***National Career Development Association – Career Practitioner Institute***

***Doubletree Hotel Cleveland East – Beachwood  
Cleveland, Ohio***

**Friday, October 25, 2019**

8:00 am – 3:30 pm **Registration** **Foyer**8:00 – 9:00 am **Coffee and Pastries** **Foyer**  
9:00 - 10:00 am **Opening General Session** **Ballroom 6  
Fostering Career Adaptability: Model, Methods, and Materials**In post-industrial societies and the global economy, individuals must design their own lives because institutions are increasingly less likely to offer stable career paths. The two meta-competencies for life designing are identity and adaptability. In this presentation, I will describe how school counselors, college career advisers, career development facilitators, and career coaches may foster the development of career adaptability resources and adapting responses. Handouts will include the Career Adapt-Abilities Scale and the Student Career Construction Inventory.   
***Mark Savickas, Northeast Ohio Medical University***  
  
10:15 – 11:15 am **Presentation Series I  
#1 Job Search Networking and Cleveland Area Job Market Trends and Opportunities**  **Ballroom 6**  
This workshop provides proven networking tools, techniques and resources to help your clients and students find work. The materials and local labor market information have been proven to work for positions that have been advertised, are found only in the hidden job market, or have not yet been determined.  
*Presenter: Charles Lehman, Board Member*

**#2 A Case Study Approach to Ethics in Career Development East Compass Room 1**Ethical dilemmas are an inevitable part of the complex real world in which we live and work. Approached well, these difficult situations become prime opportunities for learning and effective practice. Come to this presentation to experience a proactive, positive approach to enhancing our ethical sensitivities and learning ethical decision-making strategies. *Facilitator: Cynthia Marco-Scanlon, NCDA Past President  
Panelists: Lakeisha Mathews, Board Member, James Westhoff, Credentialing Commissioner*

**#3 Are You Interested in Credentials? We Can Help! East Compass Room 2**Come hear about NCDA’s exciting new career credentials. You will learn about 6 possible credentials, how to choose among them, and how you can apply. Thus far over 1000 individuals have been credentialed.  You can also join us for a “Jump Start” session during the lunch hour or visit our table anytime during the CPI.   [www.ncdacredentialing.org](http://www.ncdacredentialing.org/)  
*Presenters: Aaron Leson, NCDA Director of Credentialing and Members of the Credentialing Commission*

**11:30 am – 12:30 pm Presentation Series II  
#4 Understanding Your Personality Type and Maximizing Career Success Ballroom 6**The assessment of our personality type can result in a better understanding of how to approach our work, manage our time, problem solve and find the best approaches to decision making.  During the workshop, you will participate in a progressive self-assessment exercise based on the Myers-Briggs Type Inventory (MBTI).  According the C. G. Jung’s theory on which the MBTI is based, there are variations in behavior that are orderly and consistent due to basic differences in the ways in which individuals prefer to use their perception and judgment. Preferences help us in different ways and to different degrees throughout our lives.    
*Presenter: Carolyn Jones, NCDA Board Member*

**#5 Resources for Career Development Practitioners and Educators East Compass Room 1**How can you empower and inspire your clients/students if you cannot identify and access the necessary resources? Internet resources are available 24/7, so take advantage of them! NCDA also offers publications that are valuable every day. Specifically, an overview of the new “A Comprehensive Guide to Career Assessment (7th ed.)” will be shared (including the new online companion). Here is your guide to the award-winning NCDA website and specific career resources that will benefit you and your clients/students.*Presenter: Melanie Reinersman, NCDA Website & Web Magazine Editor; NCDA Publications Development Director*

**#6 An Introduction to Infographics  East Compass Room 2**How do you share information with your students, clients, and other stakeholders, such as department chairs and local employers? A picture is worth a thousand words. Discover how career practitioners can enhance their website content and workshop materials with original images, without having graphic design experience. A variety of tools will be introduced along with practical examples for their use in the context of career services.   
*Presenter: Melissa Venable, NCDA Board Member*

**12:30 – 1:30 pm Welcome Luncheon Ballroom 4&5**

**“Jump Start” Credentialing Table**

Come chat with members of the NCDA Credentialing Commission. Get your questions answered and gather insight on how you can select and earn your competency-based credential. Industry certification is an important step and NCDA is here to support you as you grow your professional brand.

**1:45 – 2:45 pm Presentation Series III  
#7 Applying the Hope-Action Theory to Your Everyday Career Development Practice     Ballroom 6**Research shows that high hope enhances one’s work/school engagement, vocational identity, and academic/task performance. Come and learn how to use the Hope-Action Theory with seven key elements: hope, self-reflection, self-clarity, visioning, goal setting and planning, implementing, and adapting, in your everyday career practice.  
*Presenter: Spencer Niles, NCDA Past-President*

**#8 Helping Clients Cope with Bias During the Job Search Process East Compass Room 1**Are your students or clients ever concerned about the perceptions hiring managers will have of their name, sexuality, or religious affiliation?  Do your clients ask for your advice on how cultural identifiers should be presented on a resume or shared during an interview?  Despite the growing number of diversity hiring plans implemented across various sectors, job seekers still have concerns about facing bias during the hiring process.  Learn strategies on coaching and advising students on overcoming bias in the job search process. In addition, various diversity variables will be explored and their impact on professionals’ documents, interviewing, and networking. Lastly, a brief review of EEO regulations and relevant hiring policies will be reviewed.   
*Presenter: Lakeisha Mathews, Board Member*

**#9 Adapting to Transition: Methods and Application of Career   
Construction Theory for Emerging Adults with Disabilities East Compass Room 2**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 attendees will learn how to use the career construction interview effectively and adapt the CCI to this population.  
*Presenter: Suzanne Savickas, Cole Center*

3:00 – 4:00 pm **Closing General Session** **Ballroom 6  
Life Design: An Innovative Paradigm for Career Counseling**More than a decade has elapsed since the original statement of life design as an innovative and internationally-constructed paradigm for careers science and practice. Responding to the challenges of work and career in contemporary times, life design shifts the paradigm for career counseling from match-making to meaning making. This presentation situates life design in global context; reviews its core tenets, constructs, and practice methods; and considers its conceptual, empirical, and practice advance. Life designing offers positive direction for career practitioners to foster human health and well-being through promoting work and employment in all people’s lives.  
***Paul Hartung, Northeast Ohio Medical University***