



Walking on Uncharted Career Paths

May 19 - 29, 2021

AsiaPacificCDA.org



Asia Pacific Career Development Association

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About APCDA

Vision: APCDA is A forum for sharing career development ideas and practices in the Asia Pacific region and engaging the world about these insights.

Mission:

- To promote collaboration among career practitioners throughout the Asia Pacific region
- To inspire existing and potential career practitioners to deliver theory-based and research-driven career development services
- To promote research in the field of career development
- To advocate for workforce policies and practices that foster inclusion and access to decent work for all

Activities:

- Organize conferences, workshops, and professional training events to facilitate learning by career development professionals
- Organize networking events so that career development professionals can develop relationships to better share ideas and professional projects
- Publish educational articles describing the work of various practitioners in the Asia Pacific region so that others may learn from these practices
- Identify exemplary practices in the Asia Pacific region to facilitate development of services in the area
- Encourage the development of theories that adequately describe Asian career development

Save the Date!

2022 APCDA Conference
Singapore
May 24 – 28, 2022

History



Dr Huei-Ling Peng, Dr Yao-Ting Sung, Soonhoon Ahn, and Dr Hsiu-Lan (Shelley) Tien

In December 2009, Soonhoon Ahn visited Dr Yao-Ting Sung, and Dr Shelley Tien at the National Taiwan Normal University. They discussed the concept of creating an Asian-Pacific Career Development Association and agreed that such an organization would fill an important need. At the 2010 NCDA Conference, 24 NCDA members met to form this association, including Cheri Butler who was then President of NCDA. At NCDA in San Antonio in 2011, another organizational meeting was held and selected the name Asia Pacific Career Development Association with a 2-tier organization that has organizational members and individual members.

At NCDA in Atlanta in 2012, the bylaws were adopted and officers and committee chairs were elected. APCDA was incorporated as a non-profit corporation and began to clarify its structure and build a team to work on its projects. In April, 2013 APCDA held its inaugural conference in Seoul. Subsequent conferences were held in Hawaii, Japan, Taiwan, Philippines, China, and Vietnam. It now has 22 Country/Area Representatives and 315 active members.

The following countries are considered to be part of our service area: **Australia, Azerbaijan**, Bangladesh, Bhutan, Brunei Darussalam, **Cambodia, Canada, China** (including **Hong Kong and Macau**), Cook Islands, Fiji, **India, Indonesia, Japan, Kazakhstan, 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**. Countries/Areas currently represented on our Country Council are shown in bold.

Sponsors

Please visit the Sponsors and talk with them about their products.

Kuder

Kuder is a career guidance solutions provider. We're proud to offer comprehensive tools and resources for career planners at all life stages while supporting collaboration between education, business, and community stakeholders to drive economic success. Our customizable products and services reflect a commitment to encouraging lifelong learning, development, and achievement. We've helped more than 165 million people worldwide visualize what's next in life – and make the plans to get there.

AVID Adventures

At AVID Adventures, we are all about helping students and working professionals navigate the rapidly changing and increasingly complex world of jobs. Career ladders are disappearing quickly, replaced by jungle gyms that require skill and a deep understanding of personal skills and motivations to advance in. We work with schools, companies and non-profits to help their students and stakeholders learn more the 21st century jobs scene, and gain motivation to upskill themselves. We have also run volunteer programmes for companies wanting to make an impact with the skills message.

OneLifeTools

OneLifeTools is a leading creator of interactive and guided programs that blend virtual group conversations and individual reflection. Our product, Conversations Matter, is an innovative virtual guided workshop for connecting, reflecting, and engaging. Appropriate in any setting where co-workers need to communicate well with respect and understanding, this virtual workshop promotes team building and personal/career growth. Conversations Matter helps overcome isolation's mental toll and promotes psychological safety.

Asia Pacific Career Development Journal (APCDJ)

Is an international biannual scholarly journal dedicated to all career development and intervention related topics, such as career counseling, individual and organizational career development, work and leisure, career education, career coaching, and career management. Could your research be published in our Journal? Let's talk.

Abundance Consulting and Career Development Network

Abundance Consulting offers the Job and Career Transition Coach (JCTC) and the Job and Career Development Coach (JCDC) training programs. These trainings are based in the Knowdell Career Transition Model (TM) and include the very popular Knowdell Card Sorts.

Lifology

Our vision is to lead every student, irrespective of all barriers, to a meaningful future by ensuring the right choice, orientation and approach to career through the integration of assessments, coaching, mentoring, digital tutorials and such scientific as well as advanced systems. Could Lifology be useful in your setting?

Conference Structure

- **Opening Day:** Wednesday, May 19: Awards Ceremony and Member Meeting, followed by a Conference Website Tour.
- **Warm-up Days:** Each day there are variety of meetings scheduled, including three opportunities to participate in Conversations Matter, special product presentations for Kuder and AVID Productions, committee meetings, country/regional meetings, and conference website tours.
- **Full Conference Days:** May 25, 27, and 29: Presentations are scheduled for 3 hours a day.
- **Professional Development Institute (PDI) Days:** May 26 and May 28: The interactive 3-hour workshops allow you to dig into a topic and really learn it. These PDIs cost \$80 extra each.
- **Recorded Presentations Days:** May 30 to June 29: All of these presentations given during the conference will be recorded. You have one month to use the conference website to view the presentations you missed.

Special Website Features

- **Welcome Tour:** The page where you arrive is called Reception. On the top right is a Welcome Tour that will introduce you to the website. If you have time to take a scheduled tour from one of the staff, you will learn a lot more about the website, but this tour is available whenever you need it to help you find your way around the website.
- **Event Feed:** Just like Facebook, you can post photos or ideas. You can ask people who are interested in a specific topic to contact you and add a button that says "I'm interested" which lets others tell you they want to talk to you about that topic.
- **Attendees:** We ask you to add your photo when you first enter and select your interests, work setting, and the services you offer. Hubilo will suggest people for you to connect with based on your answers. You may "chat" (send a text message) to any other attendee or "meet" (request a 20 minute time to meet) with any other attendee. Chat and Meetings are handled by the software - so your meeting will be online or on your phone, using your camera and the other person's camera to let you see the person you are talking to. Each person can schedule up to 60 meetings.
- **Sponsors:** You can read about and watch videos about the products offered by our sponsors and connect with them using Chat or Meet.
- **Lounge:** Grab a virtual chair at a virtual table and you will join a virtual meeting with anyone else sitting at the table. Speakers, Sponsors, and Presenters will have assigned tables. Specific topics will be assigned to tables. There will also be open tables where you can causally meet others who want to talk. The Lounge is open from 9AM until 3PM China time zone, but we encourage you to use it during the scheduled breaks.

Contests

In addition to adding an element of fun to the conference, contests are a great way to meet other attendees. We believe these contests will make the conference a better learning experience. You can participate by entering good secrets about yourself or by voting on the entries you like best.

- The [Program Contest](#) is designed to make you an expert on the content of the presentations as describe in the Conference Program Book, so you can use your time effectively and get the most information from the conference.
- The [Conference Attire Photo Contest](#) is designed to allow you to express yourself visually by posting a photo that reveals some interesting information about yourself (like your national costume, your family, or your pets).
- The [Fun Facts Contest](#) is designed to help you meet other attendees by serving as an icebreaker. Your Fun Fact could be about your own career experience, or about a local career service, APCDA, or about your country – any fact that you would like to share with others. Photos are also encouraged.
- Some of us love to travel and are missing that aspect of the APCDA Conference. Several members have created [Virtual Tours](#) of their community or career services to fill the desire for travel. Find these tours under the Sponsors icon, in the "Virtual Tours" booth. Then complete the poll yo tell us which tour is your favorite Virtual Tour. These tours will be available for you to watch any time through June 29, but the winner will be announced on May 29, so vote early to help choose the winner.
- The [Favorite Music Contest](#) is designed to allow others to learn more about you through music. Entries were collected in April and the music will be played at the short Recap session at the end of the first and second full conference days.

Session Rooms

Please note that all Presentations have a Session ID Number. If the Session ID ends in "1" you will find the session in Room 1, Session IDs ending in "2" will be in Room 2, etc. Except Session ID's ending in 6 or 7. These are 20-minute research sessions and will be in Room 6 (first the session ending in 6, then the session ending in 7).


CE Hours

	Minutes	Contact Hours
Tuesday	140	2.33
Wednesday (optional)	180	3
Thursday	140	2.33

	Minutes	Contact Hours
Friday (optional)	180	3
Saturday	140	2.33
Total	780	13

Request NCDA CE Hour Certificates from info@AsiaPacificCDA.org. You will be asked to specify which of the above parts of the conference you attended. This may be done by email after the conference. Note that CE Hours are also given for watching recorded sessions, so your total may be higher.

Wednesday, May 19 – Opening Day

- 9:00 am Room 1 **Conference Website Tour** by *Dr. Marilyn Maze*
- Learn how to navigate the conference website and begin planning to make the most of your conference time.
- 9:00 am Lounge **Tea Break & Networking**
- 10:00 am 011 **Awards Ceremony** by *Master of Ceremonies President Sing Chee Wong*
- The opening event of the 2021 APCDA Conference is the Awards Ceremony. We are very excited about the slate of wonderful awardees. I know you will want to be there to honor these very special people who have worked so hard to improve career planning locally and internationally. We will also welcome our 24 scholars!!! Please come and meet them so you can chat with them during the rest of the conference.
-  **Sing Chee Wong, President**, is a Career Consultant and Trainer with more than 30 years of experience in career coaching, counselling and training. She is accredited by the National Career Development Association (NCDA, USA) and Institution for Adult Learning (Singapore) to be a Career Development Facilitator Instructor (CDFI), and Master Trainer for the Advanced Certificate in Career Development Facilitation (ACCDF) respectively. In 2019, She was also awarded the "Certified Master of Career Services" by NCDA. She is the Founding President of Singapore's "People and Career Development Association," which aims to develop career practitioners and those interested in career development.
- 10:30 am 021 **Annual Member Meeting** by *President Sing Chee Wong, Treasurer Dr. Constance Pritchard, Past President Dr. Woongtae Kim*
- Meet our leadership and enjoy our Year End Review video. Next, we will approve the minutes from last year's Annual Meeting, hear the Treasurer's report, and Past President Dr. Woongtae Kim will call for Nominations for the President-Elect and Secretary positions. Then we will use Breakout Rooms to discuss our values and how they related to APCDA. APCDA needs your ideas and feedback to improve its offerings for the coming year. While we urge all members to be present at this annual meeting, we hope others will join us, too.
- 11:30 am 021 **Conference Website Tour** by *Gulnur Ismayil*
- Learn how to navigate the conference website and begin planning to make the most of your conference time.

Thursday, May 20 – Warmup Day

- 9:00 am Room 1 **Conversations Matter**, by *Dr. Rich Feller, Dr. Jon Woodend, and Emily Lizada*
- Clients want to design futures, not fall into them. "Future-ready" learners is the new accountability. APCDA invites all conference participants to one of three 90-minute interactive sessions called Conversations Matter. Learn to use the latest technology to provide High Touch along with High Tech. Using small breakout rooms to create deeper listening, we invite you to clarify what you want more of, identify "what's next" possibilities, experience giving and receiving feedback, and support others to be their best as you join the APCDA conference. Register here for this special session: <https://apcda.wildapricot.org/event-4234477>

10:30 am Room 1 **Conference Website Tour** by Emily Lizada

Learn how to navigate the conference website and begin planning to make the most of your conference time.

Friday, May 21 – Warmup Day

9:00 am Room 1 **Kuder in Action – Asia** by Joyce Tham and Mark Shin

Kuder, Inc. is an international career guidance solutions provider headquartered in the United States. Since 1938, more than 165 million people have used Kuder's award-winning career assessment, education planning and guidance resources to help visualize which industry or career, field of study or school to pursue next in life. Kuder powers career planning systems for partners in all fifty states in America and in countries around the world. Learn what Kuder has to offer. Register here for this special event: <https://apcda.wildapricot.org/event-4272681>

11:00 am Room 1 **Conversations Matter**, by Dr, Rich Feller, Emily Lizada, and Gulnur ismayil

Clients want to design futures, not fall into them. "Future-ready" learners is the new accountability. APCDA invites all conference participants to one of three 90-minute interactive sessions called Conversations Matter. Learn to use the latest technology to provide High Touch along with High Tech. Using small breakout rooms to create deeper listening, we invite you to clarify what you want more of, identify "what's next" possibilities, experience giving and receiving feedback, and support others to be their best as you join the APCDA conference. Register here for this special session: <https://apcda.wildapricot.org/event-4234629>.

12:30 pm Room 1 **Conference Website Tour** by Gulnur Ismayil

Learn how to navigate the conference website and begin planning to make the most of your conference time.

2:00 pm Room 1 **Program Committee Meeting** by Tuna Dagli and Gerald Tan

How do we choose our webinar speakers? The Program Committee has this responsibility and invites you to join and help make these decisions. Help make APCDA webinars more relevant to you!!! Join the Program Committee.

Saturday, May 22 – Warmup Day

9:00 AM Room 1 **Membership Committee Meeting** by Jose Domene and Soonhoon Ahn

Have you been to a New Member Orientation or a Non-Member Meetup? It is a lot of fun to meet the new members, or those interested in learning more about APCDA. These informal meetings begin with introductions and include a tour of our website (a very short tour for non-members). Even post-pandemic, this will continue to be a great way to meet others working in career development around the Asia Pacific Region. Another fun activity of the Membership Committee is to interview Lifetime members and write an article about them for the weekly news blog. Please join the Membership Committee and share in these fun activities.

10:00 AM Room 1 **Wit Grit Fit - Career Development through Gamification and the Career Design Canvas** by Joseph Tan, Jacintha Phua, and Magdalene Loh

The WIT GRIT FIT framework by Avid Adventures synthesizes decades of research and best practices in skills and career development, and distills them into an online game, a Career Design Canvas and other intuitive tools which have been used by government, businesses and schools. This workshop begins with the theoretical

foundations of the WIT GRIT FIT framework and shows how it all comes together in the Career Design Canvas. Participants then get the opportunity to experience a facilitated, faster version of the game on their own mobile phones before being immersed in case studies on how the set of WIT GRIT FIT tools are helping students and working professionals in Singapore, Bangladesh and the USA. Register here for this special event: <https://apcda.wildapricot.org/event-4251472>

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| 12:00 PM | Room 1 | <p>Conference Website Tour by <i>Gulnur Ismayil</i></p> <p>Learn how to navigate the conference website and begin planning to make the most of your conference time.</p> |
| 1:00 PM | Room 1 | <p>Conversations Matter, by <i>Dr. Rich Feller, Gulnur Ismayil, and Jon Woodend</i></p> <p>Clients want to design futures, not fall into them. "Future-ready" learners is the new accountability. APCDA invites all conference participants to one of three 90-minute interactive sessions called Conversations Matter. Learn to use the latest technology to provide High Touch along with High Tech. Using small breakout rooms to create deeper listening, we invite you to clarify what you want more of, identify "what's next" possibilities, experience giving and receiving feedback, and support others to be their best as you join the APCDA conference. Register here for this special session: https://apcda.wildapricot.org/event-4234586</p> |

Sunday, May 23 – Warmup Day

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| 12:30 pm | Room 1 | <p>Ethics, Standards, Glossary Committee Meeting by <i>Dr. Vandana Chopra and Joseph Chan</i></p> <p>Which ethics, standards, and career development definitions can all career practitioners in our large, multi-national region agree on? What could be more important than identifying these valuable tools for career practitioners in our multi-cultural region. We have a wonderful team that has been developing the tools we all need, but there is more to be done and we need new committee members to reenergize our work.</p> |
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Monday, May 24 – Warmup Day

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| 9:00 am | Room 1 | <p>Canada Country Meeting by <i>Dr. Lorraine Godden and Dr. Jose Domene</i></p> <p>All attendees from Canada (and their friends) are invited to this event. Find out who else from your country is attending and share notes on conference events you are most looking forward to.</p> |
| 10:00 am | Room 1 | <p>Conference Website Tour by <i>Marilyn Maze</i></p> <p>Learn how to navigate the conference website and begin planning to make the most of your conference time.</p> |

Tuesday, May 25 – Full Conference Day

9:30 am Lounge **Tea Break & Networking**

9:50 am Room 1 **Opening Remarks** by President Sing Chee Wong

President Sing Chee Wong will welcome you to our 2021 APCDA Conference.

10:00 am 111 **Keynote: Constructing Career Paths: From Finding to Designing a Work Life** by Dr. Mark Savickas

Many counselors are shifting concentration from fostering career development to designing lives. This shift in practice has been prompted by changes in the social organization of work and occupations. To respond to these changes, counselors have turned to narrative models, methods for self-construction, and identity shaping to emphasizes life design rather than occupational choice. From this perspective, vocational interests are solutions to problems that people have experienced and work is an opportunity to actively master what has been passively suffered. This approach to career counseling enables clients to fit work into their lives, rather than fit themselves to jobs. This presentation will discuss and demonstrate practical techniques for using stories and articulating life themes to foster educational and career decision making.



Dr. Mark Savickas, Ph.D., is professor of Family and Community Medicine at the Northeast Ohio Medical University and Adjunct Professor of Counselor Education at Kent State University. His articles, book chapters, and presentations to professional groups have dealt with vocational behavior and career counseling. He has received the John L. Holland Award for Outstanding Achievement in Career and Personality Research (1994), the Leona Tyler Award (2011) from the Counseling Psychology Division of the American Psychological Association, and the Eminent Career Award (1996) from the National Career Development Association (NCDA). He is a fellow of NCDA, the American Counseling Association, American Psychological Association, the American Psychological Society, and the National Career Development Association.

11:00am Lounge **Tea Break & Networking**

11:20 am 121 **Australia's Got Fresh Talent – A Disruptive Program to Help Skilled Migrants Find Work** by Naishadh Gadani

Professional and skilled migrants arriving in Australia find it difficult to land a job in their chosen profession. Australia's Got Fresh Talent is a program that addresses migrant unemployment issues. In this program, migrants receive extensive training that prepares them for employment in Australia and an opportunity to pitch to employers, decision makers and recruiters. In a 3-min pitch, migrants share their professional story. We work with migrants to invite targeted employers and recruiters who are currently hiring professionals with skills that match theirs. This enables recruiters/employers to learn about migrants, interact and network with them, and assess their fit for a potential job.



Naishadh Gadani, originally from India, migrated to Australia 13 years back. After being made redundant, in 2009, Mr. Gadani transitioned into a new career > Employment and Career Coach. In the last 11 years, Mr. Gadani has worked with over 2500 job-seekers to help them find jobs and build their careers. He has experience is very diverse - from working with jobseekers with disadvantages to people who've sustained injuries to overseas migrants and international graduates. He is also host of Career Care Package - a daily LinkedIn Live Show and a podcaster.

Class of 2020 - Building Resilience and Hope in Student Interns in the COVID-19 Era by Felicity Brown, Eric Asato, and Hanh Tran

Since 2017, RMIT University Vietnam has run customized employability skills workshops focusing on Resilience and Interpersonal Skills for students enrolled in credit-bearing internship courses. These workshops recall students to campus several weeks into the internship, enabling the students to reflect on their workplace experiences in a familiar environment, share their learnings with classmates and acquire practical techniques from the facilitators and former interns. This presentation will be part skill builder/part sharing practice about the enhanced design, development and delivery of the internship workshops supporting RMIT graduates to handle the rigors of workplaces in 2020 and beyond.



Ms. Felicity Brown Originally from Australia, Felicity Brown has been based in Asia for 19 years including Malaysia, Indonesia, Hong Kong, Japan and currently in Ho Chi Minh City, Vietnam. Felicity has worked at RMIT University Vietnam since 2014 where she is the Manager, Career Consulting and Development. She holds a Masters of Career Development from Edith Cowan University, Western Australia and also runs a career coaching and facilitation business, Maia Careers and Training, developing mid-career professional women. A professional member of CDAA, NAGCAS and APCDA, Felicity is passionate about working cross-culturally and helping clients develop personally meaningful careers in times of change.

After completing his MBA from Seattle University in 2009, **Mr. Eric Asato** moved to Vietnam for a life change to become an English teacher. Many of his students were confused as to why an MBA graduate would want to teach English. His answer 'I'm passionate about helping students achieve their goals. Mr. Asato taught English and lectured business classes until moving into the Careers & Industry Relations Department at RMIT where he continues to teach employability skills.



Ms. Hanh Tran has been with RMIT University Vietnam since 2018 as a Student Professional Development Consultant. Ms. Tran is responsible for the development of RMIT's co-curricular professional skills development program, which aims to prepare RMIT students for life and work. Before embarking her journey at RMIT, Ms. Tran had more than 4 years of experience in Human Resources at Suntory PepsiCo Vietnam Beverage, specializing in Training & Development. Loving working with people to help them with both personal and professional development, Ms. Tran chose to develop her career in training and consulting.

The Role of Career Counselors for People from Diverse Backgrounds by Mai Kato

Consulting for international students, I found that every student had a hard time finding a job in Japan after graduation. Many of them cannot even access the placement service programs provided by schools and local governments. Why does this occur? What type of skills should counselors build and how can they recognize the difference in support for international students and for locals, or does the distinction really help the clients? More than ever before, consultants need to reconsider the role and the place in a support team in such circumstances.



Ms. Mai Kato is an Immigration lawyer who assists corporate clients that hire foreign employees to obtain visas for Japan and conduct training and seminars on risk management in employment. She is also a counselor in a public project for the local government and is responsible for job placement support for international students. Ms. Kato has launched the online community "Shukatu-Ryoku UP! Program" so that people from various countries preparing to work in Japan can learn together and find employment. This program has been very successful in helping participants find jobs, which would have been difficult if they had tried to do it on their own.

Career Creation in the New Normal Era and Support as a Career Counselor by Momoko Asaka

Work environment and daily lives have changed significantly with requests of business suspension and stay-at-home under the state of emergency declaration due to COVID-19. Some of my clients say "I'm confused because I must work from home" or "I've lost my income." Many teachers who are unexpectedly forced to provide online lessons in a short period of time are stressed by the lack of understanding of online tools. In addition, self-employed and freelancers have complained that they are available but can't get any work. We will consider what perspective helps career counselors to engage clients based on examples.



Ms. Momoko Asaka is the CEO at Veriteworks and Secretary of APCDA. Graduated in Arts in Library and Information Science from Keio University, Japan. JCDA Certified Career Development Adviser, JPA Certified Psychologist, Mental Health Legal Advisor, Health and Productivity Management Advisor. She started an independent business after working as in a medical corporation, HR staff for a company listed on the Tokyo Stock Exchange 1st section, and an HR director of a private IT company. Her company was incorporated as Veriteworks in 2014. Utilizing 20 years of experience in the counseling field, she provides career and mental health counseling for corporate clients, as well as seminars, article writing, and media appearances.

APCDA Career Service Competencies: Supporting Quality Practice by Catherine Hughes and Susan Mate

Career practitioners often talk about skills, but today's employers prefer the term "Competencies," which break work tasks into specific components. Competencies are building blocks for standards, job descriptions, and skills assessment. APCDA Career Service Competencies include both Core Competencies (common to all career practitioners) and Specialized Competencies that may depend on work setting, job requirements, or the country in which the work is being done. We will also discuss cultural differences associated with practitioner work in varied countries and the emphasis of the Career Industry Association in Australia. Competencies can be overwhelming, until we learn how to use them and identify with them in our work as practitioners. Two highly experienced career professionals will help us to understand the value and uses of these competencies.



Dr. Catherine Hughes, PhD, News Committee Chair and 2020 Outstanding News Contributor Award Recipient, founded the Grow Careers website for Australian school communities. Her doctorate is in vocational psychology and she has authored books on careers work in schools and career development resources to support the work of school-based career practitioners. Dr. Hughes is a Sessional Course Leader for the Graduate Certificate in Career Education and Development at RMIT University. Her application of theory, research and practice has been widely published and she has presented at national and international conferences.

Dr. Susan Mate, PhD, is an educator and researcher in the field of Career Development and Workplace learning. As a Program Manager in the School of Education for the Graduate Certificate in career development at RMIT she is committed to evidence-informed learning. She holds a PhD focusing on Learning in the Workplace and a background in education design. Her current research interest involves developing and refining learning materials that focus on fostering student partnership with a strong interest in narrative, career, professional and gender Identity.



Development and Validation of a Chinese Five-Factor Short Form of the Career Adapt-Abilities Scale by *Elvo Sou*

The Career Adapt-Abilities Scale (CAAS) is a widely used measure of career adaptability, with four factors of concern, control, curiosity, and confidence. Recent research validated a 12-item version of the scale (CAAS-SF) and a five-factor version that includes the additional factor of cooperation (CAAS-5). Using a sample of 326 university graduates in Macao who had gained employment, the present study developed and validated a brief 15-item five-factor version of the scale (CAAS-5-SF). Results showed that CAAS-5-SF has good psychometric properties and is a suitable tool for measuring five-factor career adaptability. Implications for research and practice are discussed.



Mr. Elvo Sou is the Head of Student Counselling Section, Student Affairs Office at the University of Macau. He oversees the Psychological Counselling Center and the Career Development Center. He is a registered psychotherapist in Macau and has 20 years of experience in counseling. Mr. Sou is currently undergoing doctoral training at the University of Hong Kong, focusing on career development. He is active in professional engagement. He is

currently the Chairman of Macau Psychology Association and former Macau Director of the Asia Pacific Career Development Association.

Career Adaptation Across the Lifespan: A Comparison of Transitions of University Students and Retired Mentors by *Jason Brown, Jennifer Luke*

Career Construction Theory (Savickas, 2005; 2013) provides a useful framework for understanding how psychosocial factors and engagement in career adaptive behaviors supports an individual's transitions through major lifespan stages. We describe the findings from two independent qualitative studies. The first study reports on focus group research with 25 students at an Australian university about their engagement in activities to enhance their employability. The second study reports on thematic analysis results from interviews with 30 post-retirement age Australian participants about re-engaging with career and mentoring younger workers. We will briefly discuss the implications for research and practice.



Mr. Jason Brown is a lecturer at La Trobe University, Melbourne, Australia. He is responsible for designing careers and employability learning activities across the university and teaches units in career planning and work integrated learning. Jason is in the final stages of a Ph.D. at the University of Southern Queensland where his thesis is examining the measurement of psychosocial factors and career adaptive behaviors that support the development of employability of university students.

Ms. Jennifer Luke is a careers educator and researcher at the University of Southern Queensland (USQ), member of the Australian Collaboratory for Career Employability and Learning for Living (ACCELL) and current Divisional President (Queensland) of the Career Development Association of Australia. Her current Ph.D. research and ongoing advocacy focuses on career support for older workers re-engaging with the workforce, their adaptability, and transference of skills to the younger generations.



Journey Through Uncertainty to Emerging with Hope and Positivity by *Asher Liew Dewen*

This program features career coaching techniques that brought about not just renewal in career but hope for the client as well. Our client is a middle-aged professional whose career took an unexpected turn after being retrenched. He gradually lost his confidence and hope as he faced career uncertainties while

struggling with his midlife stressors. Through solution-focused coaching and Synder's Hope Theory, career coach helped this client regain confidence and optimism in his career situation. As hope motivates behavior, our client managed to leverage his newly constructed strategies to secure himself a new lease in his career.



Mr. Asher Liew Dewen is a career coach who has more than 10 years in Career Coaching, training and education consulting. His exposure spans across private education institutions, corporate and public service sectors as well. Mr. Liew is a Certified Professional Resume Writer and Career Facilitation Practitioner and is passionate about helping individuals find career clarity in their lives. Mr. Liew is the facilitator of "Winning the Job" and "Managing Your Professional Brand" workshops targeted to help jobseekers to enhance their job search effectiveness through branding.

12:20 pm 132

Empower Students to Navigate Careers: NYU Shanghai Career Development Center Student Ambassador Program by Ji Tang and Manru Ma

The COVID-19 pandemic caused severe impact to the education industry, especially for university operations and college students. Although our career center had dramatically increased the ability to serve students online, we still faced uncertainties both internally and externally. NYU Shanghai CDC developed a framework to facilitate students' 4-year career development journey at NYU Shanghai. The framework contains four stages: Explore, Vision, Develop and Impact. We will elaborate a case study of CDC's Student Ambassadors Program to show how CDC practices EVDI framework and to demonstrate how CDC utilizes this program to help students explore career interests, narrow down their goals, develop relevant skills and create a bigger impact.



Ms. Ji Tang received her BA in Political Science and Public Administration from Nanjing University and her master's degree in International Studies at the University of Washington. She worked at the Chancellor's Office at Duke Kunshan University and then at the Career Development Center (CDC) at New York University Shanghai after graduation. She is now the Manager of the New York University Shanghai CDC, in charge of establishing and managing external relations with alumni, government, and international and social organizations. Ji Tang participated in research projects on higher education reform in Jiangsu Province, and also in research projects commissioned by the Ministry of Education.

Ms. Manru Ma received her Bachelor of Science Degree in Applied Psychology from Suzhou University of Science and Technology and pursued her master's degree in Public Administration at the University of Miami. She worked at the Human Resources department and then at the Career Development Center (CDC) at New York University Shanghai after graduation. She now works as Employer Engagement and Communications Coordinator, in charge of establishing and managing employer relationships, marketing promotions and branding.



12:20 pm 133

Using AI for Skills Anticipation and Planning by Hector Lin

In the new digital economy, jobs and labor market trends are evolving quickly as are the required skills for employment and entrepreneurship. A key part of providing career guidance to students and working professionals is to provide them with up-to-date labor market insights. What was not possible before is now achieved by technology and AI to make this information accessible and actionable. This presentation shares how AI is used to perform skills anticipation and planning at the country-level or institution-level (Schools / Universities / Trade Associations).



Mr. Hector Lin has over 10 years management consulting and training experience. He is a Director at JobKred, a Singapore company that uses Artificial Intelligence and Data Science to help individuals, enterprises, schools, and governments stay relevant in today's world. JobKred powers the intelligence behind Singapore's national job portal, www.MyCareersFuture.sg. Hector serves as Singapore's Country Director on the board of Asia Pacific Career Development Association (APCDA). He is also the Secretary-General of the People & Career Development Association (PCDA) of Singapore. Hector has an Executive Master of Science in Marketing from Baruch College, City University of New York, and double master's in Business Administration and Applied Project Management from the University of Adelaide, Australia.

12:20 pm 134

ANUBHAV: A Crossway of Knowledge Capitalization from Academia to Industry by Dr. Harpreet Bhatia, Dr. Vandana Gambhir Chopra

The purpose of this paper is to describe the collaboration between university and industry through ANUBHAV, the Internship Cell of the Department of Psychology of Keshav Mahavidyalaya. The cell bridges the academia industry gap and charts the career paths of students by forming a liaison between them and organizations. The cell imparts technical and behavioral skills to students through various career guidance and skill immersion programs. ANUBHAV is a framework of cooperation between organizations and higher education serving multifold purposes of cooperative teaching, enterprise development, contract research, and campus companies. This paper gives an overview of lessons learned in the structure and establishment of collaborative programs.



Dr. Harpreet Bhatia is Assistant Professor in the Department of Psychology in Keshav Mahavidyalaya, University of Delhi. Qualified in NET examination and awarded the Junior Research Fellowship, she completed her Ph.D. with a specialization in Clinical Psychology. She has constructed the Family Environment Scale being quite widely used. Having keen interest in several fields including Psycho-gerontology, Developmental Psychology, Counseling, Positive Psychology, Media Psychology and Career Development, she enjoys research and has been a part of the UNICEF project for Indian standardization of a developmental screening tool, two ICMR projects related to problems of the elderly, and a UNIFEM project on trafficking of women in India.

Dr. Vandana Gambhir Chopra is Assistant Professor in the Department of Psychology, Keshav Mahavidyalaya, University of Delhi, and the Ethics & Standards Committee Chair for the Asia Pacific Career Development Association. She started her professional career as a medical physician and later excelled and received her doctorate in Psychology. Known as an expert in Psychometrics, Organizational Behavior, Human Resource Management and Vocational & Career Counseling, she helps the companies with their employee wellness and productivity through training and assessments. Her fields of involvement in psychology research work span across career competencies, personality, social psychology, competency mapping, positive psychology, and consumer behavior and geriatrics mental health.



12:20 pm 135

Staying Engaged when the Path is Uncharted by Dr. Roberta Borgen (Neault) and Dr. Deirdre Pickerell

The recent global pandemic pushed countless workers into their homes and challenged businesses, educational providers, and non-profits to innovate in order to survive. Some workplaces and workers shifted relatively quickly within a rapidly changing landscape. Those who were able to keep staff/faculty and customers/clients engaged, were the ones who were able to do more than just survive – they thrived with adaptability, resilience, and community. Hear two career development innovators share examples of walking on uncharted paths and reflect

on lessons learned to support individuals and organizations navigating pandemic-related challenges.



Dr. Roberta Borgen (Neault), Ph.D., President of Life Strategies Ltd., Adjunct Professor at the University of British Columbia, and Project Director for the Canadian Career Development Foundation (CCDF), is co-developer of the Career Engagement model, and has extensive experience as an educator and counsellor supporting individuals and organizations with transitions, engagement and strategies to maximize their success.

Dr. Deirdre Pickerell, Ph.D., Dean of Student Success at Yorkville University and Toronto Film School is an award-winning career development leader. She is co-author of the career engagement model and has dedicated her career to helping individuals create opportunities to be fully engaged across work/life roles.



12:20 pm 136

Validation and Reliability of Perceived Future Employability Scale for Young Adults in Indonesia by Anastasia Christy Matius

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 (Gunawan, 2018). This presentation will discuss the process of validation and reliability of PFE in Indonesia.



Ms. Anastasia Christy Matius is a psychology undergraduate student in her final year and currently doing a research/study for her bachelor thesis in order to complete a bachelor's degree in psychology.

12:40 pm 137

The Assessment of Validity and Reliability of the Personal Globe Inventory-Short in Indonesian Language by Santy Liusmin

Vocational interest is assessed for figuring out and giving us insight to make our career decision. Personal Globe Inventory–Short assesses vocational interest with one new dimension, called prestige. This provides the results in a diagram form, enabling a review of the interest area with more information. This presentation will discuss the process and result of validity and reliability assessment on Personal Globe Inventory-Short in Indonesian Language.



Ms. Santy Liusmin is a final semester student at Krida Wacana Christian University (UKRIDA), a mentor for career counseling class in Faculty of Psychology, Krida Wacana Christian University, and a member of the recruitment team as talent acquisition intern at blibli.com (Indonesian e-commers). She is currently undergraduate student in Universitas Krida Wacana Christian University, Indonesia being supervised by Dr. William Gunawan, S.Psi., M.Min. M.Si. Her research seeks to examine the validity and reliability of Personal Globe Inventory-Short in Indonesian Language.

1:00 pm Room 1

Conference Recap and Favorite Music Mini-Concert by Allan Gatenby and Jason Low

Join the Conference Content Weaver, Allan Gatenby, to identify themes you have gained from the first day of the conference. Then DJ Jason Low will play the first half of the Favorite Music pieces submitted by attendees. Remember to vote on your favorite piece of music using the Favorite Music Poll on the Event Feed page.

1:30 pm Lounge **BYOF Networking**

Bring your own food and beverage and join other attendees in the lounge for networking.

Wednesday, May 26 – PDI Session

10:00 am 211 **Professional Development Institute: Constructing Career Paths Professional Development Institute** by Dr. Mark Savickas

Participants will learn how to integrate these techniques into their practice and use them to better understand why they became advisors and counselors.

Workshop Goals:

1. Participants will be able to differentiate among vocational guidance, career coaching, and career counseling.
2. Participants will learn the conceptual model for career intervention called Life Design Counseling.
3. Participants will practice the methods for Life Design Counseling.
4. Participants may complete the workbook entitled “My Career Story” and evaluate its usefulness.
5. Participants will engage with the presenter in a demonstration of Life Design Counseling
6. Participants will apply the interpretive framework for the Career Construction Interview to a demonstration.

Dr. Mark Savickas is described above.

Thursday, May 27 – Full Conference Day

9:30 am Lounge **Tea Break & Networking**

10:00 am 311 **Finding Hope in Liminal Space** by Dr. Norm Amundson and Ms Andrea Fruhling

Liminal space is the uncharted space that exists between “what has been” and “what will be.” These uncharted pathways are times for transition and change, holding the possibility of greater creativity and innovation. The most dramatic manifestations of liminal space happen after an extreme event.

Hope-action theory and practice provides a framework for understanding and working within the challenging times we are in. Join Norm Amundson and Andrea Fruhling as they illustrate ways to explore the opportunities that come with being in liminal space. Hope is more than just a good feeling; it is a keystone around which we can incorporate a set of learned competencies.



Dr. Norman Amundson, Ph.D., is a Full Professor in Counselling Psychology / Faculty of Education at the University of British Columbia, Canada. He has given numerous workshops and seminars and also been a keynote speaker at many national and international conferences. Dr. Amundson is actively involved in a number of professional associations. He has been a governor for the Canadian Career Development Foundation; in the National Career Development Association as a founding member of the International Committee; in the National Employment Counseling Association as editor of the Journal of Employment Counseling; and in the American Counseling Association as current associate editor for the Journal of Counseling and Development.

Ms. Andrea Fruhling is a Certified Organizational Coach (UBC), Founder of Doubleknot Works and Mentor Coach/Instructor for the Organizational Coaching program at the University of British Columbia. In addition to a career and mentor coaching practice, Andrea develops and delivers blended learning courses and resources for career practitioners and organizations all over the world. Andrea has developed and co-facilitated a Certificate in Hope Action Theory masterclass training program with WSG and CDAS in Singapore. She has developed several online courses in partnership with the Canadian Career Development Foundation and Norm Amundson and has delivered keynote presentations and sessions at several national and international career development conferences.



11:00 noon Lounge **Tea Break & Networking**

11:20 am 321 **Rethinking Career Engagement for Older Workers: Adapting to a Changing Workforce**
by Jennifer Luke, Roberta Borgen (Neault) and William Borgen

The options for life after 50 are plentiful – retire early, continue to work well into your '70s or '80s, downshift a bit, or change career direction entirely. Join us to deepen your understanding of “mature” workers’ motivations. Leave better equipped to support their engagement (or re-engagement) in rapidly changing workplaces and in all their life roles as they seek meaningful work and valuable relationships as mentors. Leave equipped to promote policy and professional practice conversations about the value of older workers and their career development needs.

Jennifer Luke and **Dr. Roberta Borgen (Neault)** are described above.

Dr William Borgen, Professor, Counselling Psychology at the University of British Columbia, has extensive experience researching and developing life transitions and career development programs. His work has been adapted for Bhutan, Denmark, Finland, Hungary and Sweden. Recently he has investigated the experience of people whose work has been affected by change, and those successfully transitioning to retirement.



11:20 am 322 **Find Inspiration, Purpose, Career Paths, and Resilient Jobs with UN 2030 Global Goals**
by Danita Redd, Soonhoon Ahn, Hilary Flanagan, Dr. Candy Ho, and Jim Wylde

The 2030 Agenda for Sustainable Development was adopted by the United Nations in 2015, which provides a shared vision for global partnership by all countries to promote peace and prosperity for people and planet Earth, now and into the future. The document identifies 17 Sustainable Development Goals (SDGs), ranging from eradicating poverty and hunger to addressing climate change and building inclusive societies by 2030. This session will explore how the SDGs have become core for establishing optimism and inspiring students in the US and Canada in finding purpose, career paths, and resilient jobs. It will also examine through a dynamic slide presentation, sample University and Community College classroom activities in a Counselor Education Program, Career Development and Life Planning course, and a Graduate Fellows’ course for the United Nations Association of the National Capital Area.



Ms. Danita Redd has been a higher education counselor and professor in the USA for over 30 years where she teaches Career Development and specializes in advising students majoring in STEM and Health Sciences. As an ambassador for Shared Hope International, she assists in raising public awareness about steps one can take to eradicate sex trafficking and bring perpetrators to justice. She was trained by the Foundation for Human Enrichment to provide somatic assistance to people with PTSD. She is a published writer and has been an international volunteer for several years serving mostly in Mexico City, Mexico.

Ms. Soonhoon Ahn is an International Career/HR Consultant with extensive experience in executive career counseling, career transition training, international recruitment and career development, and employment support group management. She has insights and skills in career/life purpose and vision, multicultural and diversity training, adult transitions, optimal performance, and conflict resolution. Bilingual in English and Korean. Large client list includes The World Bank Group, The State Department, Equitable Bank.



Ms. Hilary Flanagan: With 20 years of progressive leadership in higher education career development, Ms. Flanagan is as passionate as ever about helping college students. She has a strong track record for leading dynamic teams on campuses in an ever-changing professional landscape, as well as collaborative leadership involvement in local, regional, national, and global associations. As Executive Director, she enjoys working with the amazing change agents of the Seattle U Career Engagement Office. When not working, Ms. Flanagan can be found training for and competing in triathlons, exploring new cuisines and cultures, and spending time with her adventurous family.

Dr. Candy Ho is the inaugural Assistant Professor, Integrative Career and Capstone Learning in the University of the Fraser Valley in British Columbia, Canada. She also holds teaching positions in Kwantlen Polytechnic University's Educational Studies department and in Douglas College's Career Development Practitioner Program and has taught at the University of British Columbia in their Department of Counselling Psychology and Special Education.



Jim Wylde has 25+ years of global experience in career and leadership development. At the Inter-American Development Bank (IDB), he worked in the Office of Learning and HR, where he focused on facilitation, recruitment, and training in areas such as diversity, social sectors, and modernization of the state. Currently, Jim serves as Director of Career and Graduate Student Services at the Elliott School of International Affairs at The George Washington University in Washington, D.C. He is a co-author of the book *Strategic Connections: The New Face of Networking in a Collaborative World*.

11:20 am 323

To Soar Like an Eagle You Need Strong Wings and to Understand Thermals by Allan Gatenby

Graduates are entering a vastly different and rapidly changing world. Inner strength, resilience and knowledge of opportunities for entrepreneurial activity are the new norms. Career development in schools is changing the traditional focus upon employability to the more entrepreneurial competency and character traits of the 21st Century. Life-design approaches offer more realistic optimism than failed individualism. Psychology is no longer the only foundation discipline for career practitioners. Career education is no longer an optional extra in a crowded curriculum. Whole school development and leadership are new dimensions to the career practitioner role.



Mr. Allan Gatenby FRIEdr FRIM CMF, JP MEd (Leadership), Grad. Dip. (Leadership & Change), BA, Dip Teach Cert IV TAE, is a leader among leaders. He is an internationally accredited career and talent development coach, with a passion for recognizing and developing professional excellence. 40 years of exceptional educational leadership in schools, colleges universities and institutes. He is active in building professional practice through coach-based training, professional networks and leading competency-based certification of professionals. UNDP considered an expert in career education and he actively promotes global professional networking. Mr. Gatenby's leadership is energetic, creative, strategic and empowering.

How to Thrive in a New Job-less World: Create Your Own Job! by Han Kok Kwang

With the triple whammy of the Pandemic, Increasing Protectionism, and New Technology (e.g. Artificial Intelligence and the Internet), many job tasks will be replaced. Many more jobs will be lost. In a job-less world, competition for jobs is intense. For every job opening, there could be 1,000 competitors. How will you compete? In the wise words of Darwin, only the adaptable will survive. Join us for this and discover the way forward by creating your own job. Learn to stand out in a crowded world and be the obvious choice. This could be the career break you are looking for!



Mr. Han Kok Kwang is the 1st NCDA Master Trainer in Asia and Author of 6 career books, including 2 Bestsellers, "So what if you don't have a Degree?" and "No Job? No Problem!". With 2 postgraduate Degrees (Distinction) from Europe, Mr. Han is a workforce development veteran with over 30 years of successful business experience, both as Senior Corporate Manager and Entrepreneur. He has empowered more than 100,000 people from 21 countries in their careers through his books and programs. Mr. Han is the 1st Lifetime Member Legacy Partner of APCDA and is also a Winner of multiple national Awards for Professional Excellence.

Top 10 Tips for Conducting the Career Construction Interview by Dr. Kevin Glavin

Learn and practice these top 10 tips to help you conduct the Career Construction Interview (CCI; Savickas, 2005) with greater confidence and effectiveness. The CCI is a qualitative intervention used to help individuals explore educational/vocational options, navigate occupational transitions, and construct the next chapter in their career story. The subjective nature of narrative interventions can be challenging for beginning practitioners. However, we learn more from our mistakes than we do from our successes. Learn the most common mistakes practitioners make when conducting the CCI and how to solve challenging client situations.



Dr. Kevin Glavin, Ph.D., is a Licensed Professional Counselor and Educator who has spent the past 20 years studying, teaching, and practicing career counseling. Currently, Kevin teaches Career Counseling for Nova Southeastern University. He is the Founder of 'Create Your Why', a company created to provide excellence in career coaching and training. Kevin has worked with numerous organizations including, Saudi Aramco, Singapore Ministry of Manpower, Japanese Institute of Career Development, Australian Catholic University, University of Florence Italy, and University of Colorado Boulder. He has served as president of the Ohio Career Development Association and as Editor for the Journal of Employment Counseling.

Social Support, Resilience, and Work Readiness among University Students in Malaysia: A Preliminary Study by Dr. Poh Li Lau and Dr. Voon Siok Ping

This study was designed to examine the relationships among social support, resilience, and work readiness among university students in Malaysia (N = 320). Social support was positively associated with work readiness as hypothesized. The social support was significantly and positively correlated with resilience and work readiness. Resilience was also significantly and positively associated with work readiness. Using structural equation modeling, the model with three variables which are social support, resilience and work-readiness were tested.



Dr. Poh Li Lau, Ph.D., is a senior lecturer in Department of Educational Psychology and Counseling at University of Malaya. She received her BA (2006) and Ph.D. (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.

Dr Voon Siok Ping, Ph.D. is a lecturer of Psychology Program, University of Malaysia Sarawak (UNIMAS), Malaysia. She received her bachelor's degree in Psychology (Hons) from HELP University, Master and PhD in Counseling Psychology from the University of Malaya, Malaysia. She is also a registered counselor with the Malaysian Counselor Board practicing in Malaysia.



11:40 am 327

Work-life Wellness for Teleworking in a Pandemic Context by *Rebecca Como and Dr. José Domene*

Due to the COVID-19 pandemic, many employees experienced a rapid transition to telework, often without adequate training and resources, and sometimes without any choice. We describe the existing body of knowledge on how the pandemic has influenced teleworking and work-life wellness, paying particular attention to the Asia Pacific region. Building from this research, we provide practice recommendations to career development professionals on how to better support clients during these pressing times.



Ms. Rebecca Como has a Bachelor of Arts (Hons) (2020) and a Bachelor of Commerce degree (2014). She collaborated with Dr. Laura Hambley to study entrepreneurs and their work-life wellness for her honour's thesis research. Rebecca now volunteers in Dr. José Domene's career lab investigating work-life wellness in various contexts.

Dr. José F Domene, Ph.D., RPsych, is a Professor of counselling psychology within the Werklund School of Education at the University of Calgary. His areas of teaching include career development, counselling psychology ethics, and research methods. His research interests include the relational contexts of career development and professional issues in counselling and counselling psychology in Canada. Dr. Domene is also a lifetime member of the APCDA and has had several leadership roles in the organization including, at present, co-chair of the membership committee and associate editor of the Asia Pacific Career Development Journal.



12:00 noon Lounge

Tea Break & Networking

12:20 pm 331

Discovering your Passion through Career Exploration Journey by *Parameswari Seenivasan*

Young adults often choose their career without realizing their personal interests. Many have landed in jobs without the passion in their work, leading to burn out, exhaustion at work and even depression. Fortunately for one young client, she was saved from going through this trauma through her partnership with her career coach on her career exploration journey, leveraging career theories such as Holland's congruence theory of vocational choice, Schlossberg's Transition 4-S Model and Donald Super's life roles. Understanding one's work personality and transiting to jobs that are congruent to one's passion are the main aims of this program.



Ms. Parameswari Seenivasan is a Senior Career Coach with Careers Connect, Workforce Singapore. She has over ten years of experience in career coaching and counselling jobseekers from all walks of life. A certified Career Service Practitioner and a Global Career Development Facilitator, Ms. Seenivasan is also certified in Strong Interest Inventory. She is the co-creator of "Renew Your Perspectives" and a trained facilitator for workshop targeted at jobseekers with emotional barriers. She is also passionate about helping individuals' transit into meaningful careers.

12:20 pm 332

Career Pathways Made Relevant by *Li Fern Tong*

"Opportunities favors the prepared." Universities need to equip students with agility so they can thrive in the uncharted paths ahead of them. Through the collaboration of

CAREERsense@HELP and the Department of Psychology, a career development series became part of the degree's core subjects. One of the subjects has been recognized as relevant for career readiness and redesigned to include 4th Industrial Revolution skills development modules. The revamped subject will be implemented university-wide to equip students for the future of work. This presentation will share insights on course design development and feedback on how it has benefited the students.



Ms. Li Fern Tong is a Lecturer and Counselor at HELP University, Malaysia. Ms. Tong graduated from Charles Sturt University with a bachelor's in Business. She was in the marketing industry for 5 years before pursuing her master's in Counselling from HELP University. Before she embarked on an academic career, she had been in the people management-consulting field, where she counseled, coached and trained corporate clients. Ms. Tong continues to provide these services to students and corporate clients. She is interested in the area of developing future-proof people skills learning. She lectures in and supervises interns of the master's in Counseling program.

12:20 pm 333

Changing the Landscape of Career Development in the UAE by *Svetlana Eghterafi*

This presentation will focus on introducing a systematic career development program to all schools in a country where career development and life-design counselling has not been viewed as being valuable. Lifology's case study is of interest to all entities who wish to utilize technology for their career development programs to lead the younger generation towards a more fulfilling future by changing their global views and translating them into local actions.



Ms. Svetlana Eghterafi has been involved in the personal development of teens around the world for the past 15 years. As an animator of the Junior Youth Spiritual Empowerment Program and a tutor for the Ruhi Institute courses, Svetlana has facilitated individuals towards developing their skills and has accompanied them in the process of translating them into meaningful action. Her entry in the world of career development has been as the Regional Directory of Lifology for the MENA region where she has contributed her knowledge and experience to developing and carrying out programs for the career development of teenagers.

12:20 pm 334

Build Online Personal Branding for Counselors by *Tuan Anh Le*

As a helper, you always want to help as many people as possible. Social media is the fastest way to achieve that. A strong online personal branding helps you to get closer to your clients and reach more people. In this workshop, you will learn the benefits to counselors of building online personal branding, understand some behaviors of students using social media, and practice some simple techniques to improve your own online personal branding.



Mr. Tuan Anh Le is one of the first-generation career professionals in Vietnam. He is the author of 3 bestselling books on career and personal development topics. His strength is to use social media to interact and convey career messages to students. He currently manages the community of more than 100,000 vocational students on Facebook.

12:20 pm 335

Building Resilience & Adaptability using Role Models. A brief 15-minute Strengths Based Intervention by *Dr. Kevin Glavin, Gerald Tan and Jeremiah Wong*

Join us as we demonstrate and show you how to conduct a powerful 15-minute career intervention using the role model question from the Career Construction Interview (CCI; Savickas, 2005). Learn how to use this intervention as a brief strength-based activity to help your clients build resilience and adaptability in a world of work characterized as volatile, uncertain, complex, and ambiguous (Bennett & Lemoine, 2014).

Dr. Kevin Glavin is described above.

Mr. Gerald Tan is passionate about developing services to help people find meaning and purpose in their careers through his role as the Projects Director and Lead Career Developer of Avodah People Solutions. Gerald has a decade of experience in the Singapore public services in workforce development programmes, public employment services and public engagement. Gerald is also an NCDA certified Career Service provider, Master of Career Services and a certified Solutions Focused practitioner coach. He has supported more than 300 individuals with their career needs, working with various schools, companies and non-profit organisations on career development projects.



Mr. Jeremiah Wong is a Career and Life-Design Counsellor and a Capability Developer with Workforce Singapore, a government agency that renders career services to Singaporeans. He oversees the capability building of career practitioners in Singapore. He also constantly hones his practice with modern practices to help shape the future discourse and design of career services. Jeremiah's strengths lie with helping people manage a life-time of career transition and learning, as well as programme design. He is also an Associate Lecturer and Supervisor for the Specialist Diploma in Career Counselling programme at Republic Polytechnic.

12:20 pm 336

What Motivates Asia Pacific University Students to Pursue Careers in Human Resources? *By Moana Numanga and Dr. Scott Springer*

What factors motivate Asia Pacific students, enrolled in bachelor's degree programs at an American university, to pursue an academic path and career in human resources (HR) upon graduation? Our study sought to answer this question. We interviewed 36 Asia Pacific students from 12 different countries, asking them, among other questions, to identify the reasons why they chose HR as their career, and what challenges they expect to face in their home countries while working in HR. We will share the themes that emerged from these focus groups in our presentation and the implications these findings have on career coaching.



Ms. Moana Numanga is the Manager of Employment, Training & Development; Title IX Deputy Coordinator; and Adjunct Faculty, teaching Human Resource Management, at Brigham Young University--Hawaii. She is a former Law Clerk for the Honorable Bert I. Ayabe, and the Honorable Jeannette H. Castagnetti of the First Circuit Court of the State of Hawaii, Foreclosure Court. She practiced law in the Pacific Islands in the Financial Services industry as Legal Counsel specializing in the area of Trusts, Estate Planning, Asset Protection, and leading compliance in relation to US Tax Reporting obligations of a US Grantor Trust.

Dr. Scott Springer is an Assistant Professor of Leadership and Management at Brigham Young University--Hawaii. He teaches courses in management, leadership, business communication, and human resources. Prior to joining the BYU-Hawaii faculty, Dr. Springer worked for 15 years as a global director in the academic publishing industry. Dr. Springer holds a doctorate in higher education administration from Northeastern University, an MBA in leadership and organizational change from Pepperdine University, and bachelor's degrees in journalism and Spanish from Utah State University.



12:40 pm 337

Early Career Decision Making and Career Sustainability in Times Of COVID-19 *by Rodrick Prashanth*

The coronavirus pandemic has drastically reshaped the world of work. The current study examines how COVID-19 has impacted the career choice of students by comparing the prior and during-pandemic choices of two independent samples.

Career preference was collected from 1409 and 410 senior school students before and during the COVID-19 period respectively. The significance of differences in student choices across twenty five careers was examined using Chi-square analysis. The results indicated significant differences in career clusters like Defence, Entrepreneurship, Medicine and Healthcare, Paramedical, Police, Sports, and Sales.



Rodrick Prashanth is a research enthusiast with a background in psychology. He holds a master's degree in counselling psychology from the University of Madras and currently works as a research associate at BodhBridge ESPL and also as an assistant professor of psychology at Mohammed Sathak College of Arts and Science. His areas of research interest include career development, sport psychology, action-oriented psychotherapy, etc. He strongly believes that psychological research can solve the everyday problems of the world around us.

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| 1:00 pm | Room 1 | <p>Conference Recap and Favorite Music Mini-Concert by Allan Gatenby and Jason Low</p> <p>Join the Conference Content Weaver, Allan Gatenby, to identify themes you have gained from the second full day of the conference. Then DJ Jason Low will play the second half of the Favorite Music pieces submitted by attendees. Remember to vote on your favorite piece of music using the Favorite Music Poll on the Event Feed page.</p> |
| 1:30 pm | Lounge | <p>BYOF Networking</p> <p>Bring your own food and beverage and join other attendees in the lounge for networking.</p> |

Friday, May 28 – PDI Session

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| 10:00 am | 411 | <p>Professional Development Institute: Hope-Action Strategies by Dr. Norm Amundson and Ms Andrea Fruhling</p> <p>In this PDI we will be exploring in-depth some of the hope-action strategies that can be applied within the liminal space. These strategies are based on the seminal work of active engagement and include an integration of career counselling with career coaching. In providing this material Norm Amundson and Andrea Fruhling will be focusing on strategies that are dynamic, positive, creative and closely aligned with Hope-Action. The presentation will be engaging and will include demonstrations, video clips with clients, information, critical analysis, and discussion.</p> <p>Dr. Norm Amundson and Ms Andrea Fruhling are described above.</p> |
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Saturday, May 29 – Full Conference Day

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| 9:00 am | Room 1 | <p>Singapore Get Together with Hector Lin</p> <p>Agenda</p> <ul style="list-style-type: none"> a. Meet and greet - round the table intro b. Share which webinars topics are interesting c. Which activities are interesting d. Issues with software e. Planning for follow-up events |
| | Room 2 | <p>North American Western Region with Danita Redd and Xiaola Hu</p> <p>Xiaolu and Danita invite you to our virtual coffee klatsch (kaffeeeklatsch)) one hour before the start of the final day of the activities for the APCDA's virtual conference hosted in Singapore. No need to be in attendance at the conference to join us.</p> |

9:30 am Lounge **Tea Break & Networking**

10:00 am 511 **Introducing and Localizing CCI in Japan** by *Nobuko Hasegawa and Dr. Shujiro Mizuno*

Dr. Mizuno and Ms. Hasegawa have applied the Career Construction Interview by Dr. Mark Savickas to three areas of counseling and worker training. Dr. Mizuno used CCI to train Career Consults for recertification education, enabling them to reflect upon their motives for become career counselors and consultants. Applying CCI at a women's support center, Ms. Hasegawa is counseling women for career confidence and development. Most are DV survivors, single mothers, and those who want to restart their careers. Enhancing the adaptability of employers, we are helping employees to find new ways to redesign and search for their career paths.



Ms. Nobuko Hasegawa 1st grade certified skilled professional of career consulting, Master of Psychology, President of C-mind Ltd, Supervisor of Career Consultants, Trainer of Career Counselors, Advisor to training company training programs.

Dr. Shujiro Mizuno, Ph.D., Reitaku University Professor, retired; Rissho University, appointed professor, retired; president of Japan life design counseling center. Certified clinical psychologist, 1st grade certified skilled professional of career consulting, Doctor of Education in Counseling.



10:00 am 512 **Supporting Clients Who Are Neurodiverse** by *Sarah Breen and Katie Fernandes*

This engaging presentation will explore strategies and the implementation process for a counselor to best support neurodiverse learners.



Ms. Sarah Breen is the Assistant Director of Career Counseling at Emmanuel College. She has worked in hiring and career capacities in the non-profit and education industries. Through her work, she has assisted students with diagnosed learning challenges on next steps after college and preparing for the job search process.

Ms. Katie Fernandes is an Academic Skills Specialist in the Office of Student Services at Providence College, Rhode Island, USA.



10:00 am 513 **Global Nomads Working Abroad and Coming Home: How Career Development Professionals Can Help** by *Satomi Yaji Chudasama, Soonhoon Ahn, Caressa Hanh Truong and Dr. Roberta Borgen (Neault)*

As more individuals work internationally, the importance of supporting their departure from and re-entry to home countries increases. Career development professionals can play a major role in this. Besides considering the world as a potential workplace, global nomads benefit from support in self-reflection, exploring opportunities, navigating the logistics, and complex adjustment to working across cultures and eventually returning home. We also need to think about how the paradigm shift created by Covid-19 has impacted this landscape. Learn from global nomads, those who support them, and research on this increasingly relevant population.



Ms. Satomi Yaji Chudasama, NCC, CCC, GCDF is a founding member and President-Elect of APCDA and Senior Associate Director for Student Engagement in the Center for Career Development at Princeton University. Her journey in the career development field started 20 years ago when she was an international student advisor intern. The students' dreams and aspirations inspired Satomi to transition into the career development field. Alongside cultivating the expertise in supporting the overall college student population as a career development professional, she has also established herself as an expert in career development of international students by developing and spreading best practices.

Ms. Soonhoon Ahn and Dr Roberta Borgen (Neault) are described above.



Ms. Caressa Hanh Truong was born in HCMC, Vietnam. She received her double degree in BSc. Applied Psychology and BSc. Corporate Communication from Singapore Management University. Upon graduation, she worked as a business associate for property developers and trading companies in Malaysia, Russia, and Qatar before returning to Vietnam. Since 2014, she has worked as a trainer and quality auditor for educational organizations. In 2017, she went to Pham Ngoc Thach University of Medicine for an inter-professional degree in Speech Language Pathology. Her newest venture into Career Counselling is an attempt to address the vocational future for children with learning disabilities in Vietnam.

Principles of Group Career Counseling by K Richard Pyle

10:00 am 514

Group Career Counseling (GCC) is a unique and underutilized counseling methodology/intervention which has its own qualities and characteristics. GCC will be defined in the context of how it differs from group counseling and other career groups. In addition, participants will be provided information on its efficacy as related to individual counseling and career groups; an overview of the theoretical foundations on which it is based; and a demonstration of relevant techniques and skills. Finally, ideas on how to implement a GCC program will be reviewed.



Dr. Richard Pyle, Ph.D., conducted his doctoral research on the efficacy of group career counseling (GCC) and has implemented this practice in a variety of settings and with several populations. He has worked as a Director of Guidance, Director of Counseling, Dean of Students in academia and as a trainer, counselor and executive and psychologist with the Peace Corps. He is co-author of *Group Career Counseling: Practices and Principles* published by NCDA. His research has resulted in numerous publications and the training of hundreds of professionals in the use of groups in career development. Dr. Pyle earned his doctorate in Counselor Education/School Counseling and Guidance Services at the University of Florida.

Life Design: A 21st Century Paradigm for Career Development by Julie Neill

10:00 am 515

Two distinct discourses - both called "life design" have taken hold of the career development field. While life design counseling developed by Mark Savickas and the Designing Your Life approach created by Bill Burnett & Dave Evans are indeed very different, they also share some important commonalities, and both offer valuable tools to help individuals build and construct their careers in the 4th Industrial Revolution. This session will explore how we can draw from both discourses and form a blended approach that empowers and guides individuals by focusing on purpose which can serve as a compass to help navigate the uncharted paths in the future of work.



Julie Neill is currently the President of the Maryland Career Development Association and an MBA career consultant and adjunct lecturer at the University of Maryland. Her diverse background includes 20 years of experience working in higher education, government and the nonprofit sector both in the US and internationally. Her work has been recognized for innovation by the

National Association of Colleges & Employers (NACE), and she is a past Fulbright award recipient.

10:00 am 516

Advocacy Strategies for Serving International Students in the US: A Participatory Action Research by *Yangyang Liu and Hongshan Shao*

In this research presentation, the presenters will share a participatory action research project that explored career development professionals' multicultural, social justice, and advocacy competencies when working with international students in U.S. higher education career services. Results and implications from this project will be provided to allow the audience to tailor best practices to their specific client populations.



Ms. Yangyang Liu is currently a doctoral candidate in Counselor Education and Supervision at Penn State University. She received her master's degree in Counselor Education with an emphasis in Career Counseling from Penn State. In addition, Ms. Liu works as a Career Counseling Graduate Assistant at the Career Services Center and as a supervisor for Career Counseling master's level interns. Ms. Liu's research agenda includes career development issues of underrepresented student populations, such as international students and first-generation college students.



Ms. Hongshan Shao is a doctoral candidate in the Counselor Education Program at Pennsylvania State University. She currently works at Penn State Career Center as a career counseling graduate assistant. She received her master's degree in Clinical Mental Health Counseling in 2019 from University of Missouri - St. Louis. She is a National Certified Counselor (NCC). Her research interests include career counseling and development with international students/Asian population, cross-cultural training, counseling, and supervision.

10:20 am 517

Looking Down the Track: International Student Graduates and Employment Experiences by *Dr. Nancy Arthur and Dr. Jon Woodend*

International students are from diverse contexts and their post-study work experiences are similarly varied. Effective career support for international students needs to consider these differing career paths, particularly with shifting economies, immigration policies, and travel bans. Research has focused on international students' initial personal/academic adjustment to the host country, and few studies have looked at their post-study employment experiences. This will review key practice points for career development practitioners from studies that investigated international students' experiences in gaining employment post-study.



Dr Nancy Arthur, Ph.D., is a Professor and Dean Research, UniSA Business, University of South Australia and Professor Emeritus from the University of Calgary in Canada. Her research interests include professional education for diversity and social justice, and the transition experiences of international students and workers.

Dr Jon Woodend, Ph.D., is a lecturer in Guidance and Counselling, and Career Development at JCU Australia. Jon's research focuses on international students' university to work transition, international students' accompanying partners' experiences in accessing supports, and skilled immigrant worker's life satisfaction. Originally from Canada, Jon is a Registered Provisional Psychologist in Alberta.



10:40 am Lounge **Tea Break & Networking**

Meaning of Life and Career Design for Chinese Middle-Aged Female Educators by
Hsiu-Lan (Shelley) Tien

The purpose of the study was to identify the meaning of life for female teachers through a narrative approach. The constructivism concept of career counseling was applied in the interview process. We interviewed 12 female school educators, average age 53.42 (range 47 to 62), all teaching for over 20 years. The average number of years of on the job was 28.58 (range 21 to 39). They explored the meaning of work and life after so many years in the education field. Five interviewers applied the narrative approach to the interviews. Results were analyzed by narrative analysis, and life themes were described and interpreted from the participants' viewpoint.



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. Her current areas of interest are career counseling and studies of vocational behavior, training of counseling skills, working with dreams, and qualitative research. She has served as the president of Taiwan Career Development and Consultation Association (TCDCA), and past president of the Asia Pacific Career Development Association. She earned the 2016 International Practitioner of the Year Award from the National Career Development Association, and in 2020 the Fellow Award from the NCDA.

Providing Virtual Career Services for College Students from a College Career Center Perspective by Hongshan Shao and Yangyang Liu

The COVID-19 pandemic has become a global crisis, which significantly affects the way college career centers serve their students. The presenters aim to share strategies used by their college career center to provide career services in a virtual format to help students manage their career development and job search in an age of uncertainty. Engaging and creative examples of virtual career services, such as virtual career fairs, career prep expo, and online career cafe, will be provided to allow participants to integrate the strategies into their practice.

Ms. Hongshan Shao and **Ms. Yangyang Liu** are described above.

Social Emotional Learning and Career Development from Kindergarten to Higher Education by Dr. Candy Ho and Andrew Culberson

All learning is relational. Social and emotional competencies are at the core of all learning. Intentional teaching of social and emotional learning (SEL) from kindergarten to higher education will facilitate the development of relationship, decision-making and self-management skills required to manage successful transitions through life. Self-reflection, conversations with peers and feedback from educators promote the expansion of one's self-awareness. The skills employers are seeking can be unlocked by a renewed focus on SEL. Social and emotional learning provides a common and inclusive language for career influencers, and when it is fully utilized and understood, SEL becomes a core foundation of career development.

Dr. Candy Ho is described above.

Andrew Culberson is passionate about helping others find their purpose through promoting positive mental health. Currently working as a Learning Specialist for the New Brunswick Department of Education and Early Childhood, he previously held a position as a guidance counsellor in the Anglophone School District West in New Brunswick. He has an MEd in Counselling and Psychology, BEd and BSc.



Building Cultural Competency: Resources for Supporting Diverse Clients on Uncharted Paths by Cassie Taylor, Farheen Hassany and Dr. Roberta Borgen (Neault)

Diversity is a multi-faceted construct extending beyond an individual's race/ethnicity to include countless inter-related characteristics and influences. Career Development Professionals (CDPs) who attend to a client's unique expression of cultural identity and adopt a more nuanced approach to working together are in a better position to create customized, relevant, and effective interventions that lead to client success. Join us for practical tips and tools drawn from several recent diversity-related projects developed to strengthen cultural competency among CDPs.



Ms. Cassie Taylor, BAA, has over 10 years of experience supporting a vast array of diversity-focused projects from conceptualization, data gathering/analysis, and creation of tools, resources, and presentations/workshops. From local to international, Cassie's work seeks to improve career development services through fostering culturally-informed practices rooted in empathy, understanding, collaboration, and data.

Ms. Syeda Farheen Hassany, BSc Applied Psychology, is a new team member at Life Strategies. She is passionate about diversity advocacy and has over 7 years of experience working and volunteering with vulnerable populations including women, children, and immigrants.



Dr Roberta Borgen (Neault) is described above.

Career Development Education is Talent Development Education by Ivy Liao

We are going to discuss two major topics. First, we will describe the techniques and practices we have used successfully for the past 7 years. They are CDP, CDA and CDI training courses and continuing education. Second, we will explain new techniques we are developing right now. We are expanding the concept of career development education to talent development education.



Ms. Ivy Liao is the lead of PAC International Education Group. She combines the NCDA curriculum and training systems and PAC. She has nearly 30 years of professional psychological assessment scale development experience, and Chinese career education practice experience to create a Chinese career development consultant training certification system (CD Program); in various provinces with the joint support of the Municipal Education Commission, Bureau of Education, Education College, school leaders and other educational leaders.

Vocational Identity and Civic Engagement of University Students in Korea by Yoonhee Lee

The purpose of this study is to examine the links between vocational identity and civic engagement of university students in Korea. Participants are 300 university students aged 19-29 years (30% males) who completed a self-report questionnaire. This study will show how vocational identity and civic engagement are associated by using both a person-centered approach (i.e., identity statuses) and a variable-centered approach (identity processes). The reciprocal relationship between vocational identity and civic engagement was examined with a longitudinal dataset.



Ms. Yoonhee Lee is a master's student in Counseling Program, Department of Education at Korea University.

Navigating Through Unprecedented Challenges Towards Career Aspiration by Maurice Ng

Applying social-cognitive & transition theories including Schlossberg's Transition Theory, as well as Bronfenbrenner Ecological Systems Theory of support, a career coach helped a client change her negative mindset and guided her towards positive action. Coaching interventions helped the client draw upon her innate strength to walk her uncharted path, overcoming painful process of moving-in, moving-through and moving-out of her unfamiliar, expected and unprecedented situation to attaining the career of her choice.



Mr. Maurice Ng is a certified and accomplished career coach with a wealth of experience both in the commercial and public sectors. An accomplished professional who is empathetic, patient and aspiring to help individuals cope with uncharted career challenges. Guiding over 1,000 jobseekers across various spectrum of career needs, challenges, development tracks, Maurice is experienced working with diverse profiles. He is also the developer and facilitator for career workshops targeted at helping employed jobseekers to get ready for their next career transition.

Standards in Computer-Based and Internet-Delivered Testing: Finding the Middle Ground in a Pandemic by Dr. Marife Mamauag

Because of digitalization and global competitiveness, computer-based and internet-delivered testing (CBT) evolved to meet the needs of the 21st century. However, its proliferation over the years compelled the International Test Commission to set standards to ensure good practices in CBTs. Ensuing issues in CBTs include technology use, quality, control over test-takers' authenticity, and test security. With the recent pandemic, we struggle to embrace the unknown and unfamiliar world. This presentation asks these questions: How prepared are we to stir the uncharted waters in the field of computerized testing and assessment? How can we navigate the future of career assessment into the unfamiliar and 'new normal' environment?



Dr. Maria Felicitas (Marife) Molina Mamauag Assessment Consultant-Senior Lecturer, HELP University, Kuala Lumpur, 2014-present; Director, Center for Learning & Performance Assessment, DLS-College of Saint Benilde, Manila 2004-2013; Chair, Test Development, Philippine Educational Measurement & Evaluation, 2008-present; Research Consultant, Asian Psychological Services & Assessment, 2006-2013; Research Fellow, SEAMEO-INNOTECH, 2013; MS in Educational Measurement & Evaluation, and Ph.D. in Educational Psychology, De La Salle University, Manila; Member, International Test Commission, 2017-present; Member, Association of Psychological & Educational Counselors of the Asia-Pacific, 2017-present; Developed 20+ standardized educational-psychological tests; Awardee, 'Emerging Leader Scholarship', APCDA 2019.

Blastoff! Launching College Placements in Chinese High Schools by Xiao Lianyu and Dr. Elisabeth P. Montgomery

The Rocket Model is a new tool designed by China's career practitioners to develop Chinese students' career education. The Rocket Model for Career Development Education and College Placement includes four central characteristic systems: Career potential systems, Grades K -12, College, and the Working world. The Rocket Model is a government certified standard curricular structure for career development that teachers could use to design a robust curriculum. This tool proves useful for the following groups: career education practitioners, student advisors, headteachers, and career curriculum designers.



Mr. Xiao (Shawn) Lianyu is a Global Career Development Facilitator, focused on facilitating K-12 students to prepare for college placement career awareness and college students to prepare for the job placement. Since 2016, Mr. Xiao facilitated career courses and developed into an online knowledge leader with 200,000 followers on Chinese main social media channels with over 5,000,000 online users of career education for advice. Mr. Xiao provides free college placement counseling to Shenzhen students through Shenzhen College Placement Public Service Seminar and helped over 300 students apply to colleges in China and international college placements.

Since 2012, **Dr. Elisabeth P. Montgomery, Ph.D.** developed and implemented international programs in the Nanshan District K-12 public school system, including extensive career development education programs. The Nanshan District is the Shenzhen's free trade economic zone of China and currently serves over 230,000 students and 25,000 teachers. Dr. Montgomery works extensively in youth employment, specializing in youth and adult social entrepreneurship training in the USA.



12:00 noon 534

Career Development: The Secret Sauce to Become a Radical HR Change Agent by Dr. Brian A. Schwartz

HR professionals in Asia have longed to become Business Partners but have long been relegated to primarily administrative roles. To add profoundly to their organizations, they must break through and provide the entire company with a pathway to exemplar employee engagement. The application of career development principles and practice provides the HR community with just such a pathway. Innovative organizations are architected to bring out the best in all their people. Investing in and knowing the strengths and passions of employees is the royal ticket to employee engagement.



Dr. Brian A. Schwartz is a Counseling Psychologist with 44 years of experience counseling over 2000 clients using his unique narrative approach and with 36 years of organization development experience in the USA, Europe and China. He is also currently training career and life design counselors and mentoring a select number of them in group and individual sessions. He is creator of Who Am I? Workshops and the online integrated career assessment CareerDNA. He has served on the Board of Governors of the Institute of Career Certification International and is a frequent presenter at APCDA.

12:00 noon 535

Igniting Collective Advocacy for Careers Work- Maximizing Career Guidance by Raza Abbas

As career scholars, career practitioners, career services professionals and social justice advocates, we are all contributing to innovative and inclusive careers work to maximize career guidance around the globe. However, we can collectively enhance advocacy strategies of career guidance professions to increase our impact and reach, especially in VUCA times. (Volatility, uncertainty, complexity and ambiguous). In this workshop, I will facilitate the best practices of advocacy that have created impact. Objectives: Participants will be provided with an overview of commonly used career terms; Participants will be oriented about creative career advocacy strategies; Participants will co-learn and share advocacy strategies from their regions.



Mr. Raza Abbas is an organizational development adviser and careers strategist. He is a globally acclaimed career practitioner and has received several international outstanding career practitioner awards from NCDA and APCDA. He is a Lifetime APCDA member and currently APCDA's Pakistan Country Representative. He is ARACD's Pakistan Director. He also serves as the IAEVG National Correspondent and is also an Editorial Board Member. He works for inclusivity and social justice in career development practice both in Pakistan and

globally. He is humble to be profiled in the Global Best-Seller 'The World Book of Hope'.

12:00 noon 536

Impact of Careers Services on Graduate Employability of University Students in Vietnam by My Vu

Though "careers services" for students and graduates are provided popularly by universities and external service providers in Vietnam, it is very rare for research to mention the concept, as well as indicate directly the services' impacts on the graduate employability in Vietnam. The presenter will share research findings which describe some careers services provided in universities in Vietnam, their impact on graduate employability, different stakeholders' roles in the service provision, and advocate for the efforts of Vietnam's educators in enhancing Vietnam's graduate employability.



Ms. My Vu's career goal is to become a dedicated Career Coach to accompany, encourage, empower, & provide professional supports for students & adults who need support in their employability, career decision-making, & career development. She has 6 years' experience in organizing events, sales & marketing, banking & finance, and careers services in education. My owns a Master of Arts with

Distinction in Career Development & Management awarded by Coventry University & the Qualification in Career Development awarded by the CDI, the UK-wide professional body.

12:20 pm 537

Career Narrative and Viewpoints of an Emerging Career Professional by Dr. Sayoni Santra

The realities of a vastly different world in the 21st century require different approaches to decision making, especially in developing economies. The author's personal journey from a developing nation to a developed economy underscores the shortcomings of current professional practice within her country of origin. This story highlights how inadequate counselling and poor coaching took a toll on the author's professional, emotional, and financial wellbeing. In sharp contrast was her experience of discovering happiness in helping others and engaging in career counselling and life-design coaching. Counselling and coaching, when used in tandem, have made a significant difference in wellbeing, and in designing and building a fulfilling career.



Dr. Sayoni Santra, Ph.D., earned her doctorate from the Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur, India. Before this, she worked as HR manager in an Indian public sector enterprise. Presently, she is in Australia and working for a small family-owned business, managing HR and finance duties. She is also undertaking a career counselling certification course, followed by life-design coaching to establish herself as a resourceful

counsellor/coach down the line. She is passionate about research, her areas of interest including career decision-making, career adaptability, career regret, career development and career support practices.

12:40 pm 541

Closing Ceremony by Sing Chee Wong and Allan Gatenby

Conference Content Weaver Allan Gatenby will offer a Recap of the conference. Then APCDA President Sing Chee Wong will announce the winners of the Leaderboard and the 5 Contests. Make sure you have rated the entries before this session begins. Then Ms. Wong will invite you to the 2022 Conference.

Please be sure to complete your evaluation forms for each session you attended and for the Overall experience. We really need your feedback to make our conferences better.

All Breakout Sessions will be available for **ONE MONTH** for you to view in the conference website. After one month, the conference website will close and the presentations will no longer be available.

Thank You from APCDA

We are grateful to our Conference Planning Team: Bùi Thị Như Ngọc (Vietnam), Allan Gatenby (Australia), Jason Low (Singapore), Rakesh Mishra (India), Vijay Paralkar (USA/India), and Sing Chee Wong (President). We also want to thank our very generous members who created Virtual Tours for our amusement at this conference: Lindsay Doung (UAE), Kazuyo Ikeda (Japan), Gulnur Ismayil (Azerbaijan), Raushan Kanayeva (Kazakhstan), Tuan Anh Le (Vietnam), Hector Lin (Singapore), Hilary Flanigan (Seattle), Dr. Elisabeth Montgomery (South China), Rahul Nair (South India), and Carry Shen (Shanghai).

We are grateful to Kuder for sponsoring our wonderful Keynotes and to AVID Productions. We are also grateful to our other sponsors: Abundance Consulting/Career Development Network, One Live Tools, and Lifology.

We want to recognize the winners of the Martha Russell Scholarship: Urja Acharya (Nepal), Aparna Bhalla (India), Nhi Cao Thi Kim (Vietnam), Jude Che (South Africa), Junlin Chen (China), Tulsi Dhakal (Nepal), Jahnvi Goswami (India), Hang Thi Thu Le (Vietnam), An Le Hoang Xuan (Vietnam), Nguyen Le Tran Hoang (Vietnam), YangYang Liu (China), Tung Thanh Lu (Vietnam), Morakane Madiba (South Africa), Anastasia Matius (Indonesia), Hang Thi Thuy Pham (Vietnam), Phuc Pham (Vietnam), Rodrick Prashanth (India), Jenikko Quinto (Philippines), and Ngoc Truong Xuan (Vietnam). Our Emerging Leaders include Rebecca Como (Canada), Mita Das (Australia), Adam Pecan (USA), Huai-Hsuan Wang (Taiwan), and Yukie Sato (Japan). We expect great things from all of you.

We want to recognize the very special people who received awards this year:

- Outstanding Career Practitioner Award: Phoenix Ho (Vietnam)
- Outstanding Educator of Career Professionals Award: Dr. Elisabeth Montgomery (China)
- Lifetime Achievement Award: Dr. Mary McMahon (Australia)
- Newsletter Contributor Award: Dr. Lisa Raufman (USA)
- President's Award: Agnes Banyasz (Australia)

We would like to thank our dedicated Country/Area Representatives who have done an excellent job this past year of reporting about career planning in their own countries as well as advising APCDA as we develop policies and projects to move forward with our mission of providing a forum for career development professionals throughout Asia and the Pacific. Our Country/Area Directors are:

- | | | | |
|---------------|--------------------------|---------------|---------------------|
| o Australia | Serene Lin-Stephens | o Japan | Yoshinobu Ooi |
| o Azerbaijan | Toghrul Alakbarov | o Kazakhstan | Raushan Kanayeva |
| o Cambodia | Bory You | o Korea | Dr. Bora Lee |
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| o North India | Dr. Chavi Sharma | o USA | Dr Rich Feller |
| o South India | Rahul Nair | o Vietnam | Phoenix Ho |
| o Indonesia | Dr. William Gunawan | | |

We would like to thank our Committee Chairs for carrying out the very difficult work of the organization. These people provide the labor to move our agenda forward.

- | | |
|-------------------------|---|
| • Awards & Scholarships | Dr. Vijay Paralkar and Hilary Flanigan |
| • Bylaws & Policies | Allan Gatenby |
| • Ethics & Standards | Dr. Vandana Gambhir Chopra and Joseph Chan |
| • Membership | Soonhoon Ahn and Dr. Jose Domene |
| • Newsletter | Dr. Catherine Hughes and Momoko Asaka |
| • Nominations | Dr. Woongtae Kim |
| • Program | Tuna Dagli and Gerald Tan |
| • Public Relations | Dr. Claire Ouyang and Arun Mittal |
| • Research | Dr Hsiu-Lan (Shelley) Tien and Dr. Poh Li Lau |

Our Officers, the elected members of the APCDA Board, form the glue that holds us together. We meet regularly and communicate constantly to make decisions about how to move forward. We are very grateful to our officers for giving so much of their time to this association.

President	Sing Chee Wong	Treasurer	Dr. Constance Pritchard
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