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President's Corner

Dear MCDA Friends,

I hope this message finds you happy and healthy as we have entered a new year. Reflecting on the MCDA year, we have a lot to be proud of and a lot to look forward to in 2016. An end of December email letter to members wishing "A MCDA Happy New Year" highlighted these accomplishments. Much of the work done by our greatly appreciated volunteers is behind the scenes, and I wish I could name everyone with his or her contributions.

We will be conducting a MCDA Strategic Planning process early this year under the guidance of Jeff Allen and support of MCDA President-Elect Kim Marrone. To help shape MCDA's future, we will need your input. Please note there will be focus groups and a membership survey scheduled in the near future.



President's Corner *CONTINUED*

MCDA Board Member, Past President, and 2013 Jules Kerlan Award recipient Irene Rossman passionately planned and organized these events. As you may know, we lost our dear friend to lung cancer on December 15. In partnership with Irene's employer, Career Partners International (CPI) Twin Cities, we are establishing a MCDA scholarship in her name.



If you would like to contribute, memorials may be sent to:

MCDA, Irene Rossman Scholarship Fund, 19263 — 81st Place North, Maple Grove, MN 55311.

Our MCDA Round Tables Early in 2016

Special thanks go to David Peebles for stepping forward to serve as interim organizer of the events, along with our new Round Tables coordinator, Megan Meuli, who worked in the past with Irene at CPI. We invite you to consider attending:

Wed., 3/23 - Megan Meuli and Paulette Henderson, at Adler Graduate School in Minneapolis, will present a topic related to generation accommodation. *See page 5 for details.*

Wed., 5/18 - Bev Lutz of the Lighthouse Group, and Adler Graduate School faculty, will present a topic on career counseling at Northside Achievement Zone in Minneapolis.

If you're looking for ways to get involved, please feel free to contact me at victorm@umn.edu. I know by working together we will continue to make MCDA work better for you.

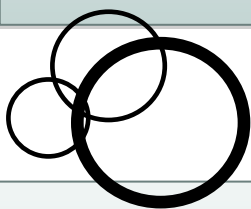
— Vic Massaglia
MCDA President, 2015-2016



MCDA Mentor Program

We have had a very involved and successful program under the leadership of Jim Fridley and Andrea Mayer. Join us in welcoming Kim Bartels to the planning committee.

Seeking your participation! Information on next year's mentorship program will be available at the 2016 Minnesota Careers Conference.



Minnesota Careers Conference 2016

Registration Coming Soon!

EVENT DATE: April 28 - 29, 2016

CONFERENCE LOCATION:

Normandale Community College:

**Partnership Center located at
9700 France Avenue South,
Bloomington, MN 55431**

More information available [here](#):

MCDA.net/events/spring-conference/



**Join us on April 29 for our
keynote featuring Amy
Lindgren, a national
syndicated columnist on
"Working Strategies".**

Thanks go out to all who are serving on the conference planning committee for their dedication to arrange another exciting annual event.

MCDA's Winter Event 2016 is presented by the Diversity and Inclusion Committee

**The Future Starts Today:
Preparing for a Diverse Workforce
by Cecilia and Malissa Stanton Adams**

Register Today!

WINTER EVENT DATE: Attend on Friday,
March 11, 2016 from 1:00 p.m. – 4:00 p.m.

LOCATION:

**Southdale Library: Full Meeting Room
at 7001 York Ave. S., Edina, MN 55435**

Member Cost = \$25.00

Non- Member Cost = \$35.00

[Register Here](#)

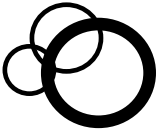
CEUs: 2.75 Available to Earn

According to the Bureau of Labor Statistics African Americans, Latinos, Asians, and women are expected to comprise 70% of the U. S. workforce by 2016. Our increasingly diverse workforce also represents five generations who all perceive the world of work through a different lens. In addition, globalization continues to shrink boundaries while simultaneously widening the digital divide.

In forecasting the future of diversity in this workshop, Cecilia and Melissa Adams will discuss how career development professionals can prepare their students and clients for the changing workplace. Pulling from their experiences as entrepreneurs and educators they will challenge participants to imagine new approaches to career development. Participants will learn how to adapt to an increasingly changing environment and stay attuned to the factors that impact those preparing to enter or re-enter the workforce.



Cecilia Stanton Adams is a visionary leader with more than 15 years as a strategic diversity expert. Through her consulting work she offers innovative approaches to strengthening career and leadership development efforts. Ms. Adams provides proven for building the skills needed in the 21st century. She is most noted for her ability to foster paradigm shifts, change behavior and empower individuals, teams and communities.



Malissa Stanton Adams currently serves as COO for Stanton Adams Learning Institute, Case Coordinator at Simpson Housing and volunteers for the Sexual Violence Center. She brings over 15 years of experience in entrepreneurship, business management and coaching. Ms. Adams has successfully planned and directed the business operations of public and private organizations. She offers consulting services in the areas of multicultural marketing, organization development, along with product development.



Bylaws Review & Changes in 2015

In 2015, a comprehensive review and revision of the MCDA bylaws was accomplished by members of the Board of Trustees, and an approval vote by MCDA members resulted in the following changes.

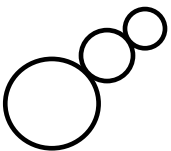
- Revised wording throughout the document to engage members as much as possible
- Number of board members from 15 to 12 members
- Terms of service changed for board members from three years to two years
- Added "Diversity and Inclusion," "Strategic Planning," and "Technology" committees
- Clarified several existing bylaws activities, such as the election and voting process, board management, and other procedures
- Bylaws now include an annual financial audit

We would like to thank all who served on the bylaws committee for their tireless efforts: Nancy Fraasch, Susan Larson, Andrea Mayer, and Sally Power.

Fall Event Photos November of 2015

**Did you miss
this event?**

**Be sure to come to
and benefit from
March's topic.**

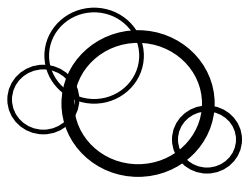


Revisiting our MCDA History

Back in 1997, a former Board leader of MCDA named Jim Wolff shared with board members a list of "Past Practices" for MCDA. One of these practices related to the need for a member to be designated as a "historian" for the organization. Having volunteered for that role, it became evident to us all that many past and present members of MCDA probably have notes, files, computer discs/files, photographs, and other materials just lying around their respective homes and/or offices.

Having had various names over the past, MCDA was first organized in 1920 as a branch of the National Vocational Guidance Association, known as the Minneapolis VGA. Other names were Twin Cities Vocational Guidance Association and then to the Minnesota Vocational Guidance Association, the organization was formally incorporated in 1944. The organization received its state charter in 1971. That's a lot of years of information that we need to continue to honor. We have some information, but we also have a lot of holes that need to be filled.

Barb Krantz-Taylor and I spent months in retrieving information and organizing them into files, and our efforts resulted in a good start. However, we need to, as an organization, do more. I was historian for approximately 10 years and now have an interest in taking another shot at it.



Thanks for helping out!

Dean R. DeGroot

dean@innerviewconsulting.com
or deanrdegroot@gmail.com

(612) 789-9596

Dean is a Past President, former Board of Trustees member, and recipient of the MCDA Marty Dockman Merit Award in 2003, along with the Jules Kerlan Outstanding Achievement Award in 2015.

If you would like to free yourself of these past memories (and have a bit more space), please send items to me and I will organize them.

Perhaps you know someone who was long involved in the organization and they have a treasure-trove just gathering dust in their office/home. **Ask them if they have a desire to get rid of any of this history.** In either case, please send either originals or copies.

Information requested includes:

Meeting Notes

Conference handouts or brochures

Budget Reports

President's Reports

Recollections, Memories, Personals Photos/Slides/News clippings

Secretary's Notes

Communiqué's/Newsletters, ETC.!!

I can also meet you anywhere to pick up boxes or files and sort information accordingly. You can contact me below in whatever fashion works for you.



**March's MCDA Round Table will be hosted by
Megan Meuli, M.A. and Paulette Henderson
on the topic of Generation Accommodation**

**Join fellow members and interested others on
Wednesday, March 23 from 6:00 p.m. – 8:00 p.m.
If you plan to attend, send an RSVP to MeganMeuli@Gmail.com.**

LOCATION:

**Adler Graduate School: Room 232
1550 East 78th Street
Richfield, MN 55423**

Pizza will be served.

Welcome a contribution of \$5.00.

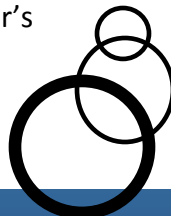
Children born between 1995 to present have been coined Generation Z and will begin entering the workforce in the next five years. **Megan Meuli and Paulette Henderson will present on this new generation of workers who are already causing a massive shift from the perception of the "Me Generation" to the "We Generation" by their need for individualized accommodation within the U.S. school systems.** Communities and corporations are either choosing to protect the needs of vulnerable children for the good of these children, for increase in market share, or are being forced to adapt due to legal implications.

Based on the statistically significant increase in the creation and usage of Section 504 and IBD plans over the past ten years, we can say that never before in history have so many children been assessed, labeled, diagnosed, treated, and accommodated with individualized treatment.

Details on the various generational trends and their implications on the workforce will be presented. This session will serve as an interactive think tank by requesting audience input to generate approaches to the dilemmas posed by these current accommodations to individuals diagnosed with ADHD, ASD, addictions, allergies and anaphylaxis, anxiety, and a host of other conditions and challenges.

Megan Meuli (mi-lee) received her Master's degree in counseling from St. Mary's University of Minnesota and currently teaches online career development courses at Adler Graduate School.

Paulette Henderson is in her encore career as a counselor at Vision Loss Resources and is finishing her Master's degree at Adler Graduate School. She worked in newspaper journalism for three decades, the last half at the Star Tribune.



**Look for More Frequent
Newsletters from MCDA!**

Seeking your participation! Would you like to contribute to our next issue in March of 2016? Have other questions? Contact Editors from the Board's Communications Committee, Jessica Ayub and Bushra Rizvi, at MinnCareerDevelopment@Gmail.com

**SPECIAL
ANNOUNCEMENT**



Now Seeking Volunteers for the 2016 Forum on Workplace Inclusion Conference

**We are seeking volunteers to provide career coaching,
critique résumés and conduct mock interviews**

This conference is expected to attract more than 1,200 attendees and over 200 corporate and academic exhibitors. We anticipate 800 candidates and 50 exhibitors at the Career Fair. In 2015, 50 coaches delivered services to college students, veterans, professionals and executives.



LOCATION:

**The Career Services Center open
March 29 and 30 at the
Minneapolis Convention Center
301 2nd Ave S, Minneapolis, MN 55403**

**To volunteer as a coach or for additional information on coach opportunities and benefits,
please contact mcfcareers@stthomas.edu or call Rose Mary at 312-437-6644.**

To learn more about the Career Services Center, Career Fair and the conference click on the following links:

Career Service Center: <https://www.stthomas.edu/workplaceforum/career-services-center/>

Career Fair: <https://www.stthomas.edu/workplaceforum/career-fair-candidates/>

Conference Details: <https://www.stthomas.edu/workplaceforum/>

**Thank you to
last year's MCDA
members who
contributed!**

INDIVIDUAL VOLUNTEER BENEFITS

- Half-day career experts who volunteer will be provided breakfast, and/or lunch and/or refreshments, parking and access to the Career Fair and Resource Expo.
- Career experts who volunteer a full day to 11 hours will also have one-day access to FWI Conference workshops and networking events.
- Career experts who volunteer 11 or more hours will also have two-day access to FWI Conference workshops and networking events.
- All career experts may prepare a one-page handout with resume or job search tips and their business contact information for distribution.