

Tuesday, May 15





9:00AM		Bus leaves Wenjin Hotel for 798 Art District
10:00AM		798 Art District Tour
14:00PM		Tour of Tsinghua University Career Center and Museum Tour of NEDP Office
14:00PM		Professional Development Institute: Career Counselling Processes and Procedures: An Action Framework by <i>Dr. Richard Young</i> Clients often come to career counselling looking for direction, meaning and understanding in their lives. This experiential PDI presents an approach to counselling that seeks to assist clients by helping them identify and facilitate their goal-directed action and projects. You can expect to learn the fundamentals of the action-project method and be introduced to a short-term intervention that can be integrated into your current practice. Your knowledge of the principles behind this approach, how projects can be identified and developed in counselling, and specific counselling interventions for facilitating your clients' projects will be facilitated through interactive presentations, demonstrations, and practice.
17:00 PM		Pre-conference meet-up at Heaven Café




Wednesday, May 16

Morning



7:30 AM		Registration, Coffee & Tea Silent Auction Donations accepted and cataloged
9:30 AM		Welcome to Tsinghua and Conference by <i>Dr. Leili Jin and APCDA President Dr Brian Hutchison</i>
10:00AM	211	Taoist Philosophy and Decision-Making by <i>Dr Hong Li</i> Empirical research assumes that it is objectively possible to identify a best decision. In contrast, Taoist philosophy views the world as an ever-changing dialectic where both sides are equally valuable. According to Taoist philosophy, an objective best cannot exist. To scientifically find out which position better describes reality, Dr. Li has conducted a number of studies using decision-makers who believe in an objective best and try to maximize their decisions. She has learned that they inevitably become disappointed and discouraged. This is called the maximization paradox. By using the scientific method to compare some widely held assumptions to tenets of Taoist philosophy, Dr. Li has found some fascinating answers which have direct application to career decision-making and counseling.
		 Professor Hong Li , Ph D, is a Professor in the Department of Psychology at Tsinghua University. She focuses on decision-making and emotions. She has read Taoist philosophy for the past 20 years and struggled to relate it to her scientific training.
11:00AM		Coffee Break
		Breakout Session 1
11:20AM	221	Exploring Popular Media Influences on Career Development: Cultural, Family and Generational Perspectives by <i>Barbara Suddarth, David Reile</i>

		The presenters will use video and personal reflections to explore the influences of television and pop culture role models on career choice in the U.S. over the past four decades. Participants will be invited to consider media and cultural influences on career development within their own countries/cultures, both now and when they were coming of age. Subsequent discussion will focus on how these influences filter across gender, generational, socioeconomic, and family differences.
		 <p>Dr Barbara Suddarth is a licensed psychologist, practicing psychotherapist, and National Career Development Association (NCDA) Fellow who is passionate about career development. She is co-author of NCDA's Career Development Facilitator (CDF) curriculum and contributed to the creation of the Career Development Advisor (CDA) program for Nippon Manpower in Japan. Along with her husband, David Reile, she owns and operates a small consulting firm that provides comprehensive career services to federal government and non-profit organizations. An advocate of career development for underserved populations, she has offered non-profit training and consulting services in India, Kenya, and the U.S.</p>
		<p>Dr. David Reile is a licensed psychologist and Certified Career Counselor, serving as Past President of the NCDA. David is co-author of NCDA's Career Development Facilitator (CDF) curriculum and helped to customize this training for the National Institute of Corrections as the Offender Workforce Development Specialist (OWDS) curriculum. In addition to his role as Managing Director of the Career Development Alliance, David works as a 2ounselor, consultant, trainer, curriculum writer, and executive coach. He also serves on several non-profit boards as an advocate of value-based education and is a founding member and international sponsor of the India Career Development Association (ICDA).</p> 
11:20 AM	222	<p>My life is now over the ocean, my folks are now over the sea – a practitioner's view of international students' career choices. <i>By Agnes Banyasz</i></p> <p>International students and graduates occupy an important role in Australian universities' student body as well as amongst graduate job seekers. Through a 360 degree perspective of nearly 30 years' professional practice, and using case studies of broad relevance well beyond Australia, participants in this presentation will investigate the milestones of the career/life planning and decision making students go through before and after graduation, in pursuit of their and their families' goals and aspirations, and discuss the responsibilities and skill set requirements of the career advisor in this process.</p>
		 <p>Agnes Banyasz is a career strategist and intercultural communications coach with 30 years' experience that spans industries and continents. For 10 years she managed the first faculty based careers centre at the University of Melbourne that offered customised career services to business students and alumni. She is a CICA accredited Certified Leading Professional, maintains memberships to key professional associations and has participated in conferences all over world. This connectedness to local and international best practice allows her to build strong and rewarding relationships with clients. Outside work, Agnes likes to swim, walk, be with family, watch movies and listen to jazz.</p>
11:20AM	223	<p>Multiple predictors of career adaptability among private university students in Hong Kong <i>by Qiuping JIN, Raysen Cheung</i></p> <p>The presentation focused on a cross sectional study that examined multiple predictors of career adaptability among 633 final year students from 5 private universities in Hong Kong. Results suggested that beyond the most well established personality traits, academic achievement, career relational support and career exploration were also significant predictor of career adaptability among university students. Students' major of study, past internship experience and parental education level, however, did not predict</p>





		career adaptability. Implications of the finding for theory building and practice would also be discussed.
		 <p>Qiuping JIN is currently a PhD student in the Department of Applied Social Sciences of City University of Hong Kong. She earned her bachelor degree from Peking University in Beijing, China. Her current research focus is on vocational identity development of college students in China. She has also taken part in several research projects of career development and intervention evaluation in the university settings. She has presented some of her work in international conferences as such the International Congress of Applied Psychology.</p>
		<p>Raysen Cheung is Associate Professor in the Department of Counselling and Psychology of Hong Kong Shue Yan University. He obtained his PhD in Vocational Psychology from Loughborough University in England, and had served as a university counsellor specializing in career guidance and counselling in Hong Kong for over 13 years. Currently, he is researching and teaching in areas of career development, employability and professional counselling. He is a Registered Counselling Psychologist and a Registered Industrial-Organizational Psychologist of the Hong Kong Psychological Society, as well as an Associate Fellow of the Hong Kong Professional Counselling Association.</p> 
11:20AM	224	<p>Two-Eyed Seeing as a Framework for Incorporating Indigenous Knowledge into Career Counselling Practice and Career Counsellor Education in Canada and across the Asia Pacific Region by <i>José F. Domene , Jenny Rowett</i></p> <p>In this presentation, we will discuss issues related to integrating indigenous knowledge systems into contemporary career counselling practice and training, using the situation in Canada as a case example, using the concept of "Etuaptmuk" (Two-Eyed Seeing). We also provide examples of career interventions that embody the principles of etuaptmuk and propose ways to incorporate indigenous knowledge into career counsellor education programs. Finally, in the interactive portion of this presentation, we invite audience members to share experiences and ideas for how to integrate concepts from their own cultural backgrounds into career counselling practice/education in their own countries.</p>
		 <p>José F. Domene, PhD, Lpsych is a Professor and Canada Research Chair in School-to-Work Transition at the University of New Brunswick, where he teaches and supervises students in the Med counselling program. His areas of research interest include (a) relational contexts of career development, (b) emerging adults' transition into the workforce, and (c) professional issues in counselling in Canada, including career counselling practice and education. He has published over 50 journal articles and book chapters on these topics. For more information, see: http://www.unb.ca/fredericton/education/people/josedomene.html</p>
		<p>Jenny Rowett, Med, CCC-S is the President-Elect of the Canadian Counselling and Psychotherapy Association and a Licensed Counselling Therapist, doctoral student and instructor at the University of New Brunswick. She is a clinical supervisor for students during their practicums, and for counselling professionals in her private practice. Her research interests include the integration of traditional knowledge systems and practices with Western approaches to counselling and counsellor education.</p> 
11:20AM	225	<p>Highlights from ICCDPP's 2017 International Symposium: A Global Perspective and Discussion by <i>Hsiu-Lan Tien, Raza Abbas, Roberta Neault, Sungsik Ahn, Sing Chee Wong</i></p>




	<p>Internationally, career development is at a crossroads, where relevance meets impact. In June 2017, delegates from 20+ countries discussed this theme at the 8th International Symposium on Career Development and Public Policy in Seoul, Korea. The symposium offered a unique opportunity to facilitate connections and shared learning amongst career development leaders, researchers, and policy influencers from across the world. The APCDA Team and others who attended ICCDPP will explain concepts discussed and action steps for APCDA.</p>
	 <p>Dr Hsiu-Lan Shelley Tien received her Ph.D. in Counselor Education from the University of Iowa in 1993. She is a professor and Department Chair at the Department of Educational Psychology and Counseling at the National Taiwan Normal University. She was a Fulbright visiting scholar at the Department of Psychology at the University of Maryland (2005-6; 2011-2012). Her current areas of interest are career counseling and studies of vocational behavior, training of counseling skills, working with dreams, and qualitative research. She is also a licensed counseling psychologist in Taipei, Taiwan. She has served as the director of Counseling Center and Vice director of Student Personnel Services at the National Taiwan Normal University (2013.8.1 – 2016.7.31). She also served as the president of Taiwan Career Development and Consultation Association (TCDCA), past president of Taipei Counseling Psychologist Association, and past president of the Asia Pacific Career Development Association. Currently she is also serving as the director of Taiwan Guidance and Counseling Association. She earned the 2016 International Practitioner of the Year Award from the National Career Development Association.</p>
	<p>Raza Abbas is the Chief Executive Officer of Pathway Global Career Institute and Founder of professionalization of Career Education in Pakistan. He earned the Outstanding Career Practitioner Award by APCDA in May, 2017, was recognized by UNESCO as one of the leading Social Entrepreneurs in Asia in Philippines in 2017, and was profiled in global bestselling book, <i>The World Book of Hope</i>. Raza walks his talk: currently serving on the Boards of leading global professional career development associations (ARACD, IAEVG and APCDA), collaborating globally, delivering keynotes, leading ground-breaking research, consulting, executing social reform projects on career development, inspiring countless people.</p> 
	 <p>Dr. Roberta Neault, President of Life Strategies Ltd., is a certified career development practitioner, career counsellor, and counsellor-educator at several universities. She is an award-winning career development thought leader in Canada and internationally receiving APCA's Outstanding Educator of Career Professionals award in 2017 and the Gold Medal and Diamond Pin for International Leadership in Career Development. Roberta was an invited co-author of "Supervision of career counsellors and practitioners" in <i>Clinical supervision of the Canadian counselling and psychotherapy profession</i> (2017) and currently serves as President of the Counsellor Educators chapter of the Canadian Counselling and Psychotherapy Association.</p>
	<p>Sing Chee Wong developed a career counselling tool "Singapore Occupational Card Sort" to help job seekers achieve better understanding of their career needs and interests, and articulate them. With permission from the authors, modified several career counselling tools (eg "Career Transitions Inventory") for use in the Singapore/Asian context. Accredited by the National Career Development Association (USA) and Institution for Adult Learning (Singapore) to be Career Development Facilitator Instructor (CDFI), and Master Trainer for the Advanced Certificate in Career Development Facilitation (ACCDF) respectively. Conducted Career Development Facilitators (CDF) course and ACCDF courses for more than 200 participants in Singapore. Taught part of the "Career Counselling" module for the Masters in Counseling programme at the National Institute of Education and Singapore University for Social Sciences (SUSS), as well as "Career Guidance" module for the Bachelor of Counselling at SUSS. Published a</p>

		<p>paper on "Transformation of Employment Pattern of Chinese and Need for Career Services in Singapore", NCDCA's "The Career Development Quarterly", September, 2016. Presented several papers at international conferences, including the Asia Pacific Career Development Association Conferences. Organised and conducted numerous training courses and workshops on personal and career development for students and adults. Was invited by many schools, junior colleges, and social service organisations to conduct workshops on career development and use of career assessment tools for their staff. Established and managed career centres in two premier institutions of higher learning in Singapore – the Singapore Polytechnic and the National University of Singapore. Appointed as Singapore Country Director, Asia Pacific Career Development Association and President, People and Career Development Association, Singapore</p>
1120 AM	226	<p>What is the integration of mental health care and career support" required of business companies? By Momoko Asaka</p> <p>Employees' Mental health problems have become an important issue for companies. What kind of career stress is there behind mental health disorders? There are two types of careers: a work and a life. To give examples of stress affecting one's work, there are such things as "human relationship doesn't work", "cannot balance work-and-life well". It's important to implement integrated support from both sides by adding a "career model" to support a career to the "medical model". Career support also leads to prevention of mental health disorders. In this presentation, I'd like to introduce some examples career support prevents mental health disorders.</p>
		 <p>Momoko Asaka, CEO at Veriteworks Inc., and member of the Japan Career Development Association (JCDA), Japanese Psychological Association (JPA), Occupational Safety and Health Legal Services Center (OSHLSC), Career Consulting Conference, Japan Stress Check Association (JSCA), National Anger Management Association (NAMA), Japan Anger Management Association (JAMA), Communication Quotient Association (CQA)</p>
11:20AM	227	<p>Trans-Cultural Career Counseling for Immigrants in Japan ~Population Decrease and Role of Career Consultants by Nika Ohashi</p> <p>Due to the serious population decrease and high aging rate, more immigrants have come to Japan. Last year's statistic data shows more than 1.08million workers from abroad and thought to be more in the future. There are not enough career consultants who understand cultural differences and the immigrants have hard time reaching out for their career support. It is important to realize the immigrants play important role to revitalize economy for sustainable development in the world. In this paper, statistical data and how career consultants can promote healthy global career path by understanding cultural differences will be discussed.</p>
		 <p>Certified Career Consultant, and translator. She is a graduate of University of Massachusetts, USA, majored in psychology. She is a leading Career Consultant, specialized on career development of immigrants and workers from overseas. Her passion is to conduct research on career counseling for immigrants and provide global career support as a member of Industry-Academia-Government-Citizen collaboration around the world. As a member of the steering committee of "International Volunteer, PolePole," she has contributed to the multicultural community for 20 years.</p>
12:00NN		Travel Break
		Breakout Session 2
12:10PM	231	<p>Women's Career Progression, Empowerment and Economic Sustainability: A Study of Married and Divorced Women in Indian Context by Gouri Shankar Tenginkai, Vandana Gambhir Chopra</p>




		<p>The main objective of this study was to investigate the factors affecting career progression of married and divorced women in Indian context. It also aims to explore the relationship between career progression and women empowerment and how these both are essential for economic sustainability of a country.</p>
		 <p>Gouri Shankar Tenginkai is a Human Resource Specialist, Psychologist, Researcher, Social Activist & State-Level Shooter (Bestowed with International Shooting License by the Karnataka Police Academy). With great compassion & sincerity I work towards Social causes to promote social change, problem solving in human relationships, empowerment of Women and liberation of people to enhance well-being. I am a qualified Human Resource Professional with SAP HR certification with a rich expertise of 15 plus years of HR work experience. Currently pursuing my PhD Research in field of Positive Psychology.</p>
		<p>Dr. Vandana Chopra, Assistant Professor in the Department of Psychology, University of Delhi and Country Director, India for APCDA, is an alumna of Nehru Homoeopathic Medical College and Hospital, one of the premier and reputed homoeopathic colleges of India. A gold medalist of University of Delhi, she started her professional career as a physician and later excelled and received her doctorate in the discipline of psychology. Her field of involvement in psychology research work span across psychometric testing, organizational behavior, career competencies, personality psychology, social psychology, competency mapping, positive psychology, consumer behavior and geriatrics mental health. In her spare time, she likes to read books on spirituality, exploring dimensions of human mind.</p> 
12:10PM	232	<p>How effective are traditional Western approaches to career counseling in Asian cultural contexts? <i>By David Lucero</i></p> <p>Cohorts of students from Asian societies and cultures are growing on our campuses—whether domestic, immigrant, children of immigrants, or on student visas. Of course, we treat each individually, but career theories and assessments are based on <i>group</i> commonalities—do they hold across cultures? Focusing on current Chinese student data (with comparisons to other Asian cultures), we will explore the applicability of the Holland Code, Life Mission, Developmental Approach, etc. in contexts that often emphasize collectivist values, family connection, and prestige orientation—with student video clips and a handout of practical considerations for advisors and counselors.</p>
		 <p>David Lucero, has worked as an academic and career advisor for 3 ½ years, and teaches a Career Exploration class; prior to that he was Director of Student Leadership and Activities at a university in Hawaii. He has a BA in Communications, a master's degree in Organizational Behavior from the Marriott School of Management, a TESOL certificate (all from BYU), and is currently pursuing both an Advising Certificate from Kansas State University and a master's degree in Second Language Teaching from BYU.</p>
12:10PM	233	<p>Counseling and career platform on the development of life skills for the 21st century millennial <i>by Lucila Bance</i></p> <p>Life skills are extremely important in today's demanding and challenging world as they are necessary in achieving wellness and competence needed for life. It includes all the essential skills for success in the 21st century helping individuals achieve a positive and healthy living equipped with career ready competencies. The paper focuses on the development and implementation of programs on life skills that connect family, career and society based on empirical data. It presents a platform that has gone through strides and achieved significant outcomes for millennial global citizenship.</p>

		 <p>Dr Lucila Bance is the Director of Counseling and Career Center of the University of Santo Tomas, Manila, Philippines. A recipient of a grant to develop a model counseling and career center in the Philippines from USAID STRIDE. A recipient of a lifetime achievement award from APCDA on Career Development. At present, she is the APCDA Country Director of the Philippines.</p>
12:10PM	234	<p>Credentialing Pathway: NCDA's Journey to Credentialing by <i>Constance Pritchard, Cynthia Scanlon</i></p> <p>The presenters will describe how a professional organization made the journey to credentialing across a 10+ year period. The presenters will discuss the start up and implementation process from nuts and bolts to financial commitments of adding credentialing to member services.</p>
		 <p>Dr. Constance J. Pritchard is well known for her work in leadership, business consulting, and career development in many sectors, including nearly every industry sector. As President of <i>The Pritchard Group</i>, a training and consulting firm she founded in 1993, Dr. Pritchard presents seminars and workshops around the country on career, life management, and organization development topics. She has delivered career training and consulting training nationally and internationally. Dr. Pritchard is an NCDA Master Trainer, NCDA Fellow, and the Chair of NCDA's Credentialing Commission.</p>
		<p>Dr. Cynthia Marco Scanlon has been passionately involved in the career development field for over 25 years, and is currently the new Director of Credentialing and Special Programs for NCDA, and as NCDA President 2015-16. She has held leadership roles in higher education in career centers, and adjunct faculty positions teaching graduate level counseling courses. As a licensed clinical counselor, Cynthia is recently earned the new credential Certified Career Counselor. She loves sharing her experiences as guest lecturer at regional and national workshops and conferences, and has been interviewed by many popular magazines and on-line venues such as Redbook and Cosmopolitan magazines, Thrillist, EverUp and NBC News.</p> 
12:20PM	235	<p>Development of Career Counseling in Secondary Education in the People's Republic of China by <i>Lorri Capizzi, Xiaolu Hu, Chunmei Jin, Meng Wang, Li Zhong</i></p> <p>Theories of career counseling and development were introduced to China in the 1990's. With rapid modernization and development of higher education in China, the number of opportunities for the country's youth have increased proportionally. Providing career counseling services has been recognized as an urgent need for schools. With the need for these services rapidly increasing, educators are extremely motivated to provide career counseling services in the school system. A panel of school counselor trainers, Chinese school counselors and education administrators will highlight their school service practice, curriculum, research and the development of national school counselor and consultant certificate standards in this area.</p>
		 <p>Dr. Lorri M. Capizzi is a lecturer in the Department of Counselor Education, San José State University, San José, California for the last 12 years where she teaches both undergraduate courses in personal, academic, and career exploration and graduate level courses in the career counseling process. She has 10 years of supervising school counselors in their internships/field-site practicum and over 15 years of federal grant administration. Dr. Capizzi's expertise is working with first-generation, low-income students and foster youth in both the K-12 and higher education settings.</p>

		<p>Dr. Xiaolu Hu is a professor at the Department of Counselor Education, San José State University, San José, California. She has taught career counseling and supervised student internships at SJSU for 27 years, served as a department chair for over 10 years and directed multiple U.S. federal grants which provided services for over 5,000 students in American secondary schools. She introduced career counseling and career development to China with Dr. John Krumboltz and Dr. Sunny Hanson in the early 1990's. She has been a consultant for Hong Kong Research Grant Council and many universities in China.</p> 
		 <p>Ms. Chunmei Jin is Assistant Director for the Office of Educational Quality and Evaluation Division, Chinese Society of Education. She is also an Assistant Director of Chinese Educational Counseling Certification Center, Associate Dean of Beijing Research Academy of Public Education Sciences. Ms. Jin works in the fields of educational consultation and evaluation in China. She leads management of school assessment reform and experiments in basic education quality evaluation in China. Ms. Jin plays a key leadership role in the development of professional standards for educational counseling and consultation in elementary and secondary schools which was recently published by the Chinese Society of Education.</p>
		<p>Ms. Meng Wang is a Lecture of Career Counseling and Development, at Qingdao Educational Science Institute, Qing Dao City, Shandong Province, China. She has BA in Psychology from Shandong Normal University and MA from Beijing Normal University. She is national certified therapist and counselor. She has completed national certified training in career counseling and development and now has 14 years' experience in high school counseling. She was a pioneer in leading the development of career development curriculum in secondary school in Shandong Province and published twelve articles in the area of career counseling of high school student.</p> 
		 <p>Mr. Li Zhong is Principal of No.1 High School of Jiangyin, Jiangsu Province. He graduated from Suzhou University, Suzhou City, China. Before became a principal, he taught high school for 29 years.</p>
12:20PM	236	<p>Parents' role and needs in supporting career development of junior middle school students with special educational needs in Macao by <i>Claire Ouyang</i></p> <p>As the major caregiver of SEN students, the role of parents in supporting career development needs to be fully discussed. In order to provide supports to parents, this research aims in 1) exploring the role of parents when cooperating with educational and helping professionals on their children's career development issues, and 2) identifying their core challenges and needs as facilitating their children. Suggestions of parenting education and counseling services for parents will be provided upon findings of this research.</p>
		<p>Dr. Claire Ouyang is the Macao country director of APCDA, the Chairperson and founder of the Macao Career Development Association. She received her Ph.D in counseling psychology at University of Macao. Her current practicum and research has been focused on career counseling for adolescents and emerging adults and career education in middle school settings.</p>
12:20PM	237	<p>Examining Family Influence on Career Decision Making Process: Assessment and Implications for Chinese Youth by Mei Tang, Xueying Gu</p> <p>This presentation will demonstrate the research findings of a study on family influence to Chinese high school students' career decision making process. The study explored family influence assessment, dimensions of influence, and its relationship to gender,</p>




		parents' education, family socioeconomic status. The results supported the role of family in career planning. The implications of family influence on career decision making process in cross-cultural settings and necessity of integrating family in career planning for high school students will be discussed.
		Mei Tang , Ph. D., LPC, is a Professor in the Counseling Program of University of Cincinnati. She has been teaching and researching career development and multicultural issues for twenty years. She is currently the associate editor for Journal of Counseling and Development, and on the editorial board of Career Development Quarterly. Her most recent research includes application of ecological 9ounselor9 in career planning, 9ounselor education and international students' career development. Dr. Tang has collaborated with local school to provide services to diverse population in urban settings.
		Xueying , Ph. D., is a Professor in the Institute of Education Research of Nanjing Normal University. She is in charge of the National Research Center of College Students Career Development. She has been a visiting scholar to Texas A & M University in the U. S. and The University of Queensland in Australia. Professor Gu is also the Vice Council of Psychology Association of Jiangsu Province, and Chair of Career Development Commission of Jiangsu Psychology of Association. Her research areas are career development and planning and vocational assessment. In 2014, her course <i>Self Exploration and Career Development</i> was awarded the national Excellent Course video. 
12:50PM		Lunch
Wednesday Afternoon		
14:30PM	241	Panel 1: Skills for the Gig Economy In the past, it was possible to spend one's life doing the same type of work. Today, it is much more common to change projects or employers frequently, gaining skills and knowledge from each experience that is useful for the next project or job. What kinds of skills or services are needed to cope with constantly refocusing on a new "gig," both for working smarter and for personal wellbeing. Three experienced career professionals will explain how they help clients deal with the Gig Economy. Panelists: Han Kok Kwang Singapore
15:30PM		Travel Break
		Breakout Session 3
15:40PM	251	Opportunity or Challenge: Growing and thriving in a changing world? by Allan Gatenby An interactive workshop enabling participants to embrace the opportunities inherent in a rapidly changing world; to grow their practice and refine their service offerings.
		Allan Gatenby is a private practitioner with extensive national and global experience. He began as a school-based careers advisor, was then seconded to consultancy roles within NSW Public and Catholic schools. He established a private practice in 2007 with a global focus and network. Currently Chair, Institute of Career Certification International, Chair of Wellbeing Australia, Director of Associated Career Professionals International, Principal of OneGroup Leadership, National Secretary, CDAA, Life member of ICDA, member of APCDA. Co-developer of the Accredited Career &





		Talent Development Training Program currently being implemented in China & the Philippines. Presenter at conferences in India, Philippines, China, UAE & Australia.
15:40PM	252	<p>Futuristic and Sustainable Careers and Vocations in Asia by <i>Raza Abbas</i></p> <p>Strategic Career Counseling and Guidance are pre-requisites for transformational change for adolescence and NEETS (Youth not in education, employment or training), between the ages of 12 and 18 in Asia. We no longer can provide career counseling and career guidance to students that only focus on traditional careers and vocations. Times are rapidly changing. With the current gig economy, various new professions and vocations are appearing as we read this article. Realizing the importance of futuristic and sustainable careers and vocations in Asia, a pioneering futuristic career counseling/ guidance research study is currently in progress by Pathway Global Career Institute.</p>
		Raza Abbas is described above.
15:40PM	253	<p>Lifelong Learning Opportunities and their Influence on the Development of Recent Graduates' Career Capital by <i>Yvonne Kong-Ho</i></p> <p>Career development has taken on a fresh new perspective in Singapore, with the massive proliferation of career development initiatives afforded by the State since 2013. With a plethora of State-funded and State-initiated lifelong learning opportunities, the nation appears to be ready to move into another phase of human and national development whereby a lifelong focus on skills mastery would be imparted and put in place. In the light of the flurry of activity on the policy front, the question is if all strata of the workforce have felt the impact of the changes initiated by the State; in particular the younger workers who are only at the genesis of their lifelong career trajectories. This research study was motivated by a desire to know if young graduates know the importance of building their career capital, if they would be utilising lifelong learning opportunities to develop their career capital and to what extent do recent graduates make use of formal and informal learning opportunities to develop their career capital? With the looming prospects of unemployment and underemployment as sustained global phenomena, which are unlikely to dissipate in the short-term horizon, the study also sought to find out the perceptions of young graduates towards career resilience and how they planned towards working to become more career-resilient. 3 The study reviewed the lifelong learning and workforce development policies, which Singapore has embarked upon since three years ago. It studied the existing perceptions which recent graduates have, with regards to career development and if the perceptions have been influenced by lifelong learning policies from the State. In addition, the study examined the lifelong learning opportunities, which were available for young graduates to build career capital. It also discussed the observations, which were made by the researcher; with regards to recent graduates' perceptions on the importance of career development, career capital and career resilience. It also examined if existing lifelong learning policies and opportunities have influenced recent graduates' career development journeys and the building of their career capital.</p>
		Deeply passionate about the topics of career resilience and career longevity, Yvonne is thankful for the privilege to be able to walk alongside with people (from ages 13 to 60) who have faced career conundrums or needed greater clarity in the career-related decisions which they have had to make. Yvonne has had close to 14 years of experiences in education, people and career development. It is her greatest hope to see people working towards the building and strengthening of their career capital at every stage of their lives
15:40PM	254	<p>Factors affecting Career Guidance in India: A holistic approach by <i>Nisha Chaudhary, Yashpal Singh</i></p> <p>Career guidance starts from the very birth of a child, as his parents or grandparents continuously guides him towards what to choose or what not to choose. The family a person is born into, his social and economic background, gender identities and even cultural attitude; affects the career path of an individual. Career guidance in India</p>




		should deal with making parents and teachers aware about the career choices and consequence of each in current scenario. The current paper highlights the significance of career guidance in India in regard to altering social and cultural patterns.
		 <p>Dr. Nisha Chaudhary, an Assistant Professor in Department of Psychology from Dr. Bhim Rao Ambedkar College (Delhi University). She has been actively associated with organizations like India Career Development Association (ICDA), Indian Association of Positive Psychology (IAPP) and has more than 8 Research Publications to her credit.</p>
		<p>Mr. Yashpal Singh has completed his L.L.M. degree from University of Delhi. He has many credentials associated in his professional field. He has presented paper in international seminars and even has research paper publications to his credit.</p> 
15:40PM	255	<p>Using Big Data & AI To Power A Nation's Transformation by Gary Gan</p> <p>Do individuals, organisations and nations have the skills they need to thrive or even survive in the new digital economy? This program showcases the latest technologies that have been used to power universities, trade associations, key governmental functions in Singapore in the areas of digital career guidance, future skills forecasting and skill-based workforce development.</p> <p>Composed of millions of data points on industries, jobs, and skills, Jobkred's proprietary algorithm harnesses big data to train its AI to decode the inter-dependent relationships among industries, careers, jobs and skills. Applying predictive analytics, it uses a data-driven approach to let the facts provide insights and project into the future of jobs, economies and nations.</p>
		 <p>Gary Gan is an experienced entrepreneur and marketer, involved in the startup of several successful companies across a broad spectrum of industries.</p> <p>He co-founded Gaming How, a retail and events company that grew to 20+ employees, leading it to 100% year on year revenue growth, and which received the Spirit of Enterprise Award 2013. His first tech venture was as the CEO of a cloud based CRM and loyalty solution for retail businesses, for which he presented at StartupAsia Jakarta 2012.</p> <p>Gary was the Business Development Director for TradeHero, a social investment mobile app, where he was in charge of marketing, product development, strategic partnerships and sales. He led marketing efforts in user acquisition to achieve millions of users globally, helped raised a Series A round of US\$10 million from top Silicon Valley VCs, and signed key Financial Institution accounts such as Macquarie Bank and SGX. Gary was also the product manager for FootballHero, a new product from the creators of TradeHero. FootballHero was listed in the ASX and TradeHero was acquired by Ayondo.</p> <p>He is currently working on JobKred, a career development platform that uses predictive analytics and data science to help employers hire better, and also helps professionals learn relevant skills and land jobs with personalised learning plans and career recommendations.</p> <p>Gary studied at Nanyang Technological University, earning a Business (Marketing) degree with minors in Economics and Entrepreneurship.</p>
15:40PM	256	<p>Career planning, development, job placement, or coaching with adults by Alice Ku, KOH Joo Khim</p>

		<p>Career development has been given greater emphasis, with the Singapore's Government recent years' effort in promoting lifelong learning, particularly in the acquiring of new skills, due to the real threat of digital disruption pervading every sector of the economy.</p> <p>The presentation will be jointly delivered by two practitioners on (i) how education and career guidance complement institutions' effort in coaching young adults to be industry ready and (ii) how career development has also gained traction as part of organisations' talent management efforts in recent year in view of the changing demographics of the workforce and job requirements.</p>
		 <p>Alice Ku is an ECG Counsellor at Republic Polytechnic Ministry of Education (Singapore) Republic Polytechnic</p>
		<p>KOH Joo Khim is the Director, Office of Human Resources, Nanyang Technological University</p> 
15:40PM	257	<p>Flourishing in the workplace? A study on Job Satisfaction, Organizational Commitment, and Turnover Intention of Career Services Professionals in Sino-Foreign Cooperative Universities by Hao Guo, Jenna Jiang</p> <p>In the past two decades, the internationalization of the Chinese higher education sector has been an important element of national policy as the country seeks to develop world-class research universities (Huang, 2015; Mok, 2002; Rhoads et al., 2014). There are nine Sino-Foreign Cooperative Universities that have been established in China. With the development of the experimental education model, Career Centers have been playing a vital role in preparing future leaders who will be equipped with a wide-angle lens and a global understanding. As Career Services professionals, we should be reflective on how to flourish in the workplace in order to better support students in a changing world. The purpose of this study is to measure and explore factors influencing Career Services professionals' job satisfaction, organizational commitment and turnover intentions by collecting and analyzing quantitative data and then qualitative data in two consecutive phases.</p>
		 <p>Hao Guo is the Director of Employer Relations of Career Development Center at NYU Shanghai. She is responsible for providing guidance and support to students regarding their career planning, decision-making, and job search processes. Her primary focus is on employer relations and building long-term collaboration with external partners for programs such as Off-Campus Internship, Industry Mentorship and On-Campus Recruitment. In addition to these responsibilities, she also collaborates closely with the NYU campus in New York City and the NYU Abu Dhabi career development centers. She holds a master's degree in Comparative Education from East China Normal University in 2010.</p>
		<p>Jenna Jiang is the Associate at the NYU Shanghai Career Development Center. Jenna is mainly responsible for students' graduation process and Chinese First Destination report. She not only supports various programs and sessions, but also maintains the university job posting system to connect students with potential opportunities. Additionally, she provides workshops and resume and cover letter coaching to students. Jenna received two Master's degrees, one in Social and Organizational</p> 

		Psychology and the other in Industry and Organizational Psychology, from University of Exeter and East China Normal University respectively.
16:20PM		Coffee Break and Poster Sessions
16:20PM	261	<p>Research on the Connection Mode of University and High School Career Education Under the Background of the New College Entrance Examination Reform in China by Xue-ping Shen, Ai-hua Xu, Ya Wen</p> <p>China is currently carrying out a new round of college entrance examination reform. In the choice of university schools and majors, more emphasis is placed on students' choice of future majors and careers. Under this background, career education in university how to better undertake and strain. To better understand current connection situation of high school and university career education, this research uses the method of questionnaire survey, semi-structured interviews and field research, and further puts forward the countermeasures from the perspective of university: strengthen the connection with high school career education, establish vocational guidance support system, and strengthen university-enterprise, study-career link.</p>
		 <p>Xue-ping Shen, is also a associate professor and the director of the Career Development Education and Research Center of Nanjing University of Aeronautics and Astronautics. She is also the secretary-general of Career Education Committee of Jiangsu Association of Social Psychology. Her research areas are career development and career education. In past years, her papers about career decision-making difficulty, calling, job research clarity and career courses were published in many scholar journals.</p>
		<p>Ai-hua Xu, is the lecturer/director of Employment Guidance and Service Center of Nanjing University of Aeronautics and Astronautics. His research is career education and employment guidance.</p> 
		 <p>Ya Wen, is a doctoral candidate of Nanjing Normal University. Her research areas are career development and career education. At present, her research interests mainly focus on career guidance and counseling, career assessment and other fields.</p>
16:20PM	262	<p>Imparting Emotional Intelligence Skills for Career Development through a Psychological Intervention by <i>Rashmi Saroha</i></p> <p>The discipline of Psychology has made major contributions to the field of career development through psychological interventions and trainings for imparting desirable skills to the workforce. Emotional intelligence skills have been found to be extremely important in almost every career. The present study attempts to impart EI skills to the current students of University of Delhi with the help of a psychological intervention. The sample for the study was 30 undergraduate students with age ranging from 18 to 21 years. Procedural descriptions of interventions and results have been presented and discussed.</p>
		 <p>Dr. Rashmi Saroha holds a PhD in Psychology from the University of Delhi. She teaches Psychology at Daulat Ram College (University of Delhi) and has a teaching experience of more than two and a half years. She is the recipient of Junior Research Fellowship awarded by UGC and a Young Achiever Award for contributions in the field of education. She is actively involved in many government and private initiatives in the field of e-</p>




		learning, MOOCs, Career counselling, etc. She has been the resource person for workshops on Time Management, Assertiveness, etc. and guided research projects of undergraduate students.
16:20PM	263	<p>Career Planning Strategies for Indian Settings: BrainPundits Pedagogy by <i>Hiba Irfan, N.K Chadha, Nupur Gosain, Radhey Sharma, Bikram Kalsi</i></p> <p>In Indian setting, there have been many obstacles for an individual in their career decision making process. It is believed that personality, aptitude and orientation style should be given importance in deciding the best-fit career. This research elaborates upon BrainPundits pedagogy to help students choose the best fit career options for themselves by combining the three dimensions, (giving the highest weightage to personality) to overcome the difficulties in career decision making process and enhancing career satisfaction.</p>
		 <p>Ms. Hiba Irfan, is working as a Research Analyst at BrainPundits Technologies Pvt. Ltd. She has completed her graduation in Psychology from Lady Shri Ram College for Women, University of Delhi and her post-graduation from Jamia Millia Islamia. She has been awarded a gold medal for her Master's program from the University for her outstanding academic performance. She has always been an active learner and enjoys reading. Her areas of interests include Clinical Psychology, Psychometrics-test construction and Research in the field. Prior to joining BrainPundits, she worked with AIIMS, New Delhi in the Department of Paediatrics as an intern Clinical Psychologist.</p>
		<p>Prof. N. K. Chadha, Past President APCDA and Professor & Chairperson (Research & Doctoral Programmes) – MRIU, is a stalwart in the field of Psychology. He received awarded 'Global Practitioner of the Year 2015 by National Career Development Association, USA at Denver, USA in 2015. Dr Chadha is also the recipient of the Life Time Achievement Award in Psychology by the International Conference on Multidisciplinary Healthcare in January 2014 held at AIIMS, New Delhi.</p>  <p>With 40 years of experience in academia and corporate, Dr Chadha has been a Professor in the Department of Psychology, University of Delhi, and holds a PhD from Delhi University and Post Doctorate from the University of Virginia, USA. He has authored 25 books many of which are used for MA (Psychology and Applied Psychology) and MBA programmes. Having crisscrossed the globe on various academic assignments to countries like USA, UK, Japan, New Zealand, Malta, Spain, Germany, France, Sweden, Hungary, The Netherlands, Australia, Canada, Italy, Bangkok, Taipei and Hong Kong, Dr. Chadha has supervised 52 PhD theses, 28 dissertations and 118 M.A. dissertations. He has also been involved in the Development of Psychological tests for the DIPR, DRDO, Ministry of Defence, GoI; Hotel Management and Hospitality, Ministry of Tourism; Educomp, US based organizations and private sector too.</p> <p>He was invited by the UN at the head quarter in New York to represent India on Family Issues to Intergenerational solidarity.</p>
		 <p>Dr. Nupur Gosain is currently working as a Research Analyst-Psychology in BrainPundits Technologies Pvt. Ltd. She has completed her doctorate in the field of organizational behaviour and positive psychology. Her passion has been in Career and Positive Psychology. A graduate and post graduate from University of Delhi, she has had around 3 years' experience in Research and Education. She is energetic and active in learning and discovering the field of Psychology.</p>


		<p>Radhey Sharma is an Entrepreneur who is passionate about understanding the problems of human resource management and development. He is a veteran in Telecom industry and has learnt a lot about how traditional Indian Corporations work and function. He is also the CEO of BrainPundits Technologies Pvt. Ltd which is one of his ventures trying to address many of these problems in human resource management.</p> 
		 <p>Bikram Kalsi is an Entrepreneur currently working as Co-Founder of BrainPundits Technologies Pvt. Ltd. He has a background in Computer Science Engineering with a keen interest in artificial intelligence and he is passionate about unravelling the mysterious of the self and of the brain.</p>
16:20PM	264	<p>Exploring the relationship between adults' career identity formation & its contextual aspects in Indian college settings by <i>Vikas Yadav</i></p> <p>This paper draws on Marcia and Porfeli's identity status models to examine the relationship between adults' career identity formation and its contextual aspects. The paper tries to understand career identity status exhibited by the participants & various factors, which lead to these variations. To achieve the above purposes, focus group interviews were conducted with college students. By reporting the findings from an Indian college setting, the paper provides theoretical and practical implications for career development for college going students in India.</p>
		 <p>Vikas Yadav is a Ph.D. scholar in the Department of Psychology, University of Delhi. His Ph.D. thesis is on, "Improving mental well being in the elderly population through mindfulness based cognitive therapy & cognitive behavior therapy". Vikas also holds the position of Assistant Professor of Psychology in the Aryabhata College of the University of Delhi.</p>
16:20PM	265	<p>A Qualitative Examination of Cases Conceptualization Elements in Career Counseling by <i>Minsun Kim</i></p> <p>The purpose of this study is to examine case conceptualization elements of career counseling for South Korean college students. In this study, we interviewed 9 counselors who have at least 5 years' experience in university counseling centers. Data were analyzed by consensual and qualitative research (CQR) methods and six domains and 26 categories were derived. Six career counseling case conceptualization domains were (1) client's personal background and adaptation level, (2) career related problems' subtypes, (3) family background, (4) psychological characteristics of client, (5) career counseling strategy, and (6) social support. Cultural differences were discussed based on the results.</p>
		 <p>Minsun Kim has a Ph.D. in education from Yonsei University in South Korea, and currently serves as an assistant professor at Semyung University. I consulted students at the college counseling center for about 10 years before serving as a professor. Interested research areas are career counseling, college mental health, and career counseling theory and method applicable to collectivist South Korean culture.</p>
16:20PM	266	<p>Career adaptability mediates gender stereotype threat and sense of belonging in Chinese STEM undergraduates by <i>Jiajia Zhu, Zhijin Hou</i></p> <p>This study investigated the mediating role of career adaptability from the predictive of gender stereotype threat to Chinese college students' sense of belonging in STEM ($N = 786$). Under the posit of gender stereotype threat's negative effect on students' sense of belonging (Spencer, Logel, & Davies, 2016), it was further explored that whether personal coping resources would also being undermined by the worries of being stereotypically judged or treated by others, and play the intermediate role on the predictive relation</p>

		from gender stereotype threat to sense of belonging in STEM. Findings supported the mediational assumption of career adaptability.
		 <p>Dr. Zhijin Hou is a Professor at the Beijing Normal University. She has expertise in the career development and counseling psychology. She has over 40 peer reviewed journal publications, 2 series of textbooks, and 3 translated books and presented over 40 conference presentations in these areas. She has been PI on grants funded by the National Social Science Fund of China to support her research.</p>
		<p>Jiajia Zhu is a fourth year doctoral student in the Institute of Clinical and Counseling Psychology, Beijing Normal University. Her research interests include women engineering students' professional identity and persistence, and family's influence on adolescents' career development.</p> 
16:20PM	267	<p>Beyond narrative identity: A counselling psychology graduate student's expansion of individuality to universality by <i>Lai Tsz Chui</i></p> <p>The current presentation illustrates the transformative nature of the experiential-based narrative approach to construct the vocational identity of a counseling psychology graduate student. Through narrating career stories (Cochran, 1997; Savickas, 2011), the student experienced self-generated changes, both intrapersonally and interpersonally. Particularly, the student' experience of therapeutic change through externalization of her emotions (Tomm, 1989) increased her sense of uniqueness and facilitated her differentiation of self (Bowen, 1978) from the family system. As the student continued to express her narrative and vocational identity, she experienced an unwitting and effortless enhancement of connection with family members. An expansion of her individuality to the universality is recognized, and the student's narrative identity has helped her flow within them.</p>
		 <p>Lai Tsz Chui is currently studying MSoSc in Counselling Psychology in Hong Kong Shue Yan University. She has been trained to practice psychotherapy from a person-centered perspective, and often combines this approach with existential and narrative techniques. Miss Lai believes in a person's self-actualization process. In the therapy, she provides clients autonomy and space to make meaning from their experiences, to construct their sense of individual uniqueness, and to cope with their difficulties with own strengths. During her practicums, Miss Lai has worked with children and their parents, university students, and community adults. Miss Lai is a graduate member of the Hong Kong Psychological Society.</p>
16:20PM	268	<p>Using flipped-classroom teaching model to promote college students' engagement in elected career development courses by <i>Ling-Yan Yang</i></p> <p>The present study exams the effectiveness of using flipped-classroom model to promote college students' engagement in elected career development courses. By using the flipped-classroom model, the class meeting time was no longer used for the instructor to share new concepts and methods, but was used to facilitate student participation in purposefully designed activities and to discuss individual student' understanding and experiences with these new concepts and methods. Results showed that using flipped-classroom model positively increased the students' learning engagement in course assignments, as well as the students' positive class experience and learning outcomes.</p>
		 <p>Dr. Ling-Yan Yang received her Ph. D. in school psychology from the University of Iowa in 2013. She completed her internship at the University of Nebraska Medical Center's Munroe Meyer Institute and then continued her training as a Postdoctoral Fellow in Behavioral Psychology. Dr. Yang received her professional license for school psychologist in the state of Iowa</p>

		in 2013, and she received her provisional license to practice psychology in the state of Nebraska in February of 2014. Dr. Yang joined the faculty in Department of Sociology and Social Work at Xiamen University in 2015.
		<p>Dr. Leili Jin is a vocational psychologist in the Career Development Center of Tsinghua University and teaches Career Planning and Vocational Psychology for undergraduates. She obtained her PhD from the Faculty of Education, the University of Hong Kong. She was a member of the National Career Development Association, USA. Her current interests include the contributions of university experiences to career-related outcomes among Chinese university students, career interventions, and professional identity among Chinese career practitioners.</p> 
16:20PM	269	<p>Vocational Imagination of Pre-service Teacher in Taiwan by <i>Shu-Chen Wu</i> This study aims to explore vocational imagination of pre-service teacher in Taiwan. 60 pre-service teachers' vocational imagination stories were analyzed in Thematic analysis method. The findings provide a description of the pre-service teacher's career preparation, ideal job type, and the type of executives and colleague they least like to encounter.</p>
		 <p>Shu-Chen Wu I am an associate professor, service for National Taiwan Normal University. I'm also a licensed counseling psychologist in Taiwan (ROC). I have been working in the career field over 15 years, including doing pre-service teacher's career education and doing in-service teacher career literacy training.</p>
16:20PM	270	<p>A Typical School Day of High School Students under Honors Program in Ateneo de Davao High School: A Time Allocation Study by <i>Aireen Arabis</i> This study aimed to ascertain the profile of honor students in Ateneo de Davao Junior High School. With the use of mixed method of research, it employed the use of Self-Report Time Use Survey, Focus Group Discussion (FGD), In-depth Interview (IDI) and observation checklist to gather data from the 40 respondents. Results were gathered to profile socio-demographic characteristics, social involvement; access to telecommunications and recreational gadgets; leisure and views on the Honors Class Formation Program. The time use of the honor students reveal overlapping activities and most of the respondents' multi-task. Moreover, majority of the respondents are sleep-deprived and there is an indication that they spend much of their time doing school works such as projects, performance tasks and club/organization involvements. The Honors Class Formation Program was viewed as important but suggestions pertaining to the schedules, venues and themes be revised to cater the honors students' needs. Similar and/or correlation studies be conducted on diverse adolescents in the Philippines to gather the time use data is highly recommended.</p>
		 <p>Aireen Arabis is a Guidance Counselor at Ateneo de Davao University Junior High School Unit. S.Y. 2004-2008: Work as Campus Minister, CLE Teacher, PEHM Teacher, NSTP Professor, FYDP Facilitator, Asst. Professor in San Pedro College & Ateneo de Davao University College Unit; S.Y. 2004-2014: Work as Volunteer Seminary Counselor at Divine Word Formation Center, Skyline Road Catalunan Grande, Davao City.</p>
		Breakout Session 4
17:00PM	281	<p>Can Women (and men) Have it All? Yes, They Can! by <i>Mohini Vidwans</i> It is said that career progression of women often comes at a price – of marriage or having no/fewer children or not being able to fulfil family responsibilities meaningfully. The notion is that women can't have it All. Career crafting, a new paradigm of career development guides women (and men) on how to have it All. This is achieved through</p>



		the career crafting triad composed of cognitive, relational and task crafting. The paradigm presents the interactive relationship between individual's career crafting, and the external constructs of family, organization and environment, integrating personal and professional spheres leading to career success.
		 <p>In search of personal and professional development, Mohini Vidwans came across the concept of Job Crafting in 2011. Her personal experience inspired her further to investigate this concept and she arrived in New Zealand in 2012 to do her second PhD at Lincoln University to examine and develop the concept of career crafting.</p> <p>Focusing on gender and career progression, she researched career journeys of 36 accounting professionals in New Zealand. The title of her thesis is Exploring Career Success with the New Paradigm of Career Crafting". The qualitative study led to developing a career crafting paradigm confirming the association between crafting skills, external factors and career success.</p> <p>Currently, Mohini is working as a lecturer at Lincoln University teaching undergraduate and post-graduate classes; and continues her work in the field of career development and research utilising the model of career crafting.</p> <p>Mohini is a keen reader, tramper, passionate conservationist, and an avid listener of Classical music.</p>
17:00PM	282	<p>College Students' Perception of Career Services Provided at the University: Does that match with Faculty Staff's Action? by <i>Hsiu-Lan Tien</i>,</p> <p>The purposes of the study was to analyze the student's perception of career services provided by the university, especially in the department and university Career Center. We interviewed 13 college students in Taipei. The results indicates: (1) the students always want to get more information to prepare for the future; (2) a platform for career information should be created and friendly; (3) opportunities for nontraditional career track or venture funding for entrepreneurship should be available for excellent/creative students; (4) job fair and practice opportunities should be as many as possible. Some opinions from the faculty and staff members are also examined. We will present the gap. Ways for more practical and friendly approaches for university career services will be discussed.</p>
		Dr Hsiu-Lan Shelley Tien described above.
17:00PM	283	<p>Vocational identity statuses of university students in the Chinese context: parental career behavior and traditional cultural belief profiles by <i>Qiuping Jin, Raysen Cheung</i></p> <p>The presentation will focus on a study that evaluated the parental career behavior and cultural beliefs profiles of six Vocational identity statuses (VI) in the Chinese context with a sample of 739 university students. The results of the study suggested that the six VI statuses are well differentiated in both variables. The contextual and cultural profiles added to the understanding of VI statuses in the Chinese context in addition to their psychosocial profiles founded earlier by the same authors. Theoretical and practice implications of these findings will be discussed in more detail.</p>
		Qiuping Jin & Raysen Cheung are described above.
17:00PM	284	<p>Narrative career counselling: Applying systems thinking by <i>Mary McMahon</i></p> <p>Career counselling has embraced holistic narrative ways of working that assist clients to co-construct, deconstruct, construct and reconstruct career stories. Career counsellors using narrative approaches must listen carefully to clients' stories in order to elicit clues that they can use to stimulate further story telling. Drawing on the metaphor of archaeology, this presentation will consider how to listen for clues and how to use systems thinking and story crafting questions to foster story telling in narrative career counselling. Systems thinking will be explained, examples will be provided, and strategies will be suggested for career counsellors.</p>




		 <p>Dr Mary McMahon is an Honorary Senior Lecturer in the School of Education at The University of Queensland where she taught career development and narrative career counselling. She is an Executive Member of the Career Industry Council of Australia. She is a developer and co-author of the internationally recognised Systems Theory Framework of Career Development which takes a holistic 'individual in context' view of career development. Mary researches and publishes on career development across the lifespan and narrative career counselling.</p>
17:00PM	285	<p>Rebranding Your Job Skills: How to rebrand and market your relevant skills to get the job you want! by <i>MaryAnn Verdolino-VanAalten</i></p> <p>The global job market is creating new jobs in new fields at a rapid rate. Job seekers might feel retraining is necessary to obtain these positions, however, they might already have the required skills for the job they want. A skills evaluation can provide a new direction through rebranding and marketing transferable skills without pursuing additional training. The challenge is marketing relevant skills to potential employers and positions rather than just listing all skills. Participants will learn how to rebrand their skills, strategies to market them, and how different résumé styles might better highlight transferable skills in today's economy.</p>
		 <p>MaryAnn Verdolino-VanAalten. Over 12 years of counseling experience at Suffolk County Community College (SCCC), the largest community college in SUNY. She is the only Career Counselor on campus serving a highly diverse population of over 9,000 students. MaryAnn is also a SCCC Professor teaching college and career planning and skill assessment. She has earned, with honors, a B.S. in Business Management and Technology with emphasis in marketing and a M.S. in Counseling with emphasis in career planning. She is also pursuing a Ph.D. in Psychology with emphasis in performance psychology. Additionally, MaryAnn established her own Career Counseling Consulting firm in 2009.</p>
17:00PM	286	<p>Aligning the aspirations and skills of Qatar's youth with the needs of the Qatari Economy by <i>Abdulla Al Mansoori, Effrosyni Parampota</i></p> <p>In a bid to fine-tune its career guidance strategy and further contribute to the accomplishment of Qatar's National Vision 2030, Qatar Career Development Center has conducted a number of research projects over the 2015-2017 period to provide evidence-based data on the topic. This overarching report aims to drive a more coherent approach to career development and career guidance services in Qatar. It highlights priority areas with respect to aligning the aspirations & skills of the youth with the needs of the Qatari economy and includes a set of pertinent and practical recommendations to help overcome the challenges faced.</p>
		 <p>Abdulla Al Mansoori is the Executive Director of Qatar Career Development Center, a member of Qatar Foundation, since 2008 and is a reputed Qatari reference in relation to Career Guidance. Prior to joining QF, he successfully took on the responsibility of creating, leading and managing student and career activities' related centers within Qatar University, where he left a remarkable and unforgettable trace throughout almost a decade. Alongside his achievements at QU, Abdulla served as a faculty member at the Institute of Administrative Development in Qatar for a number of years, teaching management and accounting courses, and lecturing on administration topics.</p>

		<p>Effrosyni Parampota is a Senior Officer at Qatar Career Development Center, Qatar Foundation, that supports Qatari capacity building in alignment with the QNV 2030 and the aims of a knowledge based economy. Her work focuses in developing impactful projects, produce literature based on research, and assessment of career exchange services locally and abroad, that enrich and support career guidance/planning practices, literature & policy-making within the State of Qatar. She is a member of IAEVG, APCDA, NCDA, the Institute of Leadership & Management and served in the technical committees of three national forums.</p> 
17:20PM	287	<p>Development Sector Career Program for Millennials by Raza Abbas</p> <p>The millennial generation is the generation of children born between 1982 and 2002 this generation will replace the Baby-boomers as they retire. Millennials' interest in far-reaching social issues—the greater good – is driving their cause engagement today. As per various research studies across the globe, millennials want to start a career in the development sector but due to lack of career awareness end-up volunteering. Pathway Global Career Institute has developed a development sector career training program for millennials that will transform their passion of working in the development sector such as Asian Development Bank a reality.</p>
		Raza Abbas is described above.
17:20PM	288	<p>Be Influential, Indispensable, and Incredibly Happy at Work: The Power of Branding! by Marie Zimenoff</p> <p>Hard work and good communication skills (emotional intelligence) open doors for our careers. How do we help individuals open the doors that best align with their skills, get feedback on their strengths, and give feedback to those around them? The answer might surprise you: personal branding! In this interactive presentation, Master Brand Strategist Marie Zimenoff will dispel common myths around personal branding and teach you how you can use this foundational career tool to do an honest assessment of strengths. You'll walk away with tools to apply personal branding with humility (without bragging), improving self-efficacy, job satisfaction, and leadership competence!</p>
		As CEO of Career Thought Leaders Consortium, Marie Zimenoff merges vision and best practice training to elevate the careers industry worldwide. She trains career professionals around the globe in resume writing, career coaching, and business development and is a frequent presenter at national conferences, including NCDA. Marie holds her MEd in Counseling and Career Development from Colorado State University and numerous resume writing, coaching, and branding certifications. She served as President of the Colorado Career Development Association (2010–2011) and is among a select group of graduates from the National Career Development Association Leadership Academy.
17:40PM		Travel Break
17:50PM		Reception



Thursday, May 17

Morning		
8:30AM		Registration Coffee & Tea,
9:00AM	311	Action: What It Is and Why It Matters in Career Counseling by Dr. Richard Young

		<p>Action is frequently assumed in career counselling. It is often what counselors expect their clients to engage in as an outcome of counselling. But action can be understood more fully and, in doing so, can be the lynchpin of a more effective career counselling. First, considering the explanations of the client's behaviors, goal-directed action allows counselors and clients to base their understanding on the client's navigation of the future rather than being constrained by the client's past history or longstanding traits. Secondly, an understanding of goal-directed action is important in career counselling because it is the basis of the client's construction of the future – initially in terms of short-term projects, and then in terms of long-term careers. Finally, what clients do with others, that is, their joint actions, have an important place in career counselling, because careers rarely occur without the involvement of others. These themes will be addressed in this presentation with case illustrations and specifics ways of using an understanding of goal-directed action in counselling.</p>
		 <p>Richard A. Young is a Professor in the Department of Educational and Counselling Psychology and Special Education at the University of British Columbia. A Fellow of the Canadian Psychological Association and the American Psychological Association, Professor Young's interests are in the areas of parent-adolescent interaction, health psychology, and career development. With a number of colleagues, he has extended the application of action theory to topics in career development, health promotion and, particularly, parent-adolescent communication. These applications have included the refinement of a qualitative research method based on action theory as well as its application to cultural studies. With W. A. Borgen, he is the editor of <i>Methodological studies for the study of career</i> (Praeger, 1990), and with A. Collin, <i>Interpreting career: Hermeneutical studies of lives in context</i> (Praeger, 1992) and <i>The future of career</i> (Cambridge University Press, 2000). With L. Valach and M. J. Lynam, he is the author of <i>Action theory: A primer for applied research in the social sciences</i> (Praeger, 2002). Professor Young has authored or co-authored over 100 articles and chapters published in scientific and professional journals and books.</p>
10:00AM		Coffee Break
		Breakout Session 5
10:20AM	321	<p>Building the Career and Talent Development Professions In China and the Philippines by <i>Brian Schwartz</i></p> <p>Having visited China six times before moving there from the USA in July, 2010, I embarked on a profound journey to help catalyze the movement towards a psychodynamically-based career and life design counseling process in Asia. Working simultaneously in China and the Philippines and serving on the Board of Directors of the Institute for Career Certification International, a broad workforce development strategy was developed in parallel to provide depth clinical career counseling training augmented by additional specialties in career coaching, talent development consulting, strategic workforce planning, entrepreneur coaching and education and school-based career guidance and advising to the public and government agencies, an integrated online career self-discovery software application with personal branding addendum and a "small course" broad human and career development menu of courses.</p>
		 <p>Dr Brian Schwartz is an American psychologist. After 34 years of career management consulting and 30 years of organization development consulting, Dr Schwartz moved from the USA to China. He was on a mission to bring career assessment to young people and to train career and talent development professionals in China as well as other countries within the Asia Pacific area. He developed his online career assessment and personal branding software, CareerDNA, and has developed, with partners, the accredited</p>


		Career and Talent Development Professionals program, with six specialty training programs built atop a six-day intensive foundational workshop.
10:20AM	322	<p>A Five-Day Career Leadership Camp for College Students and Its Empirical Evidence for Seven Years by <i>Sungsik Ahn, Inki Kim & Minhee Yang</i></p> <p>Developing, implementing and evaluating a new intervention is a critical job for career practitioners. In this presentation, a five-day career development intervention, called Career Leadership Camp, will be presented from its development based on career development theories and models, to effective implementation, evaluation and modification for seven years with empirical evidence. Participants will learn about the development process of a new group intervention based on career development theories and consistent modification for effectiveness with empirical data.</p>
		 <p>Mr. Sungsik Ahn is a Ph.D. candidate in the Counseling Program of Korea University. He completed his master's degree in Career Counseling. He is a Global Career Development Facilitator (GCDF) and Career Development Facilitator Instructor (CDFI). He had been worked for a university career center for twelve years and he received the Minister's Award for his excellence of services. His professional and research interest includes developing university career centers and training career counselors and specialists. He has conducted some career research projects, and several of the co-authored articles have been published in such journals as the Career Development Quarterly and the Journal of Employment Counseling. He is also South Korea Country Director of the Asia Pacific Career Development Association (APCDA), and a member of the Class of 2016 NCDA Leadership Academy.</p>
		<p>Mr. Inki Kim is a Assistant Manager at the Career Development Center of Korea University (KUCDC) and Academy of Human Resource Development (AHRD). He is an experienced administrative staff with more than ten years working across a various administration offices, such as the Office of the President, Office of General Affairs, and Office of Public Relations. He is currently in charge of all administrative works in KUCDC from managing employer relations and campus recruiting to arranging and operating career programs related to job seeking skills. He is especially interested in effective communication and teamwork.</p> 
		 <p>Minhee Yang is a CEO of "Play Academy cooperation" and a Career Development Facilitator (CDF). She majored in Management for her bachelor's degree and has been working as a career development educator and counselor for more than ten years. She has designed an online career education platform and published several career related books for university students.</p>
10:20AM	323	<p>Creating a Service-Minded Careers Culture at Universities by <i>Dreama Johnson</i></p> <p>Are you challenged by helping college students expand their thinking of career options in public service? Do your students have a service mindset, but only see public service as volunteering that occurs outside of the workplace? Or do your students feel there isn't a strong presence of public service-focused companies hiring at your University? In this session we will discuss the common stereotypes students (and parents) have about careers with social impact and learn about strategies for helping to challenge this culture. Participants will also hear about the programming, messaging and advising efforts of the University of Virginia Career Center to challenge students to use their knowledge for good in public service careers.</p>

		 <p>Dreama Johnson leads the Public Service and Government Career Community supporting students interested in careers with social impact at the University of Virginia Career Center. Dreama joined the Career Center in July 2012, having previously worked in various offices at the University, including Student Financial Services and the Office of the Dean of Students. She also served as an AmeriCorps member with the Virginia College Advising Corps. Dreama is dedicated to helping students from underserved backgrounds succeed in higher education as she herself was the first in her family to graduate from a four-year college. Dreama earned her B.A. in Religious Studies and M.Ed. in Student Affairs Practice in Higher Education at the University of Virginia.</p>
10:20AM	324	<p>APCDA's Glossary Project by <i>Danita Redd, Serene Lin-Stephens, Sing Chee Wong, Agnes Banyasz, Chin Ye, Carmela Siojo</i></p> <p>Some of us learned English from birth, but each country uses different terms for aspects of career planning and has different meanings for terms that sound the same. Others of us learned English as a foreign language. We may not be sure exactly what some of the terms mean, or we have our own meanings for some of the words. We need to agree on definitions in English so that we can work together and write meaningful reports about career development activities. After we have the English Glossary, we hope it will be translated into the language of each member country.</p>
		 <p>Danita Redd, M.A., has been counseling and career development faculty at Moorpark College, California, USA, for 23 years. She was awarded the 2016-2017 Moorpark College Distinguished Faculty Chair and was recognized as the 2014 -2015 Academic Senate's Outstanding Faculty of the Year. She is a published writer; a graduate of the Foundation of Human Enrichment for providing therapeutic assistance to people with Post Traumatic Stress Disorder; and is an international volunteer serving in Egypt, Peru, and Mexico.</p>
		<p>Serene Lin-Stephens is a careers researcher and consultant for over 20 university courses across disciplines. Her postgraduate qualifications span across Higher Education E-learning and Career Development. She is intrigued by ways to embed career development in higher education, including develop appropriate resources and technologies to support it. Her days are filled furthering her research interests through working closely with course conveners and industry stakeholders in a collaborative effort to enhance student outcomes and meet workforce needs.</p> 
		Agnes Banyasz is described above.
		Chin Ye
		<p>Carla S. Siojo has been the Director of the Office of Placement and Career Services at the Ateneo de Manila University for the past 6 years. She finished Bachelor of Arts Major in Psychology and Master of Arts Major in Pastoral Ministry: Family Ministry and Counseling both at the Ateneo de Manila University. She has been serving as the Country Director of the Asia Pacific Career Development Association (APCDA) since 2014. She is involved with other professional organizations such the National Career Development Association (NCDA), Association of Placement Practitioners of Colleges and Universities (APPCU) in the Philippines, and the Career Development Association of the Philippines (CDAP).</p>
10:20AM	325	<p>Empowering Teachers to facilitate Career Planning among Secondary School Students by <i>Anil Kollolath</i></p> <p>It has been realized that school stage is the most appropriate stage to facilitate career planning among students. Empowering teachers to facilitate career development of students has been identified as one of the most viable approach in the country like India. It is in this context, the NCERT, New Delhi has initiated one year duration Diploma</p>


		Course in Guidance and Counseling (DCGC) to train the teachers through blended approach. Every year more than 200 teachers are trained to act as teacher counselors and they facilitate <i>inter-alia</i> the career planning of secondary school students by conducting various Group Guidance Activities which focus on developing a future workforce as per the needs of the society.
		 <p>Dr. Anil Kumar K is Professor in Teacher Education at the National Council of Educational Research and Training (NCERT), New Delhi and placed at its one of the constituent units namely the Regional Institute of Education, Mysuru. He has received the professional Diploma in Educational and Vocational Guidance (DEVG) from the NCERT in the year 1991. During the year 2001, he has been appointed as a faculty in the NCERT and since then, he has been working as a Counselor Educator for the Diploma Programmes of Guidance and Counseling. Presently, he is the coordinator for the Diploma Course in Guidance and Counseling (DCGC) at the RIE, Mysuru center.</p>
10:20AM	326	<p>Fractional Leadership: An Emerging Concept by Nupur Gosain, NK Chadha</p> <p>With a drastic increase of the start-up revolution in India, there are many changes occurring in the career opportunities for the workforce. The young and highly experienced workforce have made a shift in the start-up environment to fulfill their needs and aspirations. But, various challenges led to instability in retaining such valuable resources for the organizations. To sustain the workforce, a trend of 'Fractional Leadership' is emerging allowing them to fulfill their needs and aspirations from the organization/s while serving them with utmost trust and commitment.</p>
		Nupur Gosain and NK Chadha are described above.
10:40AM	327	<p>Analyzing the Factor Structure of The Career Aspiration Scale- Revised using Confirmatory Factor Analysis by <i>Deepesh Rathore</i></p> <p>In this study The Career Aspiration Scale- Revised (CAS-R; Gregor & O'Brien, 2016) was used on a sample of Indian undergraduate college students (N=316), to analyze the factor structure of the CAS-R using Confirmatory Factor Analysis (CFA). This study also discussed the possibility of gender differences with respect to the career aspirations of undergraduate students.</p>
		 <p>Deepesh Rathore I am currently pursuing my PhD from Department of Psychology, University of Delhi in the area of Emotional Intelligence in which I am constructing a situational judgement test to be used in work settings. Along with this I am also teaching at Daulat Ram College, University of Delhi, my total teaching experience is of 2 years, and also working as a research associate on SWAYAM MOOCS project of <u>Ministry of Human Resource Development (MHRD)</u>, Govt. of India for the past 3 years.</p>
11:00AM		Travel Break
		Breakout Session 6
11:10AM	331	<p>Key Strategies & Career Counseling to Develop Internal Talents in Organization by <i>Anne Chen</i></p> <p>It is critical for the organization to have "Internal Development" for the talents to face competitive and changing environment. The talent, the key position for which the talents is being prepared, the career counselors or career consultants is very useful. As the third party, the career counselors or career consultants play an important role to help the talents to reflect and engage in Individual Career Development Plan (ICDP). How the career counselors or career consultants work closely with the HR and executives to sustain and empower the talents? What are the possible resources will be needed to carry out the ICDP and meet the organization developmental needs?</p>




		 <p>Prior to the Senior Consultant of Aspire Academy, Ms. Anne Rouh-Ling Chen was the Executive VP HR of international IT and Logistics companies. She usually worked closely with CEO, BU heads in designing and execution of Talent Career Development, Strategic Human Resource Management, Cross-cultural Team Building and Culture & Core Competency and Leadership Development Program. She is also the Executive Coach for global managers. With great passion, Ms. Anne Rouh-Ling Chen is the pioneer to establish Career Development Center at Soochow University in Taiwan. She is an active member of APCDA and Board Member of TCDCA (Taiwan Career Development and Consulting Association) and Supervisor of CHRMA (Chinese Human Resource Management Association in Taiwan).</p>
11:10AM	332	<p>Are STEM students ready for their 21st century employers?- an Australian study by Serene Lin-Stephens</p> <p>STEM skills are predicted to underpin most emerging occupations in the future workforce and society. However, are STEM students ready for their 21st century employers? Applying the Career Information Literacy Learning Framework, a recent quantitative study conducted in a STEM faculty in an Australian university revealed a significant gap between final year STEM students (n=517, N=1 176) and STEM employers (n=62, N=80) in their focuses on student career/employability development. STEM student cohorts predominately focus on discipline-based learning. In contrast, employers desire transformative qualities in STEM students. The findings necessitate rethinking of STEM professional preparation for the future workforce and society.</p>
		<p>Serene Lin-Stephens is described above.</p>
11:10AM	333	<p>The Career Fitness Program: Exercising Your Options to meet the Needs of Society and Family by Lisa Raufman</p> <p>Learn about how a comprehensive semester-long culturally aware career class is taught providing students with the insights and time to develop skills that will help them create their own futures. The Career Fitness Program is a textbook that prepares Career Counselors and professors to help college age students to discover their talents and skills in order to become the best candidates for the jobs and careers that are yet to be created. We know that 60% of careers that will be available in 2025 are yet to be designed and created". Current college students will be the designers of these jobs.</p>
		 <p>Dr Lisa Raufman co-author of <i>The Career Fitness Program, Exercising Your Options</i> ,11th ed. (Pearson Education Publisher), a popular career book used in colleges and universities since 1989 now in its 11th edition. With over 30 years of counseling experience, she has been Faculty Development Coordinator and Dean of Counseling at El Camino College as well as an instructor/counselor and a coordinator of Career Centers at two different colleges (El Camino College and Moorpark College.) A popular presenter on career development since the 1980s, she is past president of "California Career Development Association" and "Los Padres American Society for Training and Development" (ATD) and Membership Chair, APCDA.</p>
11:10AM	334	<p>Supervision of Career Counsellors and Career Development Practitioners: An Emerging Specialization by Roberta Neault, Jenny Rowett</p> <p>Canadian Career Development Practitioners (CDPs) and career counsellors work with diverse, complex clients within an equally complex, constantly-changing employment landscape. This context paired with an increased demand for program accountability, highlights the importance for CDPs' and career counsellors' increased access to competent supervision to develop relevant competencies. Presenters will examine the current context for clinical supervision in Canada and internationally, explore supervision models and frameworks, and discuss ethical considerations for supervision. Learn how supervision can address competency gaps and improve client service and program outcomes for career counsellors and CDPs.</p>

		Dr. Roberta Neault and Jenny Rowett are described above.
11:10 AM	335	<p>Connecting University Students to Society: Building A Positive Social by <i>Yuwei Gu, Hiba Dabis</i></p> <p>The goal of this session is to help career practitioners gain new insights and ideas to support university students, or indeed any type of client, to build a career that makes a positive social impact. The Career Development Center at NYU Shanghai will outline the importance of helping students explore career paths in the third sector, and guide the audience to identify challenges and best practices in helping students to navigate careers in this field. They will share some of their own unique practices in working with students, including case studies of student success stories and event programming.</p>
		 <p>Hiba Dabis is a Senior Manager at the NYU Shanghai Career Development Center. She oversees all aspects of students' career development, including career coaching and skill building workshops. Hiba is passionate about empowering students to learn to manage their careers by making well researched and educated decisions. Prior to joining NYU Shanghai, Hiba worked as a career consultant at the London School of Economics & Political Science, and before that she spent the first 7 years of her career working in banking and finance. She completed a Master's degree in Career Coaching with the psychology department at the University of East London, and is also a New York University alum, holding both Bachelor's and Master's degrees in Economics.</p>
		<p>Yuwei Gu is a Senior Associate at the NYU Shanghai Career Development Center. She provides career advising and support including career exploration, decision making and job search for undergraduate students. She oversees the NYU Executive Alumni Mentor Program, manages the Summer Service Grant, and offers support for NYU Shanghai student workers in terms of pre-professional skills training. In addition, she supports career skill-building workshops, panels and student career conferences. Yuwei earned her master's degree in Applied Linguistics from East China Normal University. She is passionate about higher education and loves supporting students in making the most of their college experience.</p> 
11:10AM	336	<p>Future Directions of Retirement Research in South Korea: Implications from Literature Review by <i>Yoon Chung Kim</i></p> <p>The objective of this presentation is to share the trend of research on retirement in South Korea and future directions for further studies from literatures of two decades between 1997 and 2016. Based on the results of literature review, several themes, trends and practical issues will be presented. And future directions will also be suggested with advanced methodologies such as mixed methods or longitudinal analysis.</p>
		 <p>Ms. Yoon Chung Kim is a doctoral student of general counseling program at Korea Counseling Graduate University. She completed her master's degree in International Commerce at Seoul National University. She had worked as a sales trader in Daiwa Securities, research assistant in Samsung Securities, and a credit analyst in Mizuho Corporate Bank. She is currently working as a volunteer counselor at Seoul National University of Education.</p>
11:10AM	337	<p>Perceptions and Implementation of Career Development Process for Upward Mobility in Singapore by <i>Charlotte George, Singchee Wong</i></p> <p>The purpose of this research project conducted in Singapore is to understand the perceptions of Chief Executive Officers (CEO) and/or other C-suite executives on Career Development; identify process/processes of how they rose to their current appointment, including strategy(s) that had worked or not worked for them; and what they planned to do for the continuous development of their careers.</p>



		CEOs and those in C-suite were selected for this research as they set the organisation's strategic direction and are role models for the employees. They often also often determine the career development opportunities for their staff.
		Singchee Wong is described above.
		Charlotte George
11:50PM		Lunch
		Presidents Lunch Meeting: The current and past presidents are invited to eat lunch together to plan the future of APCDA. A table will be reserved for this group.
Thursday Afternoon		
14:00PM	341	Panel 2: Customizing Career Theories/Practices to Your Culture At APCDA, we share the most current theories and practices across the Asia Pacific region. But sometimes the practices in one country may need to be modified for use in another country. Three experienced career professionals will share the types of modifications they needed to make in popular career planning theories or practices to make them work better in their own country.
15:00PM		Travel Break
		Breakout Session 7
15:10PM	351	The Chaos Theory of Careers by <i>Jim Bright</i> We all know that careers can seem chaotic, but to really understand the Chaos Theory of Careers, we must turn to the world expert, Dr Jim Bright. Dr Bright has developed a chaos and complexity-based theory that provides an account of the complexity of influences on career development, the nature of change and unplanned events, as well as the limiting factors and emerging patterns in individual careers. The CTC model is also being applied to leadership, creativity, and occupational stress, particularly through his Beyond Personal Mastery model.
		 <p>Dr Jim Bright is a Visiting Professor of Career Development at the University of Derby and a Professor of Career Education and Development in the School of Education at the Australian Catholic University (ACU) based in Sydney. Together with Prof. Robert Pryor, he developed the Chaos Theory of Careers which focuses on complexity, change and chance in career development. In addition, he is interested in applying chaos and complexity ideas to Leadership and has a long-standing interest in evidence-based job hunting advice. He is a Fellow of the Australian Psychological Society (APS), of the Career Development Association of Australia (CDAA), and National Institute for Career Education and Counselling (NICEC). He is the author of 11 books translated into 10 different languages.</p>
15:10PM	352	Making Career in Life: The Nigerian Experience by <i>Ilu Oghie Cosmas Adomeh</i> This paper titled: "Making a career in life: The Nigerian experience" surveyed the historical origin of career from the biblical perspective. After clarifying some key words, outstanding factors of career among the 21 st century of Nigerian adolescents are presented. The need for career change and mid-career change were also considered before the specific roles of career practitioners were presented. There after the paper concluded that in every career development/situation, there are always the mud and the stars whichever one the individual beholds depends on his/her personality, the factors of career development influencing him/her and his/her vintage point.




		 <p>I am an academic staff in Ambrose Alli University, Ekpoma, Nigeria. I resumed work in the University on 19th August, 1999 and I had remained in the service of the institution since then. On October 1st 2011, I rose to the position of a full professor and since then I have served in various capacities in the University, namely, Head, Department of Guidance and Counselling, Member, University Senate and Chairman, University Admission Board among others. I have attended both local and international conferences in India, Malaysia, Japan and South Africa.</p>
15:10PM	353	<p>An Experiment with "Whole-person development" approach to traditional Career Service in a private post-secondary college. by <i>Sze Wan Tsang, Joseph Chan Kai Nin, Penny Tse Siu Yin,</i></p> <p>This session describes the introduction of a comprehensive career services based on a "whole-person development" approach for undergraduate students in a small catholic private post-secondary college in Hong Kong which offers mainly vocationally-oriented programs to around three thousand students. The services, covering employment service, career guidance and career education, involves a wide variety of both traditional and non-traditional career interventions, from individual counselling, workshop, day-camp to training program.</p>
		 <p>Chan Kai Nin, Joseph, Advisor, has over forty years experiences in human resources management in the private sector, career counselling and University of Hong Kong and City University of Hong Kong plus career counselling training in both the secondary and tertiary sector in Hong Kong and China. He holds master degree in business administration. Counselling and education and fellow membership in HK Institute of HRM and HK Professional Counselling Association.</p>
		<p>Tse Siu Yin, Penny, Internship Advisor cum Counselor, has over 10 years working experiences in recreation management at Government and NGOs, individual, group counseling and teaching in Secondary School. Moreover, she has 6 years experiences in career counseling and student development in private post-secondary sector in Hong Kong. She holds a Master Degree in Counseling and she is a certified practitioner of MBTI and PRISM Brain Mapping.</p> 
		 <p>Tsang Sze Wan, Wendy, Career Advisor, has 6 years experiences in student affairs and career services in private post-secondary sector in Hong Kong. She holds a Master Degree of Art in Literary and Cultural Studies and she is currently studying a Master Degree of Science in Organizational Behaviour. Also, she is a certified practitioner of MBTI.</p>
15:10PM	354	<p>Finding the missing pieces – experience, reflection & co-creation of service model for Buddies in career transition in Hong Kong & in Asia Pacific Region by Anthony Cheng</p> <p>In this stimulating & interactive workshop, we will share and explore together the advantages & disadvantages of several service models & options in helping people who have more than 20 years of working experience (The Buddies) for career transition. We will challenge our / your assumption and intended to co-create enhanced & refined version(s) of service model possibly suitable for Hong Kong &/or other countries in Asia Pacific region for advocacy and to help solve the social problem.</p>
		 <p>Anthony Cheng, MSc (Social Work), JCDC, JCTC, has more than 14 years of experience in training & development. He is Director of Coaching & Management Consulting of his own consulting company Teamwork and Lifework Institute. Voluntarily, Anthony serves as Coaching Sub-group Leader of Buddy Town Hong Kong (a social enterprise set up in 2016, aimed</p>


		to support people with more than 20 years of working experience for their career transition). Anthony is Member of National Career Development Association (NCDA), Member of Institute of Management Consultants Hong Kong (IMCHK), etc., and 2015/17 & 2017/19 Vice President Membership of Hong Kong International Coaching Community www.coachinghk.com.
15:10PM	355	Childhood Career Exploration: Planting and Nurturing the Seeds of Career Development by <i>Roberta Neault</i> Career exploration doesn't have to wait for secondary/post-secondary school; children can benefit from planting career development seeds early on. Supporting the development of a child's interests, abilities, sense of self, and future aspirations is just the beginning. Early interventions can also support awareness of diverse work/life activities, healthy relationships, family/community engagement, and effective decision making and problem solving. Join Dr. Roberta Neault as she introduces career exploration strategies for career development practitioners, educators, parents/guardians, and/or community leaders/mentors with an early-year focus. Hear directly from Alicia, her 11-year-old granddaughter, about her own career exploration activities that include a trip to China!
		Roberta Neault is described above.
15:10PM	356	Working during Retirement: New Directions in Career Development by <i>NK Chadha, Rashmi Saroha</i> The demographic changes brought about by increased life expectancy are presenting a challenge to society. There are increasingly less active citizens to pay for the growing population of the retired employees. This calls for the retired and aged to be more actively involved on the professional front. Many workers today continue to work during their so-called "retirement". The present paper discusses the reasons for working after retirement, opportunities and barriers. Financial risks are discussed with special emphasis on retiring women. The implications for older employees as well as the employers are also discussed.
		NK Chadha and Rashmi Saroha are described above.
		Career selection in Indian college Youth: Role of Mass-Media by Sunil Gupta This study explores the effects of "mass media" on students' career selection. The data will be collect through online survey method by employing Simple Random sampling technique from the sixth semester students of three leading college of New Delhi. The paper tries to understand importance of mass-media in career selection of Indian college Youth. To achieve the above purposes, focus semi structure interviews will be conducted with college students of University of Delhi. By reporting the findings from an Indian college youth, the paper provides theoretical and practical implications for career development for college going students in India. This study will be able to find that media is also playing a significant role in career selection.
		 Dr. Sunil Gupta is a Assistant Professor in Zakir Husain Delhi college, Department of Psychology, University of Delhi. His Ph.D. thesis is on, "A psycho-social study on mass-media processes and its impact on well-being ". Dr. Sunil Gupta also holds the position of Assistant Professor of Psychology in the Zakir Husain Delhi College of the University of Delhi.
15:50PM		Coffee Break and Poster Sessions
15:50PM	361	Assessing the Career Development Needs of Senior High School Students: A Proposal for Career Interventions, Programs, and Assessment by <i>Leonila Urrea</i>

		<p>The Senior High School students in the Philippines face unique challenges related to career development. Since the first batch of these students was enrolled in school year 2016-2017, a significant number of them are still perplexed on the courses they will take in college in spite of their strands/tracks. This requires the guidance counselors to address the needs of this population and to decide upon appropriate career intervention topics. This study utilized a career-need assessment survey and focus-group discussion. Results can be used in the development of culturally and contextually relevant career guidance programs and career-related assessment.</p>
		 <p>I am currently the guidance director of the University of the East, supervising the counselors from the Basic Education to the College Department. I have been in the school counseling practice for 27 years and have designed and implemented career programs and activities across all levels. A strong advocate in the promotion of mental health and psychosocial support services during disaster, in which is the topic of my dissertation. I am currently the corresponding secretary of the Association of Placement Practitioners of Colleges and Universities.</p>
15:50PM	362	<p>A typology of career practitioner orientation – a Singaporean perspective. by Timothy Hsi</p> <p>Although career practice (incorporating career development, coaching/counseling) and has been in existence in Singapore since the mid-2000s, it is still a young profession seeking to establish itself through the development of different frameworks of best practices. This paper is an exploration of a suggested typology of career practitioner orientations observed in various Singapore organisations employing full-time career practitioners.</p>
		 <p>Timothy Hsi is trained as a psychotherapist and has been in practice for the last 20 years. Additionally, he has over 15 years of experience as a lecturer & trainer in the field of Counselling and Career Development. Timothy is the current Master Trainer of the Singapore Global Career Development Facilitator (GCDF) programme as well as the Asian Master Instructor for Knowdell's Job and Career Transition Coach certification workshops. He also teaches counselling courses at the Australian College for Applied Psychology and James Cook University.</p>
15:50PM	363	<p>The 5 fundamentals of a prosperous CAREER by Will 'Unga, Fenrong Liu</p> <p>Connecting career, family and society is a challenge anywhere, not in just one country, state or area. Although challenges vary due to cultures, backgrounds and people, some denominators are the same everywhere and once established, can work for just about anyone in any organization. The 5 Fundamentals we discuss in this presentation are: 1..Individual Purpose, 2. Proper Training, 3. Effective Tools, 4. Professional Support, 5. Duty to Society. Each will be briefly touched upon.</p>
		 <p>Will 'Unga</p>
15:50PM	364	<p>Indigenous Counseling and Psychotherapy in China: A Scoping Study by Yuan Ying Jin</p> <p>Purpose: The purpose of the current study is to examine the important topics, dimensions, variables, designs, and methodologies in the field of indigenous counseling in China. Method: To do so, a scoping approach will be used. Implication: The results of the current study will provide various implications for counseling research, practice, and policymaking for providing mental health services to Chinese.</p>





		 <p>My name is Yuan Ying Jin. I am a doctoral student major in counseling at Korea University, in Seoul, Korea. Previously, I studied in three different countries. I received my undergraduate degree in Public Administration in China, and a Master's degree in School Counseling both in Korea and the United States, and am fluent in three languages (Chinese, Korean, English). Also, I have published several articles in various SSCI journals. Therefore, I am skilled in conducting comparative research. My research interests include the factors that affect career values, including contextual factors, individual factors, etc.</p>
15:50PM	365	<p>Five Core Qualities Of Career Guidance And Counseling Professionals In High School In China. by Ya Wen, Xue-ying GU & Xue-ping SHEN</p> <p>In the context of the reform of college entrance examination in China, career guidance and counseling professionals in high school need to have the following core qualities : career education, career information assessment, career activity, career counseling, social system intervention .</p>
		<p>GU Xue-ying, Ya Wen and Xue-ping SHEN are described above.</p>
15:50PM	366	<p>An Integrative Review of the Teacher Support for Career Development by Gaowei Chen, Jiahong Zhang, Mantak Yuen</p> <p>Given that there was a lack of an integrative summary of the current and emerging trends in teacher support scholarship and practice in career development, the aim of this review is to summarize the key features of the relevant studies on teacher support in career development field. An integrative review of 18 empirical studies provided researchers and practitioners a comprehensive and in-depth understanding of the characteristics of research on teacher support, as well as its influence on student career development. This review will be beneficial to researchers, teachers and policy-makers seeking to optimize support systems for students' career development.</p>
		 <p>Jiahong Zhang is a PhD candidate in Career Development and Counselling at Faculty of Education, The University of Hong Kong. Her research interests include career-related teacher support, career-related parental support, vocational identity and career adaptability.</p>
		<p>Dr. Mantak Yuen is associate professor and Director of the Centre for Advancement in Inclusive and Special Education, Faculty of Education, University of Hong Kong. He is a Counseling and Educational Psychologist. He serves as the Director of the Doctor of Education Programme. He coordinates courses in guidance and counseling, gifted education and career development. He has published more than 100 journal papers and book chapters. His current research involves investigating links among students' life skills and talent development, self-efficacy, connectedness, purpose and meaning in career development, and school-based guidance and counseling programmes.</p> 
		 <p>Gaowei Chen is an Assistant Professor in the Faculty of Education at the University of Hong Kong. He received his PhD in Educational Psychology from the Chinese University of Hong Kong. His research interests include classroom discourse, Mathematics education, and career development.</p>
15:50PM	367	<p>Self-Compassion and Psychological Well-Being among Counselors by Voon Siok Ping, Poh Li Lau</p> <p>Having a sense of psychological well-being is crucial for counselors' professional competency. Self-compassion has emerged as a healthy and positive attitude in enhancing counselors' psychological well-being. However, these essential concepts</p>

		<p>have not been given much attention in Malaysia. The purpose of the current study is to understand the relationship between psychological well-being and self-compassion in a sample of counselors in Malaysia (N=200). Counselors' psychological well-being and self-compassion are measured by the Scales of Psychological Well-Being (SPWB) and Self-Compassion Scale (SCS) respectively. Data is collected by using web-based survey and analyzed by using SEM-AMOS. Results and implication of the study are discussed.</p>
		 <p>Voon Siok Ping is a PhD Candidate from University of Malaya, Malaysia. She received her Bachelor in Psychology (Hons) from HELP University and Master in Counseling from University of Malaya, Malaysia. She is a registered counselor with the Malaysian Counselor Board.</p>
		<p>Lau Poh Li is a senior lecturer in Department of Educational Psychology and Counseling at University of Malaya. She received her BA(2006) and PhD(2011) in Counseling from University of Malaya, Malaysia. Her research interests include career counseling, positive psychology, resilience and well-being, special needs program, cross cultural, and psychological testing. She takes responsibility in teaching and learning, evaluation activities in undergrad and postgrad counseling program and consultation projects. She is also a registered counselor in Malaysia.</p> 
15:50PM	368	<p>A Pilot Career Training Study With Information Technology Intern Students at San Jose State University (SJSU) by Dick Knowdell, Sharon Qi</p> <p>The Knowdell career transition model (assessment, exploration, focus and implementation) was discussed in depth as part of the career coaching process with 10 to 16 information technology intern students at Altamont Development Center at San Jose State University in San Jose, California USA. The training was conducted in the group format through a series of one-hour brown bag (lunch & learn) sessions. In the discussions, some of the software engineering skills were also incorporated into the career coaching process. The coaching effectiveness was surveyed as pre-coaching and post-coaching difference comparison. The lessons learned are explored in this workshop.</p>
		 <p>Dick Knowdell is the author of six books on career development and the developer of four career assessment instruments that have been translated into nine languages. He has trained over 7,000 Job & Career Transition Coaches in North America, Asia, Africa, Europe, Australia and South America. He is a National Certified Career Counselor and a Fellow of the National Career Development Association.</p>
		<p>Dr. Sharon Qi is both faculty teaching at College of Business of SJSU and also the program manager of the Altamont Development Center, Information Technologies, SJSU. She holds Ph.D. degree in education, and has rich industry experiences before she joined SJSU as the faculty there. Now she is also working on her second master degree of Counseling Education, and plans to devote her time to the career coaching through her second role, the IT program manager at IT system of SJSU.</p>
15:50PM	369	<p>Mobility of Chinese students in France: Challenges and Issues for career development by Yuanfei HUANG, Laurent SOVET, and Anne-Marie COSTALAT-FOUNEAU</p> <p>Over the last decades, the international mobility of Chinese students has dramatically grown worldwide, including France (Campus France, 2016). The phenomenon can be explained by the social, economic, scientific, and political transformations of Chinese Government and the educational system in China (Guo, 1998). As a consequence, the research literature focused on the experiences of studying abroad among Chinese students has been increased thoroughly (Zhu, 2016). The previous studies examined various aspects such as the motivations for an international mobility, the psychosocial</p>

		<p>adjustment to new cultural and academic environment, and the intercultural competencies. Nevertheless, impact of international mobility on Chinese students academic and career trajectories has deserved less attention from researchers (see Arthur & Flynn, 2011; Li, 2016; Reynolds & Constantine, 2007; Yang, 2016). The purpose of our study was to examine how Chinese students studying in France perceived, anticipated, and experienced their academic and career development. The data was based on a systematic literature review from studies conducted among this population using diverse sources (e.g. doctoral theses, articles, book chapters). A total of 47 references from 2003 to 2017 were found and analyzed. Similarly to the international synthesis performed by Zhu (2016), the studies conducted toward Chinese students studying in France used several research methodologies and were focused at different stages of the international mobility (i.e. before, during, and after). Our corpus revealed critical personal, environmental, and ideological barriers related to academic and career development, encountered by Chinese students during and after their international mobility. Implications at both individual and governmental level (i.e. in terms of <i>brain drain</i> and <i>brain gain</i>) were discussed.</p>
		 <p>Yuanfei Huang is a Chinese psychologist earned her bachelor's and master's degree in social Psychology and Work and Organizational Psychology at Université Paul Valéry-Montpellier in France. She is preparing to obtain her Ph.D. with a cross-cultural psychology's research about the evolution of capacity system and identity dynamic of Chinese students in France during the acculturation process, by using quantitative and qualitative methods. Principally, her work contributes to improve quality of life and capacity system of international students.</p>
		<p>Laurent Sovet is assistant professor of differential psychology at the Université Paris Descartes. He earned a Ph.D. in career counseling psychology at the National Conservatory of Applied Technologies (<i>Conservatoire National des Arts et Métiers</i>), Paris in 2014. His research was initially on cross-cultural differences in career decision-making processes among youths (high school and college students). He has conducted fieldwork in several countries and has been involved in various international collaborative research projects. His current work focuses on examining the relationships between learning experiences and career management skills.</p> 
		 <p>Anne-Marie Costalat-Founeau is full professor of social psychology at the Université Paul Valéry-Montpellier. She has supervised Ph.D. Candidates in the field of identity. She considers identity as a complex and dynamic system connected with actions and normative/subjective capacities in which the latter regulate self-image and have an influence on personal and career projects construction. Her studies have been conducted in various contexts: work (i.e. career transition), culture (i.e. immigration and identity conflicts), and health (i.e. identity alteration). She has participated to various national and international research projects and has been responsible of the Epsilon research unit during six years.</p>
15:50PM	370	<p>'Embracing the Chaos': Experiences in Counselling for Tertiary Admissions in Secondary School Contexts by Ben Archer</p> <p>Changes within student lives can have a significant impact on their ability to access tertiary education. Often, small events can have disproportionate impact on a students ability to access tertiary education and can impact the decision as to which tertiary institution they will attend. Chaos Theory provides a framework for Career Practitioners to navigate the experiences of students as they are counselled toward further education and employment. This presentation provides an overview of the Chaos Theory and how it maps the experience of a career practitioner working in a secondary school in Australia as students are counselled toward tertiary education.</p>


		Ben is a secondary teacher with professional registration with the Career Development Association of Australia. He currently works in a non-government secondary school as a Career Advisor and is employed as a sessional lecturer in Education at the Australian Catholic University.
		Breakout Session 8
16:30PM	381	The Knowdell Career Transition Model: Moving from Counseling to Coaching by Richard Knowdell The Knowdell Career Transition Model is designed to empower clients to do most of the talking and make 100% of their own career decisions. This four-stage process (Assessment, Exploration, Focus and Implementation) breaks the career transition process into manageable segments. The presentation will cover the five roles of career coaching (Assessor, Information Provider, Guide and Tutor) and include five key coaching questions (What, Why, How, When and Who).
		Dick Knowdell is described above.
16:30PM	382	Women's Empowerment Club in Vietnam by <i>Felicity Brown, Ngoc Anh Nguyen</i> The Women's Empowerment Club (WEC) is an initiative of the US Consulate-General in Ho Chi Minh City, through its cultural arm, The American Center. RMIT University Vietnam was awarded the grant to run the Club. From a pool of 200 professional Vietnamese women, three groups of 25 members were selected. Each Club is a series of workshops and networking focusing on topics such as leadership, creativity, entrepreneurship, social media, conflict resolution, public speaking and self-awareness, all designed with women in mind. This presentation will cover the WEC proposal, recruitment and selection of participants, implementation, feedback and outcomes.
		 Nguyen Ngoc Anh , Career Consultant, Careers & Industry Relations, RMIT University Vietnam
		Felicity Brown has 25+ years' experience in the banking, government and education sectors. Originally from Australia, she has been based in Asia for 15 years including Malaysia, Indonesia, Hong Kong, Japan and now in HCMC, Vietnam. Felicity has worked at RMIT University Vietnam since 2014. She holds a Masters of Career Development and is currently the Manager, Career Consulting and Development. A professional member of CDAA, NAGCAS and APCDA, Felicity is passionate about working cross-culturally, helping clients develop personally meaningful careers in times of change. 
16:30PM	383	Solutions from within: Therapeutic use of narrative dream in career construction Counselling by Lan-Sze Pang The presentation introduces participants to a narrative dream approach that works coherently and complementarily with Savickas' career construction (2005). The tension of opposites, commonly experienced by career clients, is often expressed in their dreams. Unlike the mainstream positivist dreamwork, the narrative approach views dream as a process not an event. The strength-based principles of narrative dream will be delineated on how to facilitate clients to see themselves, through narrating their dream, as possessing the creative answers and inner resources needed to resolve tension with which they struggle and to move forward with courage in career decision-making, as well as on how to connect clients' dream narrative aesthetically with their career stories as a unified whole" to extend intention into action (Savickas, 2011).




		 <p>Dr. Lan-Sze Pang is a US-trained, Hong Kong Registered Counselling Psychologist in private practice. She was Assistant Professor and Assistant Director (Master of Social Sciences in Counselling Psychology) in the Department of Counselling and Psychology at Hong Kong Shue Yan University. Dr. Pang specializes in strength-based narrative approaches to career counselling with an emphasis on college students, mid-life adults, and ethnic minorities. Her other professional interests include indigenization of multicultural counselling training and psycholinguistics phenomenology in counselling encounters. She serves on the Division of Counselling Psychology at Hong Kong Psychological Society and has held visiting academic appointments at various universities in Hong Kong and Macau.</p>
16:30PM	384	<p>Cracking the Creative" Case by <i>Lindsay Doung, Reem Buhazza</i></p> <p>Breaking into creative sectors like arts, film, theater, museums and advertising demands a unique drive, agility, and skillset. Within Asia, the creative industries historically center around hubs but have been expanding to become more contextualized and regionally relevant. Students from all backgrounds interested in the creative space will be faced with questions from family, friends, and communities about their options-- Is it viable? Is it sustainable? Here, a balance between vision and practicality becomes critical. Amidst all this, Abu Dhabi is emerging as a regional art hub with the arrival of institutions like the Louvre Abu Dhabi. At NYU Abu Dhabi, we are helping arts students develop a plan and non-arts students consider the creative. The Career Development Center is preparing students for both the inspiring and challenging realities they will face when pursuing creative industries within Asia. Learn about our strategies to engage faculty, organizations, and other stakeholders to create a culture of experience and improve accessibility to apprenticeships and internships. Discover how we advise students to prepare them to thrive in this dynamic industry.</p>
		 <p>Reem Buhazza works as Employer Relations Manager at New York University Abu Dhabi Career Development Center. Her work primarily includes employer engagement and relationship management, on-campus recruitment, and on-campus events. Prior to joining NYUAD in 2015, Reem worked as a reporter for various newspaper and magazine publications including The National and Grazia Magazine. Reem holds a bachelor's degree in Creative Writing and English Literature from Kingston University London.</p>
		<p>Lindsay Doung serves as a Career Counselor at the NYU Abu Dhabi Career Development Center, where she advises and supports students specializing in the arts and humanities. Prior to joining the team at NYU Abu Dhabi, Lindsay held the position as Academic Advisor and Career Counselor at UCLA. Lindsay received her BA in Human Development from California State University, Long Beach and her MA in Education with a specialization in Counseling and Guidance from California Polytechnic University, San Luis Obispo. Additionally, she obtained her Career Development Facilitator certificate with the National Career Development Association in October 2015.</p> 
16:30PM	385	<p>The Science of Happiness at Work by <i>Dianne Scott</i></p> <p>Happiness at Work is an essential mindset for connecting career, family life, and society. Being happy at work enables action to maximize performance and achieve potential. It is about having the energy, resilience, and commitment to meet the ever-greater challenges of the global workplace in a positive and sustainable manner. This program will describe the global research and work conducted by the iOpener Institute located in Oxford, UK, as to what makes people happy at work. More importantly, pragmatic applications will be given detailing how to maximize happiness for individuals, teams, and organizations.</p>


		 <p>Working with world-renowned leaders in science and technology, healthcare, and public policy, Diane Scott is an executive coach, consultant, and graduate faculty member with decades of experience helping individuals, teams, and organizations achieve their potential. At the iOpener Institute, in Oxford, UK, Diane participated in research leading to ground-breaking innovation in measuring happiness at work and the implications for career development. Serving as graduate faculty at Loyola University for the past decade, Diane specializes in coursework in human resource management and Healthcare finance. She earned Degrees at the University of Pittsburgh, Duquesne University and Georgetown University.</p>
16:30PM	386	<p>A study of implementing method of mentorship among students in elevating their self-direction for job hunting by <i>Maki Arame, Rei Shimmen Miura</i></p> <p>This is a study about assistance method for college junior students who are on job hunting process to choose their occupations and making their career decision. There is a crucial need for finding assistance method in order to make them elevated self-direction for job hunting. In this study, applying Dr. Cathy Kram's mentoring system to the senior college student group, they could work as mentors. How the mentorship has been built among students, and how the implementing method of mentorship worked for students' elevating their self-direction for job hunting, and subject for the next study are discussed in this program.</p>
		 <p>Rei Shimmen Miura is a JCDA Certified Career Development advisor. Over 10 years of career consulting fields of profession; 10 years of working in sales and marketing of educational publication company and employment agencies, current work includes a facilitator and lecturer in guidance, seminars and lessons offered in universities, and counselor's study workshops</p>
		<p>Maki Arame Currently I am in charge of the class of career theory at Polytechnic University Japan.</p> 
16:30PM	387	<p>Understanding the process of savoring: A weekly diary Study by <i>Hsiao-Feng Cheng</i></p> <p>Could positive emotions be enhanced through savoring? How it happened? The qualitative study was designed to understand how undergraduate students were aware of and amplified positive emotions in their daily life through writing savoring journals once a week.</p>
		 <p>I am an assistant professor in teacher education center at National Taiwan University of Arts (NTUA). I have been to the 2015 APCDA and it was so impressive. It would be my second time to join the APCDA conference if my proposal has a chance to be accepted.</p> <p>I have been studying positive psychology for ten years and I have been also teaching the course. I would like to explore the role of positive emotion in positive psychology; therefore I conducted a research that was how undergraduate students benefited by savoring diaries. I am looking forward to sharing the details in 2018 APCDA.</p>
17:10PM		Travel Break
17:20PM		<p>Member Meeting</p> <p>Please attend this meeting and help determine the future of APCDA. Your wishes and decisions will be used in the following hour as the Board meets to plan for the future.</p>




18:20PM		Board Meeting Board members are urged to attend. Board meetings are open to all members.
20:00PM		Board Dinner

Friday, May 18



Morning		
08:30AM		Registration, Coffee & Tea
		Breakout Session 9
9:00AM	411	Millions of Millennials: The Disconnect in Today's Workforce, and What We Can Do About It by <i>Hao Guo, Jeremy Hissong</i> The future is here. As millennials become increasingly crucial players in our companies, schools, and institutions, generational differences must be explored and embraced. In this session, we will discuss some of the most striking and consequential ways that young workers are reshaping the world around them, and raise ideas about how educators can bridge the gap between young workers' expectations and the professional needs that they must fulfill.
		 Jeremy Hissong: Jeremy is primarily responsible for communication strategy and assessment at the NYU Shanghai Career Development Center. Before joining the Career Development Center, Jeremy worked in Student Involvement overseeing student clubs, conferences, and activities outside the classroom.
		Hao Guo is described above.
9:00AM	412	Self-concept, Attitudes towards career counseling and Work readiness among Vocational students in Malaysia. by <i>Poh Li Lau</i> This study was to examine the relationships among self-concept, attitudes towards career counseling and work readiness among vocational students in Malaysia (N = 574). Self-concept was positively associated with work readiness as hypothesized. Attitudes towards career counseling were examined as potential mediator variables. Using structural equation modeling, attitudes towards career counseling were found to mediate the relation between self-concept and work readiness. These results suggest that for vocational college students in Malaysia, a more crystallized self-concept may link to greater work readiness skills due, in part, to a positive value of career counseling.
		Poh Li Lau is described above.
9:00AM	413	Career Transitioning: How Career counsellors can facilitate success for students transitioning from educational institutions to the workforce by <i>Julie Rosengren</i> Transitions generally are difficult as it requires a person to change their thoughts, feelings and behaviours. Career transitions for high school students starting studies at tertiary institutions and for university graduates finding a suitable graduate job involves a myriad of changes that are unique to each individual which a Career counsellor can facilitate successfully. In this presentation, I will look at a number of factors that contribute to the success of transitioning. These include: the level of experience and quality of support from the Career counsellor; suitability of resources provided by the Career counsellor; the efficacy of the process used by the Career counsellor; the employability of the

		student transitioning; the level of accountability displayed by the student transitioning; and the motivation of the student transitioning.
		 <p>Dr. Julie Rosengren is Founder and Managing Director of the Life Institute of Family Education. She is a Transition Specialist with more than 20 years' experience in researching, writing, training, consulting, coaching and counselling. She has worked across a range of industries including financial services, banking, law, construction, education (including schools), engineering, mining, retail, health, government, recruitment and many more. She speaks Thai and some Chinese and Japanese, and has had extensive experience working in Asia. Julie developed various transition education programs including 'practical parenting', 'caring for the aged' and 'career management' based on her doctoral research in changing attitude and behaviours and increasing a person's emotional intelligence. Julie also sees clients for one on one coaching and counselling sessions for work and family issues and is a registered counsellor. Julie is from a family of 11 children, is married to Andrew, is a mother to 3 children, James (20), Gabrielle (19) and Patrick (15), and aunt and great aunt to more than 70 nephews and nieces. Julie is very involved in community activities and regularly volunteers her time to worthy causes.</p>
9:00AM	414	<p>Online counseling.....Virtual counseling.....Robo counseling.....Are you ready? by <i>Jon Sarukai-Horita</i></p> <p>The world we are sending our graduates out to is becoming run by computers, robots and other technical marvels. Driverless cars, automated factories, robo-sales calls, drone deliveries and tele-medicine diagnosis are just some of the routine duties getting taken over by technology. We counsel our students to prepare themselves but are we prepared in the University Career Centers. Career Centers and Career Counselors are not immune to or protected from the future technical changes. This workshop will explore the changes and how we can best prepare for them. Change is inevitable. How we adapt to the change determines our survival.</p>
		 <p>Dr. Sakurai-Horita has a "Portfolio Career." Since 1996, he has worked in the Gig Economy as a contract worker for Universities, Corporations, Out-Placement firms, Non- Profit organizations, Individuals and his own recruiting firm. He is currently working for Santa Clara University, the University of Hawaii-Hilo and with individuals assisting them determine career goals and finding pathways to attaining their goals.</p>
9:00AM	415	<p>Reach Higher and Linked Learning: The implications of these initiatives on current school counseling practices by <i>Loretta Whitson, Caroline J. Lopez, Marilyn Harryman</i></p> <p>Research points to school counselors' effectiveness in increasing students' college and career readiness, however they are often underutilized in the public-school system. This session explores the national Reach-Higher initiative, Linked Learning, an emerging California-based comprehensive, college and career readiness program, and the connection-to and limitations-of school counselors as system-change agents in improving career and college prospects for students at all levels (elementary, middle, high school). This session will examine these initiatives, analyzing school counseling practices alignment with The American School Counselor Association's National Model: A Framework for School Counseling Programs as a tool towards system-wide career development strategies.</p>
		 <p>Dr. Loretta Whitson is the Executive Director of the California Association of School Counselors (CASC), the largest state association for school counselors in the U.S. Previously she served as the Chair of the Educational Counseling program at the University of LaVerne and for over two decades she oversaw Student Support Services, as a school district-level administrator in a leading school district in Southern California. She has served in numerous state leadership capacities and is often requested to provide expert</p>

		testimony with the California State Senate and Assembly Education Committees. Her research interest are college and career readiness and school counselor leadership.
		Dr. Caroline J. Lopez is an Assistant Professor in the school counseling program at California State University Long Beach. Prior to her work as a counselor educator, Caroline was a school counselor in both the K-8 and middle school settings in Los Angeles. She has served as a board member of the Ohio School Counselor Association and currently serves on the board of the California Association of School Counselors. She is a member of the editorial board for the Journal for Specialist in Group Work. Her research interests include college and career readiness, group work, and school counselor leadership and training.
		Marilyn Harryman , M.S. Counseling/Psychology is a career counselor, private practice in San Francisco, CA. Prior to this she served as counselor educator and supervisor for the University of LaVerne and the counselor coordinator for Oakland Public Schools. She is best known for her work as producer and host of <i>CCC Live - The Counselor Community Connection</i> , Cable TV (1996-2016). Over the years, Mrs. Harryman has received numerous recognitions including H B McDaniel Foundation Hall of fame recipient; California Association of School Counselors (CASC) Advocate of the Year; and Inroads Foundation, Educator of the Year.
9:00AM	416	A relational approach to linkages between career resources, identity crystallization and decision making by Hedva Braunstein-Bercovitz According to the Life Design approach, individuals in the post-modern world of work encounter much uncertainty, ambiguity, and multi-role demands. As a result, vocational identity crystallization and decision making could be impeded. Two studies examined the role of career-related resources—ambiguity, tolerance, career adaptability, and positive anticipation of the future work-family interface demands—in the linkage between attachment style and vocational identity / career decision-making difficulties. A model portraying the relationships between these resources with the noted career-developmental outcomes in the context of a relational approach will be presented, as well as implications for career counseling.
		 An associate professor, and the director of the vocational counseling graduate program at MTA. MA in Vocational Psychology, Tel Aviv University, 1987; PhD in Psychology, Tel Aviv University, 1996. Post-Doc at the Psychology Department, Tel Aviv University, 1998. Faculty member at the Psychology Department at Tel Aviv University, 1999-2001; Faculty member at the Behavioral Science Department, Netanya College, 2002-2008; Faculty member at the Behavioral Science Department, the Academic College of Tel Aviv-Yaffo, from 2004; Member of APA Div 17 and NCDA. Author of about 30 referred articles. Licensed as a senior vocational psychologist, the Israeli Ministry of Health, from 1991.
9:00AM	417	The Development and Initial Validation of a Perceived Future Employability Scale for Young Adults ” by William Gunawan Perceived future employability (PFE) in young adults concerns young people's perceptions of their future skills, experience, networks, personal traits, labor market knowledge and institutional reputation at the time of completing their formal education. This presentation will discuss the process of development and initial validation of a scale to measure PFE in young adult.
9:40AM		Travel Break
		Breakout Session 10
9:50AM	421	Career Counseling among Project 985 Universities in China by Yang Ai, Brian Hutchison

		<p>This session provides an overview of the career theories applied in China, discusses the current employment quality and career related problems encountered by the graduates from Project 985 universities, demonstrates the most recent popular research topics in college career counseling field, introduces the typical practice of a career center in a Project 985 university (Wuhan University), and explores possible ideas for career counseling practice in career centers among Project 985 universities in China.</p>
		 <p>Yang Ai is an adjunct professor/ doctoral student at the University of Missouri–St. Louis. He holds a M.Ed. in Clinical Mental Health Counseling and an M.A. in Education. Yang currently is working as Adjunct Professor, Teaching Assistant, the Editorial Assistant at <i>Asia-pacific Career Development Journal</i>, and the Interim Chair at Missouri Career Development Association in the United States.</p>
		<p>Brian Hutchison, Ph.D., LPC, CCCE is an Associate Professor at New Jersey City University. Dr. Hutchison is the President of the Asia Pacific Career Development Association (APCDA), Founding President of the Missouri Career Development Association (MoCDA), Treasurer of the National Career Development Association (NCDA), and Editor of the <i>Asia Pacific Career Development Journal</i>. Brian's scholarship can be broadly described as focused within three primary scholarship areas: international issues in career/ school/ mental health counseling, career theory and practice integration, and counselor training/ education. To this end, he has more than four dozen publications pertaining to school and career counseling theory, international career development, social justice and cross-cultural communication, and specific counseling interventions.</p> 
9:50AM	422	<p>Using a Career Development Intervention to Support Women in STEM Majors by <i>Yangyang Liu</i></p> <p>In the United States and around the world, there is a growing need for qualified individuals in STEM professions. Women, in particular, are vastly underrepresented in STEM fields due to many challenges that they face. This presentation will address both the challenges and approaches to support women students in STEM majors in their career development through the lens of Social-Cognitive Career Theory (SCCT). Based on best practices in literature, an outreach program series specifically for this student population will be proposed. Participants are encouraged to share practices that they have used to support this student population.</p>
		 <p>Yangyang Liu is currently a first-year master's student in Counselor Education with a Career Counseling emphasis at the Pennsylvania State University. She received her bachelor's degree in Psychology from the University of California San Diego, in which she served as a Career Peer Educator at the Career Center to assist students with their career readiness through peer advising and outreach programming. She also interned at the Career Center in New York University Shanghai to conduct research related to industries and best career development practices of peer institutions.</p>
9:50AM	423	<p>Career Self-efficacy's Role on Career Learning Experiences and Outcomes of Graduating College Students by <i>Lena Catalan</i></p> <p>This study is about determining the role of career self-efficacy on the relationship of one's career learning experiences and career performance outcomes. In this study, these career outcomes are represented by work readiness and career engagement. With the participation of 317 college students, results revealed the importance of developing the graduating students' self-efficacious beliefs (i.e., mastery experiences, vicarious experiences, social persuasion, and physiological state) on their ability to succeed in their chosen course because it helps them become more engaged in their career and it helps bring about their work readiness.</p>

		 <p>With more than 15 years of work experience in the educational sector as Formator, Career Development & Placement Practitioner, Facilitator, Administrator, and Psychologist, Lena Catalan is proud to have significant contributions in Recruitment, Psychological assessment, training and development, career assessment and coaching, program/workshop facilitation, implementation and evaluation. Presently, she is teaching CSB Grad classes, where she tackles modules relating to the personal and professional journey of graduating students. Her administrative work however is a full-time position as the Career & Placement Office Head under the Department of Student Life of De La Salle-College of Saint Benilde.</p>
9:50AM	424	<p>Career Services Provider Credentialing in Japan and Expected Competencies for those with Career Consultant License by <i>Midori Nonogaki, Shujiro Mizuno</i></p> <p>Discussion on the status of career services provider credentialing in Japan and how those certified career consultants view their competencies. The presenters will discuss how the 21st career consultants or counselors prepare to do the professional level jobs as expected.</p>
		 <p>Shujiro Mizuno, EdD, professor of psychology, certified clinical psychologist, career consultant, professional counselor, school counselor and College student counselor.</p>
		<p>Midori Nonogaki, B.A., associate professor of international studies, career consultants, CDA. APCDA Representative of Japan.</p> 
9:50AM	425	<p>Nurturing career adaptability and talent development: The Life Skills Development Model by <i>Mantak Yuen</i></p> <p>This presentation will discuss in detail the Life Skills Development Model as operating in Hong Kong schools. The issues to be considered include: career adaptability and talent development for all students; strategies for nurturing students' connectedness to school, family, teachers and peers; helping students find meaning in life; and enhancing life skills self-efficacy. Findings from research around these themes will be shared, together with practical suggestions for career guidance and talent development activities.</p>
		<p>Mantak Yuen is described above.</p>
9:50AM	426	<p>Narrative career counselling: constructing a career future in context by <i>Hazel Reid</i></p> <p>This research summary reports on an in-depth study of narrative career counselling with five diverse participants. It will outline the biographical research approach and the model used in the career counselling conversations, before highlighting the findings. Examples from the research will be used to illustrate the effectiveness of the method, but a critique will also be included. The research took place in the UK, but the presentation will also consider the appropriateness of applying a narrative approach in other contexts.</p>
		 <p>Hazel is Professor of Education and Career Development and the Director of Research in the Faculty of Education at CCCU. She researches in the area of career and guidance theory and practice and clinical supervision. She also supervises and examines students undertaking Doctoral research. Hazel is a Fellow of the Career Development Institute, the Higher Education Academy and a NICEC Fellow (National Institute of</p>

		Careers Education & Counselling). She serves on the editorial board of the (international) British Journal of Guidance & Counselling. She is involved in European projects related to the work of career guidance counsellors and publishes widely.
9:50AM	427	Talk as the medium for developing Social Intelligence in Workforce by Bonnie Chan, Phyllis Chan This programme showcases the successful application of a diagnostic suite, SoundWave, for building the quality and character of social interaction in the workplace and new ways of building coaching skills for engaging employees in a culture of improvement. The presenters will share the approach of developing verbal strategies in managers and the benefits for the workforce in a context that require agility in communication as well as in facing challenging outlook of the industry. Possible applications in Chinese culture will also be explored.
		 Bonnie Chan is an accredited Master Soundwave Practitioner who comes from the international business and executive coaching background. Specialising in leadership development and cultural transition, Bonnie has seen the value of agility in situational leadership, communication and people engagement. She is also a Doctoral Candidate in Coaching and Mentoring of Oxford Brookes University.
		Phyllis Chan , Accredited Soundwave Practitioner who has been working in a major vocational education institute in Hong Kong and leading a team of 30 professionals to provide counselling, life skills training, and career development programmes for tertiary students. She also actively takes part in coaching projects for professionals, parents and youth. 
10:30AM		Coffee Break
10:50AM	431	Hope-Centered, Actively Engaged Career Development by <i>Norman Amundson</i> The Hope-Action navigation approach provides a holistic view of career development and focuses on the importance of hope as a centre point. Rotating around Hope are action dimensions such as self-reflection, self clarity, visioning, goal setting, planning, implementing, adapting and environmental influences. In this presentation I will be exploring this Hope-Action navigation approach with particular emphasis on practical intervention strategies for building and maintaining hope. These interventions are rooted in active engagement" and incorporate metaphors, collaboration, physical action, and perspective shifting.
		 Dr. Norman Amundson is a Professor in Counselling Psychology at the University of British Columbia, Canada. He has given numerous workshops and has been a keynote speaker at many national and international conferences. In his writings, he emphasizes the importance of creativity, imagination, cultural awareness, positive affirmation, hope, and active engagement. He has an active research program and his publications include over 100 journal articles; training DVDs; and books and workbooks – many of which have been translated into different languages. He has received a number of awards from professional associations, including the 2014 NCDA Eminent Career Award and an honorary doctorate from the University of Umea, in Sweden.
11:50AM		Closing Session Submit your evaluation and hear about the 2019 conference in Vietnam.
Friday Afternoon		
13:00PM		Lunch for those registered for the PDI

14:00PM	441	<p>Norm Amundson, Professional Development Institute: The Hope-Action Navigation approach in Action by <i>Norman Amundson</i></p> <p>In this follow-up session I will be exploring in greater depth a number of practical career development interventions. In particular, I will be looking at the Hope-Action Inventory (HAI), the Backswing and other Metaphors, Story Wheels, Working with Chairs, and Walking the Problem. This session has an experiential component and will include live demonstrations as well as discussion. This session has broad application to various groups and many of the interventions can be applied in an individual or group setting.</p>
		<p>Norm Amundson is described above.</p>