



Asia Pacific Career Development Association

## APCDA Board Meeting

March 15/16, 2021

**Present:** Sing Chee Wong, Woongtae Kim, Satomi Chudasama, Connie Pritchard, Momoko Asaka, Agnes Banyasz, Rich Feller, Lorraine Godden, Jose Domene, Hector Lin, Gulnur Ismayil, Marilyn Maze

Meeting was called to order at 10PM

### President's Message (Sing Chee)

- Welcome to everyone, especially to new members – Jose and Hector
- Thanking Brian and Agnes for their contribution
- Want to bring 2 points to the attention of the Board related to advocacy matter
- Question: What ideas can be useful for advocacy for APCDA? What is the role of APCDA in it? (organizing webinars, conferences, other events)
- Excited about conference in May

### Treasurer's Report

- We have very low liabilities, total assets are at \$205,000
- Conference income projections are looking good: Registration has exceeded expectations and we may have up to 400 people attending. Looking carefully at possible extra costs to serve a larger number of people, we know we will pay Hubilo more if there are more "meetings" within Hubilo and have budgeted extra funds accordingly. We do not anticipate other additional expenses to serve the additional attendees. We are confident that more attendees will cause a net increase in income.
- Membership income is 50% ahead

### Committee Council Report

- Meeting held January 18th/19th. Reports indicated increased Committee activity with several strategic activities across various Committees. A healthy sign of new members serving on committees.
- **Awards:** Virtually a new Committee now under Vijay's leadership. The December meeting largely focussed upon briefing off new committee and setting so targets.
- **Bi-Laws:** No significant actions reported
- **Ethics & Standards:** 2 key actions: webinars on Ethical Dilemmas have been developed. The plan is to distribute the Ethical Standards through these webinars. The Glossary of Terms to be extended.
- **Journal:** Next edition well underway. Brian has been also developing Podcasts which are increasing engagement. Brian will continue his connection with the Journal Committee even though he is stepping out of Directors role.

- **Membership:** Focus upon people in the data base and who are not members
- **Newsletter:** looking for articles Items
- **Nominations & Elections:** nothing to report
- **Program:** 2020 Wrap up presented: Monthly webinars well supported. Need to be mindful of the impact of unpaid and paid webinars. Topics for 2021 **TOPICS** Social Justice In Career Development; Integration of SDG Awareness/Education in Career Development; Outplacement; Career coaching within organization; Tips on webinar engagement Possible Speakers: Han Kok Kwang – topic tbd (an alternative topic can be based on his Million Dollar Mission; Prof. Ryan D. Duffy – on Work as Calling Theory / Decent Work; Dr. Barbara Suddarth - Exploring the Case of “Ann” Across Multiple Career Theories ; Dr. David Reile - Career Counseling or Career Coaching? Welcome to the 21<sup>st</sup> Century ; Dr. Avi Goren Bar – Expressive Arts & Therapy on Coaching; Ron McGowan - How To Find Work In The Gig Economy; Herky Cuttler - Using Music as a Career Development Tool; Dr. Hyung Joon Yoon - Knowing the HR perspective on Career Counseling; Dr. Barbara Oakley - Learning How To Learn; Dr. Casey Delmara - Resilience and Positive Coping Skills; Many more alternatives, mentioned in the Member/Friends Survey
- **Public Relations:** discussion centred upon clarifying the role of the Public Relations Committee, its links with other Committees and administration. Meetings to be held to look further at these connections and ways to integrate the activities of various Committees
- **Research:** No report

#### **Country Council Report**

- Meeting held February 4th. We had 12 council members who attended the meeting. New country directors coming on board to replace previous leadership: Australia, Kazakhstan, Azerbaijan and New Zealand.
- With the help from Marilyn, we have cleaned up and finalized the list of Country Directors arranged in alphabetical order
- With the help from Emily, we set up a WhatsApp chat group to share information and make it convenient for members to chat and network.
- The dates for the next 3 Country/Area Council Meetings for 2021 have been scheduled.
- Country Directors are informed and reminded to use MS Word template provided
- Meeting Highlights
  - Updates from 10 countries were shared during meeting – Singapore, Australia, Azerbaijan, Canada, South India, Indonesia, Japan, Kazakhstan, USA and Vietnam
  - Energy from meeting was positive. Members were forthcoming and engaged actively.
  - Some members offered to provide an update on the Covid-19 situation in their home country.
  - A member who are new to the meeting expressed interest to provide a country report the next time he joins.
  - No follow-ups required from previous council meeting.
  - No action items required to be brought forward to next council meeting

#### **Discussion Topics:**

- LOR Issues – Accreditation:
  - PAC requested accreditation for their course in career planning for university students
  - PAC already offers a training program for career teachers which we have

- accredited and provides steady income to us
- We need to offer both accreditations to anyone who wants them – they should not be offered only to PAC.
  - We need an accreditation request review process that recognizes quality and is practical
  - Discussion:
    - The other Certificate that we have accredited PAC to offer is 3-day course for Career Educators based on NCDA’s Facilitating Career Development. They have a very well-made computer-based student record system. All assignments are submitted to the student’s record (in Chinese), and read and graded by an NCDA Certified Instructor. The grading is usually done in Taiwan, and the people being trained (in Shanghai) don’t know the person who is doing the grading. This assures a uniform standard of grading. NCDA refused to certify this 3-day course because it is not part of their training program (the Facilitating Career Development curriculum takes 120 hours). APCDA agreed in 2015 to allow the use of our logo this certificate.
    - For the new course, APCDA needs to define standards (supported by Satomi, Sing Chee and Jose) which are applicable not only to PAC but also for any organization.
    - Consider adding to the Certificate that students completed the curriculum only and are not certified by APCDA as competent.
    - APCDA needs to look at the curriculum materials used by PAC to consider if they satisfy the standards. We need to appoint a review committee to do that.
    - There is no way for APCDA to assess the outcomes. Maybe APCDA needs to limit the length of time for which PAC is accredited. Perhaps we need evaluative data to determine whether the accreditation continues after that.
    - There might be other Universities with the similar request to approve their courses. We also need to specify minimum requirements for instructors. Certainly, approving requirements for career services providers is within our area of expertise.
    - After this accreditation is in place, other associations may believe that our approval of their curriculum would be useful to them and they may also want to participate.
    - We need a standard instead of having multiple directions. Rather than adapting to each request, we need to set standards first. In general, she is supportive of the initiative. It will help us to create a global standard in Asia-Pacific region.
    - We need to control the quality. This is the primary concern.
    - We need to form a committee. Connie volunteered to join. Marilyn will seek a few more volunteers, and especially encourage Vandana to join.
    - After we have the standards in place, we can review the course, define a fee structure, and define a renewal review process.

**Staff reports**

Webinars:

Date	Title	# Reg	# Atnd	Income
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15-Oct-20	Chinese Parents Leading the Way	23	10	\$30
21-Oct-20	An Evidence-based Review of the Singapore Career Development Standards	19	13	\$235
4-Nov-20	What Brings You to Life?	28	15	\$25
16-Nov-20	ReimagineU	38	22	\$85
3-Dec-20	The Past, Present, and Future of Career Counseling	20	11	\$115
21-Jan-21	Ethical Dilemmas (free)	16	10	\$10
27-Jan-21	Peer Supervision (Paid)	10	6	\$60
10-Feb-21	Virtually Excellent 2.0 (free)	15	5	\$5
22-Feb-21	Reimagining the Future (free)	51	34	\$113
9-Mar-21	Advocacy (Paid)	38	23	\$145
	Total			\$823
Actual Webinar income				
FY20	\$4,418			
FY21	\$813			

#### **Upcoming Webinars and Meetings:**

- Mar 21/22 Ethical Dilemmas by Vandana Chopra (free) 10PM EDT
- Mar 23/24 New-Member Orientation 10PM EDT
- Apr 5/6 Committee Council Mtg 10PM EDT
- Apr 12/13 Conference Planning Meeting 10PM EDT
- Apr 19/20 Officers Mtg 10PM EDT
- Apr 25/26 Non-Member Meetup 10PM EDT
- May 5/6 Country Council Mtg 10PM EDT
- May 10/11 Session Monitor Meeting 10PM EDT
- May 18/19 Awards Ceremony & Member Mtg 10PM - 12AM EDT
- Board meeting in May
  - As it is just a day before Conference, decided to cancel and replace it with the Session monitoring meeting on May 10/11

#### **2021 Conference**

- Registration numbers
- Awards nominations
- Scholarship awards (all 24 applicants have been granted scholarship. They cost APCDA only \$100 each)
- Some presenters have canceled and been replaced
- Contests and voting procedures
  - Conference Attire Photo Contest
  - Favorite Music Contest
  - Program Contest
  - Video Tours are being submitted (7-8 videos)
  - Fun Facts Contest
  - Challenges: Leaderboard (best use of software), most Meetings, most Chats, etc.

- We have an anonymous donation for the contest prizes. The Board agreed not to issue cash prizes. We may offer any professional development gift, such as free webinars, free membership, or a part of a Conference fee for the next year for winners.

**Other**

*Meeting with IAEVG*

- Board was not happy to co-locate with IAEVG
- Jose said he joined APCDA because it was co-located in Japan
- Momoko also attended both conferences in 2015
- The rest of the Board was not eager to co-locate with IAEVG.
- There is a concern that Singapore would not accept the IAEVG model for running a conference (too risky for the local agency).

Meeting was adjourned at 11:30 PM

Respectively Submitted,

**Momoko Asaka**

Secretary