

Professional Development Institutes

Wednesday, June 26

8:00 am

PDI #1 Design Your Private Practice to Support Your Life Goals: Practical Tools, Tips, and Reality Checks

Career professionals who want to start their own private practice have specific reasons, including more flexibility in their schedule, the potential for more income, or the desire to do something different. This workshop will help you design your business to meet your needs with practical, implementable strategies, and real-world advice.

PDI #2 Discovery: A Barrier Breaking Process for Career Success for People with Disabilities

People with disabilities often need more comprehensive assistance to find the right career where they can utilize their skills, knowledge, talents, and interests. Using an interactive case study, participants will learn how to use the Discovery Process to translate an individual's unique abilities into empowering employment possibilities.

PDI #3 Using Chaos Theory of Careers to Empower Clients' Careers

Chaos Theory of Careers addresses the non-linearity and uncertainty of career, freeing clients from outdated modes when making career decisions. In this PDI, we will delve in-depth on the theory, its application to clients' barriers, and build skills around interventions using a new framework for university and private practice settings.

PDI #4 Building Skills for Career Construction Counseling

Career construction counseling provides a means for people across life's diverse spectrum to use work to actively master what they passively suffer. Integrating theory and practice, this session engages participants in learning and practicing career construction counseling and its core method of the career construction interview to increase their knowledge and skills in its use. Designed for a general audience.

Professional Development Institutes

Wednesday, June 26

1:30 pm

PDI #5 Career Practice Kickstart: Breakthrough Strategies to Stop Dreaming and Start Getting Clients

Dreaming of building your own career practice but don't know where to start? From determining your niche to setting up and marketing your business effectively, in this PDI, you'll learn what simple steps to take, in what order, to reduce your overwhelm, calm your fears, and land your first clients.

PDI #6 Group Career Counseling: Principles and Practices

Participants will gain an experiential understanding of this unique intervention by observing an actual group session which illustrates the skills, principles and techniques which set it apart from group counseling and career development groups. The impact of GCC in enhancing career maturity along with approaches to implementing will be reviewed.

PDI #7 Narrative Interventions and Story-Listening Skills to Empower Lives - from Education to Workplaces

Channeling practitioners' existing listening and empathy skillset into a structured narrative framework increases hope and optimism, organizes chaotic thoughts, creates clarity and confidence. Learn an evidence-based narrative method,

experience gamified and web-enabled storytelling tools, and practice using story-based interventions right away. Role play, practice, demonstrations, group work will be used.

PDI #8 Coaching Skills and Techniques for Career Counselors: What They Are and Why Counselors Should Use Them

This presentation will include a description of a four-stage career coaching process that is designed to empower clients to make 100% of their own career decisions. Five critical coaching roles will be demonstrated and the presenter will explain five key coaching questions that result in client accountability. The similarities and differences between counseling and coaching will be discussed. Attendees will practice the coaching roles and use the key coaching questions.

Presentations

Series 1: June 27, 3:30 pm

#101 The Impact of a Corporate Career Development Program Based on Workshop and Coaching

How can career workshop and coaching be offered in a corporate setting to increase employees' hope, career competencies, and engagement? How do you justify career interventions? A case of a multi-year, ongoing corporate career development practice involving both individual contributors and leaders will be shared to address these questions.

#102 Going Global with Career Development and Public Policy

Join members of the United States and Canadian teams from the 2019 International Symposium on Career Development and Public Policy in Tromsø, Norway in June 2019. Panelists will report out on the synthesis papers informed by 25+ countries on themes including 1) Context and challenges for career development policy, 2) Aims for, and access to, career development, 3) Integrating career development into wider society, and 4) Leading innovative change for the future.

#103 Metaphor Making in Action

Metaphors are an integral part of storytelling. Exploring and using metaphors in counselling and supervision is a creative and effective way of promoting change. This presentation will provide a foundational framework for this process and also include demonstrations of how to use metaphors to best advantage.

#104 Purpose First: The Missing Link between Aligning Career and Guided Pathways

As more institutions consider guided pathways, greater emphasis is being placed on career outcomes. With support from multiple membership organizations, including NCDCA, Complete College America worked with states to operationalize a purpose-driven onboarding approach that integrates career counseling, labor market data, and academic/personal assessment. Early learnings and data will be discussed.

#105 Four-Step Career Development Model for Working with Clients with Disabilities

The focus on this session is on a career development process that promotes hope and meaningful transitions for adults with disabilities. Participants will learn a four step process for effective career development with a person with a disability - Understanding the Story; Assessing the Needs; Collaborative Planning; and Job Placement and Retention.

#106 Using Positive Psychology to Beat Burnout among Working Mothers

Many working mothers struggle with the juggle between their career, their family, and their own lives. This presentation will discuss the common barriers working mothers face and how such struggles can lead to burnout. Positive psychology will be discussed as a mechanism through which burnout can be reduced among working mothers who experience work-family-life conflict.

#107 Demystifying the Barriers of the Older Veteran Worker

Older veterans are returning to the workforce in significant numbers. Consequently they encounter a number of self and employer imposed barriers that hinder their job search. The presenters will provide attendees with best practices and real world strategies to empower older workers in breaking vocational barriers and achieving vocational equity.

#108 Adapting to Transition: Methods and Application of Career Construction Theory for Emerging Adults with Disabilities

Attendees will learn theory and practice of the Career Construction Interview. Presenters will provide a foundation of the theory and how to use the narrative intervention. The population of transition age youth and emerging adults with disabilities are in need of career services in order to successfully overcome barriers and successfully obtain careers in their area of interest based on active mastery (Savickas, 1995) and their values, interests, and abilities. In order to individualize the career exploration process and career plan, the attendee will learn how to use the career construction interview effectively and adapt the CCI to this population.

#109 Bridging the Gap from Career Counseling Theory to Practice

The 2018 Counselor Educator Academy participants will share the progress of their cohort project, bridging career development theory to practice. They will explore the outcome of a needs assessment to identify relevant career development theories, as well as the development of new multi-media resources for career counselors and counselor educators.

#110 Contemporary Discrimination against Black Professionals in the Hiring Process

Contemporary discrimination against Black applicants is pervasive yet hidden. This presentation reviews research documenting the continued existence of discrimination; provides a framework for when, how, and why it occurs; explores job search, resume, and interviewing strategies in light of research; and examines ethical considerations around discussing these issues with clients.

#111 Salary Negotiation - Empower Women to Close the Pay Gap

Come and learn how to educate women to negotiate their salaries so that they can feel empowered to close the gender pay gap AND for them to get paid for what they are worth. Jane McKean wants to share her tools. We need all hands on deck to empower women to achieve pay equity in the workplace.

#112 Share and Share Alike: Peer-Recommended Tech Tools that Bridge the Distance in Career Development

The Technology Twins turn the tables! In this interactive session they not only share their favorite tools of the past year, but also allow you to share yours. Come prepared to add your favorite tech resources to the conversation and leave with a list of peer-recommended career development tools.

#113 AmeriCorps: Advancing Careers, Enhancing Lives, and Serving Others

AmeriCorps, oftentimes referred to as the domestic Peace Corps, is an innovative public-private partnership that engages individuals of all backgrounds in evidence-based programming that enables participants to serve others while

also developing marketable job-skills, earning a monthly stipend, and accessing scholarships to further their education or pay back student loans.

#114 Develop Your Students' Passion for Career Exploration: The Student Self-Directed Search

Attendees will learn about an approach to engaging middle and high school students in career exploration, linked to the National Career Development Guidelines (NCDG) Framework and utilizing the Student Self-Directed Search (SDS). Apply this approach to help students to explore their interests and educational and career options.

Roundtables

Series 1: June 27, 3:30 pm

#1-1 Women of Color Navigating the Career Environment: Using Male Dominated Strategies to FuelForward

Studies on the progress of professional women show that women of color are often playing catch-up their entire careers. The career environment is complex, with formal and informal processes and networks, and plenty of office politics. Women of color must have influencers in their network to help navigate this environment and to help pull them through the ranks. This interactive session will include a rich exchange of ideas and practical actions that participants can begin to use immediately.

#1-2 Servicing the Career Development Needs of Professional Athletes

We service a unique population that is nearly all male, predominantly African-American/Black. This presentation will highlight the unique opportunities and obstacles this population faces along with the various approaches utilized to tackle career development.

#1-3 Effective Career Course Interventions to Navigate Lifelong Career Decisions

Many publications call for collaboration among career theorists, researchers, and practitioners. This session highlights a career development class involving a collaborative partnership that combines theory, research, and practice with evidence-based outcomes. Key factors involved with designing, implementing, and managing a career course-based intervention for student success will be shared.

#1-4 Supporting Victims/Survivors of Sexual Assault Utilizing Career Theories as Primary Conceptualization

Introduction to best practices when working with victims/survivors of sexual assault. Discussion of career theories as the main conceptualization and intervention(s) towards supporting individual healing journey. Attention will be given toward supporting both those whom have been directly impacted, as well as secondarily impacted (i.e. friends, family, etc.).

#1-5 Business-As-Career Interventions for International Clients: Breaking Cultural Barriers

Clients who are living outside of their countries of origin may find that starting a business is a better fit for them than seeking employment. This presentation will help career professionals apply strategies to help international (or local) clients start a business and set them up for success.

#1-6 Career Development for Rural Appalachian Youth

Rural Appalachians represent a unique cultural group who have specific career and postsecondary barriers. We will provide an overview of two culturally-responsive career education programs designed to increase career and

postsecondary awareness and retention. Our current research on college adjustment, strengths-based career programming, and perceived educational barriers will be highlighted.

#1-7 Finding the Best Career Matches with One Assessment that Integrates Abilities, Interests, Personality and Values!

Having clients take multiple assessments that result in multiple lists of potential career matches is frustrating and time consuming for the counselor and client. Greenwood Associates has developed a single assessment and report that results in a comprehensive personality profile and the most accurate career matches in less time.

#1-8 An Innovative Integration of the CCI with Traditional Career Assessments for At-Risk Youth

It's no secret career interventions need to adjust with the changing world of work. But how? Attend this session to learn about the integration of a shortened form of the Career Construction Interview (CCI) with traditional career assessments to address the career needs of students in the postmodern age.

#1-9 Optimizing the Professional Workforce: Career Development Services (Case Study)

The case study will highlight a career services model, internal processes, tools and best practices. It will also highlight some of the challenges faced and lessons learned.

#1-10 Starting, Managing, and Growing a Successful Career Consulting Business

How often have career providers thought of "doing it on their own"? Does fear of not being successful hold you to a job that you have outgrown? Can you be a solo entrepreneur and make a predictable income? Walk away with information ways to start and grow your business, time commitment, identity, growth, and more.

#1-11 Preparing College Students for the End of Work

How do we prepare college students for the changing workplace? Despite dramatic predictions for major changes due to automation and digitization, career development scholars and practitioners have been largely quiet about how to best anticipate these seismic shifts. This roundtable discussion will describe an undergraduate course that addresses these concerns.

#1-12 Know Your Worth: How Does Culture and Values Impact Your Career Choices

Utilizing her experience as a Career Planner for the past 20 years, the presenter developed a job club. This roundtable discussion is grounded in addressing cultural needs of all job seekers in her service delivery area. The session will explore how our culture and values influences our career decisions. Get ready to go on a journey as we share and learn together.

#1-13 Career Screening Day: Implementing a Campus-Wide Effort to Assess Students' Career Needs

Career and academic concerns are abundant on college campuses but there are few large-scale efforts to assess students. Learn about how one large university implemented a Career Screening Day. Discuss a customized one-page screening tool addressing the most common student needs and directing them towards timely and relevant resources.

#1-14 Fit for the Future: Increasing Child Career Readiness with Innovative Interventions

The importance of career readiness with children is well documented in career theory literature. However, there are few resources that exist to help bridge theory with practice. The purpose of this presentation is to increase participants' awareness of, and access to, career resources that may be utilized with children.

#1-16 The Knowdell Cards Sorts and JCTC Coach Training Program

Evaluate the Knowdell card sorts and career transition model. Explore the JCTC Career Coach training and learn how the curriculum expands one's career intervention skills. Samples will be distributed.

#1-17 An Examination of Traumatic Experiences Influence Upon Female University Students' Career Development

This presentation will cover two traumatic factors which may hinder female university student's career development: Adverse childhood experiences (ACEs) and intimate partner violence (IPV). Research will be highlighted and trauma-informed career counseling will be discussed.

Presentations

Series 2: June 28, 10:30 am

#201 Get Published in an NCDA Magazine!

NCDA publishes two magazines, Career Developments and Career Convergence. The editorial teams invite you to learn the differences and how to get published. The unique features and submission guidelines, as well as hints and benefits of publication, will be shared. Questions for the editors and feedback on the publications are encouraged.

#202 Social Media Competence - from Delivering Information to Co-careering

New technologies and social media offer important opportunities for improving career services. This presentation examines career practitioners' experiences in this technology, especially the competencies required for using social media for co-careering. Practical examples and strategies for developing the necessary skills and competencies for social media and co-careering are presented.

#203 Built to Measure?

International and national benchmarks and criteria have been developed for the provision of career guidance/development. Some have a policy basis, others have a professional basis, and others again have an organizational focus. Some are macro-level while others have a micro-level focus. How connected are they? How useful are they? This is an exploratory presentation. More questions than answers!

#204 Cultivating Initiatives for Equity and Social Justice in Career Services: A Panel Presentation

Career development practices carry an intuitive relationship and history with social justice and equity initiatives directed to historically marginalized communities. This sponsored session from the NCDA Committee on Diversity Initiatives and Cultural Inclusion features a panel of committee members instituting strategies to dismantle inequities across different constituency groups and career settings.

#205 Helping Clients Counteract Age Discrimination in the Job Search

Is age discrimination making finding a new job harder for your older clients? Studies say, but proving it is age that is holding a client back is almost impossible. This session focuses on best practices that can counteract ageism in the job search.

#206 Discovery: A Barrier Breaking Process for Career Success for People with Disabilities

People with disabilities often need more comprehensive assistance to find the right career where they can utilize their skills, knowledge, talents, and interests. Using an interactive case study, participants will learn how to use the Discovery Process to translate an individual's unique abilities into empowering employment possibilities.

#207 mPower: A Trauma-Based Approach for Discovering Your Superpower and Designing Your Path to Success

Focused on clients who have experienced trauma, this interactive session will explore the science of superheroes and its applicability in helping these individuals navigate career choices and decisions. Using an integrative approach including Narrative Storytelling and chaos theory this session aims to develop a framework for career practitioners and educators.

#208 Career Counseling is Not Real Counseling: Counselor Educators' Attitudes toward Career Counseling Training

This presentation provides a candid look at counselor educators' views on career development coursework in counselor training programs. Results of a qualitative survey of 56 faculty reveal varied attitudes about the value of career in mental health and school counseling programs. Recommendations for training are provided based on study findings.

#209 Helping First-Generation Students of Color Navigate Knowledge-Based and Psychosocial Barriers

First-generation students of color encounter many barriers. This presentation will focus on the knowledge-based and psychosocial barriers these students often encounter, emphasizing College Knowledge and racial microaggressions as specific barriers. Resources will be shared that can help these students improve their College Knowledge and build resilience to racial microaggressions.

#210 Career Counseling and Grief: Providing Career Support for Parents of a Child with a Chronic or Terminal Illness

This presentation gives career professionals an in-depth understanding of parents who care for a child with a chronic or terminal illness, and how their chronic stress and grief can impact their career. We will discuss career theories and counseling strategies that can help us communicate with this special population of employees who find themselves in the grip of intense stress that can become a threat to their ability to meet the responsibilities of their profession.

#211 Breaking Barriers in Career Courses for First and Second-year Undecided Students

Learn how career counselors at the University of Texas at Austin created a career exploration course focused on helping first- and second-year undecided students make informed decisions about their major and career. Emphasis is on how to integrate exploration and decision-making for underrepresented students in your institution.

#212 Grounding the Helicopter: Career Development Advocacy with Students' Family and Friends

IUPUI's Family & Friends Program educates guests of orientation students about career development strategies, and gives them advice on how to manage inevitable major and career uncertainties with their student. See how one department at IUPUI is creating partnerships with the students' #1 advocates: their families.

#213 Designing and Evaluating K-12 Career Interventions that Impact Practice

Are you interested in measuring how effective your career interventions are with K-12 students? With limited resources, how can you follow best practices? The research committee for NCDA wants to help you with these important functions. In this session participants will learn how to design research to evaluate career interventions.

#214 Empowering K-12 Students with Interventions for the Future of Work

In this session three pressing issues related to the Future of Work will be presented. The impact of automation, the need for financial literacy and the necessity of life-long learning will be discussed in relation to effective K-12 career development interventions. Integrative Life Planning Theory will be introduced as a framework for interventions focusing on collaboration with the school and community to provide meaningful career development experiences for students.

Roundtables

Series 2: June 28, 10:30 am

#2-1 Becoming an Ally for Inclusion in the Workplace: Leading the Way

Almost 13% of working age Americans identify having a disability. A marginalized group in the workplace - and the most diverse by far. Many of us will acquire a disability that will impact our work teams and organizations. Inclusive leadership, mentoring and career development results in win-win solutions at work.

#2-2 Dysfunctional Career Thoughts and Relationships across Contexts among Young Adults with ADHD

Attention Deficit Hyperactivity Disorder (ADHD) is known to cause significant difficulties in interpersonal relationships. A substantial body of research in career development has confirmed that supportive relationships are associated with positive vocational behaviors. This study examined the influence of familial relationship, with associated dysfunctional career thoughts in youth with ADHD.

#2-3 Home Field Advantage: Emphasizing Cultural Strengths in Student Athletes

Athletes face unique barriers and often do not believe they are competent to overcome them. Participants will learn how to tackle barriers by increasing athletes' resilience to social and internal barriers. Culturally specific resources will be provided to improve adaptability in their career development.

#2-4 Deconstructing Career Decision Making: Empowering Clients by Improving Critical Thinking Skills

This interactive session will focus on the complexity of career decision making and how Bloom's Taxonomy, an educational model, can enhance all clients' career decision making. It will identify how current career theory supports this critical thinking model and identify areas for further study especially around analytical and evaluative practices.

#2-5 Breaking Barriers to Balance: How a Work-Life Benchmarking Project Led to Changes at One University

Colleges and universities seek to recruit and retain highly qualified, motivated, and satisfied staff. Organizational efforts help employees meet the competing demands of work and life. Learn about one institution's work-life benchmarking project; resulting changes; and how a career center implemented and evaluated flexible scheduling increasing morale.

#2-6 Empowering Women and Minorities through the Art of Negotiation

Support women and minority students close the pay gap to start their careers on a financially equitable playing field. Discuss how to teach your students the art of negotiation, how to sell their skills and education, and negotiate a fair rate of pay and/or benefits.

#2-7 Using Improv to Improve Interview and Communication Skills

Confidence and being able to think quickly on one's feet are highly desirable qualities in a job interview. One way to develop these traits is through improv. This session will demonstrate exercises that can help students prepare for the unexpected, embrace discomfort, and develop self-awareness.

#2-8 Building Connections on a Global Scale: Networking Interventions for International Students

In this session, we will provide sample resources to attendees and facilitate an engaged discussion on networking skills and strategies for international students across and beyond the U.S. market.

#2-9 Understanding the Impact of Displacement on Refugee Youth Career Self-Efficacy: What School Counselors Can Do to Help!

Working with refugee students can be difficult without adequate training. Through specialized career group counseling, school counselors can effectively assist our refugee students with their educational, social/emotional, and career transitions. This presentation is based on a recent international research study of refugee youth and will include hands-on tools for addressing their unique career development needs.

#2-10 How to Help when They're Hopeless: Career Counseling for Suicidal Clients

Can career counseling reduce the likelihood that a client will attempt suicide? We think so! Career counseling may be uniquely suited to reduce a client's desire for death. We will highlight evidence-based career interventions with great potential for working with suicidal clients. We will also identify knowledge gaps for research.

#2-11 Addressing Barriers and Building Success: Trauma-Informed Career Counseling

Using trauma-informed career counseling as a tool to empower, and support career success.

#2-12 Leveraging the Leadership Drive of Generation Z: An Innovative Approach to Overcoming Career Centre Capacity

Learn about and experience one Career Centre's innovative strategy to overcome the capacity challenge with student demand for 1:1 appointments. See the adaptable, intensive 2-3 day 'career influencer' training program in action to learn how we equipped students to provide high-level service to their peers, while developing their leadership skills.

#2-13 The Future of College Career Services and Education: A Delphi Study

Career services offices have had to adapt to a range of cultural and economic trends in recent years. This presentation will share the results of a Delphi study focused on understanding cutting edge trends and strategies in career services designed to adapt to and shape these trends.

#2-14 The Salary Puzzle: A Multi-Institutional Study of Salary Reporting Gaps on First Destination Surveys

We work hard to collect first destination survey (FDS) data from graduates, but gaps in salary reporting abound. Ever wonder who reports salary, and who doesn't? How does this affect your results? Experience a multi-institutional study that explored the trends in FDS salary reporting. Discuss implications for future data collection.

#2-15 My Different Names: A Career Facilitating Group with Constructive Perspective for Inmate Drug Users

A 10-session intervention program based on Career Construction Theory was implemented for inmate drug users at Taipei. Three themes were designed as: medical, psychological and legal information enlightening; life retrospect and strengths reform; imagining 10 years from now in preparing for life after release. Their career efficacy and willingness to

utilize community resources were emphasized through the activities about their different names used at different life stages through their life lines.

#2-17 NCDA Training Program in Greater China

The purpose and role of career development training in China's education system evolution, Key policies of China's education system reform, Localization of NCDA FCD Training Programs covering teaching materials, tutor teams, localization partners and tools, Case studies of implementation success experience (Primary, Secondary, High School and University).

Poster Sessions

June 28, 10:30 am

#P1 The Impact of Meaningful Work on Helping Professionals

Helping professionals experience a high degree of burnout despite performing meaningful services. This proposal seeks to review current literature on the impact of meaning on burnout and work satisfaction in helping professionals. Potential interventions to reduce burnout in helping professionals using existential techniques are discussed.

#P2 Best Practices for Effective Supervision of Counselor-trainees and Potential Barriers

Over the last decade, there has been a shift in how the needs of counseling trainees are viewed. In recent years, trainees' anxiety, attachment styles, and personal growth have been taken into account. There is work needed regarding the implementation of new research to benefit both supervisees and supervisors.

#P3 So We Know Burnout is a Problem: Now What Do We Do About It?

Burnout is widespread among helping professionals and is a significant contributor to career dissatisfaction and turnover within the mental health field. This presentation seeks to review the current literature and address the "next steps" for burnout. The poster will review interventions for helping professionals to reduce burnout and build resiliency.

#P4 Facilitating Post Traumatic Growth by Career Construction Group Counseling

This presentation will introduce CCGC, which mainly use the narrative approach. It will help the participants re-appraise the traumatic events as well as get empathetic social support, which are the main components of the PTG (Linley & Joseph, 2004; Tedeschi & Calhoun, 1996).

#P5 Value of Digital Badging: Helping Individuals with Barriers Obtain Competitive Employment

Digital Badging is a way to develop job-readiness skills and communicate qualifications to prospective employers. We look at the rapid development of digital badges over the past 8 years, the benefits of micro-credentialing, and how to communicate this value to prospective employers

#P6 Let's Talk About Debt: Addressing the Student Loan Crisis in Career Counseling

Despite the reality of the student loan crisis, undergraduate student loan debt is an often-neglected dimension of career counseling in higher education. This poster presentation will address why student loan debt is a critical issue in career counseling today, how to support clients for whom student loan debt is an important career factor, and learn about relevant financial resources for undergraduate students.

#P7 Utilizing Career Theories to Address Extended School Non-Attendance

Extended school non-attendance (ESNA) can have a profound negative impact on an adolescent's career trajectory. While this issue continues to plague high-schools, an area that has remained silent is career. Consequently, this presentation seeks to reveal the potential for career theories to tackle ESNA. Possible theories include Schlossberg's transition framework, Carver's model for Thriving, Savickas' Life-Design Model, and Borgen and Amundson's Emotional Roller Coaster. Career theories also offer possible ways to intervene and to prevent ESNA.

#P8 Delayed Gratification: A Double-Edged Sword? A Study on Delayed Gratification, Work-Life Balance & Career Burnout

Delayed gratification is the postponement of immediate gratification for long term rewards. Some researchers argue that delayed gratification is an ability with only positive correlates. However, other researchers argue for a more balanced understanding of delayed gratification, with both positive and negative correlates depending upon the situation. This poster presentation will highlight the drawbacks of delayed gratification and explore its potential negative impact on work-life conflict and career burnout.

#P9 The Impact of Negative Career Thoughts on Negative Emotional States in a Career Counseling Group

This study examines negative career thoughts and emotional states in 56 college students taking part in a CIP-based career counseling group. Results revealed a decrease in negative career thoughts and anxiety after the career group intervention. Impact of pre-existing career thoughts on emotional state was not supported in this sample

#P10 A Focus on Existential Meaning for the Mid-career Change Population

The purpose of this presentation is to explore the published literature that examines the integration of the Cognitive Information Processing theory and existential meaning for the mid-career changing population. Career conceptualization that includes an existential approach allows career counselors and clients to uncover deeper insight into the motivation for change.

#P11 Career Counseling and the Pursuit of Equity: Serving Student Veterans through Individualized Career Counseling

With nearly 4,000 student veterans across 24 campuses, Penn State is home to one of the largest military student populations in the US. This poster will present information gathered from focus groups and on a new intervention of providing individualized career counseling to guide veterans through the career development process.

Presentations

Series 3: June 28, 1:15 pm

#301 Your Certified Brand: Supporting your Professional Brand with an NCDA Credential!

How would you rate your own professional brand today, in this moment? Join us for a genuine panel conversation about our experiences becoming certified through NCDA's competency-based credentials. More than just a few letters after a name, we'll share the aftereffects on our unique brands and careers that we have encountered. We'll discuss why we chose this credentialing option over others in the field. We'll share our personal perspectives and revealing insights. You will learn how to enhance your persuasive branding message and further communicate your value as a talented and trusted professional in career services.

#302 A Comprehensive Guide to Career Assessment: Introducing the 7th Edition

Practitioners use NCDA's best-selling publication, A Counselor's Guide to Career Assessment Instruments, across career counseling settings to understand, select, and administer assessment instruments appropriate to client needs. Come to the unveiling of the 7th edition, renamed A Comprehensive Guide to Career Assessment, which includes a print and an electronic version.

#303 Breaking Barriers: Impacting Individuals and Local Communities through 2019 International Symposium Outcomes

Join members of the 2019 International Symposium on Career Development and Public Policy country teams from the USA, Canada, and beyond to learn about the "hot off the press" communique summarizing symposium results. Shape country action plans that will continue the symposium momentum over the next 2 years.

#304 Building a Private Career Counseling Practice: What We Didn't Learn in Graduate School

Based on over thirty years of managing a successful private practice, the presenter will share the ideas and techniques that worked. Participants will learn the following: How to establish an office with little or no investment; How to establish an appropriate fee structure; How to spend advertising dollars wisely; How to obtain free publicity; How to develop a market niche; How to sell more than your time; and How to attract clients.

#305 Help Students Decide on the Right Texas Endorsements, CTEs, Clusters, and Pathways with Holland's Theory

We want ALL students to take concrete steps on career pathways toward good jobs and career well-being – via community college and university. Let's make it happen with this four-step process matching who students are with Texas Endorsements, CTEs, Clusters, and Pathways using Holland's Theory of Career Choice.

#306 Infusing NACE Career Readiness Competencies into your Career Center and Campus

Hear how the University of Tennessee-Knoxville has infused the NACE Career Readiness Competencies through initiatives and programs. Gain practical ideas to incorporate the competencies into your career work. Hear tips on the do's and don'ts from staff members who have already taken first steps.

#307 Career Development and Rural Schools: Implications for Practice

Research regarding the needs and perspectives of rural populations is limited. Evidence suggests that rural individuals operate in their own socio-cultural mindset and school and community dynamics impact their view of self and career. This presentation explores these dynamics and provides practical suggestions for career counseling professionals.

#308 Engaging Undeclared Students with Gamification: Results of a Pilot for Career Pathways

College of DuPage tested the efficacy of a gamified approach for college students who had not chosen a major path. With a new emphasis on career pathways, the College of DuPage sought a process that could reach large numbers of students and effectively guide them toward a right-fit career path.

#309 Career Education for All: Making Career Courses Required

Career courses provide equal access for students to be career ready. We will share the successes and failures in our pursuit of a required career course. Learn the change model that led to our success and design a strategic plan to explore curricular career education options at your institution.

#310 Constructing a Life with Meaningful Work: Using Life Design from Adulthood through Later Life

In this program, presenters will discuss how to effectively use the Career Construction Interview and My Career Story with clients from adulthood through later life. As the world of work continues to change, the adult population must change with this climate, becoming adaptable by shifting from careers and jobs to projects (Savickas, 1997). As clients are living longer, in turn; they are working later in life, working second careers needing to successfully navigate career transition, and challenge previous notions of retirement. Audience will learn about the concept of wise aging (Thal & Cowan, 2015) and how designing a holistic life in later years can enhance meaning and purpose.

#311 The 11th Competency: Integrating Technology into the Career Development Process

The NCDA Technology Committee regularly reviews career development tools and makes recommendations for the NCDA website. Through an examination of the process used, this workshop walks attendees through the process of evaluating resources and provides a comprehensive starting point for developing their own list of tools.

#312 8 Success Stories Embedding Narrative Tools into Curriculum and Programs

Learn to use client stories to organize chaotic thoughts and generate possibilities, empower lives, overcome client barriers, and re-energize practice by demonstrating our common humanity. Experience evidence-based narrative frameworks featuring gamification with proven application to postsecondary curriculum and student services, high school, workplace engagement, diversity and inclusion, retirement planning, adult transitions, private practice.

#313 New Approaches to Career Development: Overcoming Barriers to Maximizing the Fit between Individuals and Careers

Integrating personality, interests, and motivational characteristics to better align individuals with occupational fit will be addressed. First, the structural relationships between RIASEC basic interests and Big Five personality characteristics will be described. Then, examples of career development with nuclear power industry leaders and college students will be presented.

#314 Exposing Visible and Invisible Career Barriers for International Students in Higher Education

International students face both individual and systemic barriers to career opportunities. Practitioners share effective practices including life design, programming, and survey data to dissolve barriers and increase equity for undergraduate and graduate students. Attendees will take-away practical scalable methods to meet the needs of international students while addressing intersectionality.

Roundtables

Series 3: June 28, 1:15 pm

#3-1 Who You Are Matters! Game for Alums, Retreats, Consulting and Leadership Training

Learn to use this 50-minute board game to expand your reach and promote access, improve consulting, and attract contracts. Because clients say "this game is like a 2-day retreat". Learn to plug it into your workshops, classes and consulting.

#3-2 Connecting Young Mothers to Careers through the American Job Center (AJC)

One-Stop Operator works with Florida Northeast Florida Healthy Start Coalition to connect young mothers to resources

offered through the AJC to begin the exploration of careers. The Pathway To Your Career Program includes assessments and occupational skills training to begin the pathway to their careers and earn industry credentials.

#3-3 Breaking Barriers for Undecided Students by Integrating Career Counseling and Academic Advising

A model for undecided students: Learn how undecided students at the University of Texas at Austin cycle through an integrated model of career counseling and academic advising to break barriers in decision-making and create access to opportunities. We will share techniques on how to incorporate this model into your institution.

#3-4 Succeeding Against Odds: Career and Leadership Development of First-Generation College Students

Themes from interviews with first-generation college students are they exhibit leadership characteristics developed through struggles faced while working their way through the college environment. Additionally, they are intergenerational leaders paving a path for family members to follow. First-generation college students exhibit lessons for the development of an authentic leader.

#3-5 Employability Skills 101

Employability skills are the critical tools and traits you need to succeed in the workplace. They are all elements that our students can learn, cultivate, develop and maintain once employed. Students must identify them, document them, and market them within their resumes, cover letters and interviews.

#3-6 The Power of Rapport and the Future of Collaboration

Want to meaningfully scale your career outreach to students? This presentation will guide participants in developing their own strategy for creating buy-in from faculty and advisors. Through case studies and examples, we will examine communication plans, training and strategic outreach activities and deep dive into faculty strategy sessions.

#3-7 Connecting Career Development Curriculum and Workplace-Learning: Case Studies of CLAP for Youth @ JC

This presentation uses case studies to illustrate how workplace-learning is used as “extended learning opportunities” in diverse school subjects to foster career development and readiness in senior secondary schools in Hong Kong. Workplace-learning framework, strategies to engage teachers and business partners, and good-practice guidelines will be shared and discussed.

#3-8 Becoming a Career Ally for International Students

In this presentation, we will discuss the interview results from international students regarding their expectations from the school support and provide key action items that the U.S. institutions can implement to become a career ally for international students.

#3-9 Career Confidence Groups: A Brief Intervention for College Students

This roundtable describes the development and implementation of a series of brief career confidence groups. Learn about integration of theory and assessment with best practices from group work. Discuss how to adapt this kind of group to your setting and needs of your populations.

#3-10 Build A Life of Purpose: Create Steps toward Meaningful Work and a Resilient Life using Odyssey Planning

Change your work and your life; create the first version of your present and future self. Share your design, receive feedback. Learn to use the life design, odyssey planning process with your clients and students.

#3-11 Behavioral Interviewing: Barrier or Bridge to Employment for College Students?

This lively roundtable focuses on the nuts and bolts of behavioral interviewing. We will explore how implicit bias can enter the process and how to address it. We will share specific techniques college students can use to showcase their skills through behavioral vignettes and be seen as a good fit.

#3-12 Toward Equity in the Search for Purposeful Work

Bates College's Center for Purposeful Work is founded on the principle that preparing students for lives of meaningful work is a core responsibility of the liberal arts. This roundtable discussion will review the design of the Purposeful Work initiative, the specific programs offered by the Center, and the ways in which these programs fulfill the College's commitment to equity.

#3-13 Navigating the "Murky" Waters of Career Development: Strategies for Intervening with African- Immigrant College Students

African-Immigrant college students are often ill-prepared to negotiate their career development process, leading to time wastage and higher financial costs. The presenter will review and discuss the results of a qualitative study focusing on career development challenges for African-Immigrant College students. Intervention strategies will be highlighted.

#3-14 Students on Academic Probation, the Universities Dirty Little Secret

Students on academic probation are more likely to suffer lower self-efficacy and experience an external locus of control. These factors can make it difficult for career counselors to help students form tangible career goals. This roundtable focuses on how a partnership with Student Success Centers can bridge the gap.

#3-15 Extended Learning for Immigrant Student Success

Learn how the Extended Learning Opportunities (ELO) program has helped immigrant students who are not only navigating through a new country but also through high school, as they prepare to become part of a skilled workforce.

#3-16 The Juggling Act: Career Coaching Strategies for Adult and Non-Traditional Learners in Higher Education

Working with adult and non-traditional learners presents our institutions with unique privileges and challenges. Come and see what one college is doing to address the career needs and challenges of these diverse students!

Presentations

Series 4: June 28, 2:45 pm

#401 Discover Personal Business Models: Yours. Theirs.

Visual design thinking and business savvy: increase both in your clients (and yourself). See operational inter-dependencies at work that are required for career success. Experience the modeling tool that focuses you on delivering value and operating in a job not just finding one. Creates a more sophisticated way to search, on-board and develop.

#402 Career Counseling with Individuals Experiencing Homelessness

Individuals experiencing homelessness encounter unique career-related challenges and opportunities. We will highlight

the results of a Community-based Participatory Action Research (PAR) project exploring the career development of individuals living in poverty. We will also discuss strategies to empower and equip them to break through barriers to secure and maintain employment.

#403 Hope-Action in Education

In this presentation we highlight the Hope-Action Theory of career development by illustrating how it can be applied within educational settings at both the high school and post-secondary levels. The session will include case illustrations, intervention strategies, and program materials for use with youth.

#404 Governmental Relations: Moving the Mission of NCDA Forward

This interactive session will provide an update of the NCDA 2019 Governmental Relations and legislative priorities as well as how members can become more involved in their states to support these initiatives promoting Career Development experiences to youth and adults in all phases of their career development. During the Q/A portion, members will have an opportunity to interact with the NCDA lobbyist to share issues, concerns and discuss state and national strategies promoting the NCDA mission.

#405 Military Culture 101 for Effective Veteran Client Services

This presentation addresses the disconnect between civilian career counselors and the warrior attempting to integrate into the civilian workforce. Basic military culture and concepts needed to effectively assist veteran clients is covered. Barriers for success and myths regarding military are outlined.

#406 Career Counseling for the Baby Boomer Generation: Breaking the Stereotype of the Older Worker

Baby Boomers are remaining in the workforce for personal and financial reasons. They may be older but may not have the mindset of being old. These clients benefit from career counseling that is responsive to their needs and rich life experiences. The storied approach and techniques will be demonstrated.

#407 Using the Possible Selves Escalator as a Tool for Effective Career Counseling Supervision: Supporting Their Future Selves!

Career counseling supervisors utilize a myriad of tools to support their supervisees' development. The use of the Possible Selves Escalator Exercise will be discussed along with case studies of actual career counseling supervision sessions conducted in the U.S. and Italy. Templates will be provided with Q & A.

#408 Tomorrow's Jobs: Employment Projections from the U.S. Bureau of Labor Statistics

This session features BLS employment projections, including the fastest growing occupations, those projected to have the most job openings, and the education and training required for those jobs. This session will also describe how BLS is increasing the value of its products by improving the frequency and timeliness of updates.

#409 Empowering Women to Break Barriers through Strengths-Focused Career Development

Take a swing at the glass ceiling and join us for a session focused on empowering women through applying their natural talents. Learn strategies to apply strengths-based counseling to build women's self-efficacy, satisfaction, and wellbeing. This interactive session will dive deep into career activities for clients of any age.

#410 Celebrate Success in Diversity, Equity and Inclusion with NCDA Award recipients

Be inspired by the amazing work being pursued in Diversity, Equity and Inclusion. Join the conversation as a panel of NCD Award recipients share their efforts and best practices for success. This is a great platform for future connections.

#411 Disrupting the Norm: Integrating Career Development and Academic Advising

You can lead college students to career services, but you can't force them to engage. Learn how the Belk College of Business integrated academic and career advising to reach students who don't naturally seek out career development. We'll discuss successful structures and strategies to disrupt the norm for your students.

#412 Spurring Success by Bridging the Career Readiness Gap

How do you bridge the career readiness gap before graduation? Join our session to learn about the Student Professional Readiness Series, a framework for motivating and recording student engagement with high quality program initiatives driven by career readiness competencies throughout a student's academic journey.

#413 Advisory Board, Business Connections and Career Development in Middle and High Schools to Build Strong Programs

Attendees will walk away with ways to start and build an advisory board and business connections for their schools. Career ideas and information will be shared to help bring career programs and partnerships into their K-12 school systems. Participants will discover facts and information to help move career programs forward with easy take-aways to add into the school programs.

#414 Child and Adolescent Career Construction: An Expressive Arts Group Intervention

Utilizing expressive arts, the Child and Adolescent Career Construction Interview facilitates the developmental need to navigate between concrete and abstract thoughts, providing nonverbal ways of communicating self-concept, occupational identity and awareness. Because of the integration of personal and career identity, the intervention applies to school and community career counseling settings.

Roundtables

Series 4: June 28, 2:45 pm

#4-1 Integrating Emotions and Thoughts in Career Services via Cognitive Information Processing Theory

Career-related emotions and thoughts have been identified as impacting career development. CIP offers a means for addressing emotions such as anxiety and worry related to career decision-making. Recent research supporting the integration of affective and cognitive aspects of career support via CIP will be discussed.

#4-2 Overcoming Obstacles: Best Practices for Engaging Graduate Students in their Career Development

Graduate students have little time for anything beyond academic requirements, often feel that university services target undergraduate students, and more. This presentation will showcase how two universities provide career services to graduate students, including tips and resources for graduate students in the job search process, whether in academia or industry.

#4-3 Strategic Directions of Career Services in Chile: A Case of Search for Equity through Career Interventions in Curricula

The first national level study in Chile on strategic directions on career services complemented by the exploration of

lessons learned by the flagship case: Pontifical Catholic University of Chile. Organizational challenges to integrate transformative career interventions to strengthen equity and social inclusion by career interventions in curricula.

#4-4 Creating a Vision for the Future: Vision Boards as a Creative Career Intervention for At-Risk Students

This session will provide career counselors with a creative intervention for working with at-risk students. Vision boards in a therapeutic setting can help at-risk clients identify and visualize goals for the future, and when combined with affirmations may help increase self-efficacy and resilience as they move toward their goals.

#4-5 Increasing Commuter and Non-traditional Students Engagement in Career Counseling through Virtual Chat

Effective use of technology to increase accessibility of services for commuter and non-traditional students will be shared. Beginning with some literature reviews on trends in providing online services, presenters will share their journey of planning, implementing, and assessing virtual career chat drop-in service. Problems faced and strategies used to overcome will also be shared.

#4-7 Sifting through the Sand: Utilizing Sandtray Therapy in Career Development

Increasing research shows the impact of expressive arts in the counseling process. Sandtray therapy can be an effective modality to facilitating career decision-making through the use of symbols and miniatures as a representation of career goals, barriers, and available resources. The presentation presents an overview of this modality, and current research in implementing sandtray therapy to facilitate career decision-making for clients.

#4-8 An Evidence-based Successful Internship Program for Schools

MODINTERN is a success story of a novel program that takes a year from inception to completion. MODINTERN, was initiated for students of grade 11 and 12 at GEMS Modern Academy, Dubai where students were placed internally in various departments of the school as well as externally in various different corporates and firms. Starting from the initial layer of identifying the needs of students, to further identifying the departments and firms, the program builds up to annotating the structure, development, implementation, monitoring and re-engineering of the program by systematic evaluation and feedback.

#4-9 Confucianism and Trumpism: Job-hunting Challenges and Strategies for Working with Asian International Students in the U.S.

International students from Confucianism-oriented societies have been experiencing a great deal of challenges while seeking jobs, especially under the current administration. This session will discuss the barriers of work authorization, the acculturative stress/anxiety, and the cross-cultural challenges in every step of job-hunting faced by international students. We will be also exploring the culturally and linguistically responsive strategies and practices, and how to work with them more effectively.

#4-10 Career Counseling and Mental Health: How they Intersect and How We Intervene

Career counseling and mental health are inter-connected. This presentation will explore ethical competencies, how mental health concerns can be explored with intakes and assessments, how vital it is to explore and address mental health within the career counseling domain, and provide discussion on the value of holistic care.

#4-11 Breaking Barriers through a Social Justice Discussion Group

"Disrupting Career" is an innovative discussion group format centered on social justice topics in career contexts. This

roundtable will detail the program structure, share outcomes from the 2018-2019 pilot year, and provide recommendations for practitioners to use at their own institutions and organizations.

#4-12 Career Mentoring Programs for International Students: Insights from Korea and Japan

Are you curious about how to create and implement career mentorships for international students, especially from Asian countries? In this session, we will introduce best practices of career mentorship programs from Korea and Japan and provide some insights useful for practitioners who are helping international students.

#4-13 Narrative Assessment: Practice, Game and Online Storyteller Help Clients Navigate Disruption Everywhere

Providing meaningful, effective and fun career management activities is critical to engaging students, helping clients and retaining employees. Learn the why, what and how of a narrative assessment game, online storytelling tool (free credit included) and learn how this narrative system helps clients navigate lifelong transitions in a disrupted economy.

#4-14 Stacking the Deck: First-Generation Friendly Major and Career Exploration through Gamified Learning

Major and career exploration can be intimidating - so why not make it fun? In this presentation, learn the art of gamifying exploratory concepts. Participants will play two games focused on major and career exploration and will be able to share their own gamified career development tools with attendees.

#4-15 Differentiating Career Paths: TAMUC College of Business Distinction in Professional Development Program

The Distinction in Professional Development (DPD) program in the College of Business at Texas A&M Commerce prepares students through comprehensive career preparation and incorporation of high-impact practices (HIP) to assist students in successful navigation of the career process from applying to jobs and internships to succeeding in the workplace.

#4-16 School Counselors and STEM Career Work: Preliminary Findings

In this session, the presenter will discuss preliminary findings of a national survey about school counselors' career counseling self-efficacy, school counseling program implementation, and their beliefs about STEM career development programming. The presentation will include a discussion of the methodology, instrumentation, and implications of the study.

#4-17 Mindful Marketing to Engage International Students In Career Services

Successful marketing uses all channels to engage all students including those who speak a different language and come from a different culture. This presentation will discuss how to use accessible language, affordable marketing channels, and effective strategies to engage international students in career services with educational goals.

Presentations

Series 5: June 28, 4:15 pm

#501 Writing for Publication: Strategies for Success

Writing for publication fosters intellectual growth, professional collaboration, and knowledge production. Designed for conference attendees who are engaging in the process of publishing their work in academic journals, particularly

journals in career counseling and career development, this session provides insights and support for attendees' publishing efforts.

#502 Career Construction: Case Studies in Attachment, Adaptability, and Identity

The presentation will discuss elaborations and refinements in Career Construction theory and practice through case studies focused on self-organizing attachment, self-regulating adaptability, and self-conceiving identity. Differences between reflection and reflexivity will be examined relative to first-order and second-order change in life-designing interventions.

#503 Global Innovative Career Development Practices: Incorporating Best Practices from Around the World

Innovations are happening all around the world! Come to learn about international best practices and/or share your knowledge and experiences with us. This will be a facilitated session organized by the Global Connections Committee with an aim to create a mutual learning community involving career development practitioners from different countries.

#505 Glitter, Glue, and Goals. Oh My!

Vision boards are a creative avenue to help your clients to revitalize their career. You'll learn three vision boards exercises to help your clients transform their pictures and phrases into a holistic and healthy life.

#506 Value of Digital Badging: Helping Individuals with Barriers to Obtain Competitive Employment

Digital Badging is a way to develop job-readiness skills and communicate qualifications to prospective employers. We look at the rapid development of digital badges over the past 8 years, the benefits of micro-credentialing, and how to communicate this value to prospective employers.

#507 Teaching Career Counseling Courses in Counselor Education Programs

What resources are available for counselor educators intending to teach a career counseling course? What are effective ways to prepare for teaching a career counseling class? What challenges do you face when teaching career counseling courses? The presentation will explore effective ways to utilize different theories, resources, and activities in career counseling courses.

#508 Empowering Women Clients to Success: Addressing Barriers and Encouraging Hope

Women face unique challenges and workplace barriers that may impact their career decisions. Using theories and action-oriented strategies can help women successfully navigate through these challenges. In this session, we will discuss the research, trends, and career concerns for women clients and explore strategies to accelerate and empower women's careers.

#509 Utilizing Solution Focused and Cognitive Behavioral Techniques to Encourage Career Development for Students

Have you ever worked with a student and wished you had a few more strategies in your tool box to help them through a tough decision or difficult challenge in their career development? Evidence-based strategies such as solution focused interviewing and cognitive behavioral re-framing may be just the tools you need to help your student succeed. This crash course in helping skills will allow career advisors, coaches, and counselors to identify their strengths and understand when and where to refer students to outside resources.

#510 Careers in the Classroom: Encouraging Faculty to Collaborate on Professional Development with Career Services

Faculty are often the most trusted student "resource" on campus and are positioned to advocate for student professional development. This presentation will address the mutual benefits of Career Services and campus faculty collaborating on curriculum and provide a model for sustained partnership between Career Services and campus faculty.

#511 Breaking Barriers with Undeclared Students

"You're going to tell me what to major in, right?" This repeated question sparked the development and implementation of the Undeclared Student Workshop at the University of Colorado Denver. Learn how to break through the undeclared student stigma by encouraging self-exploration, effective decision-making, and personal clarity in a workshop setting.

#512 Strategic Organizational Change toward a More Diversity-Friendly Career Service Office

Is your career center diversity-friendly? The University of Illinois Career Center will showcase their strategic efforts in organizational change to be more diversity-friendly. Learn how this change has been initiated, how it has impacted their student outreach and networking programs and the grown the mindsets of employees.

#513 Life After High School: 5 Ways to Help Alleviate Student Anxiety Over What Comes Next?

Ever have a student come to you expressing concern about their future AG (after graduation)? During our time together we will share several tips and strategies you can use along-side your students to help alleviate the anxiety that comes with not knowing what comes next after high school.

#514 Leadership Academy Presentations

Leadership Academy: Do you have a desire to see the future of NCDA? Leadership Academy 2019 will present the results of their year-long projects representing a rich variety of topics which have been developed to enrich the members of NCDA, and the organization itself. Come and offer YOUR support to these dynamic future leaders.

Roundtables

Series 5: June 28, 4:15 pm

#5-1 Grief Informed Career Counseling Interventions for Private Practitioners

This session will discuss theories on grief and its effects on widowed clients self-efficacy, career decision-making, and positive pursuit of meaningful work; how understanding of grief theories can be integrated into career counseling interventions; and specific interventions to support widowed clients in career transition.

#5-2 Computer-Assisted Career Guidance Systems: Student Expectations, Experiences and Career-Related Outcomes

CACGs provide a comprehensive intervention for career exploration and career decision making. However, limited information exists about expectations and experiences regarding CACGs. Come hear current research findings that include pre, post and change scores of undergraduate students in 2 career course sections as they engaged with these systems.

#5-3 Supervision Strategies for Career Professionals

Supervision is an integral part of client career well-being. Due to diversity of training backgrounds among career professionals, it is important that supervisors attend to their career professional competencies in providing effective services to clients. This presentation provides strategies that supervisors can use to enhance career professional competencies.

#5-4 Transformative Coaching Appointments: Using the Stages of Change to Empower Clients and Students

What does meeting the client where they are really mean? Let's tailor our interventions based on an individual's readiness for change - ultimately providing a space that will empower clients/students. Using the Stages of Change model, participants can expect tailored resources, new strategies and an opportunity to practice what they've learned.

#5-5 What International Students Face When They Return Home to Asia

International students break barriers when they come to the US for college, but when they return home, they face additional barriers. Without the support of a local university, how can they find good jobs? What types of jobs are available in the local economy and how do they begin to find them? Presenters from Pakistan, Japan, and the Philippines will explain how US-trained students can enter the labor market in their home countries.

#5-6 Meeting Their Needs: Career Advising for International Student Studying in the US

The US has the world's largest international student population with over 1,000,000 students studying in colleges and universities in the US. This presentation will outline some of the complex and unique career development challenges face by international students and the career development professionals that serve them and provide ideas and suggestions for working with this diverse student population.

#5-7 Holland Interest Resources and Activities in Action: It's More Than the Party Game

Participate in a hands-on, interactive session to help individuals identify their Holland interests and how that relates to school subjects, out of school situations, personal relationships, and careers. Help students with their career exploration and planning using unique exercises we will practice and you can use in your work.

#5-8 Social Class and Career Counseling: Best Practice and Next Steps for Two Research Studies

Social class is an important consideration for career counseling in our diverse society. Clients from lower social class backgrounds have unique treatment needs. Learn how social class influences career development. The presentation of two studies will serve as the platform for conversations on research and practice implications.

#5-9 The Diversity and Inclusion Project: A Professional Development Competition at UVA's Career Center

Come learn about the competition one university's Career Center is using to develop an inclusive culture among its staff and build awareness about their student body's diverse experiences and identities. In this game, everyone wins.

#5-10 It's Who You Know: Creating Inclusive Networking Events for Students

Networking can be intimidating for students. Often we assume a lack of social awareness or our reliance on technology for communication is to blame. Learn how one career counselor applied a new approach, that considers social capital to create a more inclusive environment for students to build this necessary skill.

#5-11 How YouScience is Used with College Students to Overcome Exposure Bias

Aptitude assessment, increasingly used on college campuses, provides feedback and connections not provided within traditional tools. Case studies, research findings, and new interventions to support equitable career interventions will be reviewed. Passcodes will be provided.

#5-12 Career Competencies of Vocational Teachers in Taiwan

Faced with the rapidly changing labour market environment, Taiwan's Technical and Vocational Education Act highlighted that teachers should be able to effectively assist students in career planning. Based on a self-developed Career Competency Scale, this study aims to explore to what extent Taiwan vocational teachers use competencies to guide students in solving career development issues.

#5-14 Online Work Readiness: A Move in the Right Direction to Serve 40,000 Overwhelmed Students with Limited University Resources

With budget constraints and limited human resources, Career Services at the University of the Free State created new programmes and collaborated with various departments on campus to deliver work readiness programmes to 40 000 students, as well as alumni and staff. In this presentation, Career Services will demonstrate their online workshops for CV Writing and Interview skills - and did we mention the gamification aspect?

#5-15 The Relationships among Personality Factors, Negative Career Thoughts, and Profile Elevation

Evaluating a client's readiness for career decision making can help improve the effectiveness of career interventions. This presentation shares the results of a research study that explored relationships among personality factors, negative career thinking, and profile elevation. Theory-based interventions will be discussed.

#5-16 Understanding and Enhancing Career and College Readiness Self-Efficacy of Children and Adolescents

The career and college readiness self-efficacy concept and related research and development will be presented briefly. Thereafter, participants and the presenter will brainstorm and discuss potential related research and practice strategies.

Presentations

Series 6: June 29, 8:30 am

#601 Practical Resources for Career Development Practitioners and Educators

How easy is it to integrate practical resources into everyday work? Every day, 24/7 in fact, NCDA offers practical resources that can assist you in inspiring and empowering your clients/students. The only problem might be identifying these resources when you most need them. Here is your expert guide to NCDA resources, specifically the award-winning website.

#602 Work Trends Boot Camp: Evaluate How Trends will Impact You and Your Clients

A video-enhanced, interactive session that synthesizes a range of work trends and reports so career specialists can create and evaluate practical insights useful to practice, clients and policy. Group experiences, mini lectures and resources will be provided for future use.

#603 Career Services for International Students: Challenges and Commitments

The majority of international students want to increase their employability for working in destination countries, returning home, or pursuing opportunities in other countries. This presentation will focus on the changing landscape of international student employment and provide suggestions for career services to address their transition needs.

#604 Cultivating Purpose with Disengaged Employees: Using Spirituality to Foster Purpose and Meaning in Work

Helping counselors learn how finding purpose and meaning in work relates to spirituality is critical to improving job

satisfaction and well-being. Learn common barriers in the work place and spiritual disciplines that can easily be integrated with counseling interventions to assist disengaged clients.

#605 Serviceman to Civilian: The Experiential Group Work to Prepare Veterans with PTSD for Workforce Success

There are countless barriers to successful long-term employment however in the lives of many Veterans, the challenges are even greater. In this presentation, I will present the challenges Veterans face in civilian work settings post active duty as a result of living with PTSD. This presentation will discuss the symptoms of PTSD, how these symptoms affect any individual and experiential activities that can be used in a group setting amongst Veterans living with PTSD as they prepare for Job Placement in various work environments.

#606 You Deserve to Be Here: Empowering Women to Conquer the Feeling of Being an Impostor

The Impostor Phenomenon (IP) functions as an internal barrier, coupled with external barriers, for women to ascend in their chosen career. This presentation introduces literature on IP and shares findings from two studies. It describes an evidence-based IP support group. Lastly, it considers ways career practitioners can support these individuals.

#607 Addressing Career Needs of High School and College Students with Intellectual and Developmental Disabilities

High school and college students with intellectual and developmental disabilities (IDD) experience unique career related challenges as they transition to the world of work. Current career needs and postsecondary options available will be described. Strategies for career interventions to assist students with IDD in career exploration will be demonstrated.

#608 Connect with Your Public Library to Break Down Career Barriers

Leverage career and workforce development resources, online learning databases, and public library career professionals to reach job seekers with employment barriers. Take an in-depth look at some databases and programs libraries offer to assist people with certification prep, technology skill attainment, career and small business development, and consider partnership opportunities with your public library.

#609 Born Global and Working Local: Partnering to Serve International Clients/Students/Customers

Through an example of one partnership between providers of career services and international services, participants will learn more about options for individuals who don't hold US citizenship, but desire to work in the USA. We'll discuss Multicultural Counseling Theory, the partnership, and ideas and resources for non-US citizens.

#610 The Few: Preparing College Black Males for Career Readiness

African-American male students make up the smallest group of enrolled college students and their presence on campus cannot be ignored. Learn to create a community where Black male students can thrive in their career journey. Explore opportunities to engage and assist Black male students as they prepare for professional life.

#611 Advocating for International Students' Career Success through Strategic Campus Partnerships

In this presentation, we will discuss strategies for career services to collaborate with international student services and other student services units to create institutional support and advocacy for international students. Participants will take away specific resources and best practice ideas from panelists from various types of higher education institutions.

#612 Breaking Barriers in Career Services: Integrating Career and Mental Health Assessment and Treatment

The presentation will be grounded in a Wellness perspective (Myers & Sweeney, 2008) that focuses on integrating

domains of functioning when encountering co-occurring career and mental health concerns. Given documented research on the connection between career and mental health assessment and treatment, information on this connection will be provided.

#613 Digital Tools Empower Students to Empower Counselors

The program will present research results on the use of digital tools by students for student self-discovery, analysis and career guidance. It will explore the success of these tools in developing transferable skills relative to a student's educational, career, personal and social development.

#614 Inspiration to Aspirations: Innovative Strategies for Working with Youth in Low-Income Communities

Due to the lack of career opportunities present in low-income communities, it is imperative to inspire youth to develop career aspirations beyond the barriers that they face. This presentation will identify issues faced by youth in low-income communities and use Donald Super's developmental theory for adolescents to highlight innovative strategies for career development in youth from low-income communities.

Roundtables

Series 6: June 29, 8:30 am

#6-1 Moral Distress in the Workplace

Moral distress arises when an employee is caught between doing the right thing and hierarchical constraints. This results in psychological distress, workplace dissatisfaction, burnout and higher turnover rates. This presentation addresses the concept and provides tools for intervention.

#6-2 Policy, Advocacy, and Social Justice in Career Development

Within career development process, social justice and advocacy are implied. Career development professionals need to be able to attend to the needs of their diverse clientele. This presentation will address multicultural counseling competencies and ways career professionals can expand on their knowledge as well as learn effective strategies to promote advocacy and social justice and be active agents in addressing policies that affect their clients.

#6-4 Career Readiness IQ: The Journey to Learning Transfer

This session will spotlight innovative practices in evidencing career readiness of students through scaffolds in reflective practice, and customized templates for their learning journey. We will share techniques that support learner-centered assessment, including use of social pedagogies (online spaces that offer "live" views of student work and enable timely feedback) and use of multiple forms of evidence and engagement.

#6-5 Build Your Brand: A Creative Career Intervention Empowering Students to Identify and Communicate their Unique Value

Explore personal, professional and executive branding with the Build Your Brand Workbook. This high quality program initiative, developed as a self-paced activity, helps empower student lives and manage careers through developing an authentic brand. Join us to learn about assessments, activities, validation, outreach and communication required to Build Your Brand.

#6-6 Look Beyond Job Titles: A New Approach

To prepare for the future of work, we need to move students away from job titles, and shift their attention to the challenges that exist in the world. This simple shift will unlock new opportunities, a fresh perspective and a powerful approach to preparing for success.

#6-9 Breaking Down Barriers and Assumptions of the College Career Center One FCD Class at a Time

Learn how offering the Facilitating Career Development course to campus staff/faculty can increase awareness and value of your career center, dispel myths of career advising, and expand campus partnerships - all with the goal of assisting students. The sessions will include a course overview, including: vision, design, challenges/rewards, and participant feedback.

#6-10 Making Sense of Career Concerns through Integration of Cognitive Information Processing and Other Career Theories

Career theories and their implementation has been vital to the progress and understanding of career development. Many of the theories are considered fundamentally different and focus on different areas and conceptualization of what contributes to an individual's career development. The goal of this talk is to explore how CIP can actually overlap and supplement other career theories in practice.

#6-11 NCDAs Organizational Values: Where Are We and Where Are We Going with These?

NCDAs has recently identified its shared values that have given "life" to it. Join this session if you are interested in (a) learning about NCDAs shared values; (b) understanding the organizational values identification process compared to individual values; and/or (c) co-creating NCDAs future possibilities building upon the values.

#6-12 Consensus among Practice, Policy, and Research Experts: Career Counseling in Global Workforce Development

Results of a Delphi study on workforce development experts across policy, research, and practice domains will be reviewed. Ecological perspectives, needs assessment, trainer preparation, participant curriculum, curriculum delivery, and program evaluation - six emergent areas of focus across these domains, will be applied to participants' relevant practice settings.

#6-13 Assessing and Addressing Implicit Bias

Implicit bias is a social cognition referring to attitudes or stereotypes that unconsciously affect our comprehension, actions, and decisions. Implicit biases create barriers to employment opportunities; and its influence is often understated. This session will provide a safe space for open dialogue increasing awareness to assess and address implicit biases.

#6-14 What Does Career Competencies Mean to You? Redefining Them via Your Own Voice

Have you noticed that your students struggle to connect their daily campus experience with career readiness competencies? Come learn two successful career interventions used at Cornell University to empower students from diverse backgrounds to reconstruct career competencies in their own language.

#6-15 Partnering with Student Success Offices to Implement Theory, Research, and Practice Career Initiatives

Career development services are critical to university student success and retention initiatives. Integrating theory, research, and practice are essential to the development of our field. Learn how our three, career development programs currently offered through our student success and retention office address all of these critical needs.

Presentations

Series 7: June 29, 10:00 am

#701 Why Personality Type Matters in Career Transition

After reviewing the basics of Personality Type (MBTI) and Bridges' transition theories, this workshop will offer insights for how Type differences affect clients' likely approach to career transition. Coaches can use Type to empower clients to develop job search strategies and make career-related decisions that align with their natural talents.

#702 The Ethics in a Culturally Diverse World: Developing Ethical Insights

Ethical development is unending and the NCDA Ethics committee understands that. We are offering a presentation reminding us of ethical theoretical base and engaging in development of ethical capabilities through ethical discussion. We will also address culture as a factor in ethical development. Come and learn how to navigate daily challenges and witness NCDA Ethics committee deliberate ethical cases in action. Participants will gather strategies they can employ in their workplace to foster deeper ethical development.

#703 Innovative Career Education Activity: Results of Impact Analysis

How do educators prepare youth for post-secondary work and life? It's a tall order! The Canadian Career Development Foundation recently evaluated the impact of ChatterHigh, a career exploration tool that harnesses technology and gamification. Hear the results and find out how career education can be both powerful and painless.

#704 Youtube, Instagram and 21st Century Career Practitioner

The use of social media in career-related activities has increased dramatically. With the rise of YouTube and Instagram there has been a shift towards visual social media. This presentation examines career practitioners use of the visual social media and demonstrates effective techniques that participant can apply in their own career practice.

#705 Older Workers: Achieving Economic Stability Following Job Loss through Back to Work Initiatives

Many older workers experience premature career separation and difficulty re-entering the workplace. Older workers experience higher rates and longer periods of unemployment than other groups and risk aging into retirement in poverty. Counselors will learn theory-driven models through case study presentations that demonstrate treatment success with older workers.

#706 Sexual Identity Management in the Job Search Process: A Career Counseling Activity for Lesbian and Gay Clients

Job searches are stressful for most clients and can be even more stressful for lesbian and gay clients concerned about discrimination. Come learn about a three-part activity for use in individual or group career counseling to assist lesbian and gay clients with sexual identity management during the job search process.

#707 Balancing Theory and Application: Constructing CACREP Career Counseling Syllabus

Counselor educators are tasked with balancing theory, practice, and research, often based on CACREP standards, when constructing syllabi for master's level graduate students. The session welcomes counselor educators to share experiences, challenges, and best practices when developing career counseling and development syllabi and delivering content.

#708 What Do You Really Value? Learn What Motivates Self and Others

Everything in life centers on measurement: money, travel, time - the list is endless. Yet, in our experience, most people do not truly understand what their core values might be and how to live them out. Dr. Keis will share breakthrough research on why values clarification is foundational to anyone's success. This workshop has consistently been rated as one of the top sessions in any conference Ken has presented. What Do You Really Value? is participant-driven, so be ready to learn, have fun, and contribute 100%!

#709 University-School-Community-Funder Partnerships for Sustainable Career Development Practice

CLAP for Youth @ JC is a comprehensive career development program in Hong Kong using a university-school-community-funder partnership model. Presenters will explain how CLAP developed consultation partnerships for sustainable good career development practice. Case studies are used to illustrate (at-risk, low SES and immigrant students, single-gender schools).

#710 Creating a Culture of Career Collaboration

Students are engaging in career conversations beyond the walls of Career Centers. In an effort towards scalability and consistent messaging surrounding employability, the University of South Carolina created the Career Champion program. This training provides faculty/staff an understanding of career development to enhance and empower career conversations with students.

#711 College and Career Readiness: Empower Students and Address Regional Needs through Community Collaboration

Learn about a community collaboration that enhanced the college and career readiness (CCR) of P-12 students, assisted understaffed regional businesses, and led to the development of a new graduate CCR certificate program. Explore your own regional needs and identify resources that can improve CCR for your students and community.

#712 Young, Black and Gifted: Empowering African American Students to Explore College and Career Opportunities

Career development is a vital component of counseling. However, the integration of culturally responsive career interventions are often overlooked as important. Alongside increasing racial diversity within the U.S., counselors are called to acquire knowledge on best methods when utilizing culturally responsive interventions, which are explored in this interactive session.

Roundtables

Series 7: June 29, 10:00 am

#7-1 Through the Maze: Supporting Trauma Survivors in Making Successful Career Decisions

Increasingly, counselors recognize the impact of trauma on the well-being of their clients. Trauma affects everyone differently - victims may experience loss of the ability to imagine, to dream; to understand their strengths and deficiencies; or to experience enjoyment of normal activities. In particular, many students who are first-generation may have also experienced trauma prior to pursuing higher education. Understanding the challenges that trauma survivors face is critical for successful career counseling in this population.

#7-2 Including Gottfredson's Career Theory in STEM Initiatives Geared towards Students of Color

Students of color are underrepresented in STEM and many programs exist that try to increase undergraduate engagement in these fields. This presentation outlines the obstacles to the representation of students of color in STEM and demonstrates how the application of Gottfredson's career theory can help address these barriers and inform intervention strategies.

#7-3 College to Career Boot Camp: A Model for Empowering First-Generation, Low-Income College Students and Recent Graduates to Achieve Professional Employment

The aim of this presentation is to provide a model of CTC's College to Career Boot Camp that can be adapted and implemented by higher education institutions, government and public agencies and private practitioners to serve to various marginalized populations of emerging professionals.

#7-4 Demonstrating Career Readiness: Building Skills Awareness through Portfolio Development

It is common to hear about the skills gap. Students earn a degree and employers find their freshly minted applicants lacking in the skills they need for their positions. Columbia College Chicago's recent adoption of a new portfolio platform show different results, that students suffer from the skills awareness gap. This session demonstrates how Columbia College Chicago developed programs to reduce the lack of skills awareness of students and better prepare them for employment and other professional opportunities.

#7-5 Adulting 101: Guiding Students from Hallowed Halls to the World of Work

Often students' struggles go beyond "finding a job" and expand into a broader category colloquially referred to as "Adulting." This presentation looks at how to expand our umbrella and redefine career guidance, with a workshop series dedicated to helping students overcome the internal and external challenges they face, confronting adulthood.

#7-6 Strategic Play for Powerful Results in Career Development

Learn how we have enriched a Career Development Course with Gameful Learning, a process of adding game elements to a learning experience to support intrinsic motivation. We will review the existing course structure, our Gameful integration strategy and the objective data regarding the value added by applying Gameful learning.

#7-7 Identifying and Using Emotional Intelligence Success Competencies for a Profession

Learn about Emotional Intelligence (EI); EI and success in the workplace and how to measure and identify EI success competencies for a profession. Learn how to set up your own assessment for a profession and create activities to shift EI success competencies for individuals as well as groups.

#7-8 May the Course Be with You: Utilizing Career Education to Guide Undergraduates through Obstacles

Career interventions are not all created equal, and accessibility to the interventions can be a barrier to individuals navigating their career development. This presentation aims to highlight practical implications that improve the effectiveness and accessibility of career courses for students, while providing activities and student opinions of what's most helpful.

#7-9 The Internship Investment: Increasing the Accessibility of Unpaid Internships

Internships provide students with valuable career development experience, yet many remain unpaid and financially out of reach for underserved students. This moderated panel will explore the ways four different universities manage

internship funding. Representatives will discuss topics including the application and selection process, funding, expectations of recipients, and program evaluation.

#7-10 Crossing the Thin Lines: Bridging Theory and Practice in School-based Work with Students Suffering from Addiction

Come join a lively and exciting presentation bridging the theoretical with the practical and applied! A school counselor educator will share both theoretical backgrounds on school-based career development interventions as well as specific, applied examples from school-based practice.

#7-13 Coaching Students on Law School Essay Topics

Finding an authentic essay topic can be stressful for many law school applicants. We will explore strategies to help applicants find compelling topics and ways to share a small part of who they are for personal statements and diversity statements in a way that strengthens their applications.

#7-14 The Power of Stories: Applying Narrative Therapy Strategies to Enlighten, Encourage, and Empower Clients

Internalized and evolving life stories provide the basis of self-identity and evidence of one's strengths and desires. Together we'll explore the growing use of narrative counseling techniques to promote client growth, career clarity, and life exploration, reviewing the latest tools and techniques for incorporating it into your own practice.