



# SCANNER

Michigan Career Development Association

A Division of Michigan Counseling Association

A Division of National Career Development Association

Summer 2008

## The President's Message

### Invitation to become more active in Michigan Career Development Association (MCDA)



#### **We need your help!**

I'm usually pretty direct with what I want to say –

As with any organization, we could use some extra hands, and extra minds!

We've worked hard to bring you some outstanding conferences in the past years – tying

together employment, business, government and community. We have a healthy budget, and a great vision and philosophy for our organization. Won't you check out our [www.mi-mcda.org](http://www.mi-mcda.org) website and think about the role you could actively take in our organization?

It's really quite simple. All education should lead to employment. Understanding the process of career development should be on every "Michiganian's" mind. Do you know what I mean by understanding "the proc-

ess" of career development?

Join our Executive Board Meeting on Tuesday, August 12, 2008 from 5-7 pm in Room M 145 at Oakland Community College's Orchard Ridge campus and find out.

If that is not possible – join us Tuesday, September 9, 2008 – same time, same room, same OCC.

#### **Participation welcome!**

Mary Skalsky, Interim MCDA President

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## New MCDA Programming: We Need Your Feedback and Participation

By – Marsha Boettger MA, MBA, LPC  
Business and Industry Representative

The Michigan Career Development Association (MCDA) is going through a process of evolution and transition and the Executive Board is searching for new and innovative programs to better serve, grow, and develop individual MCDA members, the MCDA as an organization and the larger community of career planning and development professionals and practitioners. One of the exciting new ideas the Board is currently pursuing is the development and delivery of a series of workshops designed to:

- increase awareness, knowledge and understanding of the career

- planning and development profession, programs and services
- promote the importance of career planning and development across the lifespan for individual career satisfaction and success and bottom-line business performance
- teach key career planning and development concepts, tools and techniques for immediate application in or following the workshop
- enhance the knowledge, competencies and skills of career

- planning and development professionals and practitioners
- be "portable" and "deliverable" across the state, at various times of the day, to a variety of diverse audiences, with flexible topics and delivery formats

**We need your feedback and participation to bring this exciting program idea to life. Please review the following details and let us know what you think and how you can help.**

~ continued on page 4

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## Global Career Corner

By Nannette McCleary Shaw

Last issue I instituted a resource list for international career preparation. Although there are many excellent resources to assist our clients, most are directed domestically in the United States. Thus my effort to compile links for preparing others for global careers abroad and this ongoing column began. If you know or use a global career preparation resource, please email me at [n.shaw@wayne.edu](mailto:n.shaw@wayne.edu) with the link and description. Information will be published in future *Scanner* issues and compiled at MCDA's web site.

**Canada:** Canada is well recognized for their career development advocacy. The National Occupational Classification (NOC) <http://www5.hrsdc.gc.ca/noc-CNP/app/index.aspx?lc=e> parallels the Occupational Outlook Handbook (OOH) maintained by the U.S. Bureau of Labor Statistics. The Canadian Information Center on International Credentials (CICIC) <http://www.cicic.ca/en/prof.aspx?sortcode=2.19.21> offers further information regarding regulated and unregulated professional qualifications for employment in Canada.

**Japan:** My understanding from a Japanese NCDCA participant is that career development has historically been coordinated through human resources within business and industry in Japan rather than through government as it is in the U.S. An interesting and brief report can be found at <http://www.spc.org.sg/9thARACD/CAREER%20GUIDANCE%20IN%20JAPAN.doc>. Also, although some pages are hard to navigate because of Japanese menus, The Japan Institute of Labour (<http://www.jil.go.jp/jil/index-e.htm>) publishes employment-related research and has a list Employer Associations by industry (<http://www.jil.go.jp/jil/bulletin/directory/3-2.htm>).

**Germany:** This was the first country I looked up several years ago and found this website: <http://www.bibb.de/en/index.htm>, The Federal Institute of Vocational Education and Training, known as BIBB. Please note that although the Occupations link results in a list in Deutsch (German), the Training Profiles link is

in English and you can view occupational descriptions.

**Work Abroad:** Many are familiar with Study Abroad programs, but there are several resources for those who wish to have an international work or volunteer experience. For example, Google offers over 14 million hits on this topic. Transitions Abroad (<http://www.transitionsabroad.com>) seems to be a go-to site for information, advice and links for living, learning and working overseas. Also [Jobsabroad.com](http://www.jobsabroad.com) had over 800 jobs posted as of June 2008, in a variety of countries and industries (most notably health care and technology) and Monster has [international.monster.com](http://www.international.monster.com) for those looking to find employment in a foreign country.



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## 2008 MCA Conference Invitation



**Counseling Towards Wellness**  
Physical, Mental, Spiritual, Professional

### Dear Professional Colleagues:

This year's MCA Conference is scheduled for October 10-12, 2008, at the Hyatt Regency in Dearborn. The theme for the Conference is "Counseling Towards Wellness: Physical, Mental, Spiritual, Professional" which supports a holistic approach to counseling and includes a broad based focus on professional concerns. This Conference will provide you with an opportunity to pull together with other counselors to make a positive difference towards wellness in the lives of

you and your clients. The challenges that face us in Michigan reflect not only national issues and concerns but also those unique to industrial manufacturing regions like ours.

Plan to join us at the Conference to take full advantage of the opportunities for professional development, information and resource sharing, networking and fun and join in our current and future efforts to develop strong programs that meet your needs. Through your involvement and active participation we will enhance the quality of all of the offerings.

Yours in the spirit of professional service,

**2008 MCA Conference Planning Committee**

## Unique Careers: Clinical Informatics Consultant

Of the fastest growing occupations as reported by the U.S. Department of Labor, at least 12 of them are either healthcare or technology related. Can you imagine, then, how hot a career would be that combines the two? Very. Recent searches on the biggest job posting websites yielded between 175-250 directly related titles. According to Jeri Garner, a Clinical Informatics Specialist at Crittenton Hospital, Clinical Informatics (please note the "i") is an up and coming field that is exploding because of government mandates that have established a need for Electronic Medical Record (EMR) systems.

Clinical Informatics emerged from automation in the healthcare industry. In an effort to increase accuracy and patient safety with comprehensive medical records while reducing opportunity for errors and eliminating paperwork, healthcare information technology (HIT) became a specialized business within the IT industry, resulting in more than 130 consultant companies listed nation-wide. Consultants are expected to utilize their clinical knowledge to manage project relationships, offering design solutions and strategies for integrating HIT software, such as EMR, Clinical

Data Repositories (CDR), Home Health, Scheduling, just to name a few.

Ms. Garner's role as liaison between clinicians and IT specialists challenges her daily. She meets with departments, shares general information and EMR system improvements, provides instructions and training demonstrations, and works with IT to develop "user friendly" products. "Our goal is to make applications efficient, practical and complete in our design for all clinicians," she states. To do this she makes her "rounds," by visiting nurses, physicians and other clinicians to get feedback and troubleshoot system issues.

Organizations looking to hire for clinical informatics consultants usually require a Bachelor's degree with clinical registration, but many prefer Master's. Most of the job postings stress a high degree of professional expertise. Ms. Garner's experience coincides. After working as a sales manager and owning her own business, Ms. Garner returned to college and became a Registered Nurse. A strong clinical background, ability to communicate with diverse populations, and keeping current in technology are critical components for her success in this field. She



summarizes the qualifications for her position, "you need to have a clinical background (a nurse has a good understanding of hospital processes), a functional understanding of IT, ability to trouble-shoot situations, ability to 'sell' the application, and like to teach."

One suggestion to learn more about this field is to look up "clinical informatics" on job boards. It is also recommended to carefully research university programs and curricula. As this is a new field, schools may still be developing programs that combine nursing and health information technology. Ms. Garner further suggests exploring the systems clinics are using while completing internships and conducting informational interviews with those in the field as "...there is no substitution for experience."

*To read the full interview with Jeri Garner, be sure to visit [www.mi-mcda.org](http://www.mi-mcda.org).*

## Career and Academic Counseling at the University of Michigan-Flint with Genesee Early College Students

By Kelly Miller MA, LLPC

The University of Michigan-Flint welcomed the first class of Genesee Early College (GEC) students in September 2007. GEC, an alternative traditional high school, is run by the Genesee Intermediate School District (GISD) in partnership with the University of Michigan-Flint (UM-Flint), Flint's six main medical facilities, the Genesee Area Skill Center, and the Greater Flint Health Coalition. The five-year high school, contained on the Flint campus of the University of Michigan, was designed to prepare students for careers and

career exploration in the health care industry. GEC is open for application by students that live in Genesee County. Noted on the GEC website, the early college not only addresses Governor Granholm's interest in high school reform but also addresses the Cherry Commission's recommendations on increasing dual enrollment and early college experiences in Michigan.

GEC and UM-Flint formally admitted 45 students in Fall 2007 for progression in an 11<sup>th</sup> grade high school cur-

riculum as well as dual-enrollment in an average of 9-10 credits in each fall and winter semester at UM-Flint. Each academic year will bring a new group of GEC students until fully enrolled at each grade level 9<sup>th</sup>-13<sup>th</sup>. Upon successful completion of the 13<sup>th</sup> high school year, students will receive a high school diploma as well as up to 60 transferable college credits towards an undergraduate degree. In addition to being fully immersed in academically rigorous programs at UM-Flint, students take full

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## New MCDA Programming - continued

### Potential Workshop Audiences

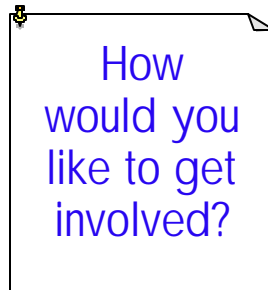
These career planning and development workshops would be delivered to a variety of audience groups such as those listed below. Please review this list and let us know which of these audience groups would have the greatest interest in and/or receive the most benefit from these workshops.

- K-12 administrators, teachers and/or counselors
- K-12 students and/or parents
- Vocational/Technical administrators, teachers and/or counselors
- Vocational/Technical students and/or parents
- University/College administrators, professors and/or counselors
- University/College students and/or parents
- Government agency leaders, administrators and/or employees
- Business and industry leaders, managers and/or employees
- Community service organization leaders, administrators and/or employees
- Civic organization leaders and/or members
- Professional association leaders and/or members
- Religious organization (churches, etc.) leaders and/or members
- Others (please list)

### Potential Workshop Topics/Sessions

A broad variety of topics are being considered for these workshops. Some of these topics would be delivered as "stand alone" single topic workshop sessions and some workshop sessions would include multiple topics. The specific topics selected for delivery would be dependant upon the audience, the available time, etc. Please review this list and let us know which topics would generate the greatest interest and/or provide the most benefit and for which audience.

- What is career planning?
- What is career development?
- How are they similar? Different?
- Why is career planning and development important across the lifespan?
- How is career planning and development different from academic planning and/or advising?
- How is career planning and development different from job search planning?
- What is the global world of work?
- What competencies and skills does the global world of work require?



- How can one compete successfully in the global world of work?
- What is the cost associated with effective versus ineffective career planning and development? For the individual? For the organization?
- How is a career plan created?
- What actions/steps are included in the career planning process?
- How are career plan goals, responsibilities and timing established?
- Who is included in the career planning process?
- What tools and techniques are used in the career planning process?
- What is the role of assessment in the career planning process?
- How is a development plan created?
- What actions/steps are included in the development planning process?
- How are development plan goals, responsibilities and timing established?
- Who is included in the development planning process?
  - What tools and techniques are used in the development planning process?
  - What is the role of assessment in the development planning process?
  - What is academic planning and advising and how does it relate to the career planning and development process?
  - What is financial planning and how does it relate to the career planning and development process?
- How often do you update and revise career and development plans?
- How do you develop an effective resume? Paper? Electronic?
- How do you develop an effective portfolio? Paper? Electronic?
- How do you interview effectively? One-on-one? One-on-group? Group on group? In person? Telephone? Videoconference? Behavior Based?
- Others (please list)

**Again, we need your help!** Please provide us with your ideas and feedback for these workshops and let us know how you would like to get involved by answering the following questions.

- Which audience group(s) would have the most interest in and benefit from one or more of these career planning and development workshops?

– continued from page 4

- Which topics do you think this specific audience group(s) would be most interested in and benefit from?
- Would you be willing to help us design the specific content for one or more of these workshops? If so, which topic(s) are you interested in and what is your expertise in this area?
- Would you be willing to plan, schedule, coordinate and/or deliver one or more of these workshops? If so, please list the potential audience, location, topics and timing? Please Note: These workshops would provide an excellent opportunity for professional training and development for anyone involved in providing career planning and development programs and services.

Please send your responses, ideas, input and contact information to:

**Marsha Boettger at Boe1951@aol.com**

Thanks in advance for your help with this exciting new project.

*Career and Academic Counseling - continued from page 2*

advantage of all that the university has to offer including free tutoring, participation in student clubs and organizations, as well as access to university services such as the library, recreation center, academic advising and career counseling.

The Academic Advising, Career, and New Student Programs Center at the University works closely with GEC students from 11<sup>th</sup> grade through high school graduation and beyond on all facets of placement testing, academic advising, and career counseling. Students are required to meet one-on-one with an academic advisor/career counselor twice per semester. Those meetings not only serve as academic check points on progress with UM-Flint courses but also career check points as students begin to more clearly define selected career tracks. In addition to individual career counseling, GEC students also gain invaluable experience in health-related internships, volunteer opportunities, work shadowing, and health-related career exploration courses taught at local hospitals by professionals in the health care industry.

Once at full capacity, GEC will have five grades progressing through the high school (9<sup>th</sup>-13<sup>th</sup>) with an enrollment of 50-100 in each grade. Generally students will not begin taking courses at the collegiate level until grade 11 with an average yearly credit accumulation of 20 credits (thus culminating in 60 transferable college credits upon high school graduation). University tuition, fees, and book expenses are paid by GISD.

More information on this incredible opportunity can be found on the GEC website at: [www.geneseearlycollege.org](http://www.geneseearlycollege.org) Aimi Moss, Director, Academic Advising, Career, and New Student Programs Center

**MARCH 2 SUCCESS.COM**

By Sara Horace

As students prepare for the upcoming Michigan Merit Exam and their future, March 2 Success is a resource that educators may use to assist students/clients in test taking strategies, review, and improve performance in science, math and English skills. The information below is a brief overview of the March 2 Success program.

**What is March 2 Success?**

March 2 Success is a free, on-line test preparation, self-paced program that can help to improve performance on standardized tests by improving math, science, and English skills. It is a collaborative effort between Peterson's, Educational Options, Inc., and sponsored by the United States Army.

March 2 Success content selection includes:

- Comprehensive English (Language usage, Reading, Writing)
- Integrated Math (Basic Math, Algebra, Geometry, Statistics)
- Integrated Science (Earth Science, Biology, Chemistry, Physics)
- High School Preparation (High School entry assessment and preparation, with an intro-

ductory Study Skills course, and classes in Language Arts, Math and Science)

- ACT Program (ACT preparation, on-line practice test with performance feedback)
- SAT Program (SAT preparation, SAT Quiz Bank, on-line SAT writing workshop, on-line practice with performance feedback)
- Interactive Flashcards (20 decks of verbal flashcards and 5 decks of math flashcards containing interactive exercise and quiz banks that reinforce learned concepts)
- Zero Hour Threat (An interactive action game designed to increase ACT/SAT test scores as well as enhance general mathematics and vocabulary skills.)

**Audience:**

March 2 Success is for individuals age 13 and older. Students, parents, educators, and administrators can log on and see a demonstration of the

various courses. A Spanish Program Overview is available.

**Enrollment:**

Register at [www.march2success.com](http://www.march2success.com). Registration is valid for 45 days with a renewal option.

**Cost of March 2 Success:**

March 2 Success is free. There is no obligation. If an individual chooses to be contacted by an Army Recruiter, they may designate this option during the registration.

**Availability of March 2 Success:**

March 2 Success is available 24 hours a day 7 days a week for the client/student's convenience. Web-site: [www.march2success.com](http://www.march2success.com)

**March 2 Success Presentation:** Contact your local Army Recruiter or Sara.Horace@usarec.army.mil.

Information: U. S. Army, "March 2 Success Brochure", PPI 125, April 2008



## Veterans Benefits and Services

By Mary Skalsky

On Tuesday, May 20, 2008, the MCDA Executive Board welcomed guest speaker Richard Kryza, the State Veterans Coordinator. Richard was invited to speak to our board about TAP: Transition Assistance Program. TAP was established to offer job search assistance and related services to separating service members during their period of transition into civilian life. TAP is a partnership among the Departments of Labor, Defense, Homeland Security, and Veterans Affairs. It is designed to provide employment and training information to armed forces members and their eligible spouses within one year of their separation or two years of their retirement from the military. The Transition Assistance Program consists of comprehensive three-day workshops at selected military installations world-

wide. TAP was created in 1990.

Workshop attendees learn about job searches, career decision-making, current occupational and labor market conditions, resume and cover letter preparation, and interviewing techniques. Participants are also provided with an evaluation of their employability relative to the job market and receive information on the most current veterans' benefits.

Service members leaving the military with a service-connected disability are offered the Disabled Transition Assistance Program (DTAP) from the Veterans Affairs representatives. DTAP includes the normal three-day TAP workshop plus additional hours of individual instruction to help determine

job readiness and address the special needs of veterans with disabilities.

Richard informed us that there are 20,000 guard and reserves that have served in the Middle East. Many military have actually served within United States soil. So far 30,000 veterans have been placed in jobs through cooperation with Michigan Works offices. Veterans are given priority at Michigan Works offices, and helped to qualify for the Works First Program. Through the GI Bill, about 2,000 veterans are attending college after their military separation. Richard provided attendees with a booklet titled, "Veterans Benefits and Services – for Michigan Veterans who Served in the Military." The booklet provides a lot of resources for veterans.

Mr. Kryza informed us about the injuries soldiers are returning home with. Post Traumatic Stress Disability (PTSD) is really not the issue. Based on being in the desert and the way sound echoes there, soldiers are actually returning with brain injuries. A prescription for Zoloft with talk therapy, cannot address the unique brain injuries soldiers are sustaining.

MCDA Executive Board Members wanted to meet and speak with Richard, because we believed veterans were an underserved population. Based on our meeting, Richard was invited to be on our Executive Board, and he accepted and looks forward to collaborating with MCDA. Together we are looking at ways that MCDA can join in and support veterans. If you are interested in being part of this support please contact Interim MCDA President, Mary Skalsky at mskalsky@sanilac.k12.mi.us.

## News From NCD

This past February NCD members voted in a new Midwest Trustee. The role of trustees on the NCD Board of Directors is as source of information about career development activities nationally, and as a liaison and support for state associations. Brian Taber served as Program Chair for the 2007 Global Conference and is Assistant Professor of Counseling & Coordinator, Advanced Career Counseling Specialization in the Department of Counseling at Oakland University.

### **Brian Taber (2008-2011) Midwest Region Trustee**

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This summer's conference, titled "Public Policy & Advocacy: Finding Our Voice and Making It Heard" was held in Washington,

DC and prompted NCD to propose a legislative agenda to promote career development. The following is what the General Assembly voted.

### **National Career Development Association 2008 Legislative Agenda**

Worker Employability (Sustainability and Resiliency): To prepare the nation's citizenry for the dynamic nature of the ever-changing and turbulent world of work and to bolster the government's efforts to train a competitive workforce that is well-equipped to compete in a global economy and meet the demands of employers, the National Career Development Association urges Congress to extend the roles and responsibilities of the nation's *education and workforce development systems (community colleges, One Stop Career Centers)* beyond a singular focus on employment (i.e., measuring the numbers of persons *trained and employed*) to an increased emphasis on individual worker sustainability and resiliency (i.e., measuring

increases in long-term, personal employability *success*).

Individual Career Plans: To curb the nation's alarming school dropout problem and significantly increase the career readiness of America's youth—particularly in relation to high-growth, high-demand industries (e.g., the STEM disciplines)—the National Career Development Association urges Congress to develop policies and fund relevant, evidence-based career development and education programs that help students internalize the connection between school and work, preparing them for a lifetime of successful work and education. We further call for the implementation of a system by which every young person has an Individual Career Development Plan in place prior to enrollment in high school, which will be completed and updated annually with the assistance of a certified/licensed career development practitioner (including school counselors, career development facilitators, licensed professional counselors, etc.).

Practitioner Preparation: To ensure that individuals receiving career counseling and development support are provided with the highest quality services, it is essential that licensed career development practitioners are adequately prepared to work with their clients/students (including special populations and individuals facing multiple barriers to employment), providing them with the most relevant, timely, and meaningful support. As such, the National Career Development Association urges Congress to fund the pre-service and in-service training of career development practitioners to make certain that they have the requisite knowledge, skills, and abilities to effectively support the career development and lifelong learning of their students/clients, including the *use of computerized career information systems for development of*

## Inspire Your Career, Develop Your Dreams

By Mary Skalsky

### Career Development – Personal Success and Happiness

Each year National Career Development Association (NCDA) sponsors a contest called the Poster and Poetry Contest. The month of the celebration is November. A week is selected and a specific day to focus on career development. **November 2008 will be the 43<sup>rd</sup> such celebration.** This year November 17-21 is National Career Development Week, and November 19 is National Career Development Day. The week and the day are designed to highlight the importance of life-long career development and the personal empowerment of all people. Events and activities should be planned to help examine lives, careers, and the alternatives available to increase everyone's personal success and happiness.

It sounds simple enough, right?

However, the Executive Board of Michigan Career Development Association (MCDA) has taken the position that most people really do not understand "the process" of career development. It is the goal of MCDA to present around the state of Michigan to teach people about the process of career development and why it is so important. It rather goes hand-in-hand with legislation being introduced in the state of Michigan to teach basic financial planning and money management as a math course requirement. We assume that students and adults will learn these processes without really teaching them. Clearly based on how American's have wracked up debt, most of us don't understand how to manage our money. **We at MCDA believe most people don't understand the process of career development, that if done correctly can lead to personal success and happiness.** Too many people are in jobs, careers even, that are not satisfying or fulfilling to them.



As an employee and graduate student at Oakland University I remember receiving a yearly calendar that had each month a poster or poetry entry from Michigan's contest. It was a great way to showcase the work that contestants submitted to this contest. In Spring 2000 I became the Elementary/Secondary Representative on the MCDA Executive Board. Through that volunteer position, I elected to resurrect the National Career Development Association's Poster and Poetry Contest in the state of Michigan. With financing through MCDA we have hosted several contests in the state of Michigan. Only first place winners in the state of Michigan go on to be entries in the national (NCDA) contest. As coordinator, I am proud of our state's participation. Results for the Annual NCDA Month Poster and Poetry Contest are as follows:

- 2001-2002 36<sup>th</sup> *Career Development Over The Lifespan - Selected 7 state winners*
- 2002-2003 37<sup>th</sup> *Celebrating Excellence in Career Development: Past, Present and Future* Sub-theme: *Celebrating My Favorite Career - Selected 8 state winners; 3 of those won nationally*
- 2003-2004 38<sup>th</sup> *It's Not Just My Job, It's My Career! - Selected 17 state winners; 4 of those won nationally*
- 2004-2005 39<sup>th</sup> *My Career: Imagine the Possibilities! - Selected 16 state winners; 2 of those won nationally*
- 2006-2007 41<sup>st</sup> *One World, Many Cultures, Many Careers - Selected 4 state winners; 1 national 1<sup>st</sup> place in the Middle Division (6-8 age)*
- 2006-2007 42<sup>nd</sup> *Find Your Voice: Change Your World - Selected 10 state winners; 2 national winners – 1<sup>st</sup> place Senior Poetry and 1<sup>st</sup> place Open Adult in Traditional Poster*

Look at the themes each year of the contest. If your classroom works to create a poster or poetry entry; students are focused on "the theme" of the contest and hopefully are thinking about a dream they

have for their life. I believe this contest is a direct connection to having a satisfying life. Usually school counselors are asked to come into classrooms and teach career development as a curriculum. School counselors help students select the courses they must enroll in to earn their high school diploma, but they also help guide students into elective courses that fit their dreams and aspirations after high school. These courses should help students find out if they really enjoy a subject and to determine if they have any talent or skill in this area. In rural schools those elective classes are limited because there just aren't enough teachers certified to teach various subjects. In larger metropolitan schools, there are typically more elective courses; more subjects students can experience to see if they have an interest. Career Technical Education (CTE) is also a great way to experience an occupation or subject using a different contextual learning style. Often that Computer Aided Design (CAD) class, or Network Administration class, or Auto Services class, can become a career focus for a student.

**Please join MCDA in creating interest in our state's NCDA Poster and Poetry Contest.** This contest is not just for students in our K12 educational system. There are categories for Adult Student (18 and older enrolled in school) and Open Adult (18 and older not enrolled in school, such as student teachers, parents and professionals). **EVERYONE can participate in this contest.** Everyone can use the theme of the contest to dream about their life, AND if you are a winner in Michigan, we give money prizes: \$100 for first place, \$75 for second place, \$50 for third place. Only first place entries become Michigan entries to the national contest. Winners at the national NCDA level receive a framed certificate and a special congratulations gift.

## ***2008-2009 Calendar of Events***

September 9, 2008 MCDA Board Meeting, Farmington Hills, MI [www.mi-mcda.org](http://www.mi-mcda.org)

October 10-12, 2008 Michigan Counseling Association Conference, Dearborn, MI [www.michigancounselingassociation.com](http://www.michigancounselingassociation.com)

October 19-21, 2008 Michigan College Personnel Association Annual Conference, Ypsilanti, MI [www.mcpaweb.org](http://www.mcpaweb.org)

October 26-28, 2008 Midwest Cooperative Education & Internship Association, Detroit, MI [www.mceia.org](http://www.mceia.org)

November 2008 National Career Development **Month** [www.ncda.org](http://www.ncda.org) and [www.mi-mcda.org](http://www.mi-mcda.org)

November 7, 2008 Michigan Collegiate Job Fair, Burton Manor, Livonia, MI [www.mcjf.org](http://www.mcjf.org)

November 17-21, 2008 National Career Development **Week**

November 19, 2008 National Career Development **Day**

January 26-28, 2009 Careers Conference 2009, Madison, WI [www.cew.wisc.edu/careers](http://www.cew.wisc.edu/careers)

July 1-3, 2009 National Career Development Association Global Conference, St. Louis, MO [www.ncda.org](http://www.ncda.org)

November 19-21, 2009 The International Careers Conference, Wellington, New Zealand [www.careers.govt.nz/conference2009](http://www.careers.govt.nz/conference2009)

Do you know of a career event that would benefit Michigan career professionals and their clients? To submit a career related event, email [akienast@miat.edu](mailto:akienast@miat.edu) and enter MCDA event list in subject line.



*c/o Amy Kienast , 564 Thornhill Ct. Belleville, MI 48111*

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