprudence examination based on the rules and procedures of that state."

Advocating for licensure portability is an important step for the further professionalization of the counseling profession and it supports the mission of the American Counseling Association because it allows professional counselors licensed at the independent practice level in one state to be able to move to another state and serve the growing mental health needs of the public. Creating consistency in licensure standards from state to state while also ensuring the protection of the public requires states to trust each other and have confidence that each state has done its due diligence in the licensing process.

It is important for counselors to realize that there are two portability models being promoted within the profession. The ACA model is the least restrictive of the two models, while ensuring the protection of the public, balancing the increasing needs of the public for mental health services, and providing flexibility for highly trained and licensed professional counselors.

Several divisions within the American Counseling Association have endorsed and supported the ACA portability model. NECA may want to consider joining in with these national advocacy efforts. We would love to hear your thoughts on our portability efforts as well as any other issues that you feel the ACA Governing Council should address! Please contact us with your feedback:

Contact information:

Judy Daniels – judydaniels@gmail.com

Sue Pressman – drsue@pressmanconsulting.com

## Working Ahead, Moving Forward™

### Upcoming Training Opportunities

**GCDF Practitioner Training Online:** The next 12-week online Working Ahead, *Moving Forward*™ GCDF practitioner training will begin **January 18, 2018**. Don't miss out on this essential training for public and private workforce and career management professionals. Review the training description and get registered now on the NECA website ([www.employmentcounseling.org](http://www.employmentcounseling.org)).



**GCDF Instructor Training:** If you are interested in becoming an online instructor, please send your training resume, credentials, and proof of successful completion of the Working Ahead, *Moving Forward*™ GCDF 12-week online curriculum to Dr. Kay Brawley, NECA Professional Development Director: [kbrawley@mindspring.com](mailto:kbrawley@mindspring.com).

*The Professional Counselor* (TPC) confers the annual **Dissertation Excellence Award** to recognize original research that significantly contributes to the counseling profession. Applicants must be current graduate counseling students in good standing with, or recent graduates of, a university or college accredited by the Council for Accreditation of Counseling & Related Educational Programs (CACREP) and hold the National Certified Counselor (NCC) certification.

Eligible dissertations must have been successfully completed between April 2016 and January 2018 and not published or submitted for potential publication.

The winner of the Dissertation Excellence Award will receive \$1,500 and be published in TPC. Visit the [TPC website](#) for more information. Entries are due by Jan. 31, 2018.



November 2017

## NECA Journal Editor Summary of Upcoming Issue

By Kevin Glavin

Greetings from the desk of the NECA Journal Editor. I hope this email finds you all well. As we enter the holiday season you can look forward to the fourth and final issue of JEC for 2017.

The December 2017 issue of the JEC contains four articles that provide interesting reports on diverse topics. Drawing from the abstracts, the following is a preview. Ed Neukrug, Narketta Sparkman, and Jeffry Moe from Virginia submitted The Holland Code of the National Organization of Human Services: A Preliminary Study of Human Service Professionals. Their study researched the Holland Code of members of the National Organization of Human Services. Using the O\*NET Profiler-Short form, a sample of 355 human service professionals were shown to have a Holland Code of "SA," with I, E, and C significantly lower than A. Demographic differences based on gender, identification of human services as their primary field, or whether they received formal education in human services were not found. Slight differences based on age are noted. The authors hope to use the results to advocate for inclusion of "human service practitioner" in the Standard Occupational System of the Bureau of Labor Statistics.

Peter Yang from Taiwan contributed Development of a Career Stress Scale for Hospital Nurses: Implications for Workplace Counseling. The author reports the results of three studies that examined flight attendants' career satisfaction and disposition. The studies explored the relationship between career stress, personality, and career satisfaction. The results demonstrated the importance of extraversion for flight attendants' career satisfaction, and also the role that career stress plays in linking neuroticism and career satisfaction. The author suggests the findings can be used to inform the airline industry regarding methods to improve flight attendants' career satisfaction, and aid the industry in responding to the high turnover rate that has resulted from a rapid expansion of the aviation workforce over the past decade.

Hyang Sook Kim and In-Jo Park from South Korea submitted Influence of Proactive Personality on Career Self-Efficacy. The authors conducted two studies to examine the relationship between proactive personality and career decision-making self-efficacy. In the first study, the authors sought to validate the Korean short version of the proactive personality scale using the Rasch rating model ( $n = 315$ ). Fit statistics, point-measure correlations, and item difficulty estimates for all 10 items satisfied the construct validity criterion. In second study, the authors administered three questionnaires (the proactive personality scale, the career decision-making self-efficacy scale, and the career search self-efficacy scale) to 296 freshman and sophomore students. Hierarchical regression analyses showed that proactive personality scores explained additional variance in both career decision-making self-efficacy scores and career search self-efficacy scores, after controlling for demographical variables and relevant personality variables. The authors conclude their article by discussing the theoretical implications of the influence of proactive personality on career search, and make practical suggestions for career counselors.

The fourth and final article was written by So Rin Kim, Boyoung Kim, NaYeon Yang, Huk Young, and Sang Min Lee from South Korea. The article is titled Longitudinal Changes of Planned Happenstance Skills by Gender, Community Types, and Employment Status in a Sample of College Students in School-to-Work Transition. The authors explored the characteristics of college students transitioning from school-to-work by measuring their mean differences on planned happenstance skills subscales at three separate time points. The results showed that the means of planned happenstance skills changed across the three time points. In addition, according to two-way and three-way MANOVA results, interaction effects of three demographical variables on five planned happenstance skills were not significant. The authors conclude their article by discussing the practical implications of these results for career counselors.

I hope you enjoy these articles as you ready yourself for the holiday break. As I reflect upon my time with the JEC during 2016, I feel privileged to follow in Dale Furbish's footsteps as Editor for the JEC. I am thankful for Dale's guidance, and miss our skype conversations. I am also thankful for the birth of another nephew, Charlie, who is 5 days old at the time of this writing. I cannot think of a better holiday gift. I wish you and yours a safe and happy holiday period. Here's wishing you all the best for 2017.

Sincerely,

Kevin Glavin



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November 2017



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**Student Feedback: YELD Course**

I had the pleasure of being able to participate in the pilot class of the new YELD certification program for youth engagement and leadership development. This course is a challenging, engaging program designed to move youth leaders from their comfort zone into future-oriented leadership training. The incorporation of principles from both educational theory and human development theory make it a good fit for those approaching youth work from an educational, developmental, or career-related perspective. One of the most valuable attributes of this course is the opportunity to build lesson plans, marketing plans, and other resources for the personalized toolbox each class member develops. Team projects add to the dynamic, preventing this from becoming an online-only learning opportunity. These projects also provided an opportunity to build partnerships with those working with youth in diverse settings across the country. As an employment counselor who works primarily with 18-22-year-old students, I found the information about engaging and motivating this age group to be both relevant and timely.

~ RLD



**YELD (Youth Engagement and Leadership Development)**

**Certification Training:** The next class will start January 17, 2018 - March 28, 2018. Early Registration by December 31st (Save \$100).

Join the Network of NECA-Certified YELD Facilitators – learn more on [www.yeld.online](http://www.yeld.online) or [www.yeldfacilitator.com](http://www.yeldfacilitator.com).

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