



2024 APCDA Hybrid Conference

Event Schedule

Mon, Apr 15, 2024

7:00 AM

101 Conference Software Orientation

🕒 7:00 AM - 7:30 AM, Apr 15

Track 1

Learn more about the conference software, how to find presentations, and how to network with others during this event.

🗣️ Speaker



Grace Koamesah

Administrative Assistant
Asia Pacific Career Development Association (APCDA)

7:30 AM

102 Opening Ceremony

🕒 7:30 AM - 8:00 AM, Apr 15

Track 1

APCDA President Dr. Serene Lin-Stephens welcomes us to the conference and explains how the conference works.

🗣️ Speaker



Serene Lin-Stephens

President
Asia Pacific Career Development Association

8:00 AM

111 Career and Corporate Prospects for the Coming of Society 5.0

🕒 8:00 AM - 8:50 AM, Apr 15

Track 1

As the social environment changes, we must respond to the dual challenge of an aging population and globalization. The declining birthrate and aging population lead to workforce shortages and higher social welfare costs. Responses include integrating fore

🗣️ Speaker



Momoko Asaka

Veriteworks Inc/Asia Pacific Career Development Association

112 Virtual Wellness Centers and the School Counselor: Exploring Best Practices in the Field

🕒 8:00 AM - 8:50 AM, Apr 15

Track 2

Access to wellness resources has been critical for students during the COVID-19 era. According to CDC's new data in 2021 more than a third (37%) of high school students reported they experienced poor mental health during the COVID-19 pandemic, and 44% rep

🔙 Speakers



Heather Zeng

A state



Allison Paolini

Arkansas State University



Barbara Cooper

A state

113 Envisioning Higher Education Student Affairs Professionals as Career Influencers

🕒 8:00 AM - 8:50 AM, Apr 15

Track 3

Tomorrow's students could live to be 100 years old. Graduates will hold over 25 jobs across industries. Mobility will be emphasized over stability in terms of work. Students will need support preparing for these shifts in the workplace; this involves enco

🔙 Speakers



Candy Ho

Assistant Professor, Integrative Career & Capstone Learning
University of the Fraser Valley



Michael Stebleton

University of Minnesota-Twin Cities

114 Power From Within: The Art of Reinvention

🕒 8:00 AM - 8:50 AM, Apr 15

Track 4

Reinvent Yourself. Become creative, innovative, entrepreneurial. Quick to say difficult to achieve. Success is not a straight line of a steady incline. Rather, it is a rugged pathway, full of twists and turns, of unexpected vistas and of blackholes. Resi

🔙 Speakers



Chris Shao

Career Academy



Allan Gatenby

Associated Career Professionals International (ACPi)

115a PhD Graduate Transition to Industry: The Role of the Australian Career Ecosystem and the Perspectives

🕒 8:00 AM - 8:25 AM, Apr 15

Track 5

In recent years, major global organisations, including the World Bank and the Organisation for Economic Co-operation and Development (OECD), have called for universities to align doctoral programs with industry needs, due to the shift in the employment la

Speaker



Malani Achro
Swinburne University of Technology

116a Addressing the Support Services Gap: Enhancing the College Experience for Students with Disabilities

8:00 AM - 8:25 AM, Apr 15

Track 6

This study used Structured Topic Modeling to assess the support needs of 210 college students with disabilities. It identified eight key support services, such as a supportive climate and mental health counseling, that enhance the college experience. The

Speakers



Wei-Mo Tu
Assistant Professor
California State University, Fresno



Yangyang Liu
Assistant Professor
California State University, Fresno

8:25 AM

115b Building a New Era: Launching Canada's Career Development Professional Centre

8:25 AM - 8:50 AM, Apr 15

Track 5

Recent research indicated Canadians need a highly skilled, and knowledgeable employment service system that anticipates/addresses emergent labour market challenges. Yet Canadian CDPs struggle to provide high-quality career support and access adequate prof

Speakers



Deirdre Pickerell
Canadian Career Development Foundation



Roberta Borgen
President
Life Strategies Ltd.



Cassie Taylor
Life Strategies Ltd.

116b Academic Motivation, Contextual Factors, and Well-Being among College Students with Disabilities

8:25 AM - 8:50 AM, Apr 15

Track 6

Using self-determination theory and a sample of 210 students with disabilities in higher education, this study explored how self-determined academic motivation, functional disability, and contextual factors impact well-being. The model accounted for 64% o

🔊 Speakers



Wei-Mo Tu

Assistant Professor
California State University, Fresno



Yangyang Liu

Assistant Professor
California State University, Fresno

8:50 AM

120 Musical Break

🕒 8:50 AM - 9:00 AM, Apr 15

Track 1

9:00 AM

121 Curating a Career Portfolio Rather Than Forging a Career Path: How Can We Adapt to a Changing Labor Market?

🕒 9:00 AM - 9:50 AM, Apr 15

Track 1

Something very exciting is happening in the career space. I am not talking about emerging jobs, jobs in demand, or AI, but rather about a change in thinking about one's career. Traditionally, we have thought about careers in terms of forging a career path

🔊 Speaker



Julie Rosengren

Founder, Managing Director and Owner
Life Institute of Family Education

122 Culture and Career Development: The Jiva Experience in the Global South

🕒 9:00 AM - 9:50 AM, Apr 15

Track 2

Culture is integral to human beings' ways of living. Within Career psychology a gradual shift can be seen towards culture-concordant intervention design. The Jiva approach to career development is one such culturally-informed model. Developed in India, it

🚩 Speakers



Sachin Kumar
Government Degree College, Shahpur



Gideon Arulmani
The Promise Foundation



Rayan Miranda
The Promise Foundation



Swethashree G
Project Co-ordinator
The Promise Foundation

123 Helping Students Make the Career & College Connection

🕒 9:00 AM - 9:50 AM, Apr 15

Track 3

Being a college student is not just going to class...it's also about building networks, developing career readiness skills, and reinforcing the connection between college, community and society to succeed in industry. However, research shows only a small nu

🚩 Speaker



MaryAnn Verdolino-VanAalten
Suffolk County Community College

124 Self-Esteem, the Invisible Force: How to Help Clients with Low Self-Esteem in their Career Development

🕒 9:00 AM - 9:50 AM, Apr 15

Track 4

Career professionals often encourage clients to be confident in career activities, however over years of practice we have found that confidence does not just rise because of people's wishes, it emerges only when people truly appreciate and like themselves

🚩 Speakers



Yolanda Li
Landa Career Services



Brian Hutchison
Walden University

125a A Meta-Analysis of the Association of Decent Work with Career Capabilities

🕒 9:00 AM - 9:25 AM, Apr 15

Track 5

This study employed a meta-analysis approach to examining the association between decent work and individuals' career capabilities. Databases of literature archived on or before 4 March 2022 were searched. A total of 26 studies met the inclusion criteria

Speaker



Sabrina Xuebing Su
The Hong Kong Polytechnic University

126a Platform-Like Measures to Help Raise Children and Work Comfortably

9:00 AM - 9:25 AM, Apr 15

Track 6

While women's advancement in society has been remarkable, it is clear that balancing child rearing and work is still a difficult problem, and furthermore, few would disagree that support for this is limited. I would like to report the efforts of one car

Speaker



Yoshinobu Ooi
Relableworks

9:25 AM

125b Overcoming Turning Points with 5-Minute Life-Story Speeches

9:25 AM - 9:50 AM, Apr 15

Track 5

Can creating a five-minute speech from a life-story and presenting it in front of an audience empower both the speaker and the audience to overcome life's transitions? To test this, we conducted a Career Construction Interview with three speakers and aske

Speaker



Mio Narui
Institute of Life Design Counselling

126b Does the Time Gap Between the Real and Ideal Matter? Its Relationship with Work-Family Conflict

9:25 AM - 9:50 AM, Apr 15

Track 6

As depicted in the Life Career Rainbow, people have formed their careers by taking on multiple roles in their lives, and the same is true of modern people. However, with limited 24 hours in a day, time constraints make it difficult to manage time accordin

Speaker



Tomoko Adachi
professor
Waseda university

9:50 AM

130 Musical Break

9:50 AM - 10:00 AM, Apr 15

Track 1

10:00 AM

131 Career as a Transitional Object and the Career Construction Theory

131 Career as a Transitional Object and the Career Construction Theory Convergence

🕒 10:00 AM - 10:50 AM, Apr 15

Track 1

Based on qualitative research evidence gathered in the last five years, the notion of “career” emerges as a transitional object. This perception has been further explored and tested in coaching interventions with clients in post-traumatic liminal spaces, wh

👤 Speakers



Sini Parampota

Asia Pacific Career Development Association



Kevin Glavin

Founder & CEO
Create Your Why

132 Frontier People

🕒 10:00 AM - 10:50 AM, Apr 15

Track 2

Frontier people have extraordinary courage. That courage enables them to travel places unseen and chart uncharted territory. They open the way for others to follow. It is said that when Columbus set out for the Indies he didn't know where he was going, w

👤 Speaker



Allan Gatenby

Associated Career Professionals International (ACPi)

133 A Process Model for Developing Employability

🕒 10:00 AM - 10:50 AM, Apr 15

Track 3

Many universities around the world incentivize students to participate in employability award programs. The research literature lacks a theoretical approach to designing and evaluating the impact of employability award programs. This presentation will int

👤 Speaker



Jason Brown

The University of Melbourne

134 Optimizing Resume Creation: Harnessing ChatGPT for Client Support

🕒 10:00 AM - 10:50 AM, Apr 15

Track 4

This proposal explores the transformative use of ChatGPT in aiding clients in crafting compelling resumes. Delving into the seamless integration of this powerful language model, the session will illuminate efficient techniques to leverage ChatGPT for pers

🗣️ Speaker



Tuan Anh Le
RMIT University

135a Analyzing the Intersection of Social Class and Individualism-Collectivism in Profiles

🕒 10:00 AM - 10:25 AM, Apr 15

Track 5

This study aimed to examine the potential emergence of distinct profiles, leveraging the growing emphasis on social class and social class-informed individualism-collectivism in the domain of career development, to investigate contextual factors in the ca

🗣️ Speakers



Sujin Kim
James Cook University



Taewon Kim
University of Florida

136a Job Search Experience of English-speaking International Students in Japan

🕒 10:00 AM - 10:25 AM, Apr 15

Track 6

The purpose of this research is to reveal the mechanisms of job hunting among international students in Japan who are not fluent in Japanese but in English. This study involved in-depth interviews with former international students who conducted their job searches in Japan predominantly in English. The results showed that

🗣️ Speakers



Keiko Kawase
International Student Career Support Coordinator
Yokohama City University



Kenta Koyama
Associate Professor
Tokyo Keizai University

10:25 AM

135b Parent Career Congruence and Career Aspiration Among College Students

🕒 10:25 AM - 10:50 AM, Apr 15

Track 5

University has the aim of preparing capable individuals to take up positions in the world of work. However, according to research by Permatasari, Ervina, and Nur'aini (2019), 50.6% of students aged 20-21 years have not fulfilled their developmental tasks

🚩 Speakers



Tifara Gloria

Krida Wacana Christian University



William Gunawan

Krida Wacana Christian University

10:50 AM

140 Musical Break

🕒 10:50 AM - 11:00 AM, Apr 15

Track 1

11:00 AM

141 - 143 Special Topics/Committee Meetings

🕒 11:00 AM - 11:50 AM, Apr 15

Track 2

Track 1

Track 3

Tue, Apr 16, 2024

Wed, Apr 17, 2024

7:00 AM

201 - 203 Special Topics/Committee Meetings

🕒 7:00 AM - 7:50 AM, Apr 17

Track 2

Track 1

Track 3

7:50 AM

210 Musical Break

🕒 7:50 AM - 8:00 AM, Apr 17

Track 1

8:00 AM

211 EPIC Transformations: Redefining Career Paths for Solo Mums in the New Era by Leveraging on the Te Whare

🕒 8:00 AM - 8:50 AM, Apr 17

📍 1

Track 1

In a world where rapid changes and technological advancements continuously reshape the career landscape, the EPIC (Empowerment, Preparation, Inclusion, and Collaboration) programme stands as a beacon of hope and transformation for solo mums and marginalis

🚩 Speaker



Pratishtha Purohit

Te Waka and EduventureNZ

212 Neurodiversity - A New Norm

🕒 8:00 AM - 8:50 AM, Apr 17

📍 2

Track 2


Rebecca's workshop aims to shed light on the experiences of neurodivergent individuals in the workplace/school setting. The session will delve into what neurodiversity truly encompasses, providing a comprehensive understanding of the spectrum, key symptom

 Speaker



Rebecca Rafuse
Limestone Psychotherapy

213 FUSION: A Self-Directed Modular Skills Development Program

 8:00 AM - 8:50 AM, Apr 17

 3

Track 3


This presentation will outline the implementation process of FUSION, a skills development program. Developed in partnership across six universities, FUSION has transformed the university experience for many marginalized students, through applied work-inte

 Speaker



Lorraine Godden
Instructor II, Career Development & Employability
Carleton University

214 Alice & The Through-looking Glass

 8:00 AM - 8:50 AM, Apr 17

 4

Track 4

The industrial revolution 5.0, IR5, just might be Wonderland. And like Wonderland, there is a certain 'craziness' around the impact on our future. IR5 is driving rapid changes in workplaces, work practices, family and community life. This is having signif

 Speakers




Tanaz Byramji
Tanaz Coaching & Consulting



Allan Gatenby
Associated Career Professionals International (ACPi)

215a University Student's Subjective Career Success in Jakarta

 8:00 AM - 8:25 AM, Apr 17

 5

Track 5

The subjective career success of students is important for designing career development strategies. However, most of the research found focuses on the context of employees. This study aims to describe the subjective career success of university students.

🚩 Speakers



Jessica Krida
Kristen Krida Wacana University



William Gunawan
Krida Wacana Christian University

8:25 AM

215b Positioning Graduate Recruiters as Linchpin Actors Operating Within a Sustainable Career Ecosystem

🕒 8:25 AM - 8:50 AM, Apr 17

📍 5

Track 5

Organizations worldwide are engaged in a fierce war for diverse early career talent. Concurrently, the future of work remains uncertain following the impact of the COVID-19 pandemic, as well as advances in automation/AI and the climate change emergency. T

🚩 Speaker



William Donald
Ronin Institute, USA & University of Southampton, UK

216b The Role of Career Development in Facilitating International Students' Well-Being

🕒 8:25 AM - 8:50 AM, Apr 17

📍 6

Track 6

International students studying in the United States encounter many challenges to their well-being. Social support serves as a strong protective factor for their well-being. However, the mechanism through which social support promotes their well-being is

🚩 Speaker



Yangyang Liu
Assistant Professor
California State University, Fresno

8:50 AM

220 Musical Break

🕒 8:50 AM - 9:00 AM, Apr 17

Track 1

9:00 AM

221 Towards a Skills-Focused Labor Market: Using Technology to Drive a Paradigm Shift

🕒 9:00 AM - 9:50 AM, Apr 17

📍 1

Track 1

There is a paradigm shift happening in the field of career guidance. While traditional approaches focus on stories, personality preferences, and experiences, we propose a proven skills-focused approach. This presentation will offer insight into how digita

👤 Speakers



Arijana Radic
SkillLab



Brian Hutchison
Walden University



Nour Alhiyari
Kirkwood School District

222 Unveiling the Future of Career Counseling with Create Your Why DIY

🕒 9:00 AM - 9:50 AM, Apr 17



Track 2

Recent technological advances, especially in AI, have spurred innovations that have transformed various industries, including career counseling and coaching. Discover our latest invention, Create Your Why DIY (CYY-DIY), the inaugural online version of the

👤 Speaker



Kevin Glavin
Founder & CEO
Create Your Why

223 The Global Goals: Reinventing Our SDGs Message through the Internet, Social Media, and Metaverse

🕒 9:00 AM - 9:50 AM, Apr 17



Track 3

In this session, you will learn about our work to create a United Nations Day for our profession and participate in a discussion on how to leverage the Internet for awareness of the connection between career development and the UN Sustainable Development

👤 Speakers



Danita Redd
Moorpark College and International Career Lab



LeAnn Morgan
Walden University

224 Networking for Career Development Professionals

🕒 9:00 AM - 9:50 AM, Apr 17



Track 4

Networking is all about connection. This session looks at how we, as career professionals, network, and how we coach others to do it. Career development professionals are increasingly recognising how essential networking is for our clients. But how are we

Speaker



Bernie McFarlane
Find Your Way to Work

225 Enhancing DEI Outcomes in Secondary Education with Career Counseling Supervision: A Case From Qatar

9:00 AM - 9:50 AM, Apr 17

2

Track 5

Clinical supervision is paramount in career guidance settings with high diversity and multiculturalism factors, including secondary education institutions. Qatar has one of the most diverse populations in the world; many Qatari students attend internat

Speaker



Sini Parampota
Asia Pacific Career Development Association

226a The Development and Use of Four Career Education and Development Scales (CEDs)

9:00 AM - 9:25 AM, Apr 17

6

Track 6

Four brief scales for use with students in Grades 5 & 6; Grades 7 to 9; Grades 10 to 12; and post-school students, were developed and validated based on the practical and well-researched Career Education and Development Framework (CEDF). The CEDs can be u

Speakers



Col McCowan
Cromach Careers



Peter McIlveen
University of Southern Queensland

9:25 AM

226b The Development of Career Vision Inventory and Related Factors

9:25 AM - 9:50 AM, Apr 17

6

Track 6

Career vision and future development is important issue for college students. The purpose of the study was to explore emerging adults' perception of future career vision and develop the Career Vision Inventory. In the first year, we interviewed 32 college

Speaker



Hsiu-Lan Tien
National Taiwan Normal University

9:50 AM

230 Musical Break

🕒 9:50 AM - 10:00 AM, Apr 17

Track 1

10:00 AM

231 Navigating Career Transformation through Systems Psychodynamics

🕒 10:00 AM - 10:50 AM, Apr 17

📍 1

Track 1

This explores the art of personal and professional reinvention amidst today's ever-evolving landscape. Viewing from the lens of systems psychodynamics, this presentation delves into the intricate web of individual psyche, organizational dynamics, and soci

🗣️ Speaker



Samuel Wee

Director
Temasek Polytechnic

232 Career Guidance Programs in Remote Areas: Discovering Chemistry in a Small Village

🕒 10:00 AM - 10:50 AM, Apr 17

📍 2

Track 2

The case study of the Science show attended by 250 people in Kato Vatheia, a remote village on the Island of Crete will be presented. The Career counsellor organized a career guidance with the co-ordination of the Cultural Union of the Village, the chemis

🗣️ Speaker



Dimitrios Sampsonidis

Univerisity of Crete

233 Kazakhstan's Career Reinvention 5.0: Navigating Transitions in a Transformative Landscape. Case of "NU bubble".

🕒 10:00 AM - 10:50 AM, Apr 17

📍 3

Track 3

As Kazakhstan embraces the era of Reinvention 5.0, the country's workforce encounters distinctive challenges and opportunities. This session will delve into the unique aspects of career development in Kazakhstan, offering insights into the evolving job ma

🗣️ Speakers



Gaini Yessembekova

Director of Career and Advising Center
Nazarbayev University



Liliya Tleukenova

Senior Manager of Career and Advising Center
Nazarbayev University

234 Think Global Act Local

🕒 10:00 AM - 10:50 AM, Apr 17

📍 4

Track 4

The constancy of change is no longer a cliché. It is our reality. Creativity, innovation, and entrepreneurial acumen are the new norm. Globalised workforces increase the necessity for mindsets which are globally orientated and locally focussed. Competency

🗣️ Speakers



David Browne

Australian Institute of Education & Learning (AIEL)



Allan Gatenby

Associated Career Professionals International (ACPi)

235a Social Interaction Model for Youth Career Development

🕒 10:00 AM - 10:25 AM, Apr 17

📍 5

Track 5

Do you facilitate workshops or courses for youth to enhance their career development as part of your responsibilities? Have you ever considered refining your facilitation methods to increase impacts on their career development? If so, the “Social Interact

🗣️ Speaker



Sachiko Morita

Utsunomiya University

236a Role of Spiritual Intelligence Among Teacher Educators: A Relevance for 21st Century in Education

🕒 10:00 AM - 10:25 AM, Apr 17

📍 6

Track 6

Spiritual intelligence as a new type of intelligence has been limitedly explored in education. As it connects one’s mental and spiritual life to his/her performance and functioning, it can play a vital role in Teacher Education. The present age of scienti

🗣️ Speakers



Viquar Unnisa

Maulana Azad National Urdu University



Suhana Begum

Nabakrushna Choudhury College of Teacher Education

10:25 AM

235b Analysis on the Awareness of Career Development of High School Students

🕒 10:25 AM - 10:50 AM, Apr 17

📍 5

Track 5

Career planning is of utmost importance in a student's life when in high school. The career development of a student requires to select a career path which one has to follow to fulfill the job requirements. To understand this in a better way, an analysis

Speaker



Malavika Kishore
NVS

236b Applying Cultural Sociology of Third Space to Contemporary, Constructivist Career Development

🕒 10:25 AM - 10:50 AM, Apr 17

📍 6

Track 6

The field of career development is grounded in diverse sociological perspectives contributing to addressing the complex interplay between individuals and societal contexts. This paper advocates for the use of a third space theory from cultural sociology t

Speakers



Natalia Veles
Head, Professional Programs, Course Coordinator (Graduate Certificate of Career Development)
James Cook University



Sujin Kim
James Cook University

10:50 AM

240 Musical Break

🕒 10:50 AM - 11:00 AM, Apr 17

Track 1

11:00 AM

241 - 243 Special Topics/Committee Meetings

🕒 11:00 AM - 11:50 AM, Apr 17

Track 2

Track 1

Track 3

Thu, Apr 18, 2024

Fri, Apr 19, 2024

7:00 AM

301 - 303 Special Topics/Committee Meetings

🕒 7:00 AM - 7:50 AM, Apr 19

Track 2

Track 1

Track 3

7:50 AM

310 Musical Break

🕒 7:50 AM - 8:00 AM, Apr 19

Track 1

8:00 AM

311 Strength-Based Development versus Weakness Fixing in Career Development

🕒 8:00 AM - 8:50 AM, Apr 19

Track 1

Strength-Based Development and Weakness Fixing are 2 of these that seem to conflict. For years, many people have believed that one individual can develop if they fix the weaknesses, up-level them to strength someday. Recently, strength-based development is being mentioned and applied wide range in career and personal consulting and

👤 **Speaker**



Huong Man
MOJO

312 Integrating Career Practitioner Supervision into Career Services

🕒 8:00 AM - 8:50 AM, Apr 19

Track 2

Career Practice Supervision brings great benefits to any career service organisation. It supports the professional growth and wellbeing of the Career Development Practitioners while ensuring the provision of good services to clients. In this presentation, we will share how our company – AVODAH People Solutions, a private career service provider in

👤 **Speakers**



Jeremiah Wong
AVODAH People Solutions Pte Ltd (Singapore)



Jacqueline Yeung
AVODAH People Solutions Pte Ltd (Singapore)



Gerald Tan
AVODAH People Solutions Pte Ltd (Singapore)

313 The Career Adaptability of International Students: A Critical Consciousness Perspective

🕒 8:00 AM - 8:50 AM, Apr 19

Track 3

Through the lens of critical consciousness theory and multicultural and social justice counseling competencies, presenters will share their research project on how international students in higher education overcome barriers and develop career adaptability and resilience. Presenters will discuss the implications of diverse adaptive responses for career counseling interventions.

👤 **Speakers**



Hongshan Shao
California State University, Northridge



June Hyun
Nova Southeastern University

314 Climate-Informed Career Development: Climate Change Mitigation, Work Adaptation, and Mental Health.

🕒 8:00 AM - 8:50 AM, Apr 19

Track 4

Career development has the power to support and promote individual and organizational resilience in the face of climate change. This presentation will provide tools and inspiration to help career practitioners bring a more intentional climate focus to their practice. The presenters will draw on career development theory, climate psychology, and

🗣️ Speakers



Jennifer Luke

University of Southern Queensland



Danielle McCann

Royal Roads University

315a Congruence, Self-Efficacy, and Identity: First-Generation College Students and Proactivity Matter

🕒 8:00 AM - 8:25 AM, Apr 19

Track 5

We examined whether career decision-making self-efficacy (CDMSE) mediates between adolescent-parent career congruence (APCC) and vocational identity (VI), and whether being a first-generation college student (FGCS) and proactive moderate the relationships. We involved Indonesian undergraduate students (N = 1554; 59.2% female; M age 18.55 years). Data analysis using PROCESS showed that

🗣️ Speaker



Dian Ratna Sawitri

Universitas Diponegoro

316a Exploring Possibilities! Career-Related Learning With Children Aged 8-12

🕒 8:00 AM - 8:25 AM, Apr 19

Track 6

Career-related learning is about helping children to understand who they could become and helping them to develop a healthy sense of self that will aid development of their foundational skills and enable them to reach their full potential (Niles & Harris-Bowlsbey, 2016). We know that teachers engage in a variety

🗣️ Speaker



Lorraine Godden

Instructor II, Career Development & Employability
Carleton University

8:25 AM

315b Student Mothers' Experiences in Higher Education in Australia and implications for Their Careers.

🕒 8:25 AM - 8:50 AM, Apr 19

Track 5

Globally, student mothers are an increasing population within higher education but currently, there is a scarcity of research and a lack of knowledge of their needs to support their progress through study toward their career goals. Focus groups were conducted with enrolled students to develop an understanding of student mothers.

🔊 Speaker



Mary McGovern
University of Wollongong (UOW)

316b Study on the Development of a Sense of Purpose and Growth Mindset

🕒 8:25 AM - 8:50 AM, Apr 19

Track 6

Purpose in life is an intention over the long term to accomplish something that is meaningful to the self and leads to engagement with some aspect of the world beyond the self (Damon, Menon, & Bronk, 2003). Studies have shown that the formation of a sense of purpose is crucial

🔊 Speakers



Mark Chin Ye
Student Development Curriculum Division 1 / MOE



Jeffrey Chan
Student Development Curriculum Division 1 / MOE

8:50 AM

320 Musical Break

🕒 8:50 AM - 9:00 AM, Apr 19

Track 1

9:00 AM

321 Unlocking Human Capital Potential Through Employee Career Development Strategies: The Story and Jour

🕒 9:00 AM - 9:50 AM, Apr 19

Track 1

Human capital is often considered a key asset for organizations and economies. The World Economic Forum (WEF, 2020) has encouraged continuous enhancement of human capital amidst the pandemic's impact on businesses and economies. Current research indicates that workers are questioning their commitment, loyalty, career purpose, and the meaning of work,

🔊 Speakers



Lyn Teo
TÜV SÜD PSB Pte Ltd



Rachel Guo
TÜV SÜD PSB Pte Ltd



Jeremiah Wong
AVODAH People Solutions Pte Ltd (Singapore)

322 Utilize Your Career Counseling Expertise to Become an Influencer on TikTok and LinkedIn

🕒 9:00 AM - 9:50 AM, Apr 19

Track 2

Embark on a dynamic 50-minute online journey as we delve into the realm of social media influence through the lens of career counselling expertise. This presentation illuminates strategies for becoming a compelling influencer on both TikTok and LinkedIn, leveraging the power of these platforms to amplify your professional impact. Gain insights,

🗣️ Speaker



Tuan Anh Le
RMIT University

323 Using the SODI Framework for Curriculum Design of a Career Readiness Subject for University Students

🕒 9:00 AM - 9:50 AM, Apr 19

Track 3

Designing a career-ready learning subject is an opportunity to actively engage the student learner in career education, career development, and career planning for their time at university and thereafter. The practice will provide an overview and application of how to design a career-ready learning subject for first-year students using the

🗣️ Speaker



Mary McGovern
University of Wollongong (UOW)

324 'Basta' Enough

🕒 9:00 AM - 9:50 AM, Apr 19

Track 4

Industry 5.0 has begun; its impact is measurable. Data is indicating substantial challenges for those seeking paid employment. The flow-on effect upon communities is exponential. Data is indicating an alarming global increase in despair, especially amongst youth, whether employed or not. Career development professionals have a vital role in leading

🗣️ Speakers



Brian Schwartz
SuccessDNA Pte Ltd



Allan Gatenby
Associated Career Professionals International (ACPi)

325a The Depiction of Role Models through Films Related to Career among Students in Jakarta.

🕒 9:00 AM - 9:25 AM, Apr 19

Track 5

Career plays a significant role in fulfilling individual's economic, social, and psychological needs. During the career process, individuals are influenced by role models in line with their self-concept. Previous studies found role models through films are effective in helping individuals decide their career choices. This research aims to depict the

🔊 Speakers



Susan Mariata
Krida Wacana Christian University



William Gunawan
Krida Wacana Christian University

326a Understanding and Expectations of Career Counseling: Comparing Japanese and Chinese Students

🕒 9:00 AM - 9:25 AM, Apr 19

Track 6

International students in Japan struggle to receive job offers from Japanese companies. Few studies consider career counseling using a multicultural lens in Japan. This study surveyed Japanese and Chinese students who have received job offers from Japanese major corporates regarding their expectations for the career counseling. The Japanese student possessed

🔊 Speaker



Rie Takanuma
Kanazawa University, Japan

9:25 AM

325b Career Adaptability, Perceived Social Support and Resilience Among Public University Students in Malaysia: A Preliminary Study

🕒 9:25 AM - 9:50 AM, Apr 19

Track 5

This study was to examine the relationships among career adaptability, perceived social support and resilience among public university students in Malaysia (N = 943). Career adaptability was positively and significantly correlated with perceived social support. Resilience was found to be significantly associated with career adaptability and perceived social support.

🔊 Speakers



Divyashine Asok Kumar
Faculty of Education, University of Malaya



Poh Li Lau
Faculty of Education, University of Malaya



Siok Ping Voon
Universiti Malaysia Sarawak (UNIMAS), Malaysia

9:50 AM

330 Musical Break

🕒 9:50 AM - 10:00 AM, Apr 19

Track 1

10:00 AM

331 Realizing Happenstance Learning Theory in Career Coaching Practice: Seeing the Invisible

🕒 10:00 AM - 10:50 AM, Apr 19

Track 1

We look at how Career Development Theories are useful in the design and enactment of the career education curriculum and career coaching offered to student-clients at the university. The coach-client relationship in career development consultation involves a revelation of interests and values on top of skills remediation or gap identification

👤 Speakers



Jeffrey Thng

Senior Manager | Trainer (Career Education, Centre for Career Readiness)
Singapore Institute of Technology



Boon Yong Kwok

Singapore Institute of Technology



Gin Yong Ong

Singapore Institute of Technology

332 Integrating Life Skills into Career Counselling Curricula In Qatari K-12 Education

🕒 10:00 AM - 10:50 AM, Apr 19

Track 2

In today's fast-moving knowledge economy and automated labor market and in a constantly changing environment, having life skills integrated in the school curriculum is an essential part for students to be able to meet the challenges of everyday life and be more prepared for their future. The dramatic changes globally

👤 Speaker



Fady Riad Allaham

Ministry of education and higher education

333 Utilizing Undergraduates' Career Concerns to Create Self-Help Materials

🕒 10:00 AM - 10:50 AM, Apr 19

Track 3

This presentation will show a systematic approach to address common career concerns among university students and how to use their voices in our practice, especially in a university setting. By categorizing expressions or statements from university students, we have developed a series of Resource Guide Handouts, that serve as self-help tools.

👤 Speaker



Sungsik Ahn

Assistant Professor
Keimyung University

334 Unlocking the Mystery of Career Services: Reinvent and Define

🕒 10:00 AM - 10:50 AM, Apr 19

Track 4

“What is the one term that reflects your work and how would you define it?” Reflecting on this question leads you to revisit your role and truly take ownership of it. In this facilitated session, we will work together to reinvent the reputation of career services by reflecting on our

🗣️ Speaker



Hoda Kilani
Right Career Fit

336a Differences in Career Indecision between Freshmen and Final Year Student in Indonesia

🕒 10:00 AM - 10:25 AM, Apr 19

Track 6

Career decision making is a stage of development experienced by students (Herlovina, 2023). However, students are often unable to determine the career they want or experience career indecision. Career Indecision is an individual's inability to decide on the desired career (Gati, 1986). Freshmen students are in the transition phase from

🗣️ Speakers



Jacqualien Nikijuluw
Krida Wacana Christian University



William Gunawan
Krida Wacana Christian University

335 Navigating the Evolving Workplace: Bridging Generational Gaps

🕒 10:00 AM - 10:50 AM, Apr 19

Track 5

This dynamic exploration of the ever-changing professional landscape explores a vibrant intersection where different generations converge, bringing their unique experiences and perspectives to create a workplace mosaic that thrives on diversity. Join us for an engaging discussion that goes beyond mere understanding to celebrate the strengths of each generation. We'll delve into the art of effective communication, embracing innovation, and cultivating a workplace culture that's not just adaptable but downright exhilarating. Expect practical insights, lively anecdotes, and a few surprising revelations that will leave you inspired to contribute to a workplace that's not just evolving but evolving brilliantly.

🗣️ Speaker



Charlotte George

10:25 AM

336b Relationship between Career Decision Making Self-Efficacy and Career Adaptability of Emerging Adulthood in DKI Jakarta

🕒 10:25 AM - 10:50 AM, Apr 19

Track 6

The Fourth Industrial Revolution introduced heightened challenges and complexities in career decision-making for individuals. With an estimated 83 million jobs worldwide predicted to be lost in the next five years by the World Economic Forum (WEF), the dynamic landscape of technological advancements simultaneously creates new professional opportunities (Setiadi, 2023). Notably,

📣 Speakers



Birgitta Diaz

Krida Wacana Christian University



William Gunawan

Krida Wacana Christian University

10:50 AM

340 Musical Break

🕒 10:50 AM - 11:00 AM, Apr 19

[Track 1](#)

11:00 AM

341 - 343 Special Topics/Committee Meetings

🕒 11:00 AM - 11:50 AM, Apr 19

[Track 2](#)

[Track 1](#)

[Track 3](#)

Sat, Apr 20, 2024

Sun, Apr 21, 2024

Mon, Apr 22, 2024

Tue, Apr 23, 2024

Wed, Apr 24, 2024

8:00 AM

411 Human-centric Career Design: A Devotion to Worker Welfare through Career Development

🕒 8:00 AM - 11:00 AM, Apr 24

[Track 1](#)

Reinventing career development for the 21st Century requires career development professionals (CDPs) to change our own behaviors. As helping professionals, we witness clients struggle every day to change their behaviors and learn new skills. Theories, models, and frameworks that are based on evidence help us improve our effectiveness with clients. This Professional Development Institute (PDI) will provide you with a framework to change your own behavior and make strategic shifts in your current career development and education practice.

This practice-based PDI will allow CDPs to enact the four shifts to be outlined in my keynote address. Specifically:

1. Participants will explore ideas about worker welfare including the impact of career development on our biological, psychological, and social functioning as components of human-centric career design.
2. We will “workshop” four shifts.
 - a. Workshopping is a theatre technique that uses intensive group discussion and improvisation to explore aspects of a theatre production, for example a scene in a play.
 - b. In this PDI, our “workshopping” will include instructor demonstration, group discussion, case examples, and participant practice and feedback in a positive and encouraging setting.
 - c. Four approaches will be “workshopped” including ways to shift tasks, time, culture, and skills within our career development and education practice.
 - d. This workshop session will be a positive, safe, and collaborative environment for learning in your own way, on your own terms. Participants do not need to demonstrate in front of others during this process, although some opportunities to do so may arise. These will be voluntary.
3. Culminating activity will help participants remember their learning and feel more connected to one another. Opportunity for follow-up with the instructor and an online community of support will be offered to all who attend.

👤 Speaker



Brian Hutchison
Walden University

Thu, Apr 25, 2024

8:00 AM

511 Welcome to Trivandrum

🕒 8:00 AM - 8:20 AM, Apr 25

Track 1

APCDA President Dr. Serene Lin-Stephens and our host, Lifology, welcome us to Trivandrum and introduce the first keynote speaker.

👤 Speakers



Serene Lin-Stephens
President
Asia Pacific Career Development Association



Rahul Nair
Lifology

8:20 AM

521 Reinventing Career Development for the 21st Century

🕒 8:20 AM - 9:20 AM, Apr 25

Track 1

The world of work has changed in recent years and workers' expectations have evolved accordingly. Knowledge of work's impact on our biology, psychology, and social functioning has deepened significantly in the past three decades, yet the day-to-day practice of career development looks very much as it did 30 years ago. While technology has changed the tools of career practice, our perspective on the work of career development remains largely the same.

What would a paradigm shift in your career development practice look like?

Join me for this keynote address focused on reinventing your current career development practice for the 21st Century. Reinvention requires a paradigm shift towards more human-centric career design approaches described here by four fundamental shifts in your work. I will describe the following: task shifts, time shifts, culture shifts, and skill shifts. Reinventing our practice along these four dimensions allows us to impact worker welfare, and take an affirmative human-centric approach. I believe you will leave feeling enthused about the future of your work as a career development professional.

🔊 Speaker



Brian Hutchison
Walden University

9:20 AM

522 Coffee Break

🕒 9:20 AM - 9:40 AM, Apr 25

9:40 AM

531 Awards Ceremony

🕒 9:40 AM - 10:00 AM, Apr 25

Track 1

Introduction of Award winners and Scholars.

🔊 Speaker



Serene Lin-Stephens
President
Asia Pacific Career Development Association

10:00 AM

541 Supporting Young People to Find Success within a Constantly Changing Industrial Landscape

🕒 10:00 AM - 11:00 AM, Apr 25

Track 1

In a world that is constantly evolving and changing, how can educators adequately prepare their students for the rigors that lie ahead of them? With the rapid development of ChatGPT, AI and machine learning, do our education systems need to change from teaching the knowledge and skills to answer the questions, to knowing how to ask the questions? This is not a talk about technology, and predictions for the future. In his address, Mr. Tompkins will look at how we prepare young people of today to consider opportunities that will face them in their future.

🔊 Speaker



Matthew Tompkins
GEMS Education

11:00 AM

551 Strengthening Theory-Practice Connections: What Now and What Next?

🕒 11:00 AM - 12:00 PM, Apr 25

Track 1

How do you make selections about which career theory or model to use? Which theories and models will support the transition and transformation into Industry 5.0? As the world around us changes, we need theories and models that support us to work with people who are leading the way and with individuals who may be more challenged about changes in the world of work. In this session, we will emphasize how you can strengthen theory-practice connections, for your clients and for your ongoing learning. We will introduce a new tool to support practitioners to reflect about what they do, why they do it, and how they apply ideas to support their clients, now and into their futures.

👤 Speakers



Nancy Arthur
University Of South Australia



Mary McMahon
The University of Queensland



Roberta Borgen
President
Life Strategies Ltd.

Fri, Apr 26, 2024

8:00 AM

611 Wired to Resist: The Neuroscience of Change

🕒 8:00 AM - 9:00 AM, Apr 26

Track 1

Nearly three-quarters of employees say the pace of change at work has increased, driving stress and attrition. Recent findings in neuroscience reveal surprising new information about how humans respond to change, giving us clear strategies for enhancing adaptability.

Change occurs in a myriad of ways from shifting technology to reorganizing functions to seeking new customers and operating globally. Career development is filled with change, both planned and unexpected. While workplace change is common, it activates the survival systems in the brain, driving resistance and fatigue.

Career development professionals are change facilitators. Leave this interactive session with strategies to boost the adaptability and resilience of people and organization.

👤 Speaker



Britt Andreatta
Brain Aware Training

9:00 AM

612 Unveiling the Hidden Barrier: Interpersonal Shame and International Student Success

🕒 9:00 AM - 9:20 AM, Apr 26

📍 2

Track 2

Interpersonal shame refers to the experience of negative evaluation through the eyes of others and is a pervasive barrier for international students entering the workforce of their host country. There needs to be more understanding of how interpersonal sh

🗣️ Speakers



Gelareh Papaei
University of Victoria



Jon Woodend
University of Victoria

9:20 AM

621 Shaping Futures: A Roadmap for Transformative and Inclusive Career Guidance in India

🕒 9:20 AM - 11:00 AM, Apr 26

Track 1

In the Indian context, career services face significant challenges, characterized by tokenistic and fragmented approaches, predominantly benefiting urban, privileged, and tech-savvy individuals aspiring to join formal labor markets. The past decade has witnessed a renewed interest in career guidance within policymaking, but substantial obstacles persist. This panel brings together prominent voices from the realm of career research, curriculum development, career education, capacity building, policy making, and service delivery and institutionalization. Our discussion seeks to fortify the foundations of policy, research, and practice in career guidance in the Indian context. The ensuing question-answer session aims to foster dialogue, shaping a more inclusive and effective career guidance landscape for all in India.

🗣️ Speaker



Sachin Kumar
Government Degree College, Shahpur

11:00 AM

641 Closing Ceremony

🕒 11:00 AM - 11:30 AM, Apr 26

Track 1

Contest winners will be announced, concepts gained from the conference will be summarized, and the audience will share their learnings from the conference. Bring paper and drawing materials.

🗣️ Speaker



Serene Lin-Stephens
President
Asia Pacific Career Development Association

Sat, Apr 27, 2024

8:00 AM

711 The Science of Leading Others Through Change

🕒 8:00 AM - 11:00 AM, Apr 27

Track 1

Building on the keynote, this workshop will do a deep dive into strategies for successfully leading others through change. Change is a journey, not an event. Typical approaches to managing change don't take into account human biology and that we are wired to resist change. But once you understand the four brain structures activated by change, you can intentionally mitigate their effects, increasing people's adaptability and resilience.

People are motivated for change based on how much choice they have and whether they want or desire the change. Learn to assess people's motivation for any specific change and gain important insight about the skills needed to move them forward.

In this highly engaging workshop, you'll gain several proven tools for helping people navigate the ups and downs of change especially as they relate to career development. Participants will get a free copy of the newly revised book, *Wired to Resist*, publishing in May 2024.

 **Speaker**



Britt Andreatta

Brain Aware Training