

APCDA Board Meeting

JULY 24/25, 2018

Present: Brian Hutchison, President; Narendra Chadha, Past President; Carla Siojo, President-Elect; Jose Domene, Treasurer; Momoko Asaka, Secretary; Raza Abbas, Agnes Banyasz, Soonhoon Ahn, Lisa Raufman, Rich Feller, Woongtae Kim, Lucila Bance, Sing Chee Wong, Claire Ouyang, Emily Lizada, Poh Li Lau, Marilyn Maze

President's Message

- Tonight's meeting is very important
- We will discuss who we are and who we are becoming

APCDA Restructuring

Need to Restructure

- Current Board Structure:
 - 5 Officers
 - 7 Committee Directors
 - 21 Country/Region Directors (with plans to add more)
- Currently 180 members, 18% serve on the Board

Divide One Governing Body into Multiple Governing Bodies

- Country/Region Council – news about country/region, encouraging local membership
- Committee Council – progress by committees – synergy working together
- Board of Directors – policy decisions guiding APCDA growth
- Relationships among groups – communications channels, mutual responsibilities

Decide Who APCDA is – Data from 2018 Member/Friend Survey

Q3 Which Countries/Regions should be eligible for Member Country/Region Status in APCDA?

Answer Choices	Responses
Option #1: Australia , Bangladesh, Bhutan, Brunei Darussalam, Cambodia , Canada , China (including Hong Kong and Macau), Cook Islands, Micronesia, Fiji, India , Indonesia, Japan , Kiribati, Korea , Laos, Malaysia , Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar, Nauru, Nepal, New Zealand , Pakistan , Palau, Papua New Guinea, Philippines , Samoa, Singapore , Solomon Islands, Sri Lanka, Taiwan , Thailand, Timor-Leste, Tonga, Tuvalu, USA (including Guam), Vanuatu, and Vietnam	51.9%
Option #2: All in #1 plus Afghanistan, Armenia, Azerbaijan , Georgia, Kazakhstan , Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan	10.7%
Option #3: All in #2 plus Russia	30.5%
Other	6.9%

Brian Hutchison: Moved that we accept Option 1 as our definition of which countries/regions we will include as member countries. Seconded by Agnes Banyasz

- What impact does this have on our existing members?

- The countries/regions currently represented on the APCDA Board of Directors are bolded above, so 2 countries would not be included in this new definition of a “Member Country/Region.”
- There is no definition of a “Member Country/Region” in our current governance documents. This is a new concept.
- Originally, it was our policy that the first person from a new country/region was invited to join the Board and provide us with news about career planning in that country/region. Part of the restructuring is to reduce the size of the Board, as we continue to attract new countries/regions. Country/Region Directors will no longer sit on the Board. The new body will be the Country/Region Council.
- Adopting this new definition of “Member Countries/Regions” does not determine what will happen to Kazakhstan and Azerbaijan. It would be possible to create a special name for these 2 countries, or to “grandfather” them into the new definition. What it does mean is that new members from countries which **are** listed in Option 1 would be invited to be members of the Country/Region Council in the future and new members from countries which **are not** listed in Option 1 would **not** be invited to be members of the Country/Region Council in the future
- We know that Kazakhstan is thinking of proposing to host the APCDA Conference in 2022. Unless the decision is made to “grandfather” them into our list of Member Countries/Regions,” we would be unlikely to accept such a proposal.
- The current definition of Organizational Member is: An association, company, or institution that provides career planning services or represents career development professionals in one of the Asia Pacific countries/regions. A decision about whether or not to revise this decision should be part of the Restructuring process.
- It was asked if Canada and the USA belong in our new definition? They are now included in Option 1, so this question could be explored further in the future.
- The question was called. The vote in favor of Option 1 was unanimous.

What is the ideal Board Size?

- Effective Board size is 8-12 people
- We need an odd number to avoid ties
- Should APCDA have a Board of 7, 9, or 11 people?
- Jose Domene moved that the new board should include between 8 and 12 people. Rich Feller seconded. This vote passed unanimously.

Which roles will sit on the Board of Directors in addition to the five officers?

- How will they be identified/elected?
 - The Member/Friend Survey offered a tie for the 2 main options:

a. Candidates list their qualifications and objectives for APCDA, and the entire membership votes to select the best candidates.	38.4%
b. Countries are grouped by large regions (i.e. East Asia, South East Asia, etc.) and each large region selects a Board Member.	37.5%

- Will we assign some people to be liaisons between the Councils and Board, or will members of each Council sit on the Board?

- Carla Siojo moved that we form a taskforce to identify answers to these issues during the month of August. Lisa Raufman seconded. This motion passed unanimously.
- Hearing no volunteers for this taskforce, Brian will invite current Directors or Officers to join this taskforce by email.

Country Reports

Australia (Agnes Banyasz)

Country Report: AUSTRALIA
 Provided by: Agnes Banyasz

For the 25th of July 2018 APCDA Board Meeting

In my country reports I bring main national and association level news to your attention, together with information on recently released reports/resources and relevant conferences.

Government Level

Decisions and outcome have been published of the 'Inquiry into Career Advice Activities in Victorian Schools' I reported on in April.

- Every Victorian student will receive careers guidance from the age of 12 as part of a state government overhaul of careers education backed by an AU\$109 million investment in the state budget. The changes will be rolled out next year after a review commissioned by the Education Department found careers education started too late in government schools, varied in quantity and quality and did not provide enough meaningful work experience. "Career education must begin earlier than Years 10 to 12, and it must reflect the fact that students' needs evolve as school progresses," the plan states.
- From next year, Year 7 and 8 students will take part in mandatory "career self-exploration workshops", where they will assess their strengths, set goals and discuss different jobs. These changes will increase the demand for more school-based career practitioners, and the government has promised to provide training for 400 advisors.

CDAA (Career Development Association of Australia) News

CDAA's Career Conversations are designed to support the connectivity between members, rural, regional and urban based in online environment of respectful and robust discussion and sharing of practice. They have been on the CDAA event calendar since late 2016 and are clearly gaining support from members across the country. Plans are for increasing the frequency and vary the topics; some to have specific sector focus, e.g. school, post-secondary, while others to remain general.



Country Report: AUSTRALIA
 Provided by: Agnes Banyasz

For the 25th of July 2018 APCDA Board Meeting

Webinars:



State level meetings and seminars:



CICA (Career Industry Council of Australia) News lists significant local and international reports and studies <https://cica.org.au/category/news/>

Australian Jobs 2018 Released

Australian Jobs is one of the country's foremost jobs publications. It provides an easy-to-read overview of industry and occupation trends in the labour market and is designed to meet the needs of students, career advisers, people looking for work and those involved in the national employment service, [jobactive](http://jobactive.gov.au).

WORKING IT OUT: Career Guidance and Employer Engagement – OECD Education Working Paper No. 175

This paper looks at the features of good career guidance practice, including the need for schools to begin early and the essential role of exposure to the world of work.

Employability in a Global Context: Evolving Policy and Practice in Employability, Work Integrated Learning, and Career Development Learning

This research project was activated to explore trends emerging in the intersecting domains of employability, work-integrated learning, and career development learning.

Can the universities of today lead learning for tomorrow?

Does higher education need a new paradigm to serve Australia's needs in the Transformative Age? [University of the Future 2030 – EY](http://www.universityofthefuture.edu.au)

Macau (Claire Ouyang)

- The Career Development Association of Macau is working with teachers to provide training in career guidance
- The government required teachers to get additional training each year and is happy to accept career guidance training to meet this requirement.

Malaysia (Poh Li Lau)

- The Malaysian Counselor Education Association is organizing National Seminar on Counseling Psychology: Law and Ethic Issues on 27 & 28 July 2018.

Singapore (Sing Chee Wong)

- The People & Career Development Association (Singapore) will hold its First Career Practitioners Conference on August 27. It will include Dr. Roberta Neault, Dr. Jim Bright, and Mr Darryl Parrant, a leader in a local corporation.

USA (Rich Feller)

1. NCDCA Phoenix...1100 attendees
2. CPI Portland: October 25 & 26
3. CTE legislation & state action on upswing
4. Movement to merge labor and education at national level
5. Career centers seek reinvention: Chronicle of Higher Education report "Transforming the Career Center: New Models for a New Era" (will come as a pdf)
6. Top selling career book "Designing the Future: How to Build a Well-lived Joyful Life" (Burnett & Evans (2016)
7. Global Pathways Conference...Salt Lake City...Western Governors asking about "college for all"
8. National Career Development Summit: Coalition for Career Development, Washington, DC September 12th..."Make Career Resources a Central Priority"

Committee Reports

Membership Committee: Lisa Raufman

- We have 180 members and 9 new people in the last 30 days. That sound like we are growing.
- Our largest member countries are
 - US 36
 - China 27 (plus Macau's 4 and Hong Kong's 4)
 - Singapore 19
 - Philippines 18
 - Australia 13
 - India 12
- Other countries membership ranges from 1 to 6
- **To increase membership and engagement:**

- I recommend that we try out an incentive for people (especially country directors) to recruit new members: a discount to a conference or a book or seminar gifted from one of our esteemed organizational members or individual members???
- I also would like Country Directors to nominate one or two people to be on the Membership Committee this year to brainstorm how to reach out to their country members and potential members.
- I plan to schedule 3 "orientation webinars" during this next year and have at least 2 "committee" online meetings.
- I only had 2 people volunteer for membership committee, one from Viet Nam and one from Hong Kong.

Newsletter Committee: Natalie Kauffman: The next newsletter is being converted to HTML now and will be emailed on August 1.

Nominations & Elections Committee: Narender Chadha & Soonhoon Ahn

President-Elect: Woongtae Kim

Passed:

- Amend Article V: Officers and Directors; Section 3: Terms of Office, Part E to "The term for Directors shall be two years."
- Add Article V: Officers and Directors; Section 3: Terms of Office, Part G - see below for wording.
- Change the word "Country" to "Country/Region" throughout the bylaws.

Financial Report (Jose Domene): Attached

Mission /Vision Process

- Should not be long – one line only
- Carla will draft them and share with the Board

2018 Conference Stats

- Over 200 attendees
- 22 Representatives from Countries
- 80 Presentations/Panels/Keynotes
- \$26,200 Net Income

2019 Conference Information

- 4 hotels identified. Officers will stay at the Ibis
- Planning a bus/van from the hotel to RMIT
- Article written for newsletter about tourist sites in Vietnam
- Felicity met with RMIT Conference Coordinator about our special needs
- Information posted on Travel Tips page on website

2020 Conference Planning: Program Committee is in charge

- Conference Theme
- Conference Venue
- Keynote Speakers
- Tour
- Schedule
- Photos
- Narender Chadha: identify three places but further need to find nearby hotels and negotiate price for the attendees. May finalize by October end (as I was in USA from mid September to mid October)
- During the inauguration session only, I will be expecting around 500 attendees

Other?

- Brian Hutchison : APCDA is in good hands moving forward. Carla up next and then Woongtae.
- Lisa Raufman: Good idea to reach out to the conference attendees depending on how large we want to be. I think we got a lot more members from China which is a very big country! I would love to see country directors have subcommittees to reach out to people in their country who attended our conference.
- Claire Ouyang: I can help with communicating with members from the Mainland China, if needed.
- Woongtae Kim: I think, China has large population actually. But we are the APCDA. We need to engage to more countries and people already member country.

Meeting was adjourned at 10:30pm

Respectively Submitted,

Momoko Asaka

Secretary