



# Career Counseling Best Practices in the Asia Pacific Region: Promoting Inclusiveness

May 18 - 22, 2016  
National Taiwan Normal University  
Taipei, Taiwan  
AsiaPacificCDA.org



Asia Pacific Career Development Association

## Conference Sponsors:



## Conference Host:



國立臺灣師範大學教育心理與輔導學系  
Department of Educational Psychology and counseling  
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- Suzhou Success Partners Consulting



Dear Conference Attendees:

Welcome to beautiful Taipei, site of the 4<sup>th</sup> Annual Asia Pacific Career Development Association Conference! I am honored to serve as your President this year and we all hope that you not only enjoy the programs that we have planned, but also take advantage of all that this part of the world has to offer.

I would like to give a special thanks to the National Taiwan Normal University for hosting this conference and to Dr. Shelley Tien and her staff and students for all of their hard work to make this event possible. You are all in for a treat with all of the presentations to be conducted but also some of the extra side visits that are planned including a tour of the Tai Kai Ping Culinary School and culminating with the opportunity to visit the Palace Museum including lunch on Sunday and a tour of the former home of Chiang Kai-Shek. I am also personally looking forward to visiting the night market that is conveniently close to the NTNU campus! Shopping anyone?

We are thrilled to bring you our keynoters including Dr. Y Barry Chung whose subject is Multicultural Career and Gender Issues in Career Counseling, Dr. Shuh-Ren Jin who will speak on Traditional Eastern Cultures and Dr. Spencer Niles whose topic is Hope-Centered Career Development in Action. These are all "don't miss" events.

There will also be many opportunities to meet and greet and network with your colleagues from over 15 countries. Get ready for a jam-packed schedule and prepare for much learning and sharing. Enjoy!!

Cheri Butler, MA, LPC-S, NCCC, MCC  
President, Asia Pacific Career Development Association

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Welcome to Taipei!

It is a great pleasure that we welcome everyone to join the 2016 APCDA Annual Conference, in Taipei, Taiwan at the National Taiwan Normal University (NTNU)! NTNU is a vibrant learning community that has long been recognized as one of Taiwan's elite institutions of higher education. Taipei is a great city developed lying on the bank of the Tamsui River! It's a perfect scene for the conference, providing multiple activities and gourmet. In addition, the theaters and nightlife can also keep you busy! People here are friendly. If you ask questions, you will get a smile first before the right answer.

This is a perfect opportunity for everyone to reunite, network and share. I hope you are all as eager as I am to learn from each other, share ideas and best practices, and connect with colleagues and friends.

Hsiu-Lan (Shelley) Tien  
Past President, Asia Pacific Career Development Association  
Professor, Department of Edu. Psy. & Counseling



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**Save the Date!**  
**2017 APCDA Conference**  
**Manila**  
**May 22-25, 2017**

## About APCDA

**Mission Statement:** The Mission of APCDA is to provide an international forum for sharing career development ideas and experience in the Asia Pacific region with global perspectives.

**Objectives:** APCDA provides training to professionals engaged in facilitating the career development of others in the Asia Pacific region. It may:

- 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

## 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, and Japan. It now has 17 Country Directors and 106 active members.

Help APCDA celebrate its return to its roots at NTNU.



## Exhibitors

Please visit the tables and talk with our exhibitors.

### Kuder, Inc.

The Kuder software is used by nearly 30,000 sites and 165 million people worldwide who rely on Kuder for evidence-based career assessment, education planning, and guidance resources.

### The Career Planning & Adult Development Network

Keeps you in touch with other career counselors, career coaches, job search trainers and human resource professionals through its publications, workshops and conferences. The NETWORK publishes a bimonthly newsletter and quarterly journal, both free to NETWORK members. The NETWORK also conducts certification workshops for job and career transition coaches & job search trainers.

### PAC

### Strategic Personnel Department Co., LTD

Offering Metaphor Cards for career counseling. These cards have been used by over 1000 Japanese employees each year to help them reflect on their career, transitions, and happenstance. For example, a person might liken their career to flowing water. These cards are helpful for inspiring reflection and getting in touch with feelings.



## Map

# Wednesday, May 18

- 8:30AM **Registration for Tour and PDI at NTNU**
- 9:00AM **Buses pick up tour participants at NTNU and take them to tour location**
- 10:00AM **111 Tour of Kaiping Culinary Arts School and Lunch**
- 1:00PM **Bus returns to NTNU**  
**Lunch at a W.F. Kaffe for people attending the PDI**
- 2:00PM **121 Professional Development Institute: International Skills for Career Advancement** by *Y Barry Chung*

As the world of work becomes more globalized every day, workers face significant challenges when they engage in international work and collaborations with international colleagues. This workshop provides a worldview conceptual framework to help attendees understand cultural differences and how to manage cultural differences in order to be successful in their international work. Participants will learn more about their own worldview and practical skill building using case studies. Learning from this workshop will enhance participants' international career advancement, as well as their ability to help their clients obtain international work skills.



**Y. Barry Chung, Ph.D.**, is a professor and program director of counseling psychology at Indiana University Bloomington in the United States. He is a past president of the National Career Development Association and the Society of Counseling Psychology. Additionally, he has served on several governing boards of the American Psychological Association, including his current position on the APA Finance Committee. Dr. Chung remains connected to his roots—helping to develop career development facilitator programs, providing counselor training, and frequently keynoting at international conferences. In addition to career development, Dr. Chung is known for his work on multicultural counseling, assuring that the needs of diverse clients are met regardless of their cultural backgrounds.

- 6:00PM **Pre-conference meet-up dinner in the Education Building of NTNU, Room 511, followed by a visit to a night market**

# Thursday, May 19

## Morning

- 8:30 **Registration, Coffee & Tea**
- 9:30 **Welcome to NTNU and Conference** by *Dr. Yao-Ting Sung and APCDA President Cheri Butler*
- 10:00 **211 Multicultural and Gender Issues in Career Counseling** by *Y Barry Chung*

Culture and cultural identities play an important role in career development and counseling. Women and marginalized populations (e.g., ethnic minorities, sexual minorities, transgender persons, and people with disabilities) continue to be discriminated against and disenfranchised in education and the workplace. Internalized oppression also affects the vocational behavior and achievements of underrepresented groups. This presentation will highlight multicultural issues in career development, and propose strategies for career interventions and advocacy that will empower women and marginalized populations to optimize their career success and satisfaction.

Y Barry Chung is described above.

11:00

**Coffee Break**

### **Breakout Session 1**

11:20

**221 The Career Counseling Service and Workshops: The Effective Approaches and the Results**  
*by Sungsik Ahn*

Career readiness needs include identification of a client's human, physical, and financial resources. Once readiness needs are identified, service delivery response changes. Program participants will discuss a case study of a successful service delivery response to identified needs and the workshops that were launched in a university setting that continued matching service delivery to career readiness needs. Empirical evidence for matching effectiveness also will be reviewed.



**Sungsik Ahn** is an Assistant Manager and Career Counselor at the HRD Academy/Career Development Center of Korea University. He completed his master's degree in Career Counseling and now is a Ph.D. student in the Counseling Program of Korea University. Sungsik also completed both the Global Career Development Facilitator (GCDF) and GCDF-I training. For his excellence of services at the HRD Center, he received the Minister's Award. Mr. Sungsik's professional interests include developing university career centers and training career counselors and specialists. He has conducted career research projects, and co-authored several published articles including those in Career Development Quarterly and the Journal of Employment Counseling. Additionally, Mr. Sungsik is APCDA's South Korea Country Director and a graduate of the NCDA Leadership Academy, class of 2016.

11:20

**222 Career Services in Selected Universities in Beijing, Taipei and Sydney - Predicaments and Potential**  
*by Serene Lin-Stephens*

Selected university career services in Beijing, Taipei and Sydney were studied from the end of 2015 to early 2016. This presentation reports a comparative analysis focusing on three key components of university career services-career education, employer engagement and student counselling. Student survey mechanisms were included in the analysis. The findings, which showed regional differences among university career services, and the variance due to a number of attributes will be discussed. Whilst the comparative analysis revealed the predicaments of university career service practitioners in these three regions, it also provoked thoughts on the potential for divergent practice and innovative approaches. A summary will be provided with key points for participant discussion, with the aim to stimulate conceptual exchanges and strengthen collegiality of the professional community network of the higher education sector in the Asia Pacific region.



**Serene Lin-Stephens** is a Career Development Consultant at Macquarie University, Sydney, Australia. She holds postgraduate qualifications in both Higher Education and Career Development Education. Serene has worked in various roles in the field of career development and employment services, including consultant for both faculties of Science and Engineering and Business and Economics at Macquarie University. In the last five years, Serene has implemented various strategies to incorporate career education into the higher education curricula. At the same time, she shares a special interest in enhancing international education. Her current research projects include building career information literacy in capstone units and Chinese returnees' career outcomes.

11:20

**223 Advocating-workers-within-environment: A Critical Theory Perspective for Addressing Career Concerns**  
*by Dr. Brian Hutchison*

This presentation provides a critical analysis of extant career theory and practice before presenting a theory of counseling for career concerns. The critical analysis identifies 3 core critiques of current career counseling approaches. The advocating-workers-within-environment theory is described as a humanistic social justice approach focusing on critical consciousness development.



**Dr. Brian Hutchison** is an Associate Professor, International Studies Fellow, and Coordinator of the School Counseling Program at the University of Missouri – St. Louis. Brian is the founding President of the Missouri Career Development Association (MoCDA), a member of the Career Development Quarterly Editorial Board, and an active member in several national counseling organizations including his current service as Co-chair of the National Career Development Association Global Connections Committee.

11:20

**224 Impact of Quality Learning Experiences and Social Connections on Student Outcomes through Students' Career Adaptability** by *Zi Chen*

This study aims to examine whether exposure to quality learning experiences and social connections impact a range of student outcomes (i.e. grades, stress/health management, and career decision-making readiness) through their direct contribution to students' career adaptability. Results from data collected in China will be compared with American data.



**Zi Chen** is currently an interdisciplinary doctoral student studying Applied Human Development in the Department of Counseling Psychology and Applied Human Development at Boston University School of Education. Ms Chen entered BU's doctoral program in 2013 with a M.A. in Applied Developmental and Educational Psychology from Boston College and a B.S. in Applied Psychology from Nanjing Normal University in China. An internship as a career advisor at the Boston College Career Center peaked her interest in career development for both youth and young adults, as well as the relationship between psychological variables and career development processes and outcomes. Ms Chen's research experience and current interests lie in the arena of vocational psychology for youth including: policy analysis, program evaluation, post-secondary transition for youth with disabilities, and cross-cultural factors in youth's vocational identities.

11:20

**225 The Development of a Typology of a Competency Framework for STEM Careers: A Qualitative Study** by *Vandana Gambhir and Narender Chadha*

This qualitative study intended to develop a comprehensive competency typology for STEM careers. The authors intended to develop and validate a competency framework for students and professionals engaged in STEM education and jobs. A descriptive study was carried out in which extensive literature review was followed by expert panel validation and Delphi survey to build the model. The result is the STEM Career Competency Framework comprising a list of competencies organized into broad domains. The framework serves as a useful tool for identifying knowledge, skills, abilities, work values and work interest in STEM Careers.



**Dr. Vandana Gambhir**, Assistant Professor in the Department of Psychology at Keshav Mahavidyalaya, University of Delhi, is an alumnus of Nehru Homoeopathic Medical College and Hospital, one of the premier and reputed homoeopathic colleges of India. A gold medalist of University of Delhi, she started her professional career as a physician and is currently working as an Assistant Professor of Psychology at Keshav Mahavidyalaya, DU. Her involvement in psychology research span across psychometric testing, organizational behavior, career competencies, personality psychology, social psychology, competency mapping, positive psychology, consumer behavior and



geriatrics mental health. In her spare time, she likes to read books on spirituality, exploring dimensions of the human mind.

**Prof. Narender K. Chadha**, President-Elect of APCDA, is Professor of Psychology at University of Delhi and the HOD of the Department of Psychology, has a PhD from Delhi University and Post-Doctorate from University of Virginia, USA. He is also the President of two prestigious organizations dedicated to the better future of psychological prospects in India-India Career Development Association (ICDA) and Indian Association of Positive Psychology (IAPP). Prof. Chadha is a prolific researcher and a foremost thought leader of our times. He has contributed in several areas like psychometrics, organizational behavior, social psychology and aging to name a few. Currently he is associated with several universities in the US, Canada, Australia, Germany, UK, and Asia, Dr. Chadha crisscrosses the globe frequently to deliver addresses and keynote speeches to audiences in academics and industry.



11:40

**226 The Development of O\*PASS Job Seeking Preparation Scale for Youth** by *Chun-Hung (Brian) Lin, Jui-Ping Hung, Liang Zhen Lu, Shi-Che Tseng, and Chai-Hui Chang*

Individually, the problems of youth job seeking are varied, but as a whole, the problem is most related to lack of preparation. These factors may lead to insufficient youth employability and cause unemployment. This study investigates career related reference and includes professional career development facilitators' practical experiences in developing the "O\*PASS Job Seeking Preparation Scale." This Scale helps assist an individual to identify their own advantages and disadvantages at job seeking. This presentation will show how the scale results help those employed in the field of career development to forge a consulting relationship with young jobseekers.



**Chun-Hung (Brian) Lin** received his Ph.D. degree in Industrial and Organizational Psychology in Fu-Jen Catholic University. He is a Career Development Facilitator Instructor (CDFI). He is a COO in TSquare System Design Co., Ltd. in Taiwan, which is a consultant company helping personal career development and career design. Dr. Lin is also a consultant serving in the employment services center in New Taipei City (Taiwan). His research interests are particularly in Job Seeking Behavior and Work Adjustment.

**Jui-Ping Hung** is an associate professor, department of counseling psychology at Chinese Culture University. He completed his Ph.D. degree in Industrial and Organizational Psychology Program of Fu-Jen Catholic University. He is a licensed counseling psychologist of Taiwan (ROC). Expertise: Industrial and Organizational Psychology, Career Counseling, Employee Assistance Programs, Occupational Health Psychology



**Liang-Zhen Lu** earned a Ph.D. in Industrial and Organization Psychology from the Fu-Jen Catholic University. He is a Career Development Facilitator Instructor (CDFI). He is a CEO in TSquare System Design Co., Ltd. in Taiwan, which is a consultant company helping personal career development and career design. Dr. Lu is also a consultant serving in the employment services center in New Taipei City (Taiwan). Furthermore, he has rich experience in helping enterprises to use the Talent Inventory and build Career Paths.

**Shi-Che Tseng** completed his master's degree in Industrial and Organization Psychology from Fu-Jen Catholic University. He is a Data Analyst at TSquare System Design Co., Ltd. in Taiwan. His research interests include Career Development, Job Satisfaction, Work Engagement, Data Analysis and Psychological Tests System Design. He wants to become a Data Scientist in the future and uses related knowledge/skills to make people fit in their job.





**Chia-Hui Chang** is a Project Manager of TSquare System Design Co., Ltd. She completed her M.S. degree in the Industrial and Organizational Psychology Program of Asia University. Her research interests are Career Development, Female Leaders, and Gender Roles.

12:00PM

### Lunch in the W. E. Kaffe & Posters

- 12:00     **231     Adolescents' Career Decision Making Process Under the 12-year Compulsory Education Program in Taiwan** by *Chiung-Hao Chen and Hui-Chuang Chu*

The purpose of this study was to realize the factor of adolescents under the 12-year compulsory education program in Taiwan. We tried to explore how adolescents thought, what they do and when they make their career decision(s).



**Chiung-Hao Chen** is a middle school teacher of Chung-Li Junior High School in Taiwan. He majored in educational psychology, career counseling and learning guidance. His research interests are related to teenagers.

**Hui-Chuang Chu** is an assistant professor at the Department of Educational Psychology and Counseling, National Hsinchu University of Education, Taiwan. She majored in counseling psychology, career counseling and art therapy. She is a licensed counselor and art therapist. Her research interests are related to children, adults and special ethics.



- 12:00     **232     Study of Integrated Stress Management and Health Promotion into Career Education** by *Hsin-Shu Huang and Ching-Pin Chen*

Nursing is provided through nursing personnel and only healthy nursing personnel can provide quality nursing. Therefore, the physical and mental health of In-service nursing personnel is very important. Integrating stress management and health promotion into career education for nursing students is necessary; especially the concept of adaptation. Circumstances continually change in the health care arena & learning how to adapt to ongoing change is instrumental for a quality nursing career. This study is adopted with quasi experiment research to empirically demonstrate the courses of strengthening the adaptation ability of nursing personnel and further improving the stress, anxiety, physiological indexes and occupational adaptation, in order to enable nursing personnel to provide superior nursing care. The study results integrally analyze and empirically demonstrate the effectiveness of integrated stress management and health promotion into all the helping career professions.



**Hsin-Shu Huang**, PhD, is the Director, Student Counseling Center at Central Taiwan University of Science and Technology. She is also an Adjunct Associate Professor in the Department of Special Education at National Changhua University of Education. She has served on Mental Health and Suicide Prevention committees and served as a member of the Counseling and Guidance Group at the Vocational Rehabilitation Services Center for Individuals with Disability in Taichung-Changhua-Nantou and Central Taiwan.

- 12:00     **233     The Effects of Mental-Health Promotional and Integrated Career Education in Senior High School** by *Hsin-Shu Huang and Ching-Pin Chen*

This study investigated the effects of mental-health promotional and integrated career educations (4 units, 240 minutes) on self-concept and drug-abuse prevention knowledge, as well as tendency of drug refusal confidence of students in one senior high school at central Taiwan through a quasi-experiment study design. Accordingly, this

study empirically verified the mental-health promotional and integrated career educations have helped contribute to senior high school students better understanding the damages of drug-abuse to their health and career development. The presentation recommends that: the unit of mental-health promotion can be integrated into the courses of career education, in order to effectively promote the primary prevention education of a drug-free campus. Keywords: mental-health promotion, career education.

**Hsin-Shu Huang** is described above.

12:00

**234 Hermeneutics Analysis of Narrative Structure and Narrative Intervention through Career Counseling** by *Su-Fei Huang*

The purpose of this study included: 1.To examine how social cultural construction influences career goal; 2.To find out narrative counseling intervention strategies through career counseling; 3. To clarify the career goal destructive and constructive between "depart away " and "build up" process; 4. To explore the career goal character through the hermeneutics analysis method of narrative career counseling.



**Su-Fei Huang** received both her BA and Master's degree from the Psychology Department at National Taiwan University. Her Ph.D. is from National Taiwan Normal University's Educational Psychology and Counseling Department. Su-Fei completed her Post-Doctoral research at York University's Psychology Department in Toronto Canada. Her expertise includes Individual and group counseling, career counseling, narrative psychotherapy, and teaching courses for both undergraduate and graduate students.

### Thursday Afternoon

1:40PM

**241 Panel: Private Career Practice in Asia** by *Cheri Butler, Eunmee Hwang, Brian Schwartz and Yoshiji Ishikawa*

Setting up a private practice related to career issues is always challenging, but in many Asian countries, the idea of career planning is new and very few people seek assistance with career planning. Private Career Practitioners from Korea, China and Japan will describe the kinds of services they offer, the types of clients they work with most often, and the biggest challenges they face as private career practitioners in their own countries.



**Cheri Butler**, APCDA President, is a career and personal development counselor, coach and educator with more than 20 years' experience working with individuals and organizations creating successful career, leadership and life paths. She has proven ability to identify, design and deliver educational and developmental programs for clients young and old and at various life stages. Ms Butler has excellent leadership and mentoring skills with both professional and para-professional staff. She is a national and International speaker and trainer and a Past President of NCDA.

**Eunmee Hwang**, GCDF, is a career consultant, lecturer, trainer, and facilitator of career development programs. Appointed by the Korean government, she has served as a professional interviewer for selection of government officials for high level government positions since 2003. She is President of EM Consulting, President of the Career Consultant Forum, and Commissioner of a Special Commission on Youth Employment Promotion in the Republic of Korea. She earned an MBA from Yonsei University and a BA from Ewha Womans University. She was awarded CEO Award for Excellence in Sustainability Management.





**Dr. Brian Schwartz** established The Career Center at the National Institute for the Psychotherapies in 1976 and then his own private practice as a Career and Talent Management Consultant in 1981. After 35 years of private practice, Dr. Schwartz moved to Suzhou, China and established his own company. He is serving a third year on the Board of Governors of the Institute of Career Certification International and is a Certified Career Management Fellow. He created CareerDNA, an online career assessment.



**Yoshiji Ishikawa, MA**, is a Career Development Adviser and Human Resource Consultant and Director of Strategic Personnel Department Co., LTD in Fukuoka, Japan. He earned a master's degree from Hiroshima University Graduate School and worked for 11 years in the human resource departments of large and mid-size companies, including Daiwa House Industry Co., LTD, before starting his own consulting business.

2:40

**Travel Break**

## Breakout Session 2

2:50

### 251 **Career Readiness Program of a Private University in Pakistan** by Raza Abbas

Career readiness skills play a key role in the life of a university student. Providing career readiness skills and career counseling at the right time changes the whole scenario of a student's future career and leads to hope and prosperity. A career readiness institutionalized program of a leading private university in Pakistan is analyzed in this presentation. The pilot program had been developed strategically; keeping in view the global career readiness best practices as well as culturally adapting them to the corporate industry requirements in Pakistan.



**Raza Abbas** is the pioneer of professional career counseling and career guidance in Pakistan. He is an advocate for the career counseling and career guidance profession. He has consistently presented at premier forums in North America, South America, Europe, Asia, Africa, Oceania and the Middle-East. He has transformed the lives of thousands of youth, teachers and employees. He is profiled in the "World Book of Hope" as one of the Top 100 Scientists in the world.

2:50

### 252 **Call to Create a MENA CDA** by Ahmed Mostafa

Several people working in the Middle East will be attending this conference. You are invited to join Ahmed in working toward a regional Career Development Association for the Middle East and North African region. This vital region is developing career planning awareness and expertise rapidly and needs a forum to discuss challenges and effective techniques in this region.



**Ahmed Mostafa Kamal** is an International NCDA CDF Master Trainer, GCDF & CDFI, JCDC, and JCTC. He is Assistant Executive Director for the Career Development Network & Director of Mena Operation (San Jose, CA), a UNICEF Consultant, and on the NBCC International Advisory Council. He provides career development programs, and services that serve a wide range of settings and ages. His work has included training almost 200 counselors and facilitators in Egypt and KSA, in over 14 different groups since October 2009; 70 of them funded by the UNICEF.

2:50PM

### 253 **Toward Making Singapore an Inclusive Society** by Sing Chee Wong

Singapore was transformed from a third world country to a first world country within fifty years. This was possible because of its rigorous efforts to develop its economy so that the citizens can have a better standard of living. Today, more attention is being paid to



special groups of citizens, like those with disabilities, the elderly, and ex-offenders, in order to include and give them significance in the Singapore society. Many policies and plans have been introduced to improve their livelihood and employability, due to the belief that employment provides dignity and independence. This presentation will discuss the various policies and plans that the Singapore Government has introduced to encourage employability for these diverse groups of people. It will also draw attention to the role of career development facilitators in ensuring that the target populations benefit from these provisions. The policies and plans include providing training programmes for workers to upgrade their skills. The programmes range from basic literacy to more specific industry skills, including giving monetary incentives to workers to participate in training as well as job retention and granting funds to employers to re-design work plans and make structural changes at the work place to accommodate the special needs of employees.



**Sing Chee Wong** works as a trainer/consultant at Career Success Consulting, Singapore. Her recent engagement was in writing the "Training Manual for the Advanced Certificate for Career Development Facilitation". It was commissioned by the Singapore Workforce Development Agency for the training of career development facilitators in Singapore. Prior to starting her private practice, she started and established the Career Centre at the National University of Singapore.

2:5PM **254 Training Clinical Career and Life Design Counselors in China: Blending East and West** by *Brian Schwartz*

Combining a theoretical Foundation Program and a practicum-oriented Specialization Program localized to the Chinese markets, my Chinese colleagues and I have co-created an approach to career counseling based on the depth model I used successfully in the USA for the past 40 years. Using my Six Factor Career Assessment Model modified for Chinese professional use and augmented by a Personal Branding and Self-Marketing approach built on this depth model, Chinese professionals join a community of learning designed to absorb and/or co-create the best approaches from the East and West.

**Brian Schwartz** is described above.

2:50PM **255 Career Challenges for Differently-Abled** by *Dr. Harpreet Bhatia*

Being differently-abled should not be an obstacle for entering the world of work. Despite an increase in the number of differently-abled workers, it is not easy for them to plan careers or to find jobs that suit their abilities and talent. They have to go to great lengths to prove that their handicap will not affect their ability to deliver. Although many laws have been made to ensure the differently-abled job candidates get jobs, this is not so on the ground. This paper attempts to look into the job options for the differently-abled with special reference to the Indian job scenario.



**Dr. Harpreet Bhatia** is an Assistant Professor at Keshav Mahavidyalaya, University of Delhi, a founding member of Indian Association of Positive Psychology (IAPP), and a registered practitioner with the Rehabilitation Council of India (RCI). She has taught psychology for the past 8 years and She has been a counselor and psychologist for 20 years and worked with persons of all ages. Dr. Bhatia constructed and standardized the Family Environment Scale and co-authored two books with Prof. N.K. Chadha: *Know Yourself* and *Be a Winner*. She is an editor for the book *Perspectives in Positive Psychology*. Dr. Bhatia has also been a part of research projects sponsored by ICMR, UNICEF, and UNIFEM.

3:10PM **256 Chinese Returnees' Conceptions of Positive Career Outcomes after Graduating from Australian Universities** by *Serene Lin-Stephens*

This study targeted Chinese international students who had received at least one Australian university qualification and returned to work in the greater China region. The main research questions sought to address what Chinese returnees referred to as positive career outcomes, what they actually experienced, and what they deemed as contributing factors to the positive career outcomes they experienced. Data was collected from the returnees via questionnaires and individual interviews. Observation of and interviews with industry stakeholders were also conducted as a contrast. Key findings from the study will be shared in this session along with practical considerations for service designs for Chinese international students and recommendation for further research.

**Serene Lin-Stephens** is described above.

3:30

**Coffee Break**

### Breakout Session 3

3:50

**261 An Overview of Education and Career Guidance (ECG) Implementation in Singapore** by *Virginia Cheng and Esther Tan Chuan Loo*

There has been a nation-wide effort to support students and adults to make informed education, training and career choices. The Ministry of Education has strengthened education and career guidance (ECG) in schools. This presentation aims to share an overview how ECG is implemented in Singapore through our policies, systems and structures, strategic resources and the ECG framework, which guides the design of ECG activities and resources. There are 4 key pillars to ECG delivery, namely i) Robust ECG curriculum designed by specialists and taught by teachers, ii) Quality ECG counselling by newly-recruited and trained ECG Counsellors, iii) Competent ECG personnel in schools and iv) Supportive partners such as parents, alumni, industries, economic agencies, etc.



**Virginia Cheng** is the Project Director of Education and Career Guidance (ECG) at the Singapore Ministry of Education. As Project Director, she leads a team of officers in the development of policies, framework, standards and benchmarks, and programmes to bring about the effective implementation of ECG. This includes the setting up of systems and structures; developing and implementing the ECG curriculum, teaching and learning resources in schools; building the capacity of schools in the delivery of ECG; overseeing the professional development and growth of the fraternity; and establishing key strategic partnerships. Previously, she contributed to the profession as a teacher, principal, inspector of schools, and cluster superintendent, and she was awarded the Public Administration Medals (Silver and Bronze).

**Esther Tan Chuan Loo** is working as a senior specialist in the Ministry of Education, Singapore, currently focusing on the professional development of Education and Career Guidance Counsellors. She is also a licensed counsellor with a Master's of Education in Risk and Prevention in Guidance Counselling from Harvard University. She has conducted seminars in the United States, South Korea and Singapore, in the areas of mental health and career explorations. Her assets include being able to train in both English and Chinese. With her passion in vocational psychology and human development, she is interested in research and tools that help people venture deeper in self-exploration to achieve their career-life aspirations.



3:50

**262 How to Facilitate Students in Career Exploration Program – A Case Study of Vocational Training Institute in Hong Kong** by *Cheuk Sze (Candy) Chung, Ho Wai (Geoffrey) Tsui, and Man Nga (Agnes) Chan*

Nowadays our students greatly rely on mobile digital devices as their primary communication channel, which may result in poor verbal communication skills. An interactive and experiential career program with the use of arts was designed for graduating students so they could share their career aspirations in groups. A tailor-made life-career rainbow card and chessboard with a local cultural theme was created to facilitate students' ability to visualize their future life events and start to plan for the next step after graduation. The presenters will share their experience with as well as effectiveness of the program and demonstrate the use of the tools during the presentation.



**Cheuk Sze (Candy) Chung** is a registered Social Worker who worked with youth for more than ten years. In recent years, she expanded her interests to career counseling for individuals and groups by designing and delivering different kinds of career programs for college students.

**Ho Wai (Geoffrey) Tsui** is a teacher of the whole person development module with professional experience in experiential training and recruitment. He strives to develop student's potential and interpersonal skills. He is a GCDF and recently developed an interest in career development facilitation.



**Man Nga (Agnes) Chan** is a student counsellor with over 8 years working experience in the vocational education sector. In the recent five years, she has been worked with students of design discipline at Vocational Training Institutes in Hong Kong. Ms Chan is interested in integrating arts into career counselling to work with her students.

3:50

**263 The Marginal Gains Approach to Professional/Career Development** by Clive Findlay

"*Marginal Gains*" is a relatively new approach used by the management and coaches of many sporting teams and individuals, which has been responsible for significant improvements in the performance levels and achievements of those teams and individuals. This presentation will provide detailed steps for applying this technique in a career counseling or coaching setting.



**Clive Findlay** has 30 years of experience in working with managers, specialists, and leaders seeking to make progress in their professional development or to change career direction. He has worked in the UK, the Middle East, China and India, and is now a senior tutor and career guidance specialist for Brighton School of Business and Management Limited UK – an online adult professional qualification provider - and owner of CareerAdviceCF – a career advice consultancy. He is a Fellow of the Chartered Management Institute UK, a Member of CDI Career Development Institute UK, ASQ American Society for Quality, NCDCA and APCDA, and a qualified GCDF.

3:50

**264 The Relations of Family and Educational Background to Placement and Starting Salary Among Chinese Undergraduates and Master's** by Fei Guo, Leili Jin, Yu Zhang, Yingyi Fang, and Chengtao Lin

The major purpose of this study is to explore the heterogeneous effect of family and educational background on undergraduate and master's degree placement and starting salary. Using a representative dataset collected in Beijing, the study finds that family background has more influence on undergraduates' starting salary, while academic major matters more for master's level. Plausible reasons for the different patterns and potential policy implications will be discussed.



**Fei Guo** is a post-doctoral research fellow at the Institute of Education in Tsinghua University in China. She holds an MA and a PhD in Economics and Education from Teachers College, Columbia University. She received a BA in International Economics from Shanghai Jiaotong University in China. Fei Guo conducts research to explore factors influencing college students' academic achievement, cognitive and noncognitive development, and labor market performance. Her research interests include student development and learning outcomes in higher education, economic returns to higher education, and educational equality and equity in China.

265

**Dr. Leili Jin** is a vocational psychologist in the Career Development Center of Tsinghua University and teaches Career Planning and Vocational Psychology to undergraduates. She obtained her PhD from the Faculty of Education, at the University of Hong Kong. She was a member of the National Career Development Association, USA. Her current interests include the contributions of university experiences to career-related outcomes among Chinese university students, career assessment, and professional identity among Chinese career practitioners.



**Dr. Yu Zhang** is an Assistant Professor of Economics and Education at the Institute of Education, Tsinghua University. She received her PhD from Columbia University. Her research interests include education policy evaluation, education equity, education innovation, and labor economics. She received research grants from the China National Science Foundation, Beijing Government, and the Ministry of Education, and has published a series of articles on private tutoring, school choice, effectiveness analyses of various educational inputs, and education equity. Dr. Zhang teaches courses on quantitative methodologies in social science.

**Yingyi Fang** is a second-year master's student at Tsinghua University and studies Public Management at the Institute of Education. She got her bachelor's degree in the Department of Engineering and Physics at Tsinghua University. As a transdisciplinary student, her research interests are broad. Her current research includes graduates' employment issues and students' study motivation.



**Chengtao Lin** is Director of the Career Development Center of Tsinghua University (THCDC). He obtained his bachelor's degree, master's degree and PhD in mechanical engineering from Tsinghua University. He is now also a graduate student supervisor in the Automotive Engineering Department of Tsinghua University. He has served as Deputy Dean of the Department of Automotive Engineering at Tsinghua University and the Deputy Director of Tsinghua University Graduate Student Affairs Office. His current research interests include students' self-perception, student career planning, student entrepreneurship research and analysis of the Chinese job market.

3:50

**265 The Role of Teachers in Career Education: Success and Challenge in High Schools of Macao** by *Claire Ouyang*

High school students in Macao need to handle crucial educational choices such as choosing academic tracks and majors in college in a turbulently changing social context. More and more high school teachers have recognized that students need their help to make these decisions. This research will investigate the role of school teachers in facilitating students' career development. Data collected through in-depth interviewing of eight to ten teachers will be analyzed through thematic analysis. A thick description of school teachers' successes and frustrations will be provided. Application in teacher professional development will be discussed.





**Dr. Claire Ouyang** has been teaching and conducting research in higher educational institutions and providing psychological counseling and career advising as an independent practitioner. Her practicum and research has been focused on career counseling for emerging adults and working adults, career education in school settings, and the Chinese culture.

4:10

**266 The Effect of Career-related Teacher Support on Career Development for Technical Students in China** by *Jiahong Zhang, Mantak Yuen, and Gaowei Chen*

Career-related teacher support plays an important role in youths' career development. Currently in the Chinese technical education context, inadequate attention has been paid to research on the effect of teacher support on career development. Four main reasons that researchers should emphasize this topic will be presented, and suggestions for promoting career-related teacher support to enhance technical students' career development will be discussed from both a theoretical and an empirical viewpoint.



**Jiahong Zhang** is a doctoral student in Career Development and Counselling at The University of Hong Kong. She earned a Masters of Applied Psychology from Shenzhen University. She worked as a career guidance teacher in the Department of General Education at Shenzhen Institute of Technology for seven years. Her research interests include career-related teacher support, career-related parental support, vocational identity and career adaptability.

**Dr. Mantak Yuen** is associate professor and Director of the Centre for Advancement in Inclusive and Special Education, Faculty of Education, University of Hong Kong. He is a Counseling and Educational Psychologist. He serves as the Director of the Doctor of Education Programme. He coordinates courses in guidance and counseling, gifted education and career development. He has published more than 100 journal papers and book chapters. His current research involves investigating links among students' life skills and talent development, self-efficacy, connectedness, purpose and meaning in career development, and school-based guidance and counseling programmes.



**Gaowei Chen** is an Assistant Professor in the Faculty of Education at the University of Hong Kong. He received his PhD in Educational Psychology from the Chinese University of Hong Kong. His research interests include computer supported collaborative learning, classroom processes, and career development.

4:30

**Travel Break**

**Breakout Session 4**

4:40

**271 Million Dollar Mission: Exploring Career Success with Youth** by *Han Kok Kwang*

After working with thousands of transiting candidates and certifying hundreds of career professionals, I have come to realise that the world of work today is vastly different from 2006. According to a Forbes report, anyone with a smart phone today has access to more information than the President of USA just 20 years ago! Imagine coaching a Google smart millennial who cross checks everything you say?! To stay ahead in the game, Career Professionals have to embrace the mindset and tools of today's winners: clarity of purpose, exponential thinking and disruptive technology. We also have to develop business acumen to better help our candidates, going beyond self-discovery to being market ready. Come and gain an insight on how you can discover your million-dollar mission to empower your candidates in their career journey, and fulfill your destiny as a Career Professional. It is time to make a dent in the Universe.



**Han Kok Kwang** has been in the “globalisation game” for more than 29 years as senior manager of a global corporation, international MBA lecturer and entrepreneur. He is the Founder of Personal Mastery Resources, a career development training business in Singapore. Han is one of only two International Master Trainers (outside USA) for the certification for career professionals, Career Development Facilitator (CDF), awarded by the National Career Development Association (USA). He has written 5 career management books (including 2 Bestsellers), won 2 national awards for personal excellence and raised more than \$90,000 for the less fortunate with his books. You can connect with Han at [Han@personalmaster.com](mailto:Han@personalmaster.com)

4:40

**272 From Career Service to Student Development: An Experiment in a Young University in Hong Kong** by *Joseph Chan*

Student development, a close relative to the concept of whole-person-development/ education, has universal and historical appeal as a philosophy of education at all levels, from primary to tertiary. However, the general level of interest from both educationalists and academic researchers is somehow not commensurate with the importance and attractiveness of the concept. Since the early 1990s, there has been a strong wave of interest in the concept in higher education at all eight universities in Hong Kong. This was also the time of the return of sovereignty to China. The strong support, financial and communal, given to expand higher education is the key contributing factor. By accident or design, the challenge to implement the concept systemically and systematically falls on the small shoulders of the student affairs office, a normally administrative department providing supportive service to students. This presentation shares the experiment and experience of one young university in turning a traditional graduate employment service into a career planning and development centre through a diversified range of interventions including individual counselling, small group activities and major training programs. Simple tools and program outlines will be used to show the interesting practicalities from both the perspective of students and staff.



**Joseph K. N. Chan**, born and educated at Queen's College Hong Kong, has studied history and social work at the University of Hong Kong, education and counselling at the Chinese University of Hong Kong, and business administration at the University of Strathclyde with BA, MEd and MBA degrees. He has worked as a Rehabilitation Social Worker in the Hong Kong Government, Group Personnel Manager in Philip HK and China Group, Career Counsellor in University of Hong Kong, Director of Student Development Services in City University of Hong Kong and Director of Student Affairs of Caritas Institute of Higher Education in Hong Kong.

4:40

**273 Career Development & Transition Coaching from the Outside-In: An Augmented Approach** by *Chi Keung (Anthony) Cheng*

This workshop will discuss how to support adults in career development & transition by providing knowledge, tips & cues of Career Development, Transition & Life Coaching through sharing and integrating coaching and planning from business and academic fields locally and from the USA.



**Anthony Cheng** has more than 13 years of experience in training & development. He has conducted more than 1,200 sessions of workshops and presentations in Hong Kong, China, Taiwan, Macau, Singapore, the Philippines, Japan & the USA. Mr Cheng is a Licensed Facilitator of the Coaching Clinic of Corporate Coach U. He is the 2015-2017 Vice President of Membership of HK International Coaching Community, Past President of Rotary E-Club of District 3450, and Past President of JCI East Kowloon.

4:40

**274 Career Guidance for Helping Learners Become College and Career Ready: A Hybrid Senior School Model** by *Mohamad Surya*

This study elaborates the importance of education in relation to career development and the need for career guidance services for high school students. The college and career readiness concept developed by Dr James Stone (2014) is one approach to recognize that future success requires more than simple academic ability (Feller, Rich, 2014). An academic teacher must become part of the solution to engage students in career development for on-going exposure across the curriculum, coupled with increased mentoring and connections to the workplace at a systemic level. The best fit model illustrates the relationship among self-awareness, interests, and aptitudes (Feller, Rich, 2014). Additionally, Franklin's (2011) holistic, narrative frame work and method of practice for career counseling (Feller, Rich, 2014) will be addressed. The concept and model previously mentioned will form a frame of reference for study of practical experiences in the PGRI Senior High School Plus in Cibinong, West Java, Indonesia as a model of a hybrid school. Hybrid school means that all educational activities in this school are an integration of academic and vocational education, to educate students ready to enter college and the work force. By documentation analysis and interviews with the school principal, teachers, and students, reports describing educational patterns in that school will be shared. Student guidance relating to readiness to enter college was implemented by "excellence classes". Students' readiness to enter the work force was implemented by "Student day" activity where students get the opportunity to assist in a career activity according to their interest and aptitude. This study also will report current development and will be followed by conclusion, discussion, and recommendations.



**Mohamad Surya** was a Professor of Education at Indonesia University of Education, Bandung, Indonesia. Currently he is Director of the Post Graduate Program at the College of Teacher Training and Education, Garut, Indonesia. Mohamad is a member of the American Counseling Association, NCD, and International Association of Educational and Vocational Guidance. He is a past President of Asian Regional Association of Career Development, board member of the Association of Psychological and Educational of Asia-Pacific. He is also a member of the International Council of Education for Teaching and the National Board of Association of Guidance and Counseling of Indonesia.

4:40

**275 Career Choices of Urban College Girls of Delhi and Their Well Being** by *Sangeeta Arya Tanwar*

In the wake of modernization, the new social reforms, and amendments in the politico-economic policies have focused on women emancipation largely through education, skill building and representation in various career occupations. Women have been relishing the incipient experience of the loosening of tight reins of control over their choices specifically pertaining to career. Our research has attempted to assess the influence of the recent developments on the career choice of college going girls in urban regions of Delhi. A semi structured questionnaire was developed to gather information about the career categories, freedom to choose career, support available to pursue the chosen career, and impact on their subjective well-being. Data analysis was done using content analysis. All the response categories for different items were identified and further quantified to see their effect on well-being. Results indicated that despite a significant impact of the modernization, we still have a long way to go.



**Sangeeta Arya Tanwar** has been working as an assistant professor for the past five and a half years at the Department of Psychology, Gargi College, University of Delhi. Her Ph.D. is in Positive Psychology, in the area of 'Assessing the Well-Being of Urban College Girls and Developing Intervention Module for Enhancement.' She also has a M.Phil in Clinical Psychology and attained a license of independent practice awarded by Rehabilitation Council of India. She also has worked as a Consultant Clinical Psychologist at Fortis Hospital, Vasant Kunj, New Delhi.

5:00 **276 Localizing Narrative Approach - The Case of Japanese Students** by *Shohei Watanabe*

There are many characteristics in each country. For example in Japan, students are less study, less contact with non-familiar people and less immediate experience. They often read comics and see animations. Therefore they don't have role models. On the other hand, they experience club activities, athletic meets, school excursions, school festivals, and choral contests during the school day. This study asked Japanese students about comics, games, and their school day activities. Results about this local narrative approach will be discussed.



**Shohei Watanabe** is an Akita Prefectural University(Japan) Associate Professor. His present interests are social constructivism/narrative career counseling and career education. In this study, he used the technique of Belief Therapy and qualitative assessments with Japanese college students. He earned a Master of Psychology degree from Meisei University. He has worked in the Ministry of Labor, and Public Employment Service Office for 15 years.

5:20 **Travel Break**

5:30 **Reception and Dramatic Performance**

## Friday, May 20

### Morning

8:00 **Registration, Coffee & Tea**

9:00 **311 The Wisdom of Traditional Eastern Cultures in Career Counseling** by *Shuh-Ren Jin*

Trained as a scientist-practitioner via Western counseling psychology, the presenter will share his problem-based reflections on career counseling from the perspective of indigenous psychology rooted in Eastern Cultures. Confucianism, Taoism, and Buddhism are the most prevailing philosophical thoughts, affecting how Chinese people function in today's life-span and life-space, especially on issues emerging from career choices, such as Who am I? Where am I going? How to deal with negative emotions (e. g. anxiety, depression) in CDM? How to confront the conflicts of relationship harmony (especially conflict with parents) in CDM? How to deal with uncertainty after CDM? The presentation not only highlights the essence of career issues in an Eastern cultural context, but also proposes a prototype for career counseling which uses creative transformation by integrating Western intelligence and Eastern wisdom.



**Shuh-Ren Jin** earned a Ph. D. in Counseling Psychology from the University of Illinois, Urbana-Champaign. Currently he is a professor at the College of Education in the University of Macau. He served as the president of Chinese Counseling and Guidance Association in Taiwan. Now he serves on the editorial board of *Asia Pacific Education Review*. His research interest covers career counseling, Chinese culture and counseling, counseling process and outcome, and Counselor education and training.

### Breakout Session 5

10:20 **321 Contributions of Thinking Styles and Career Exploration to Career Decision-making: A Visit to Chinese College Students** by *Wei-qiao Fan and Menting Li*

Intellectual style, an important construct of individual difference, has received little attention in the field of career development. Research on the contribution of thinking styles (one group of intellectual styles) to career decision-making difficulties will be



explained. A sample of 463 Chinese college students received a mediation of career exploration. Results indicate that Type I styles directly predicted general indecisiveness, self-exploration, and lack of information, and indirectly predicted lack of motivation and information through environmental exploration. Type II styles directly predicted general indecisiveness, dysfunctional beliefs, and lack of motivation and information. The implications for career counseling and guidance were discussed.



**Weiqiao Fan**, PhD, has focused his research on personality assessment and career development assessment for youth. He has authored or coauthored papers in personality assessment and career assessment in international journals, including *The Career Development Quarterly*, *Journal of Vocational Behavior*, *Journal of Career Assessment*, etc. He is currently a professor of psychology at Shanghai Normal University, and Deputy Director of Shanghai Institute of Career Education, China. Dr. Fan holds a PhD in Psychology from the University of Hong Kong. He has previously worked as a postdoctoral fellow in the Department of Psychology at the Chinese University of Hong Kong.

**Menting Li** is a psychology undergraduate at Shanghai Normal University. She has taken part in the National University Student Innovation Program and Shanghai Youth Social Affairs Research. She is a member of Shanghai Institute of Career Education, Shanghai Psychological Society, and International Society for the Study of Behavioral Development. One of her papers was accepted by the 9th Global Conference for Chinese Psychologists.



10:20

**322 Inclusive Career Counseling Services for International Students in Canada: Development of Psycho-social-cultural Support Program** by *Chao-Mei Chiang and Jose Domene*

This presentation aims to address the challenges of international students' career development and mental health in Canada. A psycho-social-cultural support program for international students that consists of eight modules will be presented. Given the complexities of career challenges which international students encounter in university, the development of this program is based on the collaboration of Counselling Services, faculty members, International Student Services, and Career Services. The implications of the implementation of this program for counseling services planning will be discussed.



**Dr. Chao-Mei Chiang** is a post-doctoral fellow in Counselling Services at the University of British Columbia. She is a licensed counselling psychologist in Taiwan and has over five years of clinical practice and supervision. Her research interests are (a) intersections between gender and socio-cultural contexts, (b) violence and trauma issues, (c) multicultural, social justice, and counselling psychology training. During her pre-doctoral internship at University of New Brunswick Counselling Services, she provided counselling services for university students and participated in developing outreach projects for international students.

**Dr. José F Domene** is a Professor and Canada Research Chair in School to Work Transition in the Faculty of Education at the University of New Brunswick. His primary areas of research are (a) the social and relational contexts of career development, (b) applications of contextual action theory, and (c) professional issues in counselling and counselling psychology in Canada. He also serves as a part-time licensed psychologist at University of New Brunswick Counselling Services, where he provides counselling services to university students and co-ordinates the Pre-Doctoral Internship Program.



10:20

**323 Adapting USA-Based Career Development Tools and Techniques for Use in South-East Asia** by *Timothy Hsi and Richard Knowdell*

In 2013, a Singapore-based consulting firm imported the English language Knowdell card sort assessment instruments for use in counselor education programs at the Singapore Management University. In 2014, the 21-hour continuing education Job & Career Transition Coach certification workshop was conducted in Singapore and in 2015 in Hong Kong. In 2015, a Singapore specific version of the 120-hour Global Career Development Facilitator program was developed.



**Timothy Hsi** MGuidCouns, MACA, JCTC, GCDF-SG Master Trainer, is the Principal of Abundanz Consulting Pte Ltd. He was instrumental in the establishment of the highly successful Counselling service and the Peer Support Programme at the Singapore Management University during his 12 years there. He also edited the book "A Basic Guide to Peer Helping" and was the recipient of the Singapore National Day Commendation Medal for his influence in the field of counselling in higher education. Mr. Hsi is one of two practicing master trainers for the Global Career Development Facilitator (Singapore) programme and is viewed to be an influential voice in the training of a new generation of career practitioners through his teaching and trainings in the field of career development.

**Richard L. Knowdell**, MS, NCC, NCCC, GCDFI, CMF and National Career Development Association (NCDA) Fellow, is the President of Career Research & Testing, Inc. and author of six books, including *Building a Career Development Program: Nine Steps for Effective Implementation* and *From Downsizing to Recovery: Strategic Options for Organizations and Individuals*. Mr. Knowdell has taught Career Assessment Techniques at the University of California, San Diego and Employee Career Development for human resource managers at San Jose State University. In 1995, President Clinton appointed him to the Board of Examiners for the United States Foreign Service. In 2013, Mr. Knowdell received a Centennial Presidential Award from NCDA and in 2015, he received a Lifetime Achievement Award from the California Career Development Association.



10:20 **324 Professional Standards in the Australian Career Industry: A Journey, Not a Destination** by Mary McMahon

Unlike most other professions, career development is a field where traditionally, practitioners with varied professional backgrounds could gain entry and practice. However, the landscape of career development is changing with many countries developing and implementing professional standards. Professionalising the field through identified competencies, ethical codes, continuing professional development and career development specific training is contributing towards a more clearly defined identity. This presentation will outline the journey undertaken by the Career Industry Council of Australia to professionalise career development through professional standards and enhance quality through a benchmarking tool. Learnings and tips garnered from the process will be shared.



**Dr. Mary McMahon** is an executive member of the Career Industry Council of Australia (CICA) and chairs its professional standards working group. Mary has worked with CICA for over a decade to professionalise the Australian career industry through the introduction of professional standards.

10:20 **325 Career Exploration, Talent Development, Work Habits, Meaning in Life and Connectedness of Adolescents in Hong Kong** by Mantak Yuen

This presentation will report on a study to assess career exploration, talent development and work habits, meaning in life, parental support and school connectedness with Chinese adolescents from Hong Kong (N = 3797). The interrelationships among these variables were examined. Career exploration, work habits, and talent development are not related to gender, but are predicted by search for meaning in life, school

connectedness, and parental support. Limitations in the study are identified, and the implications for future research and for implementation of comprehensive guidance programs for Chinese adolescents are discussed.

**Mantak Yuen** is described above.

11:00

**Travel Break**

### Breakout Session 6

11:10

**331 Perfectionism as Mediator between Parental Autonomy Support and Career Adaptability**  
by *Danni Wang, Zhijin Hou, and Haoyang Chi*

As the world of work is becoming more and more protean, individuals often have to confront uncertainty in their career development process. Savickas (1997) thus proposed career construction theory and argued that career adaptability is a crucial component of career development, leading to career success. Therefore, this study focuses on the contextual and personality antecedents of career adaptability. Since career development is a process of pursuing goals and setting self-standards with autonomous intention, this study investigates the role of parental autonomy support on career adaptability and the mediating effect of perfectionism.



**Danni Wang** earned a BS degree from Beijing Normal University in 2013. Now, she is in a Masters level program in counseling at the School of Psychology, Beijing Normal University.

**Zhijin Hou** earned a Ph. D. degree in counseling psychology from Chinese University of Hong Kong in 2002. She was a Fulbright Scholar in Resident from August 2012 to May 2013. Now she is a full professor in the School of Psychology at Beijing Normal University.

**Haoyang Chi** earned a BS degree in 2010 and a M. Ed. degree in 2013 from the School of Psychology at Beijing Normal University. Now she works on the staff of the counseling center at Ocean University of China.

11:10

**332 Career Counseling in Vietnam - How to Turn Parents into the Counselor's Allies** by *Eric Asato and Phoenix Ho*

Presenters would like to share their observation of how career counseling in an international university in Vietnam (RMIT Vietnam University) has taken place in the last seven years. They want to focus on the role of the family's impact on students' career decision-making. They specifically want to look at the cases where the counselor successfully turned the parents into the counselor's allies. In short, they will share the story of the nature of career counseling in an international university in Vietnam (RMIT Vietnam University) and what results took place when parents became the counselor's allies.



**Eric Asato** moved to Vietnam for a life change to become an English teacher after completing his MBA from Seattle University in 2009. 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". For over 5 years, Eric taught English and lectured business classes until moving into the Career Centre at RMIT where he continues to teach employability skills.

**Phoenix Ho** was raised by traditional Vietnamese parents and influenced by educator mentors in the Bay Area, California, USA. She has trained herself to become Vietnamese and American bilingual and bicultural. Phoenix Ho currently works as the Career Counselling Coordinator for RMIT University Vietnam, Saigon South Campus. She is building the foundation for her Ph. D. research questions, "What is the impact of parents on Vietnamese youth's career decisions and how does this influence their career satisfaction and personal life happiness?" Ms Ho has a Master's Degree in Education Leadership and Management from RMIT University (Australia) and a Master's Degree in Counselling, Career Development from Santa Clara University (USA).



- 11:10 **333 The Courage of Facing Workplace Bullying: Blending Industry and Psychology Perspectives to Develop a Social Interest Prevention Program** by *Wu Shu Chen and Fei-Chuan Chen*

This study aims to explore Taiwan workers' perception and definition of the concept of workplace bullying. Furthermore, it blends industry and psychology perspectives to develop a prevention program. It used 6 employees who work in the service industry. Snowball sampling was used to verify the definition of workplace bully, its influence, and the help needs of victims. A program was developed by 6 experts in democracy and equality awareness from industry, including employers and career advisors. The program called "Social Interest Prevention Program" consisted of self-reflection, encouragement, empathy, I-message communication strategies, and related activities. It is divided into three stages: reviewing and reflection on one's workplace experiences, learning prevention strategies and related acts, and practice in combatting workplace bullying.



**Wu Shu Chen** has been working in the career field over 15 years, including doing pre-service teachers' career education and doing in-service teacher career literacy training. While she was serving as director of the career center at NTNU, she established the career guidance system and promoted internships and entrepreneurship to students. In addition, she also assisted the government in developing career courses and promoting career guidance activities at other colleges in Taiwan.

**Fei-Chuan Chen** is an associate professor, Graduate School of Technological and Vocational Education, National Yunlin University of Science and Technology. She is a licensed counseling psychologist of Taiwan (ROC) and has also served as director of the counseling center at NYUST for over 16 years.



- 11:10 **334 Helping Youth Develop Their Career Plans in the Context of Uncertainty: Application of Multisystem Approaches** by *Mary McMahon*

Dealing with uncertainty is one of many challenges youth in the 21st century encounter as a result of rapid changes in the socioeconomic structure and technological advances. To effectively help youth develop career plans that prepare them to address changes across the lifespan, it is necessary to incorporate multi-layered factors in the career planning process. This presentation will illustrate how theory focusing on multi-systems can be applied in practice to help youth make career decisions.

**Dr. Mary McMahon** is described above.

- 11:10 **335 Understanding the Relationship between Career Decision-Making Self-Efficacy (CDMSE) and Its Relevant Variables in 'Minority' Groups** by *Yuan Ying Jin*

This study aimed to integrate relationships between career decision-making self-efficacy and its related factors in 'minority' groups. The study employed a meta approach. The results of this study will provide important knowledge about how to meet the career development needs of minority groups.





**Yuan Ying Jin** is a doctoral student in counseling at Korea University, in Seoul, South Korea. Ms Jin has studied in three different countries. She received her undergraduate degree in Public Administration in China, and a Master's degree in School Counseling both in Korea and the United States. She is fluent in three languages (Chinese, Korean, English). Ms Jin has published several articles in various SSCI journals and is skilled in conducting comparative research.

11:30 **336 Self-esteem, the Shield of Career Success** by *Dai Zhi Cheng*

An increasing variety of tasks have been placed on career guides and career coaches who enable clients to find jobs in China. However, Gallup research shows that only 8% of employees are engaged with their work here. This raises a big question for me. In addition to helping clients find a job, how can we also empower them to seek career success and career prosperity? I am constantly surprised, in my career counseling practice by the vital role that self-esteem plays in career development, which I recognize as the shield of career success.



**Dai Zhi Cheng** apprenticed under pioneer and leading expert in clinical career counseling, Dr. Brian A Schwartz, and gained deep knowledge and rich practice experience. He currently practices career counseling, involving career development and talent development. He specializes in Psychological Type and Temperament, Family Dynamics, Self-esteem, and Positive Psychology.

11:50 **Lunch in the W. E. Kaffe & Posters in 1F Lecture Hall of the Inservice and Continuing Education Building**

11:50 **341 Narrative Study on Characteristics and Development Process of Holland's Realistic Type of Career Interest for University Students in Jiangsu Province** by *Xue-Ping Shen, Ai-Hua Xu, and Chang-Qing Zhou*

The objective of this study was to explore the characteristics and development process of Holland's Realistic Type of Career Interest in the Chinese context. Nine junior students from engineer majors in several universities of Jiangsu province were the subjects. Both qualitative and quantitative analysis were conducted. This study identified the characteristics and development process of Holland's Realistic Type of career interest in Jiangsu Province. The specific nature of Realistic Type is greatly different from other types. The possible applications of this study in career education will be described.



**Xue-ping Shen** is an Associate Professor and Director of the Career Development Education and Research Center of Nanjing University of Aeronautics and Astronautics. She is also the secretary-general of the Career Education Committee of Jiangsu Association of Social Psychology. Her research areas are career development and career education. In past years, her papers about career decision-making difficulty, calling, job research clarity and career courses were published in many scholarly journals.

11:50 **343 Where I Come From and Where I Will Go - a Study of Career Interest Based on Qualitative Research on Students** by *Cheng Zhong*

This study was based on 3 randomly selected college students from different majors in mainland China Jiangsu Province universities. Interviews were used to collect and sort information on student academic career interest areas, establish a career interest model, and guide students to seek balance between career development and personal interests. This study tried to help students to do career "preparatory work" to achieve a better route planning in life.



**Cheng Zhong** earned her bachelor's degree in philosophy from Nanjing Normal University, which gave her a strong foundation in logic. As a graduate student of political science in Nanjing University, she has been involved in research interviews about local elections. In 2013 she went to the Department of Political Science in Tunghai University as an exchange student, which provided her with fantastic experience.

- 11:50 **344 Resilient Career Narratives: an Analysis of Art College Students' Career Interest Interviews**  
by *Hai-Rong Ling*

As a sub study of "Characteristics and causes of college students' career interest in Jiangsu," this research focuses on professional interest characteristics of students in art colleges. In addition, the research also studies changes and adaptation of art college students' career interest.



**Hai-Rong Ling** is a career education assistant researcher of Communication at the University of China, Nanjing, mainly in charge of research and development of the college students' career guidance and career planning course. In addition, she is also responsible for the students' career counseling.

- 11:50 **345 A Narrative Study of Students' Career Interest in Primary School Education** by *Shan-Chun Wei*

The study of career interest is focused on interests, hobbies, and individual personality characteristics which influence career choice and development. It is also important to explore the path of individual professional choice and the cultivation of higher education. Narrative research as a method of qualitative research provides an important methodology for the study of career interest. This study focused on the career interests of students majoring in primary education and identified the factors that influenced the choice of major and future career development. The students in this sample were undergraduate and master graduate students, and teachers with 2-3 years of on-the-job training in primary schools. The research used interviews. The research objects are classified and layered in accordance with the degree of major interest. Through the analysis of the content of the interview, it was possible to identify different meanings or themes, and to summarize the traits which influence students' career interests in studying primary school teaching, and the training path and development opportunities based on different backgrounds of interest.

**Shan-Chun Wei** has a Ph. D. in Curriculum and Teaching Theory and is an associate professor. As a college teacher, she has been committed to the career guidance of college students and counseling work and has accumulated relatively rich work experiences.

## Friday Afternoon

- 2:00 **351 Panel: Emerging Trends in Asia** by *Cheri Butler, Han Kok Kwang, Ivy Liao, and Sungsik Ahn*

The economy and the world of work are changing rapidly in the Asia Pacific region, as are techniques and practices for helping people with their career plans. Panelists from Singapore, Taiwan, and Korea will share their observations on the trends they see emerging in their own countries.

**Cheri Butler, Han Kok Kwang, and Sungsik Ahn** are described above.



Ivy Liao

3:00

**Coffee Break**

### Breakout Session 7

3:20

**361 Counseling and Advising Community College Students for Transfer to a University: A Collaborative Program Between Kapi`olani Community College and the University of Hawai`i at Manoa** by *Gemma Williams*

According to the American Association of Community Colleges, community college students represent 46% of all U. S. undergraduates in universities. At the University of Hawaii, in fall 2013, community college students comprised 55% of the total population. The majority of those students have roots in Japan, China, Taiwan, South Korea, Vietnam, and the Pacific Islands. This presentation will provide an overview of a Degree Pathway Program which was designed to provide a smooth transition from one institution to another in the University of Hawai`i System. Its main purpose was to assist students in accomplishing their career and academic goals. Recognized by the Western Association of Schools and Colleges (WASC) for its contribution to student's success, the program has now expanded to four other colleges.



**Gemma A. Williams**, EdD, GCDFI, is Professor/Counselor and the Coordinator of the Ka`ie`ie Degree Pathway Program at Kapi`olani Community College. Prior to this position, she served as the Coordinator of the Career and Transfer Center, a Career Counselor, Academic Advisor, Vocational Counselor, and Job Placement Coordinator. She received her doctoral degree in Educational Leadership at the University of Sarasota in Florida (now Argosy University). She has over 25 years' experience in education, teaching in elementary and high school in Trinidad and Tobago and in community colleges and at the university level in Massachusetts and Hawai'i. Dr. Williams will receive NCDA's Outstanding Career Practitioner award in 2016.

3:20

**362 Innovative or Atypical? The Creation of Narrative Coherence from Pioneer Career Pathways** by *Meei-Ju Lin*

As the work world changes rapidly, a stable, lifelong career or job is not the norm anymore. However, as society is still dominated by the culture of collective transition, young adults who have nonlinear career pathways might easily be considered as atypical or unacceptable. Currently, there are young adults leading social entrepreneurship as pioneering work creating innovative social values and life style. This presentation uses a life story method to analyze how these young adults make sense of their career stories, aiming to elaborate how these young pioneers express their sense of self, and strategies applied to make their narrative coherent in their career stories.



**Meei-Ju Lin**, received her Ph. D. in Counselor Education from Purdue University in 1994. She is a full professor since 2001. Her current areas of interest are training of counseling skills, narrative study, and social innovation and career study. She had served as the editor of the Chinese Annual Report of Guidance and Counseling (Taiwan) from 2007 to 2009. She had also served as an advisory editor and/or ad hoc reviewers of the Journal of Psychotherapy Research. She has translated books such as *Helping Skills and Dream Work*. She was awarded the Best Scholarly Performing Award in Taiwan (2008) and Service/Practice Award (2007) from the Chinese Guidance and Counseling Association in Taiwan.

- 3:20 **363 The Role of the Organisation in Supporting Employee Career Development** by *Clive Findlay*
- Most organisations only offer training and development to employees which satisfies short-term organisational needs. This presentation will show that organisations which do offer whole-career guidance, coaching, and mentoring – guidance on, and support for, life-time development and progression – to all of their employees - benefit significantly from a range of improvements: in motivation levels, lower staff turnover, reduced recruitment and selection costs, greater contributions to quality improvements, and substantial increases in performance and productivity levels.
- Clive Findlay** is described above.
- 3:20 **364 Adolescents as Systemic Story Tellers: Using Qualitative Career Assessment in Career Guidance** by *Mary McMahon*
- The transition from school represents an important career decision time for adolescents. Schools may assist young people to transition effectively through the provision of career guidance and counselling. In this presentation, two research case studies will illustrate the use of a qualitative career assessment instrument, the My System of Career Influences (MSCI; McMahon, Patton, & Watson, 2005b) reflection process in a school setting to assist adolescents with their career decision-making. Emphasis will be given to the way in which qualitative career assessment may assist adolescents to tell rich systemic stories about their career decision-making.
- Mary McMahon** is described above.
- 3:20 **365 Relationship Between Proactive Personality and Career Decision-making Difficulty of Undergraduate Students in China: Multiple Mediating of Career Self-efficacy and Calling** by *Xue-Ping Shen and Ai-hua Xu*
- The objective of this study was to examine the mediating role of career self-efficacy and calling in the relationship between proactive personality and career decision-making difficulty. A sample of 352 freshman at a Chinese university were surveyed. Correlation analysis and path analysis were carried out during the data analysis. Results indicate that proactive personality, career self-efficacy and calling were significantly positively correlated with one another; while proactive personality, career self-efficacy and calling were significantly negatively correlated with career decision-making difficulty. In addition, career self-efficacy partially mediated the relationship between proactive personality and career decision-making difficulty. Calling partially mediated the relationship between proactive personality and career decision-making difficulty. We concluded that career self-efficacy and calling play a role as mediators between proactive personality and career decision-making difficulty.
- Xue-Ping Shen** and **Ai-hua Xu** are described above.
- 3:40 **366 Leaving Hometown for College: Its Implications for Vocational Identity Development of College Students in China** by *Qiuping Jin and Raysen Cheung*
- Leaving hometown for college has become a common experience for college students in China. We are interested to see how this experience may impact college students' career development, specifically their vocational identity, which is one of the most crucial career development tasks during this life stage. To this end, we will analyze the survey data from around 900 college students. Results will be discussed with implications for career services for this group of college students in China.





**Qiuping Jin** is currently a PhD student in the Department of Applied Social Sciences of City University of Hong Kong. She earned her bachelor's degree from Peking University in Beijing, China. Her current research focus is on vocational identity development of college students in China. She has also taken part in several research projects related to career development and intervention evaluation in university settings. She has presented some of her work at international conferences such as the International Congress of Applied Psychology.

**Raysen Cheung** is Assistant Professor in the Department of Applied Social Sciences of City University of Hong Kong. He obtained his PhD in Vocational Psychology from Loughborough University in England, and had served as a university counsellor specializing in career guidance and counselling in Hong Kong for over 13 years. Currently, he is researching and teaching in areas of career development, employability and professional counselling. He is a Registered Counselling Psychologist and a Registered Industrial-Organizational Psychologist of the Hong Kong Psychological Society, as well as an Associate Fellow of the Hong Kong Professional Counselling Association.



## Breakout Session 8

- 4:10 **371 The ROI of Global Mobility: Helping Students Market Study Away Experiences** by Dana Downey and Jane Hsu

According to the 2015 Open Doors Report, more than 60% of the international students in the United States are from the Asia Pacific region. This speaks to a larger trend of global mobility, both during university and after graduation. Studying away can be a dynamic experience, but it begs the questions-- Why does it matter? Does it lead to better or different career outcomes? At NYU Shanghai and NYU Abu Dhabi, more than 95% of students study away. Learn how career counselors help students market their study away experiences, and how they yield a return on investment.



**Dana Downey** serves as the Associate Director at the Career Development Center, overseeing employer relations and communication strategy. Prior to joining the team at NYU Abu Dhabi, Dana worked as a career development counselor in the United States for six years. She completed her Masters in Counseling Psychology from The University of Texas at Austin, specializing in global mental health and career development.

**Jane Hsu** serves as the Assistant Director of the NYU Shanghai Career Development Center by providing career counseling and pre-professional advising to all undergraduate students. Jane holds a master's degree in International Education Policy from the Harvard Graduate School of Education and earned her undergraduate degree from the NYU Steinhardt School of Education in Communications. Jane previously worked in advertising and marketing, as well as various U.S. higher education institutions including University of California San Diego and George Washington University.



- 4:10 **372 Uncover, Clarify and Empower Your Life through the Genokey Lens** by Esther Tan Chuan Loo

The Career and Values Genokeygram (CV Genokey) is a newly developed career counseling tool used to integrate multiple effects of various career development tools to facilitate students' career exploration through deeper self-exploration and examination of their key influences from both familial and non-familial significant others. Findings from a pilot study conducted using students from a secondary and junior college will be shared, using case studies to illustrate how the detailed effects are observed in students. Implications for practice will also be shared.

**Esther Tan Chuan Loo** is described above.

4:10     **373     Building Career Training and Services in Taiwan and China** by *Ivy Liao*

PAC has designed a system for training career development advisors and other levels of career practitioners that makes excellent use of both technology and relationships among professionals. Their training and certification program is widely used in China and Taiwan. A variety of training programs meet the needs of career coaches, educators and academic counselors, and human resource professionals in business. This presentation will describe the various levels and types of training, as well as demonstrating their software for managing this complex network.

**Ivy Liao** is described above.

4:10     **374     Japanese Certification for Career Consultants** by *Yoshimi Sasaki*

Public career development policies have changed from being labor-oriented to being oriented toward industrial competitiveness. Achieving a world class employment environment requires promoting a diverse and flexible working style, promoting employability and mobility, and promoting dynamic engagement of all citizens. Japan passed "The Act Revising a Part of The Working Youth Welfare Act" in September 2015 which mandated setting up a nation process for career consultant certification by April 2016. This presentation will report on their progress toward that goal.



**Yoshimi Sasaki** is the Deputy Director-General of the Japan Career Development Association (JCDA) Secretariat. JCDA is the largest organization which trains career counselors in Japan. JCDA has trained and supports over 14,700 certified career counselors in various areas, such as public sectors, private sectors, and education sectors. Ms Sasaki was previously a professional human resources and IT manager in diverse operations in both public and private sectors. She is excellent at developing global talents from a various countries and has enjoyed a multinational working environment throughout her career.

4:10     **375     Sense of Calling in University Students' Career Development: Emerging Evidence from Across the Asia Pacific Region** by *José Domene*

This session provides an introduction to the concept of calling as a guiding force in students' career development, with an emphasis on research that has recently emerged from across the Asia Pacific. Different models of calling will be introduced, the measurement of calling will be discussed, and the existing literature that links sense of calling to numerous aspects of university students' career development will be critically reviewed. Finally, the limited literature on how to promote students' sense of calling will be introduced and evaluated.

**Dr. José F Domene** is described above.

4:30     **376     Ego or Responsibility: Study of How Career Interest Impacts College Students' Job Satisfaction** by *Bin Fan Bin and Bo Wang*

The analysis of how much career interest changes students' choice of occupation and how does it work is based on the theme of narrative inquiry. Is there any other motivation that drives students to make occupational choices rather than career interest? To which degree are students satisfied with their choices? How does career interest affect their choices?



**Bin Fan** is Vice-director of Career Development Laboratories in NJUST (Nanjing University of Science and Technology). He is a member of the Social Psychology Career Education Commission in Jiangsu Province and a member of the System Engineering Association in Jiangsu Province. He has been studying and researching the career guidance of college students for 10 years. Mr. Bin is a Global Career Development Facilitator (GCDF) - China, CCE certification and a PhD candidate in Student Career Development.

**Bo Wang** is Director of Career Development Laboratories in NJUST (Nanjing University of Science and Technology) and a member of Social Psychology Career Education Commission in Jiangsu Province. He is a member of the Innovation and Entrepreneurship branch of the Committee of China Association of Higher Education. Mr. Bo is Director of the college students' entrepreneurship park at NJUST. He has been studying career development and employment guidance for more than 10 years. He earned first prize in teaching achievement in Jiangsu Province.



4:50

**Coffee Break**

5:10

**Member Meeting:** Please attend this meeting and help determine the future of APCDA. Your wishes and decisions will be used in the following hour as the Board meets to plan for the future.

6:10

**Board Meeting:** Board members are urged to attend. Board meetings are open to all members.

7:10

**Board Dinner**

## Saturday, May 21

**Morning**

8:30

**Registration, Coffee & Tea**

### Breakout Session 9

9:00

**411 Beyond "Just a Campus Job:" A Comprehensive and Developmental Approach to Student Employment** by *Ghadeer Mohamed Zainal*

Unlike most schools that offer student employment opportunities for the primary benefit of financial support, the Qatar University Student Employment Program's main aim is to qualify and develop student employability skills through a combination of supplemental activities and carefully supervised work experiences. Qatar University is fairly unique in that the vast majority of incoming students do not have any work experience prior to joining the university. Therefore, the student employment experiences on campus are critical to their readiness to successfully transition into the Qatar labor market. This session will reveal our comprehensive, developmental learning cycle.

**Ghadeer Mohamed Zainal** is currently serving as the Section Head of Student Employment and Support Services at the Career Services Center, Qatar University. She served as a career counselor for three years in the Section of Career Development at the Career Services Center, Qatar University. She graduated from Qatar University with a BA in English Literature and Linguistics/Mass communication. She is a Certified Career Development Facilitator by the National Career Development Association (NCDA). She is a member of both NCDA and the National Association of Colleges and Employers, USA.

9:00

**412 Increasing the Self-efficacy of Japanese Junior College Students through Group-work Using Personal Strength Cards** by *Masumi Nagae and Jonathan Moxon*

This study implemented a program to improve self-efficacy through group work. In November 2015, 40 female provincial junior college students ( $18.8 \pm 1.2$ : mean  $\pm$  s. d.) used 24 'personal strength cards' in group work to raise their awareness of their strengths. Their self-assessed self-efficacy was measured using the General Self-Efficacy Scale before and after the intervention. Paired t-tests comparing overall scores and the scores for each of the 16 questions before and after the intervention showed significant increases for 'possesses an exceptional skill' ( $p=0.019$ ), 'ability to make a contribution' ( $p=0.011$ ), and 'acts positively' ( $p=0.018$ ). Overall scores also showed a significant increase ( $p=0.001$ ).



**Masumi Nagae** is a Saga Women's Junior College (Japan) Associate Professor. She specializes in career design education and career counseling for college students. After earning a B. A. (Educational Psychology) and M. S. (Master of Medical Science), Ms Nagae is currently in a doctoral program of Medical Science and social psychology. She is researching the effect of organization development in companies and the effect of career education in K through 7. She is a member of the Japan Career Development Association, CDA (Career Development Adviser), and JAICO (Counselor of Japan Industrial Association).

**Jonathan Moxon** is a Saga Women's Junior College (Japan) Associate Professor. A varied career has led him from a BSc in chemistry to his current position as associate professor of English and applied linguistics at Saga Women's Junior College. As head of English at the college, he is responsible for overseeing students' studies and providing guidance for their careers after graduation, for which he received JCDA (Japan Career Development Association) training. His research interests are in developing constructive attitudes to career planning, and in group dynamics and cooperative learning in the second language classroom, both of which can be viewed as a development process of actualizing students' potential. He is a member of APCDA and the Japan Association of Language Teachers.



9:00

**413 Bringing Talent Home: Helping Employees Reintegrate Themselves into the Workforce, Culture and Community** by *Jon Sakurai-Horita*

After living and working in another country, many individuals return to their home country for family, economic and other reasons. What needs to be considered when repatriating professionals back to their home countries? Factors beyond the work requirements such as cultural, family and community issues will be discussed.



**Dr. Jon Sakurai-Horita** has been involved in Career Development since 1979. He has worked in University Career Centers, an International Outplacement firm, Corporate settings, Non-profit settings and with private clients. His roles have been administrative and directly involved with clients. He is also the President/Founder of a recruiting firm that works with employers in Hawaii that seek former Hawaii residents. He has worked with numerous clients who have returned from being away from their birth place due to educational pursuits, military obligations, family obligations and other personal reasons. He has discussed the difficulties of "Returning Home" with these clients.

9:00

**414 Multidimensional Career Choice Decision Making Battery: A Futuristic Approach** by *NK Chadha, Vandana Gambhir, Sangeeta Tanwar, Prateek Bhargava, and Prikshit Dhanda*

*Note: These presentation continues until 10:30.*

This presentation reports the development and validation of the Multidimensional Career Choice Decision Making Battery, a measure of career specialty choice for Indian students. The battery is constructed on a model of career choice based on four broad dimensions namely, Interest, Aptitude, Personality and Socio-emotional Competence. A



rationale and corresponding description for each dimension was developed on the basis of which items were constructed and analyzed. In addition, reliability and validity estimates along with the standardized norms were prepared to interpret the various scales. Implications for the use of the battery in career decision-making, career counseling and career research are discussed.

**Prof. Narender K. Chadha, Dr. Vandana Gambhir, and Sangeeta Arya Tanwar** are described above.



**Prateek Bhargava** is a double MBA from Indian School of Business, Hyderabad and Management Development Institute Gurgaon. He holds a specialization in the field of Strategy & Leadership, Human Resource Management and Finance. He has more than 7 years of experience spanning domains such as Strategy Consulting, Corporate Strategy and Entrepreneurship. He has worked with organizations such as Accenture Strategy (Largest Consulting Firm in the World), Maruti Suzuki (Largest Passenger Car Manufacturer in India) and Taxmann Publications (Largest Taxation and Legal Publisher in India). Currently he is leading Taxmann's venture into the field of education. The organization envisions transforming the career planning and counselling process in India by leveraging scientific, reliable and normed psychometric instruments.

**Prikshit Dhanda** is an accredited MBTI & FIRO B practitioner and has blended the use of these instruments in training sessions for teachers and principals and also corporate executives, wherein there is a need to develop a shift in mind-set. He trained in the Psychology of Influence and the Psychology of Emotional, Behavioral and Motivational Self-Regulation under the Graduate School of Arts and Sciences from Harvard University, Boston, Massachusetts, USA. He has more than 20 years of experience spanning domains such as Entrepreneurship, Career Coaching and Counselling, and Skill Development and Training. He has run successful business ventures in the past and is currently the Chief Strategy Officer of Taxmann Education Pvt. Ltd.



9:40

**Travel Break**

### **Breakout Session 10**

9:50

**421 Culture-Free Career Assessment Instruments** by *Richard Knowdell and Timothy Hsi*

Card Sort instruments measuring Career Values, Transferable Skills, Motivation, and Career Interests will be described and demonstrated. These instruments have been translated into ten languages and are currently being used by career counselors, career coaches and human resource specialists in Australia, Vietnam, Singapore, Hong Kong, New Zealand, Japan, China and Korea. Each participant will receive a set of instruments to use with their clients.

**Richard Knowdell and Timothy Hsi** are described above.

9:50

**422 Impact of Vocational Identity on Job Search Behavior and Job Search Outcomes of College Students in China** by *Qiuping Jin and Raysen Cheung*

The presentation will first focus on an empirical study that tested the impact of vocational identity on college graduates' job search behavior and job search outcomes. Implications of research findings will then be discussed with relation to better vocational guidance and career counseling practices that help university students with their job search efforts in the Chinese context.

**Qiuping Jin and Raysen Cheung** are described above.

9:50 **423 A Paradox of Labor Market in Gulf Cooperation Council (GCC): Increasing Student Employability** by *Ashique Rafi and Dana Downey*

The countries of the Arab Gulf have historically been a top choice for the global expatriate workforce due to high economic growth, quality of life, employment prospects, and good governance. Recently however, these countries are facing significant economic pressure from the ongoing slump in oil prices, political disputes, and rising youth unemployment. This creates a paradox of possibility. In this context, NYU Abu Dhabi will review the current status of employment in the Arab Gulf and highlight strategies to improve international graduate employability in the GCC labor market.



**Ashique Rafi** is working as an Employer Services Specialist at New York University Abu Dhabi. His primary assignments are focusing on campus recruitment, employer engagements, employer events, reporting, and managing employer centric activities on NYUAD CareerNet portal. He joined NYUAD Career Development Center in June 2012 but prior to that he was actively involved in career services while serving as a Global Academic Fellow and during his graduate study at KAUST. He completed his Masters in Engineering from University of Nottingham and KAUST respectively.

**Dana Downey** is described above

9:50 **424 Continuation: Multidimensional Career Choice Decision Making Battery: A Futuristic Approach** by *NK Chadha, Vandana Gambhir, Sangeeta Tanwar, Prateek Bhargava, and Prikshit Dhandu*

This presentation is a continuation of the session that started at 9:00 and is described above.

10:30 **Coffee Break**

10:50 **437 Hope Centered Career Development in Action** by *Spencer Niles*

An essential component of career development is action-oriented hope. Without action-oriented hope, persons are not likely to engage in career planning activities. Despite the importance of action-oriented hope in career development, few theories address the topic explicitly. The action-oriented hope-centered model of career development addresses this gap. This presentation will describe this model and provide an illustrative case study to help participants understand how the model can be applied in career counseling.



**Spencer G. Niles**, PhD, is Dean and Professor for the School of Education at the College of William & Mary. Previously, he served as Distinguished Professor and Department Head for Educational Psychology, Counseling, and Special Education at the Pennsylvania State University. Dean Niles was recently identified as one of the most influential deans of education in the United States and is a past president of the National Career Development Association (NCDA) and recipient of NCDA's Eminent Career Award. He has authored or co-authored approximately 120 publications and delivered over 140 presentations on career development theory and practice.

11:50 **Closing Session:** Cheri Butler, APCDA President, will provide closing remarks and Carla Siojo, host for the 2017 Conference, will describe some of the enticements of the Philippines.

12:20 **Lunch in the W. E. Kaffe** for those who registered for the PDI

## Afternoon

2:00

442

**Professional Development institute: Hope-Centered Model of Career Development** by  
*Spencer G Niles*

In this workshop you will learn to use the Hope-Centered Model of Career Development (HCMCD) to promote the career self-management of individuals as they encounter challenges and opportunities (both planned and unplanned) across the lifespan. HCMCD focuses on career adaptability in order to respond effectively to new information about oneself and/or one's changing situations. Important attitudes and behaviors needed in this life-long process include: a) hope, b) self-reflection, c) self-clarity, d) visioning, e) goal setting/planning, and f) implementing/adapting. In HCMCD, hope incorporates agency thinking, pathways thinking, and goals, while self-reflection and self-clarity initiate a process to vision future career possibilities, set goals, implement plans, and adapt to new roles as required. You will also learn about the *Career Flow Index* (CFI; Niles, Yoon, & Amundson, 2010), which assesses degree of hope through specifically measuring the six hope-centered career development competencies. Case discussions will illustrate the counseling process related to the unique circumstances and needs of the client.

**Dr. Spencer G Niles** is described above.

## Sunday, May 22

- 8:00AM **Buses pick up participants at NTNU and take them to the Palace Museum**
- 9:00AM **Tour the Palace Museum**
- 12:00PM **Lunch at the Silks Palace**
- 1:00PM **Tour the former home of Chiang Kai Sheik**
- 4:00PM **Buses take participants back to NTNU**
- 5:00PM **Participants arrive back at NTNU**

# Thank You from APCDA

APCDA is very happy to be back at NTNU – where the idea of having a regional career development association was conceived so many years about (see History on page 1). We want to acknowledge Soonhoon Ahn, Dr Yao-Ting Sung, and Dr. Hsiu-Lan (Shelley) Tien for turning this idea into a reality.

We are grateful to Hsiu-Lan (Shelley) Tien, our Past President and host in Taiwan, for organizing this conference. The number of details that must be addressed is hard to imagine, and Dr. Tien enlisted an army of students and staff at NTNU to make us feel welcome.

We are grateful to Kuder for sponsoring our reception, a truly memorable event. We are grateful to PAC for printing our program in both English and Chinese and for translating the entire program to Chinese. PAC also sponsored our Meet-up dinner on Wednesday evening and helped guests from China to obtain visas. We are also grateful to Dick Knowdell and the Career Planning & Adult Development Network for supporting our conference, and to Yoshi Ishikawa and the Strategic Personnel Co Ltd for supporting our conference.

We are grateful to our Lifetime Legacy Partners, Han Kok Kwang, Dick Knowdell, Roberta Floyd, Soonhoon Ahn, Marilyn Maze, and Cheri Butler who made significant donations to APCDA to support our association.

We want to recognize our Emerging Leaders: Dr. Chao Mei Chiang, University of British Columbia, Canada; Dr. Vandana Gambhir, Keshav Mahavidyalaya, University of Delhi, India; and Yuan-Ying Jin, Korea University, Korea. We expect great things from all of you.

We want to recognize South Korea for developing and funding exciting public programs to meet the career planning needs of youth and adults in Korea.

We are grateful to Natalie Kauffman for her excellent editing skills and boundless enthusiasm for excellence in her work as editor of the Asia Pacific Career Developments.

We would like to thank our dedicated Country Directors 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 Directors are:

- |             |                     |               |                        |
|-------------|---------------------|---------------|------------------------|
| • Australia | Carole Brown        | • Macau       | Elvo Sou               |
| • Canada    | Dr. Jose Domene     | • New Zealand | Jean Ottley            |
| • China     | Dr. Leili Jin       | • Pakistan    | Raza Abbas             |
| • Guam      | Leah Beth Nawolowaa | • Philippines | Carla Siojo            |
| • India     | Dr. Vanada Gambhir  | • Singapore   | Sing Chee Wong         |
| • Indonesia | William Gunnawan    | • Taiwan      | Dr. Yu-Chen Wang       |
| • Japan     | Yoshiji Ishikawa    | • USA         | Ellen Weaver Pacquette |
| • Korea     | Sungsik Ahn         | • Vietnam     | Chau Nguyen            |

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

- |               |                             |                    |                   |
|---------------|-----------------------------|--------------------|-------------------|
| • Membership  | Satomi Chudasama            | • Program          | Soonhoon Ahn      |
| • Newsletter  | Natalie Kauffman            | • Public Relations | Lisa Raufman      |
| • Nominations | Dr. Hsiu-Lan (Shelley) Tien | • Research         | Dr. Yao-Ting Sung |

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       | Cheri Butler                | • Treasurer | Andrew Rimington |
| • President-Elect | Dr. Narender Chadha         | • Secretary | Diana Bailey     |
| • Past President  | Dr. Hsiu-Lan (Shelley) Tien |             |                  |





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Join us at the reception on  
Thursday, May 19 at 6:00 p.m. in 281.

**VISIT WITH US AT THE  
CONFERENCE!**