

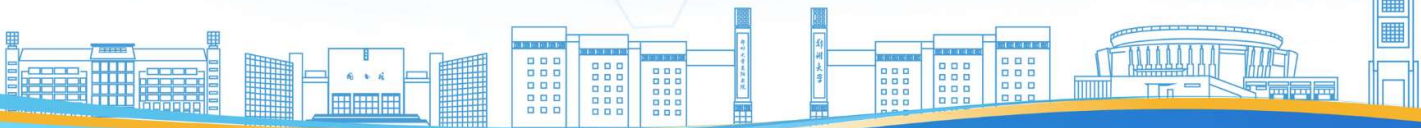


Embracing the Future

Through Leadership, AI, and Career Design

引领未来：AI，领导力与生涯设计

Zhengzhou, China



Embracing the Future: Leadership, AI, and Career Design



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Table of Contents

About APCDA	2
Monday, May 12.....	3
Wednesday, May 14.....	15
Friday, May 16.....	27
Friday, May 23.....	40
Saturday, May 24.....	40
Sunday, May 25	48
Monday, May 26.....	49
Tuesday, May 27	50
Thank You from APCDA.....	51

About APCDA

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

Mission:

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

Activities:

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

History



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

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

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

The following countries are considered to be part of our service area: **Australia, Azerbaijan, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, Canada, China** (including **Hong Kong** and **Macau**), Cook Islands, Fiji, **India, Indonesia, Japan, Kazakhstan, Kiribati, Korea, Laos, Malaysia, Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar, Nauru, Nepal, New Zealand, Pakistan, Palau, Papua New Guinea, Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Taiwan, Thailand, Timor-Leste, Tonga, Tuvalu, USA**(including **Guam**), Vanuatu, and **Vietnam**. Countries/Areas currently represented on our Country Council are shown in bold.

Monday, May 12

Time	Session	Description
9:00 am	101a	<p>Orientation by Grace Koamesah</p> <p>Learn more about the conference software, how to find presentations, and how to network with others during this event.</p> <div data-bbox="443 373 659 590" data-label="Image"> </div> <p>Grace Koamesah, APCDA Administrative Assistant, graduated from Universitas Ciputra Surabaya, Indonesia with a degree in Psychology. She coordinated the 2022 APCDA Conference as an intern, then joined the staff of APCDA. She has worked as a teaching assistant in Quantitative Research Met.</p>
9:30 am	101b	<p>Opening Ceremony with Allan Gatenby</p> <p>APCDA President Mr. Allan Gatenby welcomes us to the conference and explains how the conference works.</p> <div data-bbox="448 772 631 989" data-label="Image"> </div> <p>Allan Gatenby, FRIEdr FRIM CMF JP, APCDA President, is recognized as a global thought leader in education, career development and organizational development. His leadership is strategic, human-centered, embraces technology, abundance mentality, design thinking and inclusive and collaborative, ethical decision making. Mr. Gatenby is a Principal of Australian Institute of Education & Learning, a Principal of Associated Career Professionals International & OneGroup Leadership, and Chairman of the Board of Governors of the Institute of Career Certification International. His work has influenced leadership across Asia Pacific, India and UAE where he has worked closely with the Asian Institute of Management, Abu Dhabi Ministry of Police, UNDP, the Organization Development Practitioners Network. He is a Fellow of the Royal Institute of Educators, Royal Institute of Management and a Career Management Fellow.</p>
10:00 am	111	<p>The Interconnection of Career Development and Mental Health by Carolyn D. Jones</p> <p>The interconnection of career development and mental health counseling is important because at every stage of one's life, there are a new set of challenges. For some, this progression includes the added challenge of mental health concerns uniquely experienced by individuals at mild to moderate and unfortunately severe levels of distress. Learning the skills needed to overcome these challenges is crucial for progressing to the next level of a chosen career path. And it is an ethical responsibility as practitioners and therapists that through collaboration those we serve experience better career choices, sense of well-being and success.</p> <div data-bbox="459 1566 643 1785" data-label="Image"> </div> <p>Carolyn D. Jones is the Chief Career Services Officer of Jones Psychological Health and Career Services and the 2023-2024 President of the National Career Development Association (NCDA). She assists her clients in her private practice with career development strategies and life management. She has an extensive professional background as a Career Center Executive Director responsible for career development services and experiential education programs. Carolyn holds a master's degree in educational psychology, is an adept MBTI practitioner and has earned the NCDA Certified Master of Career Services (CMCS) and Certified Career Services Provider (CCSP) credentials.</p>
10:00 am	112a	<p>Building an Online Community of Practice for Career Guidance Practitioners in</p>

Are you engaged in student career development in higher education? Curious about how a structured Community of Practice (CoP) can enhance your professional growth while creating shared resources that benefit both clients and fellow practitioners? This presentation analyzes an online CoP initiative designed for career guidance practitioners in a higher education setting, which I facilitated for over two years. I will share how collaborative insights derived from this CoP were documented and disseminated as practical tools and resources, including case studies and a self-checklist for students preparing for job interviews, thereby extending the impact of this CoP beyond its membership.



Dr. Sachiko Morita is an Associate Professor at the School of Data Science and Management and serves as the Deputy Director of the Career Center at Utsunomiya University in Japan. With a decade of experience in the IT industry as a systems engineer and in HR management, she also has ten years of faculty experience from multiple universities. Her primary expertise lies in human resource management, with recent research focusing on developing career development models through Communities of Practice (CoP), enhancing the professional growth of career guidance practitioners, and examining the role of ICT and AI in career guidance.

10:25 am 112b

Preparing for the Future: Exploring Employability and Entrepreneurship Antecedents of Uni Students by William Gunawan, Missiliana Riasnugrahani and Teddy Indra Budiwan

This study explores the factors influencing employability and entrepreneurial intentions among university students in Java. Employing quantitative research methods, we collected data from 1,500 students across multiple institutions. A confirmatory factor analysis (CFA) was conducted to validate the proposed theoretical model, which integrates key antecedents such as personal competencies, educational background, and environmental support. The findings demonstrate significant relationships between these variables and both employability and entrepreneurship outcomes. Keywords: employability, entrepreneurship, students, antecedent



William Gunawan, Ph.D., CLC is the Dean and Assistant Professor of the Faculty of Psychology at Universitas Kristen Krida Wacana, Indonesia. He is a senior lecturer, researcher, trainer, and certified coach in the higher education industry with more than 15 years of experience. Dr. Gunawan is a highly skilled research professional with a master's degree in educational psychology from the University of Indonesia, and a Doctorate focus on Career Development from Griffith University, Australia. He is also the Indonesia Country Director of Asia Pacific Career Development Association (APCDA).

Missiliana Riasnugrahani, EdD, is an Assistant Professor of the Faculty of Psychology at Universitas Kristen Maranatha, Indonesia. She is a senior lecturer and researcher in the higher education industry with more than 20 years of experience. Dr. Riasnugrahani is a highly skilled research professional with a master's and doctorate in educational psychology from the University of Indonesia.



Teddy Budiwan is a lecturer from the Faculty of Economics at Bina Nusantara University, Indonesia. He is a senior lecturer and researcher in the higher education industry with more than 15 years of experience. Teddy is a highly skilled research professional with a master's degree from the University of Indonesia and acting as Director of the Indonesia Career Center Network (ICCN).

10:00 am 113

The Ultimate School Counselor Career Toolkit: Resources for a Dynamic Career Planning Program by Dr. Allison Paolini, Dr. Diane Mandina, Dr. Heather Zeng and Dr. Barbara Cooper

According to the World Economic Forum's Future of Jobs Report (2023), the global labor market is constantly being reshaped by economic, health, and geopolitical volatility. This changing and ambiguous environment can challenge students' developmental and social navigation. School counselors play a pivotal role, their guidance being crucial in helping students navigate the complexities of transitioning from school to work. It's essential for school counselors to adapt to these changes and equip themselves with various resources. This session will provide a 'toolkit' enabling them to effectively support students in their life and career transitions in a global environment.



Dr. Paolini is the program director for the School Counseling program at A-STATE University. She has written and presented widely on critical incidents in schools and risk assessment of school violence. Her main areas of research interest include social emotional learning and its impact on reducing gun violence, the impact of social emotional learning on college and career readiness, social emotional learning and its impact on amplifying academic performance and student wellness, as

well as best practices for mitigating bullying and substance abuse amongst students.

Dr. Diane Mandina is an Assistant Professor at A-STATE who has worked as a counselor in the field with youth and families.



Dr. Heather Zeng has experience in career development counseling, career education policy at the State level, and assessment training/implementation for the 4th largest school district in the U.S. She is an instructor and tireless student advocate in the area of counseling and career development. She has written on topics of international human resource development, ethical and legal issues in coaching, counseling and technology, online collaboration, workplace bullying, and

job promotion. She has found in her work the vital question not is "What do you do?" rather "Who are you?" as central to helping clients (and students) in their career development.

Dr. Barbara Cooper has over twenty years of experience in the field of counseling including clinical mental health. She has presented and written on topics of the use of VR in counseling, Virtual wellness centers in schools, and innovative ideas in teaching in counselor education. She is the clinical coordinator for the School Counseling program at A -State.



10:00am 114

Think Globally Act Locally: Engaging Youth in SDG-driven Career Development by Dr. Elisabeth Montgomery, Leah Goforth Ward, Tam Nguyen and Candy Ho

As global challenges continue to unfold, equipping youth to make meaningful, locally impactful, SDG-driven career choices has become essential. Join us for an engaging workshop at the Asia Pacific Career Development Association (APCDA)

Conference, where career practitioners from diverse regions will share innovative strategies and locally adapted practices. Together, we'll explore ways to guide students in connecting with their communities and creating impact-driven, SDG-aligned career paths. Walk away with resources, tools, and actionable ideas for fostering globally conscious, locally engaged leaders.



Dr. Elisabeth Montgomery, APCDA President-Elect and President of Interlingua LLC, served ten years as Shenzhen Nanshan District's Senior Foreign Advisor and Foreign Principal on Internationalizing public-school curricula in collaboration with the South China University of Science and Technology (SUSTECH). She is a global career development facilitator known for her impactful contributions to career education from grade 1 through retirement. In the USA and China, she integrates the United Nations Sustainable Development Goals (SDGs) into educational frameworks. Dr. Montgomery holds advanced degrees in sociology from Fielding Graduate University, DePaul University, and Kent State University.

Leah Goforth Ward, Chairperson of The Canadian Gap Association, is a passionate advocate for the United Nations Sustainable Development Goals (UNSDGs). With over 20 years of experience in Employment and Educational Leadership, she collaborates through the United Nations Development for Careers and Leadership (UNDCL) Working Group to foster global impact. A 15yr Certified Career Development Practitioner and Executive Coach, Ms. Ward's career spans roles as an Employment Counsellor, Youth at Risk Outreach Facilitator, and School Trustee. She champions equity, sustainability, and youth empowerment, aligning career development with global challenges to build a brighter future where all Young people can THRIVE!!



Tam Nguyen is a Certified Career Coach and Systems Thinking Practitioner specializing in the intersection of business, social innovation, and career development. She is the founder of Empurpose, an organization dedicated to empowering individuals with too

Dr. Candy Ho is an international career development educator and scholar whose expertise is recognized globally through keynotes, consulting, and other engagements. Her insights have been featured in prestigious media outlets. She currently serves as Chancellor's Research Chair at Kwantlen Polytechnic University (KPU), while also teaching in KPU's Educational Studies department and in Douglas College's Career Development Practitioner Program. Candy is Past Chair of CERIC, a Canadian charitable organization that advances education and research in career counselling and career development, in order to increase the economic and social well-being of Canadians.



10:00am 115 Leading Resource Integration and Collaboration: For a Comprehensive Career Development Ecosystem *by Sin Matthew*

We explore the pioneering experiences and practices of building comprehensive career development ecosystems in Hong Kong, addressing fragmented resources across education, government, business, and society. By leading the field, utilizing technology and fostering cross-sector collaboration, our nonprofit alliance empowers individuals at all life stages. Key initiatives include resources integration, supporting different sectors, and dynamic partnerships with 600+ organizations. The innovative model bridges personal aspirations and societal needs, encourages

whole society participation and advancing vision of inclusivity and shared prosperity.



With over a decade of experience in career development, he is recognized as a Master Trainer of Career Development by the NCDA and holds a Master's degree in Positive Psychology in Education. **Matthew Sin** keeps delivering professional certified career development programs, training over 2,000 educators and students annually, and driving advancements in the field globally. He founded the Hong Kong Life Planning Association in 2016 and the Life Development Institute in 2020, fostering partnerships with over 600 entities across government, business, education, and social sectors. These alliances promote resource sharing and cross-border collaboration, advancing career development across Greater China and beyond.

10:00am 116a Career Practitioner's Conceptions of Artificial Intelligence in Career Development

by Jaana Kettunen

This presentation highlights the findings from a research study that explored how career practitioners conceive of AI in the context of career development. While experienced with technology generally, these practitioners exhibited varying levels of familiarity and comfort with AI specifically in career services. The primary objective was to describe their conceptions of AI and understand the range of ways they perceive its role, value, and purpose in career development. Such a description provides valuable insight into the different ways AI is thought of and may help identify the factors that are critical to its successful implementation in career services.



Dr. Jaana Kettunen is Professor and Vice-director of the Finnish Institute for Educational Research (FIER), at University of Jyväskylä. She is President of the International Association for Educational and Vocational Guidance (IAEVG). Her research revolves around career guidance practices, practitioner training, leadership and public policy development, with a special interest in the design and use of information and communication technology. Dr. Kettunen is research associate at the Florida State University's Center for the Study of Technology in Counseling and Career Development. She has been honored with the IAEVG-APCDA Academic Excellence Award as well as the NCDA International Career Practitioner Award.

10:25am 116b AI & RIASEC: Leveraging Modern Technology with Traditional Career Theory *by Paige McDonough and Joyce Tham*

Can AI understand Career Theory and effectively apply it in today's world? Kuder is headquartered in the US and has been providing quality, reliable and valid Career Assessments to Students and the Workforce. We researched the use of AI technology to apply Holland Rating for occupations in the changing world. We are also exploring the possibility of rating courses to align training needs with one's Holland Code. As counselors, we traditionally use a person's RIASEC profile to match them with compatible work environments. By using this approach to include professional development courses, we could streamline skill development and provide individuals with a roadmap to career success.



Paige McDonough, M. Ed, is the Senior Director of Career Development at Kuder, Inc., and cofounder of ICAD, Kuder's professional development division. She has extensive experience working in the US, Australia, and Qatar in the field of career development,

Joyce Tham is based in Singapore and has been taking care of the Singapore office operations including the nation-wide project with SSG - myskillsfuture since 2018. Aside to leading the Singapore operations, she also handles and guides Kuder Partners and clients all over Asia with their implementation of Kuder's products and services.



11:00am

121

Dr Julie Rosengren on becoming a Perfumer *by Dr Julie Rosengren*

Transitions are hard. This is why people seek out support from mentors and career professionals. When embarking on my own transition recently into perfumery, I tapped into the wealth of knowledge and experience gained from having helped hundreds of clients of the last couple of decades transition successfully in their careers. I also share my journey not only in sensory terms, but also in technological terms with the clever use of prompts in AI that I have used to upskill my knowledge in perfumery, create formulations in perfumery, and design a training program to teach others about perfumery.



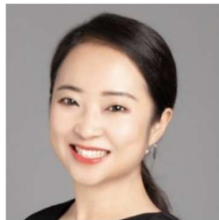
Dr Julie Rosengren is a transition specialist with 30 plus year experience helping individuals, groups, families and organizations navigate transitions successfully. Transitions include not only ones relating to careers, but also family, culture and work. Dr Julie has always had an acute sense of smell and has used scent throughout her career to help clients emotionally with their transitions. This has led to her becoming a perfumer.

11:00 am

122

Preparing for Tomorrow: University Career Centers in the Age of Artificial Intelligence *by Hao Guo*

As organizations adopt AI technologies to enhance efficiency and foster innovation, it is essential for universities and career centers to take a proactive role in preparing students for this shifting paradigm. University career centers are positioned at the intersection of education and the workforce. Their mission extends beyond assisting students in securing internships and jobs; they must foster an understanding of the emerging skills that AI demands. This presentation will delve into the essential AI competencies that college students must develop to remain competitive in the job market. We will explore the roles of career center professionals in guiding students through this transformative period.



Hao Guo is a career development professional with over a decade of experience in cultivating employer relationships and enhancing career education at NYU Shanghai. As the Director of the Center for Career Development, she spearheads strategic initiatives to expand global opportunities while aligning with the academic and professional development needs of both undergraduate and graduate students. Her collaborative approach builds strong partnerships across university departments and with external organizations. Hao holds a master's degree in Comparative Education from East China Normal University, equipping her with a unique perspective on career development in diverse educational contexts.

11:00 am

123

Embrace your Whakapapa (Genealogy), Navigate your Future! *by Lillian Vimahi*

The careers of our ancestors remind our students who they descend from and how equally talented they are to those who walked before them. Our program helps navigate the journey for Mauri & Pacific students in Aotearoa New Zealand with the focus on cultural identity, building confidence, and understanding the value that their unique story can hold. Transitioning into a professional space where the importance of indigenous voices and knowledge

is needed, is the hope students will step up as future leaders to represent their culture, their community and their confidence.



Lillian Vimahi is a Pacific Career Development & Employability Consultant at The University of Auckland with over 12 years' experience working in Higher Education. Born and raised kiwi in New Zealand, Lillian has a Pacific Island background of Tongan and Samoan descent. She gained her undergraduate qualification in Hawaii, served a voluntary church mission in the Philippines and completed her Masters in Career Development at Auckland University

of Technology. Ms. Vimahi also serves as a voluntary Youth church teacher applying her knowledge and skills with religion beliefs helping make career decisions.

11:00 am 124

Skills and Top Tips to Make Events and Activities More Accessible; A Deaf perspective by Ruth McAteer

Join this session to learn how to make your events accessible to everyone, with a focus on the Deaf community. Whether you are a career leader organizing networking events or student career and higher education fairs, this talk aims to give you the skills to enhance inclusivity. If you're involved in event planning and want to ensure greater inclusivity, this session is for you. Sharing insights from my experiences as a Deaf CDP, attendees will explore skills needed and tips for promoting inclusion and combating ableism, creating a welcoming environment for all.



Ruth McAteer has nearly 10 years of experience in Higher Education and Careers. She is dedicated to providing bespoke, innovative, and global careers and HE guidance to high school students. She enjoys designing and implementing comprehensive and progressive curriculums content that draws on best practices from different countries and regions, catering to diverse student needs and aspirations. As a member of the Deaf community, she is passionate about putting inclusion at the center and

empowering all students to explore their potential and achieve their goals in a rapidly changing world.

11:00 am 125

Using Flow Experience to Identify your Core Strengths - How to use SkillsDNA Card Sort to help clients to find their natural skills by Zicheng Dai

"Flow" is one of the core concepts of positive psychology. It tells us what work functions will be most productive and time efficient. SkillsDNA offers a shortcut to identify and apply your flow experience to career development. Reviewing your life experiences, we are able to filter your most uplifting and impassioned experiences. By identifying the skills you used in flow experiences, we are able to construct skill teams that describe the work functions comprising your competitive strengths and advantages. Unlike other strength finder assessments in market, SkillsDNA is a deeper and easy-to-operate tool to help clients find their strengths. This workshop's aim is to demonstrate how it actually works.



Zicheng Dai is a 12-Year Disciple of Dr Brian Schwartz. He has 10 years of Counseling Experience in Career & Team Development, is an Advocate of Career and Life Design Counseling Practice, Board of Governors, He is ICCI and certified Career Management Fellow, an entrepreneur with more than 10 years' experience in Multi-cultural management. He has trained more than 400 Career Counselors, is fluent in English, and a member of APA, ICCI, and APCDA.

11:00 am 126a

Understanding Clients' Concerns First for Effective Career Interventions by Sungsik

This presentation introduces the newly developed Career Concern Scale (CCS) for university students and shares findings from recent research. Understanding the general and specific career concerns of university students is essential for career professionals supporting this population. The CCS identifies various types of career concerns expressed by university students. By providing a framework for assessing and categorizing career concerns, the CCS serves as a valuable tool for both practitioners and researchers. This presentation will discuss the development process of the CCS, its psychometric properties, and the implications of its findings for career counseling practice and research.



Sungsik Ahn is an assistant professor at Keimyung University, South Korea. He is a Certified Career Service Provider (CCSP), Global Career Development Facilitator (GCDF), and Facilitating Career Development (FCD) Instructor. He previously worked for a university career center for 12 years and received the Minister's Award for his excellent services. His professional and research interest includes developing career centers, training career development practitioners, and evaluating counseling and programs. He was the South Korea Country Representative of APCDA and is currently the President-elect of the Career Development Association of Korea.

11:25 am 126b

Research on Creating New-Quality Productivity by Integrating Savickas' Career Construction and Gallup's Talent Advantage *by Bin Jia*

Through the integration of Savickas' career construction and Gallup's talent advantage, this paper explores career development in the new era! The career construction theory emerges as the times require. While inheriting the theories of Super and others, Savickas has elevated it to a newer level. The research of Gallup's talent advantage theory has found that exerting advantages can achieve extraordinary achievements. The combination of Savickas career construction theory and Gallup's talent advantage theory can build new quality productivity. By identifying talent advantages, individuals can be helped to clarify career development direction and goals, improve career competitiveness and quality of life.



Bin Jia has a professional background and practical experience in Career Development, human resource management, strategy, and international project management. He has strong responsibility, leadership, and communication capabilities. His experience includes Partner and Vice General Manager of Smile (Beijing) Management Consulting Co. Ltd., Human Resources Vice President in the World Fortune 500, Council member of China-Europe Cedar Education Foundation, Global CDA Certified by NCD, Global Coach Certified for Talent Advantage by Gallup, and Global PMP Certified for Project Management by PMI

12:00 pm 131

Working in Third Space: Towards Developing Sustainable Careers in Higher Education *by Dr. Natalia Veles and Dr Kohei Takagi*

The concept and framework of sustainable careers is one of the theoretical and practical contributions to the sustainability paradigm in career development. This framework was used to research sustainable career perceptions of third space professionals - the university staff who work across academic and professional domains - in two universities in Australia and Japan. The preliminary findings inform the recommendations for the career development of this group of university workers and prepare the foundation for the second, large-scale and intercultural research of dimensions and predictors of university staff sustainable careers.



Dr Natalia Veles is a higher education researcher, educator and leader of Career Development at James Cook University (JCU), Australia, with research and doctoral student supervision at the University of Southern Queensland. Her academic background is in applied linguistics, organizational and cultural sociology, cultural psychology, and career development with a PhD in the field of higher education research. She has a particular interest in how the institution of work provides for

sustainable careers of integrated professionals, university staff careers and career trajectories. Natalia's current research focus is on university third space professionals' identities and sustainable careers.

Dr. Kohei Takagi is an Associate Professor of Higher Education at Kanto Gakuin University, Japan. Dr. Takagi has extensive experience in university administration, especially in educational management and international education. His current roles encompass faculty development, higher education policy research, and curriculum development in career education and social engagement programs. His research focuses on (1) the perception of public goods and its implications in higher education policies in Japan, (2) the evolving relationship of faculty members and social engagement missions, and (3) the ways in which professional identities and realities are shifting within universities, particularly in the third space.

12:00 pm 132

From Campus to Community: Integrating Social Impact into College Student Career Development *by Yuwei Gu*

This presentation equips career professionals with strategies to design career education content that fosters social good, preparing students to address global and local challenges. It introduces a career education framework drawing on NYU Shanghai case studies, informed by Constructivist Learning Theory and Life Design Theory, featuring programs that span early-stage exploration to hands-on community contributions. Examples include creative employer partnerships and grants supporting global internships. Attendees will gain actionable insights to develop initiatives that empower students to align professional success with social impact.



Yuwei Gu is a career professional at NYU Shanghai, with over 10 years of expertise in career coaching and education. She has supported college students from more than 50 countries, partnering with industry professionals, alumni, faculty, and staff to design impactful career initiatives and deliver personalized coaching that fosters student development. Her expertise encompasses career exploration, industry research, storytelling, and creating tailored career strategies. Specializing in career program development, operational excellence, and fostering meaningful connections, she empowers students to pursue purposeful and impactful careers.

12:00 pm 133

A Comprehensive Approach to Career Development for Vietnamese School Students through Career Camps *by Ms. Hang Le*

This presentation explores a practical approach to help Vietnamese school students prepare for their future career. We delve into the design and implementation of Career Camps that provide students with experiential learning experiences from understanding the self to major and career exploration, and skills development. Through a series of activities in six consecutive days including in-class workshops, workplace tours, school tours, talk shows and consultation sessions, participants developed better self-awareness, became more interested in exploring the world of work, gained better understanding about various occupations and career paths, and developed actionable plans to achieve their goals.



Hang Le, Head of the Career Coaching and Personal Development Division, Training & Communication Vietnam Joint Stock Company (T&C Vietnam), designs and delivers career guidance workshops for students, teachers and parents in and outside Vietnam. she is also a personal development facilitator and youth development consultant specialized in employability skills, leadership skills, global citizenship, and community youth development, and a visiting lecturer at Swinburne Vietnam

Alliance Program. Ms. Le initiated Bamboo Cluster Group Career Coaching Program for working professionals, JobLab to provide employability skills for college students and early-career professionals, and the Blue Kite Career Education Project for high school students.

12:00 pm 134

AI-Powered Career Counseling: Analyze, Plan, and Guide with ChatGPT and Canva
by *Le Tuan Anh*

Elevate your career counseling practice with the power of AI! In this hands-on workshop, discover how to use ChatGPT for analyzing client backgrounds, creating detailed case notes, and generating tailored career strategies. Then, harness Canva's Magic Write to design visually engaging career guides and resources. This interactive session combines live demos and practice exercises, ensuring counselors gain creative and practical skills to deliver personalized, impactful guidance while saving time and effort.



Anh Tuan Le is a seasoned career development professional with over 10 years of experience guiding individuals through career transitions and skill enhancement. He has successfully supported more than 1,000 clients in achieving their professional goals through personalized career planning and strategic advice. Anh Tuan specializes in leveraging AI tools to streamline career assessments and tailor guidance to diverse needs. With a strong focus on fostering adaptability and growth, he has collaborated with

leading organizations and institutions, contributing to impactful career outcomes in an ever-evolving job market.

12:00 pm 135a

Who Am I in Whose Eyes? A Narrative Inquiry into Medical Students' Career Development in Taiwan by *Li Yichun*

This research is part of a six-year longitudinal study examining the professional identity formation process of young physicians, exploring through self-narrative methods how medical students have become who they are today. Students entering medical schools after high school have almost invariably been consistent academic achievers since childhood, thus reflecting a singular value orientation that emphasizes individual capability measured through academic performance. This study analyzes personal narrative texts of 150 junior medical students, capturing career events, emotional experiences, and recurring patterns to reconstruct their career development pathways and form reflective critical interpretations and narrative identities.



Dr. Li Yichun serves as a university professor, Christian Pastor, psychologist, and holistic healthcare practitioner for those with rare diseases. His interdisciplinary life journey mirrors his core identity: ever mindful that professional expertise must never become a hollow mantle of prestige, but rather manifest as an unwavering commitment to stand with those in need through tangible action.

12:25 pm 135b

How to Help College Graduates Conquering Irrational Believes in Hunting Job --- The Application of REBT in Career Counseling by *Junlin Chen*

Given the situation stated above, Rational Motivational Behavior Therapy (REBT) would be an effective method for helping these students who hold irrational thinking in hunting for a job. REBT emphasizes the irrational thinking's impact on emotion and behavior. We will first introduce the principle and method of REBT, then elaborate with a case where the author used the REBT to help a senior student conquer his irrational thinking on pursuing a master degree and found an appropriate job according to his own personality and major.



Junlin CHEN, National Certified Counselor, NCC, USA, earned his bachelor and first master degree from Anhui University in China majoring in Biological Science and earned his second master degree from Colorado State University in USA majoring in Counseling and Career Development. He worked in Anhui University as a student affair coordinator for five years. Now, he is the Director of the Career Center of Qingdao City University in China. He is good at career counseling and guidance using a variety of theories and methods. His helping philosophy is believing everyone has the ability to become themselves. He holds a series of certificates, including NCC, China's level 2 Psychological Counselor, and China's Career Planning Counselor.

12:00 pm 136a

Can You Switch Off After Work?: The Detrimental Effects of Repetitive Thinking and collectivism *by Tomoko Adachi*

Advancements in communication technology, such as constant connectivity and the rise of remote work, have enabled flexible work arrangements. These developments have blurred the boundaries between work and personal life, making it challenging to transition between the two roles. This study explored the impact of the inability to switch off on work-to-family and family-to-work conflict. The study also focused on collectivism, a cultural orientation emphasizing group harmony and interdependence. It is essential to provide not only physical support but also mindfulness training and strategies for boundary setting, to help individuals mentally separate work and family roles.

Dr. Tomoko Adachi is a Professor of Psychology at Waseda University, Japan. Her research focuses on career development and support, especially the adoption of psychological concepts such as self-efficacy, stereotypes, and work-family conflict. She is a licensed industrial counselor and career consultant and is committed to both research and practice. She published a collection of modules to apply career theories in practice and disseminate them for use in career choice support in the field. She is passionate about promoting diversity in the workplace and related research, especially gender equality.

12:25 pm 136b

The Effect of Role Balance on Career Calling and Life Satisfaction Among Female Counselors: Does Single or Married Make a Difference? *by Siok Ping, Voon and Poh Li, Lau*

The study investigated the relationship between career calling, role balance, and life satisfaction among 334 female counselors in Malaysia. The results demonstrated a significant association between career calling and life satisfaction, with role balance as a significant mediator. Marital status was also found to be significantly and positively associated with career calling and role balance.



Voon Siok Ping, PhD, is a lecturer in the Psychology Program at the Faculty of Cognitive Science and Human Development, University Malaysia Sarawak. She earned her Bachelor of Psychology from HELP University, followed by a Master of Counselling and a PhD from the University of Malaya, Malaysia. Her research interests include positive psychology, mental health, vocational psychology, counselling and psychotherapy. She is also a registered and practicing counselor in Malaysia.

Poh Li Lau, PhD, APCD Journal Editor, is an Associate Professor in the Department of Educational Psychology and Counseling, Faculty of Education at the University of Malaya. She received her BA and PhD in Counseling from the University of Malaya, Malaysia. She completed a 2-year post-doctoral scholarship in Counseling Psychology at Indiana University Bloomington. Her research interests include career counseling, positive psychology, resilience and well-being, cross-cultural, online counselling and creativity in counseling. She is responsible for teaching and learning in undergrad and postgrad counseling programs. She is also a registered counselor in Malaysia.



13:00 pm 144

How can advocacy address social and systemic barriers that impede people's career development? *With Dr. Ma Leonila Vitug-Urrea*

Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.



Ma. Leonila "Nila" Urrea, PhD, APCDA Treasurer, was formerly the Guidance Director of the University of the East. She is a licensed teacher, guidance counselor, and psychometrician in the Philippines. Besides being a practicing school counselor and career coach, she is a mental health psychosocial support volunteer counselor to survivors of natural calamities. This led to her research interest and publication on human resilience and to her volunteer work as mental health psychosocial facilitator of PAP (Psychological Association of the Philippines) Katatagan online. She is also the corresponding secretary of the Association of Placement Practitioners of Colleges and Universities (APPCU).

13:00 pm 145

Career Chronicles: Mic On, Careers Unplugged. Speak Up and Shine *with Dr. Vandana Gambhir Chopra-*

An open mic session where professional, students, and experts share their personal career journeys -challenges they faced, turning points, and lessons that shaped their success. This session will not be recorded and you must be present to participate.



Vandana Gambhir Chopra, PhD, is Assistant Professor in the Department of Psychology, Keshav Mahavidyalaya, University of Delhi, and the Former Area Director of India for APCDA. She started her professional career as a medical physician, excelled and later received her doctorate in Psychology. Known as an expert in Psychometrics, Organizational Behavior, Human Resource Management and Vocational & Career Counseling, she helps corporations with their employee wellness and productivity through training and assessments. Her field of involvement in psychology research work spans across career competencies, personality, social psychology, competency mapping, positive psychology, and consumer behavior and geriatrics mental health.

13:00 pm 146

APCDA's International Collaboration Workgroup *with Sini Parampota and Arun Mittal*

Meet APCDA's new International Collaboration Workgroup. It intends to build strong, strategic alliances with global and regional organizations. These may include the International Labor Organization (ILO), UNESCO, the OECD, UNDP, APEC, and many others that are shaping education, workforce, and career development policies worldwide. Through these partnerships, APCDA aims to amplify our collective voice, influence regional and international policy, and bring

tangible benefits to our members and the communities we serve. Join this presentation to learn more about this new endeavor.



Effrosyni (Sini) Parampota, APCDA Secretary, is a distinguished international career development practitioner, researcher, and consultant with over 20 years of experience, she sits on several national and international technical committees and working groups on career guidance. Ms. Parampota is also NCDA's 2024 International Practitioner of the Year award recipient for her contributions in career counseling, research, and building a robust career development ecosystem in the State of Qatar. Through her


independent consulting, policy contributions, and pioneering initiatives, she actively advances global career development to support women, people with disabilities and practitioners in challenging environments.



Arun Mittal, Executive Director, is a management consultant with more than 20 years of experience in the education industry, where he has worked on Business Development, Strategic Planning, and New Market Development. In 2020, Arun established the National Program on Career Awareness (NPOCA), a social initiative to encourage career education in Indian schools. Over 900 schools and 80,000 Indian students are supported by the effort across Asia. Arun is an alumnus of

University of Delhi and the Indian Institute of Management in Calcutta.

Wednesday, May 14

Time	Session	Description
9:00 am	201	<p>How do you help clients identify their purpose, meaning, and motivations? <i>With Syed Hassan Abdullah</i></p> <p>Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.</p> <div>  <p>Syed Hassan Abdullah, is Associate Dean – Training and Development at ICBM-School of Business Excellence, Hyderabad, Certified Career Services Provider, Certified Soft Skills Trainer, has transformed 4000 lives through training, coaching, and teaching. He is an alumnus of Springfields School and holds a post-graduate degree in Social Work. Currently, he is pursuing a PhD in Management with a specialization in HR at IBS, Hyderabad. Previously, he worked as an HR Consultant in talent acquisition at PepsiCo India Holdings Pvt. Ltd.</p> </div>
9:00 am	202	<p>What is the Career Center Checklist Project? <i>With Dr. Vandana Gambhir Chopra</i></p> <p>The APCDA Career Services Competencies, a list of the many competencies that career development practitioners use in their work, has been very useful in helping our members assess their own competencies and identify those they wish to enhance. The Career Center Checklist aspires to be similar. We hope to list the many services that can be provided in a career center in higher education. This list can then inspire our members who work in a career center to develop new services or strengthen their services. Please attend this session if you work in a career center and think there might be additional services that you would like to offer.</p>

Dr. Vandana Gambhir Chopra is described above.

9:00 am 203 How do you adapt and flex the services you provide when your client shares their neurodivergent and/or psychological issues? *With Natalie Kauffman*

Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.



Natalie Kauffman, M.S., NCDACertified Career Counselor™, FCD-I, NCC, NCCC, GCDF-I, has been providing comprehensive career counseling, education & transition solutions to the global community for more than 35 years. Her digitally fluent and face-to-face experiences continually infuse the eight domains of wellness as well as *aequanimitas*. Her career development work has traversed business, government, education & NPO settings.

She is also an active member of the National Career Development Association Global Connections Committee. Ms. Kauffman's M.S. in Applied Behavioral Counseling with a Career Counseling concentration is from The Johns Hopkins University.

10:00 am 211 A Collaborative Initiative Involving Nursing Staff, the HR Department, and Career Consultants in the Kanebo Company in Japan *by Kunimitsu KUKI*

An increasing trend in mental health issues has been verbal power harassment by managerial staff (middle management). Nursing staff, occupational physicians, and the human resources department shared this issue. A proposal was made to senior management to conduct training aimed at achieving zero mental health issues among employees. A collaborative initiative involving nursing staff, the HR department, and career consultants was implemented. This initiative combined mental health training, anti-power harassment training, and communication training for management-level employees. As a result, the initiative contributed to a reduction in the number of employees experiencing mental health issues.



Kunimitsu KUKI has been a sales manager of Kanebo Cosmetics at Kyoto branch and Kobe branch, a sales and marketing manager for South East Asian countries of Kanebo Cosmetics stationed in Hong Kong, President of Kanebo Cosmetics Thailand, Manager of Kanebo Cosmetics International Division, Counselor at Kanebo Cosmetics sales company in Osaka, and Counselor of Kao group Customer Marketing Co., Ltd.

10:00 am 212 Application of participatory action research in developing a graduate career course *by Xinrui Xu*

This presentation shares an effort by the presenters' university where they are developing a graduate-level career course using participatory action research methods. The goal is to enable practitioners to transform their practical knowledge and expertise into research insights. The course is designed as an introduction to career topics. It allows students to incorporate career development awareness from the first semester of their graduate program so they can take advantage of other career services offered at the university.



Xinrui Xu is a lecturer (tenure-track) in the School of Education of Huazhong University of Science and Technology. Her research area lies in engineering students' career development, particularly college major choice and engineering competency. One of her professional aspirations is to integrate career education components into the discipline-based college education (i.e., engineering) and advance the quality of education. She has also been a practicing career counselor for

10 years. She also worked at the Purdue University Center for Career Opportunities in the USA and served on the NCDACertified Career Counselor International Student Service Committee.

10:00 am 213 The Power of Possibility: Enabling increased efficacy in face of increasing despair
by Allan Gatenby

Work and workplaces are rapidly changing, uncertainty increasing and the quest for self-efficacy increasingly challenging. Globally there are an increasing number of people experiencing the curse of 35 and increasing numbers of 'laying flat people'. There is increasing need for Career development practitioners, skilled in creating realistic optimism and establishing a new order.

Allan Gatenby is described above.

10:00am 214 Career Planning in the AI era: Utilize AI Career Advisors and Become Super Individuals
by Dilapsky LI

1. How ChatGPT career advisors help students make career choices. ChatGPT Career Advisors can help students in: Career Exploration, Skill Development, and Giving Personalized Advice. 2. How ChatGPT career advisors help interviewees succeed. ChatGPT Career Advisors can help interviewees in: Resume and Cover Letter Assistance, Interview Preparation, and Job Search Strategies. 3. How to plan an innovative career with AI assistance. As AI may replace much repetitive work, individuals should spend more time in learning multifaceted skills and comprehensive knowledge, including technical tools, innovative mindset and Individual Corporate Branding.



Dilapsky LI has over 5 years of experience in tech-industry career planning. He is a slash career practitioner: AI Engineer / Career Advisor, and qualified as: Member of IET / CCSP of NCDA. His experience includes being: A Cloud Engineering Tech Mentor in Generation. Currently, Mr. Li is a Senior Engineer working at a Research Institute in Hong Kong. Meanwhile, he is a Tech-Industry Career Advisor of a Non-Profit Organization: Sternstunde Innovation.

10:25 am 215 How to Find Your Career Path with the Help of Career imagination
by Xiao Lianyu

Career imagination is a process of imagining, thinking and planning about your life and career. It is not only a longing for a future career, but also an exploration of one's entire career development path based on personal interests, abilities, values and other factors.



Xiao Lianyu has been a Global Career Planner and Director of Whereabouts Academy since 2015. It has provided guidance services for Chinese high school students in their further studies, including university application guidance for studying abroad and college entrance examination application guidance. In 2020, it began to provide career planning and employment guidance services to college students, and designed the "College Student Career Planning Handbook" to help college students better complete the transition from campus to workplace.

10:00 am 216a Shaping Future Pathways: The Impact of 'Designing Your Life' on Students
by Chin Ye Mark and Wan Phing Liu

This study delves into the impact of the Designing Your Life (DYL) lessons and workshops, integrating Design Thinking (DT) and Positive Psychology (PP) principles to foster students' self-reflection and self-clarity, and broaden their career perspectives towards career success. Thematic analysis of qualitative data has shown positive impacts on students' career decision self-efficacy, exploration attitudes, adaptive thinking, growth mindset, self-clarity and purpose, and continuous learning to reach their career goals.



Chin Ye is a Senior Specialist with the Education and Career Guidance (ECG) Branch of the Singapore Education Ministry. Her main area of work involves the development of the National Curriculum for ECG at secondary level, and training of and supervising the ECG practitioners from MOE Schools, Institutes of Technical Education and Polytechnics. Chin Ye also conducts educational research to inform practice.

Wan Phing is a Lead ECG Counsellor at MOE ECG Branch. She is overseeing ECG implementation in MOE schools as a zonal manager, passionately guiding youths, and collaborating with parents, teachers, and industry partners to provide impactful ECG experiences



10:25 am 216b Embracing Diversity and Fostering Inclusive Workspaces through Career Design *by Freda Zapsalis and Dr. Sue Mate*

This presentation explores the significance of career stories that incorporate neuro-inclusive language for career and work-life identity. We explore how individuals construct their identities through narrative career counselling interviews. The career stories are analyzed using qualitative research methods. The implications of this study could help students during placement. We share a career learning resource inspired by the themes found during interviews and created using an AI conversation tool. We conclude that this research is important for creating resources to help students improve their work placement experience by deepening their knowledge of interpersonal and intercultural learning which is significant in career identity.



Freda Zapsalis is an experienced careers practitioner and educator, having worked in various roles in higher education for the last 20 years. She holds a Bachelor of Arts with Honors in Psychology from the University of Melbourne and has completed the Graduate Diploma in Career Development and Education from RMIT University. She has undertaken doctorate studies at the University of Melbourne in Organizational Psychology. Currently, she is undertaking her PhD at RMIT university exploring the impacts of inter-disciplinary team projects and career identity. She is a professional member of the Asia Pacific Career Development Association.

Dr. Sue Mate is a researcher in higher education and lecturer in Careers at James Cook University, Australia. She has been a researcher in the field of career and professional learning for over 20 years. She started researching professional identity as part of her thesis which explored the experience of Australian Women's Careers as leaders in the service sector. Dr. Mate's current research has a focus on narrative counselling as a qualitative method for data collection and career design to foster inclusive practice.



11:00 am 221 The State of Reskilling in Japan *by Momoko Asaka*

A Japanese company recently released a survey on "reskilling." Around 40% of respondents said they actively implement programs, with larger companies leading the way. Key areas include data utilization, leadership, and AI adoption. Participants are mainly middle and senior employees aged 40 and above, highlighting the need to reskill mid-level and managerial staff. However, reskilling has yet to gain much attention in Japan. This is due to Japan's unique employment

system and low enthusiasm for lifelong learning compared to other countries. This presentation will explore these issues and how career counselors can help address them.



Momoko Asaka, 2022-2023 President of APCDA, CEO of Veriteworks, graduated in Arts in Library and Information Science from Keio University, Japan. She is a JCDA Certified Career Development Adviser, JPA Certified Psychologist, Mental Health Legal Advisor, Health and Productivity Management Advisor. She started an independent business after working as a medical corporation staff, HR staff of a large company, and an HR director of a private IT company.

11:00 am 222

Strategic Career Development Program for Medical Students in Vietnam's Evolving Healthcare Landscape with Dr. Nguyen Ngoc Thanh Tu, Ms. Nguyen Tran Dieu Hieu, Ms. Nguyen Thi Huyen Minh, Mr. Nguyen Tuong Vo and Ms. Nguyen Chau Anh

This program outlines the process and strategies implemented by educators and counselors at VinUniversity, Vietnam, to develop a career planning framework for medical students. It explores students' self-awareness, analyzes survey responses, discusses challenges in establishing career services, and presents a tailored career program model based on local healthcare dynamics. The program aims to provide students with the knowledge and resources necessary to make informed decisions about their medical careers, ultimately enhancing their satisfaction and success in the healthcare field.



Dr. Nguyen Ngoc Thanh Tu | Year 5 Chair, MD Program - College of Health Sciences, VinUniversity: Dr. Tu is a distinguished Internist and Sleep Medicine specialist, renowned for her dedication to mentorship and career guidance. With a profound commitment to fostering the professional growth of medical students and graduates, she has mentored numerous individuals, guiding them through their academic and professional journeys. Dr. Tu's unwavering support and expertise have significantly contributed to the development of future healthcare professionals.

Ms. Nguyen Tran Dieu Hieu | Academic Assistant, MD Program - College of Health Sciences, VinUniversity: Nguyen Tran Dieu Hieu is currently an Academic Assistant at the College of Health Sciences, VinUniversity, Vietnam. With a background in career development over the past five years, she has contributed to building programs that help students plan for their professional futures. She is dedicated to continuing her learning journey and supporting the advancement of student career services in Vietnam's healthcare sector.



Ms. Nguyen Thi Huyen Minh | Teaching Assistant, MD Program - College of Health Sciences, VinUniversity: Nguyen Thi Huyen Minh is a Teaching Assistant at VinUniversity's College of Health Sciences, Vietnam. She supports medical education and career development programs, with a current focus on innovative, interdisciplinary approaches to advancing student success in healthcare education.

Mr. Nguyen Tuong Vo | Career Services Officer - Careers, Alumni, Industry & Development Department, VinUniversity: a NCDA-certified Career Services Provider with five years of experience, empowers students and young individuals in their career journeys. He offers guidance and support to help them navigate challenges and achieve their professional goals.



Ms. Nguyen Chau Anh | Student Research Assistant - College of Health Sciences, VinUniversity: Nguyen Chau Anh is a student research assistant at College of Health Sciences, VinUniversity, Vietnam. Her experience in scientific research and interdisciplinary learning has informed her interest in healthcare equity and career development for future healthcare professionals. Passionate about supporting her peers, Chau Anh is committed to building sustainable and inclusive career development pathways for health students navigating healthcare landscape.

11:00 am 223

Empowering Teachers for School Based Career Development Programme (SBCDP): The Indian Experience *by Anil Kumar Kollolath*

It has been realized that school stage is one of the most appropriate stages to facilitate career development among students. Empowering teachers to facilitate the career development of students has been identified as the most viable and economic way for a country like India. It is in this context, the NCERT, where New Delhi has initiated a one-year duration Diploma Course in Guidance and Counseling (DCGC), a Counsellor Education Programme, to train the teachers through blended approach. Every year, more than 200 teachers are trained to act as teacher counselors, and they facilitate the career development among secondary school students.



Dr. Anil Kumar K is Professor of Teacher Education at the National Council of Educational Research and Training (NCERT), New Delhi at its Regional Institute of Education (RIE), Mysuru. He has received the professional Diploma in Educational and Vocational Guidance (DEVG) from the NCERT in the year 1991. During the year 2001, he has been appointed as a faculty in the NCERT and since then, he has been working as a Counselor Educator for the Diploma Programmes of Guidance and Counseling. He has been the coordinator for the Diploma Course in Guidance and Counseling (DCGC) at the RIE, Mysuru center. Presently he is heading the Department of Education, at RIE, Mysuru Karnataka, INDIA.

11:00 am 224

Exploring the integration of Planetary Restoration Workforce in Career Development Services in Conflict Zones *by Sini Parampota and Dr. Elisabeth Montgomery*

This dynamic 50-minute session explores how career development professionals in conflict zones can align with planetary restoration workforce initiatives to mitigate environmental damage and foster sustainable livelihoods. Presenters, Dr. Elisabeth P. Montgomery and Mrs. Sini Parampota, will discuss interdisciplinary approaches and suggest strategies for integrating environmental restoration jobs into career development practices in war-affected regions. Audience participation will uncover practical applications for creating pathways from devastation to environmental renewal.



Ms. Effrosyni (Sini) Parampota, APCDA Secretary, is a distinguished international career development practitioner, researcher, and consultant with over 20 years of experience, she sits on several national and international technical committees and working groups on career guidance. Ms. Parampota is also NCDA's 2024 International Practitioner of the Year award recipient for her contributions in career counseling, research, and building a robust career development ecosystem in the State of Qatar. Through her

independent consulting, policy contributions, and pioneering initiatives, she actively advances global career development to support women, people with disabilities and practitioners in challenging environments.

Elisabeth Montgomery is described above.

11:00 am 225

How a Career Development Practitioner changed the attitude toward AI in a year
by Dr. Libo Kong

This presentation explores Dr. Kong's journey in integrating AI into career development practices, focusing on areas such as resume building, interview preparation, and labor market research. The session will highlight how AI can be ethically applied to enhance career services, emphasizing human-centered approaches to education, career development, and the labor market. Dr. Kong will share insights on identifying AI tools that can be applied in the career development field. This presentation aims to inspire practitioners and educators to embrace AI in a collective way that balances innovation with responsibility, ultimately preparing students for the future global labour market that will be impacted by AI.



Libo Kong, PhD, CCDP, RCIC, REALTOR®, originally from China and now in Canada, is a lifelong learner with formal education in science, addiction counseling, computer information systems, real estate, and Canadian immigration laws. She's completing her MBA, pursuing teaching instruction, and exploring AI informally. Formerly a scientist, she transitioned to career development, where she supports new immigrants, international students, and domestic students at universities and agencies in

Vancouver, BC, Canada. Her belief is in a holistic approach to education, career development, and immigration. Inspired by Chinese saying pao zhuan yin yu (turn a brick into jade), she seeks collective efforts of AI ethical applications in career development.

11:00 am 226a

Evaluating a Brief Measure of Perceived Future Employability Scale using Rasch Model Analysis by William Gunawan and Ngadiman Djaja

This study focuses on the Perceived Future Employability Scale (PFES), a brief instrument designed to assess individuals' self-perceived likelihood of securing employment in the future. The research utilizes Rasch Measurement Theory to examine the scale's psychometric properties, including its reliability, validity, and dimensionality. The findings indicate that the scale demonstrates strong internal consistency, unidimensionality, and construct validity. Keywords: future employability, rash model, item response theory

William Gunawan is described above.

Ms. Ngadiman Djaja is a highly skilled Senior Psychometrician with extensive experience in developing and implementing psychometric assessment tools. She has demonstrated expertise in conducting statistical analyses, designing test frameworks, and ensuring validity and reliability of assessments. She is committed to promoting fairness and accuracy in test scoring and interpretation.

11:25 am 226b

Supporting Students in Developing STEM Professional Identities through Career

Adaptability by Dr. Sue Mate and Melanie EVANGELISTA [PhD(c)]

The role of educational institutions is to transform students into career-ready graduates who can contribute to both national and international markets (Tomlinson and Nghia, 2020). This research explores how career development practitioners (CDPs) who demonstrate career adaptability craft narratives to support students in developing professional identities relevant to STEM fields. We present case studies illustrating how CDPs' adaptability and knowledge of STEM careers assist students in adapting to labor market demands. We propose that CDPs who model adaptability to students must have a clear understanding of their own professional identity.



Dr. Sue Mate is a researcher in higher education and lecturer in Careers at James Cook University, Australia. She has been a researcher in the field of career and professional learning for over 20 years. She started researching professional identity as part of her thesis which explored the experience of Australian Women's Careers as leaders in the service sector. Dr. Mate's current research has a focus on narrative counselling as a qualitative method for data collection and career design to foster inclusive practice.

Melanie Evangelista is a Lecturer in Career Education and Development and undertakes research to determine the career influences of students pursuing STEM careers and is currently researching the career guidance given by School Career Development Practitioners. Melanie is a qualified and registered Career Development Practitioner and Trainer/Assessor. Ms. Evangelista has over 25 years' experience in the vocational education and training sector, working with students with an array of different learning styles and abilities.

12:00 pm 231

From Campus Jobs to Career Paths: Student Worker Management at NYU Shanghai CCD by Bo Wang and Zhewei Zhang

The NYU Shanghai Center for Career Development (CCD) Student Worker Program is an exemplary model of career development and community building. This two-year, highly selective initiative supports the professional growth of 16 outstanding student workers annually, fostering a collaborative environment that prepares them for global careers while enriching the CCD's mission. Through project assignments, coaching, and group training, the program empowers participants to cultivate skills like project management, communication, and problem-solving. The CCD Student Worker Program equips participants with confidence, skills, and connections to thrive in an ever-evolving global job market.



Bo Wang, Employer Engagement & Communications Coordinator at NYU Shanghai's Center for Career Development (CCD), is a Board-Certified Coach and Global Career Development Facilitator who specializes in bridging the gap between student development and career opportunities. She works closely with employers and students to foster meaningful career connections and enhance workforce readiness. Her background in media and career development enables her to effectively support both students and employers in navigating the evolving job market. Ms. Wang holds a master's degree in Applied Linguistics with distinction from University College London (UCL) and a Bachelor of Arts degree with honors in Language, Culture, and Communication from the University of Warwick.



Zhewei (Oscar) Zhang is a Career Advisor at NYU Shanghai's Center for Career Development (CCD), where he provides tailored career guidance to undergraduate students. As a Board-Certified Coach and Global Career Development Facilitator, he applies his expertise in individual and group counseling, incorporating group psychology techniques into workshops that inspire students to explore their interests and develop a clear, actionable career vision throughout their university journey. Mr. Zhang earned his bachelor's and master's degrees in Applied Psychology from East China Normal University. Passionate about helping students realize their potential, he is dedicated to guiding them as they navigate their unique paths toward meaningful and fulfilling careers.

12:00 pm 232 Revolutionizing Career Coaching with AI Solutions *by Abbas Aboobacker*

The use of Artificial Intelligence (AI) is transforming career coaching by providing individualized, data-driven insights to help individuals navigate their career paths. AI-powered technologies improve decision-making, simplify job matching, and offer personalized skill-building recommendations. This article investigates how AI solutions enable career coaches to provide effective assistance, close skill gaps, and develop a future-ready workforce. AI redefines the coaching paradigm by combining technology and human knowledge to provide efficient, accessible, and impactful professional development support.



Abbas Aboobacker has over 20 years of expertise in the IT field. He is a passionate Sustainable Success Coach dedicated to empowering individuals and organizations. As a seasoned trainer with 15+ years of experience, he specializes in guiding clients to achieve lasting success. An active member of Toastmasters since 2015 and an APCDA member since 2021. He combines his expertise in leadership, coaching, and personal development to help clients unlock their full potential and thrive in both professional and personal realms.

12:25 pm 233 A model of Career Exploration Days in Remote Areas, the case of Crete, Greece *by Dimitrios Sampsonidis*

This paper delves into the challenges and opportunities of designing and managing a Career Exploration Day for high school students in rural and remote areas, focusing on the case study of Herakleion, Crete. This study highlights the concept of "poverty of access" in regions where individuals lack adequate educational and career development opportunities, and showcases the notion of the career counsellor as a liaison of the local community. These initiatives provide vocational guidance and foster community engagement and empowerment by emphasizing the importance of collaboration among universities, local communities, and businesses to promote career development and educational opportunities in geographically remote areas.



Dimitris Sampsonidis is a Career Counsellor and PhD Candidate in Career Guidance and a promoter of Remote Areas Career Guidance. He has served as a Career Counsellor at the University of Crete and the Technical University of Crete. He is the Host of the Podcast "Building a Career" which deals with Career and Professional Development. He has helped 2500+ people to find their passion, to work in top Companies like TESLA, Microsoft, European Space Commission and also to get accepted in Universities like MIT, Harvard, Oxford, ETH Zurich, Edinburgh, Maastricht with scholarships.

12:00 pm 234 Gamified Career Design: Reimagining University Students' Career Planning Through Design Thinking & Tech *by Jacintha Phua and Dr. Lee Chao Sheng Kelvin*

Gamification is transforming career education by making career planning engaging and impactful for young adults. This session offers a behind-the-scenes look at how the WITGRITFIT career design simulation integrates career development principles with "walk-a-mile" design thinking and mass-personalization technology to catalyze career planning. Highlighting an ongoing collaboration with Nanyang Technological University, we present a scalable framework for first- and second-year university students, and what AI can accelerate. Learn how this evidence-based approach fosters self-awareness, industry insights, and actionable steps, empowering students in career development.



Jacintha Phua is the CEO and Co-founder of WITGRITFIT, leading innovative career development solutions that have impacted over 20,000 students across Asia and U.S. With experience spanning investment banking at Deutsche Bank and blockchain initiatives in China, she now leverages gamification and technology to transform career development education for the next generation. Based in Istanbul, she believes in creating impact in every community she joins - from engaging career development conversations with corporate professionals, to organizing original music events in China to supporting earthquake relief efforts in Turkey.

Dr. Lee Chao Sheng Kelvin is the Deputy Director at Nanyang Technological University's Career & Attachment Office. He holds a Ph.D. from the University of Technology, Sydney, and has extensive experience in academic operations, curriculum design, and quality assurance across institutions in the UK, Australia, and Singapore. At NTU, he leads the Data Analytics and Technology team, oversees online career courses for 10,000 students annually, and manages the MOE Graduate Employment Survey. His research focuses on consumer and business marketing, using psychological theories for structural equation modeling. Previously, he held faculty and leadership roles in higher education and private institutions.



12:00 pm 235a

Current Status and Effectiveness of Career Education among General High Schools in China *by Jingwen Liu and Dr. Hong Zhu*

This presentation is based on our findings from a nationwide survey targeting the Class of 2024 high school graduates in July-August 2024. This survey aimed to explore career education's current status and effectiveness in high schools in mainland China. This survey covered over 400 high schools across 29 provinces in China and collected 25733 valid questionnaires. Among them, a total of 17,197 students from 271 secondary schools participated in the new college entrance examination in 2024, accounting for 66% of the number of schools in the whole sample and about 67% of the total sample.

Jingwen Liu is a Research Assistant at the Graduate School of Education, Peking University.



Dr. Hong Zhu is an Associate Professor at the Graduate School of Education, Peking University, a Deputy Director of the Center for Educational Research at Peking University, and the Chairman of the Career Education Committee under the Education Center of the Chinese Care for Next Generation Working Committee. Research interests include college student development, adolescent development, career education, innovation talent cultivation, and family education.

12:25 pm 235b

The Application of Career Planning in Major Selection for China's College Entrance Examination *by Liang Liu*

High school is a critical stage where students begin to navigate academic and career paths, yet many remain focused solely on scores, driven by outdated perceptions and the pursuit of trendy professions. This approach often overlooks students' individuality, interests, and values, leaving many uncertain about their future. The author highlights the importance of integrating career planning into the major selection process for college applications. By employing methods such as self-assessment, environmental exploration, personalized counseling, and family group sessions, students can gain clarity about their identity and aspirations. A case study demonstrates how this approach helps students make informed, personalized choices.



Liang Liu has conducted career course training and lectures for more than 40 middle schools in 15 provinces across the country, and provided more than 3,000+ hours of one-to-one career consultation. He is a JCP Super Career Planner (2010); Certified Career Planner by the Ministry of Human Resources and Social Security (2015); Career Project Consultant of the largest educational foundation in the Yangtze River Delta (2019); China Education Online's most popular academic planner (2022).

12:00 pm 236a

A Scoping Review of Career Development Issues for Students with Disabilities in Higher Education by Yangyang Liu

Students with disabilities (SWD) in higher education often face unique obstacles in their career journeys. This presentation delves into factors that hinder or enhance SWD's career development, drawing on findings from a scoping review. The session highlights critical research gaps and offers best practices for career development professionals to enhance support for students with disabilities.



Yangyang Liu is an Assistant Professor in the Department of Counselor Education and Rehabilitation at California State University, Fresno. She is a National Certified Counselor and Certified Career Counselor. She received her PhD in Counselor Education and Supervision from The Pennsylvania State University. Her research interests center on the career development and wellness issues of underserved student populations in higher education, such as international students and students with disabilities.

12:25 pm 236b

Entrepreneurship-Professionalism-Leadership framework for lifelong career development and research by Kim Yin, CHAN, Regena Ramaya and Jeffrey C. Kennedy

Chan et al. (2012) proposed Entrepreneurship-Professionalism and Leadership (EPL) as dimensions of career space. Measures of individuals' EPL motivations showed that all three motivations related to having more Protean and boundaryless career attitudes. This presentation will provide theoretical and research background to this framework, including early application in one of Singapore's universities. We also update on research that has used this framework and measures; and discuss research directions and lifelong career development applications - especially relevant for rapidly aging societies and knowledge-based, innovation economies.



Kim-Yin Chan is Associate Professor at Nanyang Business School, Nanyang Technological University, Singapore. He graduated with a PhD in Industrial-Organizational Psychology from the University of Illinois in 1999. His research expertise includes leadership and the study of careers in the 21st century.

Regena Ramaya is a retired organizational consultant with a masters in Occupational Psychology from the University of Surrey, UK. She also worked as a part-time lecturer at Nanyang Business School, Nanyang Technological University, Singapore. Her research expertise includes the study of careers in the 21st century.



Jeffrey C. Kennedy is senior lecturer at the Massey University's School of Management, New Zealand. He has researched and taught leadership, human resources management, and cross-cultural management, with a current research focus on career aspirations.

13:00 pm 244 How can career practitioners develop a private practice? With Thuy Tran

How do you find clients, market your services, and set prices? Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.



Thuy Tran is a dedicated career development advocate with over two decades of diverse professional experience. As the Founder of SiF Career, she provides culturally sensitive career guidance tailored to Vietnam's needs. Previously, Thuy served as the Director of Operations at the Christina Noble Children's Foundation, where she oversaw multi-faceted projects in education, healthcare, and community development. Her expertise spans strategic planning, stakeholder engagement, and program management. Ms. Tran holds a master's in Education Studies from the University of Queensland and a Bachelor's degree from HCMC University of Pedagogy. She is deeply committed to empowering individuals through career education and support.

13:00 pm 245 Internship Automation 101: How Universities Can Do More with Less Work with Hafiz Kasman

Discover how universities can automate their entire internship process—from resume approvals and internal job postings to managing workflows and tracking outcomes with real-time analytics. In this webinar, we'll show how our platform helps internship coordinators save time, reduce manual work, and gain clear visibility across all internship activities. Perfect for institutions looking to streamline operations and deliver better support to students and employers.

Hafiz Kasman is the Co-Founder and COO of Kinobi, a Singapore-based SaaS career management platform that supports over 1.2 million students and more than 60 universities across Asia-Pacific, including Singapore, Indonesia, and Hong Kong, partnering with leading institutions such as Nanyang Technological University and the Singapore Institute of Management. Committed to youth development, Hafiz has made significant contributions through initiatives like Mentoring SG, MENDAKI, and the ASEAN Youth Fellowship.

13:00 pm 246 Providing Career Services in a Conflict Zone with Sini Parampota

Career development practitioners are needed not only in times of peace but also in times of war or conflict. Join us and hear from our panelists residing in war zones and conflict areas about

- Their personal and professional journeys,

- Key challenges
- What support or resources would be most useful

This session is part of an APCDA research initiative to conceptualize ways to support career practitioners and career development activities under extra-ordinarily challenging circumstances.

Sini Parampota is described above.



Serene Lin-Stephens, PhD, SFHEA, RPCDP, is a researcher and educator specializing in career education, development, and vocational rehabilitation counselling. She earned her PhD from the Faculty of Medicine and Health at The University of Sydney. Currently, she leads the postgraduate program in Careers Education and Development at RMIT University's School of Education. Serene serves as APCDA president-elect (2022-2023), president (2023-2024), and past president (2024-2025) and is the associate editor of the APCDA Journal.

Friday, May 16

Time	Session	Description
9:00 am	301	<p>How do I Plan and Publish Research in Career Development with Dr. Poh Li Lau and Dr. Serene Lin-Stephens</p> <p>How can career practitioners conduct research while counseling clients? If you have been conducting research, how can you get it published? Bring your ideas and questions to the Research Committee.</p> <p>Dr. Poh Li Lau and Dr. Serene Lin-Stephens are described above.</p>
9:00 am	302	<p>Discover What's Next Once the Conference Ends with Natalie Kauffman</p> <p>Find out about the plethora of events, activities, and opportunities that APCDA offers throughout the year. Continue to participate in our association, have fun, network, and learn more about enhancing your Career Development skills for the clients you serve. This session will not be recorded, so you must be present.</p> <p>Natalie Kauffman and Kunimitsu Kuni are described above.</p>
9:00 am	303	<p>Membership Engagement through Program Committee with Dr. Sujata Ives and Syed Hassan Abdullah</p> <p>Dr. Sujata Ives & Mr. Syed Hassan Abdullah will bring you the progress and anticipations of the program committee. This group is charged with determining educative programming based on surveys, evaluative needs, and priorities of members and association.</p> <p>Sujata Ives, PhD, is the National Career Development Association's 2023 Diversity Initiative Award recipient! She is Past-President of the Maryland Career Development Association and Community Coordinator of the World Council on Global and Intercultural Competency. Dr. Ives passionately supports global diversity issues concerning interculturalism, ethics, and equity that stem from her participation in NCDA's Leadership Academy. After twenty-five years of professional experience in education, health, and private practice; eighteen global military dependent moves on three different continents; a myriad of publications and international presentations, Dr. Ives works to promote cultural humility and one-ism: Humanism.</p>

Syed Hassan Abdullah is described above.

10:00 am 311 Creating Your Marketing Messages to Attract Your Ideal Client and Grow Your Coaching Practice *by Anne M Herbster*

Do you have trouble attracting new clients? Do you struggle with telling people what you do and who you help? If so, it might be your marketing messages that are not working. You may be using language that is ineffective, and your Ideal Client may be unable to see the solutions you offer. They will be attracted to you if they hear and see their challenges and your solutions for helping them. During this session, you will be guided through a simple process to craft your messages that speak directly to your potential clients, keeping them focused on their challenges and letting them know the solutions you offer.



Anne Herbster is a marketing and sales executive with 30+ years in nonprofit and Fortune 100 companies creating multi-channel programs for consumers and businesses. She developed and managed two coaching platforms providing tools to build their practices and client referrals. She is the co-author of the bestselling book *The Coach Business Guide The Path to Launch and Grow Your Coaching Practice* - helping coaches to Identify, Create, Plan, Launch and Grow their coaching practice. Ms. Herbster has a BS from Jacksonville University and an MBA from Columbia University. She has presented at APCDA and other coaching organizations.

10:00 am 312 Applying career theories through a design thinking approach - A case study of a university course *by Freda Zapsalis and Dr. Catherine Hughes*

Design thinking, a human-centered, creative problem-solving approach has increasingly been applied to finding solutions to challenging problems in diverse contexts, including designing one's life and career (Burnett & Evans, 2016). Yet the design thinking process in career development lacks a theoretical basis. This presentation will examine RMIT University's Design Your Career undergraduate course to demonstrate the application of career theories using the phases of design thinking. Examples of students' reflective practices to equip them with skills including curiosity, creativity and collaboration will be shared.

Freda Zapsalis is described above.



Dr. Catherine Hughes is Lecturer in Career Education at RMIT University. Her 35+ years of experience includes career practitioner roles in schools, university and vocational rehabilitation. Consulting work includes career counselling and assessment, professional development workshops for teachers and career practitioners, labor market research, writing career development courses, career education curriculum, and content writing for career development websites. Dr. Hughes has a PhD in vocational psychology, is a Registered Professional Career Development Practitioner, a professional member of the Career Development Association of Australia and the Asia Pacific Career Development Association.

10:00 am 313 Career Orientation for High School Students in Mekong Delta, Vietnam *by Le Thi Phuong Lien and Thuy Tran*

The "Well-Informed Career Decision" program for high school students in Mekong Delta has shifted from traditional career orientation activities to a more systematic and proactive approach. The program goes beyond providing information by equipping students with tools and frameworks like Holland's Theory of Career Choice and the reliable sources about the world of work. Findings revealed that students considered careers earlier than anticipated and parental influence is

significant. The program is particularly relevant given the region's evolving socioeconomic landscape, marked by the impacts of climate change and infrastructure development.



Le Thi Phuong Lien is a Business Communication Lecturer of the AUT program, ITEC, VNU, and the Marketing Lecturer of HCMC Open University. With over ten years of teaching at universities and vocational colleges, she has encouraged students to explore unique ways to grow through experiential learning and interdisciplinary curriculum. Currently, she is inspired by sustainability, mindfulness in education, and art-based research.

She has worked as a Research Assistant on a project about academic integrity and innovative methods for development training. Her research focuses on bottom-up pedagogical reform and sustainable career development in post-secondary education

Thuy Tran is a dedicated career development advocate with over two decades of diverse professional experience. As the Founder of SiF Career, she provides culturally sensitive career guidance tailored to Vietnam's needs. Thuy served as the Director of Operations at the Christina Noble Children's Foundation, where she oversaw multi-faceted projects in education, healthcare, and community development. Her expertise spans strategic planning, stakeholder engagement, and program management. Ms. Tran holds a master's in Education Studies from the University of Queensland and a Bachelor's degree from HCMC University of Pedagogy. She is deeply committed to empowering individuals through career education and support.



10:00 am 314

Embracing Small-Scale, Rapid Research Design: Building an Evidence-Base for the Future by Cassie Taylor and Dr. Roberta Borgen

Front-line career development professionals often know what's working and what's not; however, many lack a robust research background to prove it. Research methodology/ethics aren't built into training, research studies are often inaccessible / difficult to decipher, and working realities restrict their ability to participate in research. Hear how research doesn't have to be big or complex to be valid. Learn how to support career-focused research through integrating research off the side of your desk. Leave equipped to advocate for evidence generation within your service delivery model in an ethically informed and culturally responsive way.



With 15+ years of experience, **Cassie Taylor** supports a wide array of diversity-focused projects. In collaboration with stakeholders, she seeks to improve career development services with culturally informed and customized practices.

Dr. Roberta Borgen (Neault), CCC, CCDP, GCDF-I, President, Life Strategies Ltd. is co-developer of the career engagement model and an award-winning career development thought leader in Canada/internationally. She currently serves as the APCDA Area Representative for Canada.



10:25 am 315

Innovative new career planning path: the integration and application of the wisdom of "I Ching" and the CareerDNA self-exploration system by Yan Wenying and Wang Wanwan

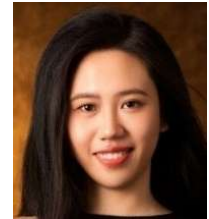
This research is committed to exploring the integration and application of career

planning and excellent Chinese traditional culture. Through the combination of the "Book of Changes" and the CareerDNA theoretical system, it not only provides an innovative perspective and practical path for career planning, but also enriches the theory in the field of career development and methods to provide stronger support for individual career development.



Dr. Yan Wenyong is a disseminator of the New Book of Changes, founder of Taiju Academy, and senior psychological counselor. Visiting professor at Renmin University of China, special expert from many well-known domestic universities such as Tsinghua University CEO class. He once worked for Shenyang Aircraft Research Institute, Motorola, and Peter Drucker Management Group, and is a former executive of a listed company.

Wang Wanwan is Co-founder and CEO of Taiju Academy, GCDF global career planner, PCC professional coach. She once worked for Zhaopin Recruitment and was responsible for the C-side job search coaching business of Zhaopin Zhuopin (high-end talent platform). She successfully applied for a job through Tianjin Satellite TV's direct job program "It's You" and is now the brand director of the Zhongguancun Hyper-Internet New Infrastructure Industry Innovation Alliance.



10:00 am 316a Exploring the Impact of Working Holiday Experiences on Young Adults' Career Development *by Dr. Sujin Kim*

This study examines the impact of working holiday experiences on the career development of young adults, focusing on career capital, employability, and adaptability. Despite evidence of their transformative potential, research on working holiday makers (WHMs) remains scarce, particularly on how such experiences shape long-term career outcomes. The WHM program plays a critical economic role in Australia, contributing \$1.5 billion annually and addressing regional labor shortages. This project investigates the mechanisms through which WHMs navigate career transitions, offering insights for policy, practice, and theoretical advancement.



Dr. Sujin Kim has been a full-time lecturer at James Cook University since 2023, specializing in career development theories and career counselling. Her teaching equips aspiring career practitioners with essential skills aligned with the standards of the Career Industry Council of Australia. She completed her PhD in Australia with a thesis titled "Career Orientations and Values of Young Adults: Integrating Protean and Traditional Perspectives." Prior to her role in Australia, Dr.

Kim worked as a youth counsellor and researcher in South Korea. Her research interests include vocational psychology, career development, young adults, and first-generation students in higher education.

10:25 am 316b Career Self-Management Among Filipino Undergraduate Students Enrolled in Internship Program *by Michelle Mavel Lea P. Delos Santos*

This study examined the within-person association between support for career self-management and career engagement, via psychological needs satisfaction and career self-efficacy. Using a sample of 102 Psychology undergraduate students enrolled in a clinical psychology internship program and a weekly diary survey study, we found that PCS was indirectly related to career engagement. The findings of this study underscore the importance of ensuring internship supervisors' consistent provision of high-quality support for career self-management given its positive contribution to facilitating psychological needs satisfaction, career self-efficacy, and ultimately, interns' proactive engagement in career self-management behaviors.



Ms. Michelle Mavel Lea P. Delos Santos holds a BS in Psychology from Far Eastern University, completed academic requirements for an MA in Guidance and Counseling at Centro Escolar University, and earned her master's in Clinical Psychology from Adamson University as a Benemeritus awardee. She has experience in Human Resources, specializing in recruitment and psychometrics, and served as a School Guidance Counselor for nine years. A certified Psychological First Aider, she is currently

pursuing her Doctorate in Educational Psychology at La Consolacion University. She teaches full-time in the Psychology Department and a researcher at Adamson University, Manila, Philippines.

11:00 am 321

Work and Life Design in the Age of Collapse by *Brian A. Schwartz, PhD*

This presentation will focus on the immediate steps we need to be taking to not only survive the collapse already in motion but how to help our clients to also survive if not thrive. Drawing from the powerful work of Ken Wilber and his Spiral of Development model, Margaret Wheatley and her concepts of Warriors for the Human Spirit and Islands of Sanity, Rianne Eissler and her focus on Domination vs. Partnership mindsets and Umair Haque and his caution to minimize risk and maximize agency, using Haven planning to surf the waves that will be coming at us. We all must commit ourselves to being the best of what we can be to walk the talk and live our potentials.



Dr. Brian Schwartz is a practitioner and thought leader with 56 years as a career & life design psychologist. He developed an integrated narrative approach to career & life design counseling in 1977 and has worked with over 1800 individuals in a structure 20-hour process in the USA, UK & China. He designed and developed an online self-discovery software application which is currently being upgraded using AI, animations & avatars in a gamified model. In 2010 he emigrated to China, built the Suzhou

Success Partners Management Company and he and his team have trained over 500 counselors.

11:00 am 322 a

Empowering students to understand and leverage AI in designing meaningful, sustainable careers by *Ruth McAteer*

A transformative approach is emerging in career guidance for high school students. This talk will explore how career practitioners can empower students to understand and leverage AI in designing their career paths, ensuring effective transitions to university, apprenticeships, or the workforce. It emphasizes the importance of connecting with students about their perceptions of AI and encouraging exploration of AI tools, including evaluating their pros and cons. The session will integrate concepts from the Career Construction Interview and the ECGM, highlighting how theory underpins practice and promotes lifelong learning for meaningful, sustainable careers.



Ruth McAteer has nearly 10 years of experience in Higher Education and Careers. She is dedicated to providing bespoke, innovative, and global careers and HE guidance to high school students. She enjoys designing and implementing comprehensive and progressive curriculums content that draws on best practices from different countries and regions, catering to diverse student needs and aspirations. As a member of the Deaf community, she is passionate about putting inclusion at the center and

empowering all students to explore their potential and achieve their goals in a rapidly changing world.

11:00 am 323

Beyond the Finish Line: Lifelong Learning and Impactful Career Design by *Ly Nguyen*

In the dynamic landscape of today's workforce, the RMIT Vietnam Career Design program equips students with the essential mindset and tools for continuous learning and career adaptation. Our program aligns personal development with the evolving demands of the global job market, ensuring that participants are well-prepared to navigate job opportunities that align with their values, career goals, and interests, and thrive in their professional journeys. This presentation will share key insights and successful practices from our Careers Festival 2024, offering recommendations for career practitioners to design impactful career programs.



Vy Ly graduated from the University of Economics and Law in Finance & Banking, Vietnam and holds a second bachelor's degree in Accounting & Finance from Curtin University, Australia. With over 10 years of experience across finance, banking, retail, and education sectors in Vietnam and Australia, she is known for her attention to detail, enthusiasm, and positive attitude. Since 2017, Vy has been an Employment & Internship Consultant at RMIT, focusing on enhancing students' employability and creating job opportunities through partnerships and recruitment.

Thanh Pham, Employment Consultant at RMIT University Vietnam, brings over six years of expertise in career development and human resources. Holding a Bachelor of Marketing Administration from Saigon Technology University, Ms. Pham has further honed her skills with certifications such as the Facilitating Career Development Certificate from the National Career Development Association. Her proficiency in forging industry partnerships, orchestrating career events, and advising students is unparalleled. Before joining RMIT, Ms. Pham excelled as a Senior HR Consultant at an HR agency specializing in ASEAN markets. Her adeptness at engaging with leading universities and managing large-scale events underscores her dedication to advancing individuals' career aspirations.



11:00 am 324

Career Advocacy in Action: Tools and Resources from CERIC by *Candy Ho and Kay Castelle*

This session will explore the pivotal role of advocacy in shaping the future of career development in Canada. Participants will gain insights from a new national advocacy campaign, research on the evolving career development landscape, and a sector-wide mapping report. Attendees will learn about tools and strategies to effectively advocate for career development and navigate the changes expected by 2040. Practical resources and actionable takeaways will empower career professionals to influence policy and improve service delivery. Learning Outcomes: 1. Understand key trends, 2. Access and utilize CERIC, 3. Implement effective strategies to advocate for the career development sector.



Dr. Candy Ho is an international award-winning career development educator and scholar whose expertise is recognized globally through keynotes, consulting, and other engagements. Her insights have been featured in prestigious media outlets including BNN Bloomberg, The Globe and Mail, Financial Post, Canadian Business, National Post, and CTV News. She currently serves as Chancellor's Research Chair at Kwantlen Polytechnic University (KPU), while teaching in KPU's Educational Studies department and in Douglas College's Career Development Practitioner Program. Candy is Past Chair of CERIC, a Canadian charitable organization that advances education and research in career counselling and career development.



Kay Castelle, Executive Director of CERIC, leads the development and delivery of the strategic goals and objectives for the organization, supporting the CERIC Board, committees, and staff in their efforts. In her role, Ms. Castelle develops strategic and functional partnerships that enhance the body of knowledge for Canada's career professional communities. Additionally, she oversees all areas within CERIC's mandate including Cannexus, Canada's Career Development

Conference, the CareerWise and OrientAction content websites, the peer-reviewed Canadian Journal of Career Development (CJCD), and a host of internal and external projects including national surveys of Canadians' perceptions about career planning and about career development and the workplace

11:00 am 325 Warriors of Life. Enabling Youth: An integrated service approach by Jiaying (Chris) Shao

Transformation is never easy. Courage, resilience and vision are the foundations for success. Warriors of Life, a career & life-design program for youth which integrates support interventions for parents & teachers is the product of professional transformation of the program creator. Share the journey which has given rise to this unique response to professional transformation giving rise to this unique approach to enabling youth to design and live a better life, more effectively meeting the challenges they will encounter as work, workplaces change and as they approach 'the curse of 35', a reality in China.



Jiaying (Chris) Shao is an educational entrepreneur and life coach. She holds a master's degree and worked in workforce training and consulting management for the world's top hotel groups and internationally renowned consulting companies for 15 years. The Career Academy, founded by Ms. Shao, provides one-stop educational planning and management services for families aged 0-18, is committed to becoming Asia's leading youth career education and consulting service platform, hoping to help 1 million+ teenagers and their Family leads to a healthier and happier life.

11:00 am 326a How dare you to become a leader? A social cognitive model of early career women academics by Dian Ratna Sawitri

We examined the links from perceived role models, family support for leadership, family permeability, and goal orientation to leadership aspirations in women academics, mediated by leadership self-efficacy and outcome expectations. Participants were 308 Indonesian women academic (M age = 34,75; SD age = 5,19). Structural equation modeling demonstrated that leadership role models, outcome expectations, and leadership interests mediated the relationships from leadership role models, family support for leadership, family permeability, mastery-approach, and performance-approach goal orientation to leadership aspirations.



Professor Dian Ratna Sawitri, Ph.D., is the Dean and a professor at the Faculty of Psychology, Universitas Diponegoro (UNDIP), Indonesia. Her research specializes in career and educational psychology. She earned her bachelor's degree from UNDIP, a master's from the University of Indonesia, and a Ph.D. from Griffith University. A former Fulbright Visiting Scholar at UWM-Milwaukee, she is an adjunct professor at Griffith University and a research fellow at INTI International University. Beyond academics, she enjoys singing and music.

11:25 am 326b Advancing Social Justice Advocacy in Career Counseling for International Students in Japan by Rie TAKANUMA

International students in Japan face job-seeking difficulties due to linguistic challenges and inflexible employment processes. Employing ACA's social justice

advocacy competencies, which equilibrate individual assistance and systemic intervention, remains understudied in Japan. Interviews with regional university counselors uncovered two approaches: Group A emphasized personal support, while Group B advocated for systemic change through negotiating hiring terms with employers. The research underscores that cultural sensitivity is insufficient; systemic change necessitates institutional support and cultural humility in advocacy.



Rie TAKANUMA is an assistant professor at the School of Entrepreneurial and Innovation Studies, Kanazawa University, and also a director of the Association for International Talent Development in Japanese Corporations (AITD). She worked for the biggest firm in Japan, Recruit Co., Ltd., in human resources, including recruitment consulting sales for companies, individual career consulting, new product planning, marketing research, and user behavior analysis. In 2017, she was appointed as the director of an employment promotion program for international students and a career counselor at Kanazawa University with her certificate from GCDF-Japan and a national qualified career counselor in Japan.

12:00 pm 331 Resilient Leadership: Optimizing Engagement Across Contexts *by Dr. Roberta Borgen*

Within our increasingly complex and interconnected world, resilient leaders need to be responsive to shifts in work, life, and learning - for themselves and for those who rely on them. With workforce disruptions set to continue, career supports attending to the dynamic balance between challenge and capacity (both internal and external) are needed across the lifespan and life roles. Join the Career Engagement model co-developer, Dr. Roberta Borgen, as she explores how to build resiliency/well-being and optimize engagement across contexts for individuals, workplaces, and communities.

Dr. Roberta Borgen is described above.

12:00 pm 332 I Ching, Zhong-Yong Model, and Hope-Action Theory: Equipping Chinese Students in the BANI World *by Yumian Shu*

This presentation explores a super hybrid approach integrating the I Ching, the Zhong-Yong model, hope-action theory, and tiny habits to empower students from Chinese families navigating the BANI (Brittle, Anxious, Non-linear, Incomprehensible) world. Participants will learn how these frameworks can foster resilience, adaptability, and proactive career planning among students. Through interactive discussions and practical exercises, attendees will gain insights into implementing these theories to support the unique challenges faced by Chinese students, enhancing their career readiness and personal development.



Yu-Mian Shu is a certified career facilitator and student advisor at Chengdu University. Her role as a Student Advisor has been augmented by part-time work as a Psychological Counselor, leveraging her master's degree in Neuroscience. At World Science Journals, Ms. Shu has been a Translator for 7 years, bridging communication in scientific realms. Her competencies in student and mental health counseling enrich the university's support services. Her team's dedication to student well-being reflects Chengdu's commitment to academic and personal success, upheld by her background in neurobiology and behavior and continuous engagement in neuroscience research.

Shimeng (Linda) Mai, GCDF, Certified Student Career Coach, Certified Zentangle Teacher, is building and currently responsible for the career development center at Dishui Lake Advanced Finance Institute, Shanghai University of Finance and Economics (SUFU-DAFI). Her management responsibilities are broad in scope, from student coaching, employer relations, stakeholder collaboration, to event planning and job data management. Ms. Mai has been in the career development field for over 10 years and is dedicated to providing excellent career services to empower, support and connect great talents with great opportunities in various industries.



12:00 pm 333

Career Coaching and Education for the Future of Work - An SIT Perspective by Jeffrey Thng, Kwok Boon Yong, Zhang Weili, Yeo May-Fung, Eric Cheng, Edward Chen, and Audrey Benedict

We will explore three presentations, followed by a Q&A session. We begin with a presentation on how SIT is leading its students and alumni into the future, highlighting the University's holistic approach towards facilitating the students in their career development. Designing Your Life and Work for the Future delves into the (DYL) framework. It explores how SIT's career design initiatives are tailored to benefit SITizens, guiding them to strategically plan their careers and lives. The final presentation focuses on the integration of AI in career education and coaching at SIT. The symposium concludes with a Q&A session. Through leadership, innovative career development design, and the use of AI, we hope to ignite in our attendees a spark of an idea for their own contexts about the intertwining themes.



Jeffrey Thng is the Career Educator at the Centre for Career Readiness at the Singapore Institute of Technology (SIT), where he helps students develop essential career skills and prepares them for a smooth transition from university to the workplace. With over 20 years of experience, Jeff has facilitated over a thousand training programs in career readiness, personal development, and personality profiling. He is also the recipient of SIT's Student Developer Award. In addition to his

responsibilities at SIT, Jeffrey is the co-producer and co-host of SIT's Career La-Teh podcast which explores topics related to the industry, work attachment, career, and beyond. Jeffrey holds a master's degree in Professional Education from Nanyang Technological University (NTU).

Boon Yong had been teaching current affairs in state-affiliated institutes for more than 15 years before making a career switch to career development work. He had been heavily involved in curriculum design and use of technology, games and play in teaching.



Zhang Weili holds a master's degree in Education (Curriculum and Teaching) from Nanyang Technological University. Her role at the Centre for Career Readiness of the Singapore Institute of Technology (SIT) focuses on helping students grow their career competencies so that they can be career ready. Before joining SIT, Weili developed and implemented WSQ and proprietary programs at Shatec. Her certifications include the Advanced Certificate in Training and Assessment, Diploma in Adult and Continuing Education, MBTI Personality Profiling and Global Career Development Facilitator. She was previously a public educator who taught Humanities and English for 12 years.

Yeo May-Fung is the Associate Vice President of Centre for Career Readiness at the Singapore Institute of Technology (SIT). Her key roles are to develop career-ready students through career education and coaching, and to build partnerships with industry to facilitate work attachments and job opportunities. Prior to joining SIT, she was Vice President of Student Affairs at an education institution, overseeing Career Services, Student Life, Counselling Service and Alumni Services. She graduated from the National University of Singapore with a Bachelor of Engineering (Mechanical), and completed a Master of Arts in Education & Human Development with George Washington University.



Eric Cheng, a certified Career Coach and MBTI® Step II Practitioner, is dedicated to helping students at Singapore Institute of Technology achieve their career aspirations. With a Bachelor of Engineering (Honours) in Mechanical and Production Engineering from NUS, he combines his technical background with a passion for empowering young people. Eric guides students through career planning stages, from fostering a growth mindset to applying the Design Your Life framework. Actively engaging with industry partners in the built environment sector, he provides practical strategies and personalized guidance, ensuring students confidently navigate their career paths and unlock their full potential.

Edward Chen is a Senior Manager at the Centre for Career Readiness at the Singapore Institute of Technology, where he has been contributing for the past six years. With extensive experience in career coaching and development, Edward has played various roles to enhance student career readiness. He holds a Bachelor of Mechanical Engineering from Nanyang Technological University and is a certified career coach. His work focuses on building strong industry connections and providing valuable career guidance to students, ensuring they are well-prepared for the workforce.



Audrey Benedict began her career in the career development council of a government agency. Over the years, she has cultivated a diverse portfolio spanning coaching, human resources, and communications, bringing a holistic perspective to her work. Passionate about empowering young people, Audrey discovered her calling in coaching, equipping them with the tools and confidence to thrive in the workplace. As a certified Career Coach and MBTI practitioner, Audrey integrates the insights of MBTI into her coaching, enriching her approach to professional development.

12:00 pm 334

Career Counseling with Focused Case Conceptualization Model: A Case Studies Approach to Challenging & Complex Cases by Dr. Jonathan Sperry and Jeremiah Wong

In today's era of accountability, career development practitioners (CDPs) must provide demonstrably effective services. Professional and regulatory bodies increasingly demand accountability and competence, making case conceptualization a critical skill. CDPs face VUCA client & environmental needs, requiring agility in understanding challenges & strengths. However, many are unprepared for this, as certain CDP training have only recently emphasized this competency. This session offers a step-by-step approach to developing accurate case conceptualizations and interventions, incorporating career development theories across two case studies.



Dr. Jon Sperry, an Associate Professor at Lynn University, is renowned for his expertise in case conceptualization and Adlerian Psychology. Dr. Sperry has shared his knowledge globally, conducting workshops and lectures in 25 countries. A past president of the North American Society of Adlerian Psychology, he also co-edits the *Journal of Individual Psychology*.

Jeremiah Wong is the Lead Career Developer (Counselling & Coaching), Career Counselor Educator, Career counselling supervisor (NCDA CCSCC) at AVODAH People Solutions. Mr. Wong also lectures on career counseling with supervision in Republic Polytechnic Singapore's Specialist Diploma in Career Counseling (SDCC), a program recognized and endorsed by both NCDA & CICA. He is also currently pursuing his PhD in Career Development with Vocational Psychology at the Singapore University of Social Sciences (SUSS).



12:00 pm 335a *The Untold Truth of Inner Trauma's Impact on Personal Career Development* by Zicheng Dai

More and more attention is being paid on one's natural "strengths", career selection and job seeking skills in the world of career development counseling. However, after years of working with clients, I have noticed that Inner Trauma is playing a significant role in the career development of my clients. Clients are often trapped in their career path not because of incompetence but rather due to their incapacity to overcome their past traumas. The unresolved wounds they have suffered in their life prevents them from moving forward. They keep going around in the same circles of their life trap. This proposal is designed to show what, why and how one's personal traumas tend to prevent progress in one's career development.

Zicheng Dai is described above.

12:25 pm 335b *Nourishing Youth Together—Regional Action Research on Deepening Career Education in the Basic Education Stage* by Dr. Hong Zhu, Jingwen Liu, Shuyu Piao, Keran Qian, and Na Chan

Research conducted a regional action study on deepening career education in Hohhot. Based on career education theory and Chinese traditional life philosophy, it constructed an integrated career community of "students-family-teachers-schools-society". First, to encourage head teachers to be the core. Second, to improve teachers' theoretical understanding and practical creativity. Third, to construct family support. Fourth, to build a school career community. Study emphasizes both theory and practice, democratic consultation between educational researchers and practitioners, experiential and generative seminars and training, coaching dialogues.

Dr. Hong Zhu and **Jingwen Liu** are described above.



Shuyu Piao, Core member and executive director of the career education group, PKU. Home education counselor.

Keran Qian. Member of career education group.



Na Chen is a core member and executive director of the career education group, PKU. Senior teenager psychological counselor.

12:00 pm 336a

Designing Adaptive Career Support: A Lifelong Learning Framework for Myanmar Students Navigating Postgraduate Challenges in Japan *by Hiroko Shiraishi*

This study addresses challenges faced by Myanmar students in Japan, including the gap between their "study language" (English) and "work language" (Japanese) and the lack of a return option due to political instability. Surveys show students are unaware of suitable career paths and preparation methods. The study designs and evaluates guidance that goes beyond job preparation, integrating lifelong learning principles to foster self-reflection, actionable planning, and long-term career autonomy.



Hiroko Shiraishi is a bilingual counselor with 10 years of experience as a Career Development Specialist at an international Japanese university. She has specialized in integrating lifelong learning into multicultural career advising at Japan's unique private institution.

12:25 pm 336b

Migrant Women's Career Development: A Systematic Literature Review *by Sogol Yazdankhoo*

This systematic literature review investigated the post-migration career development of migrant women published in journals of the two fields of migration studies and career development. The findings highlighted research methodologies, participant demographics, and conceptual/theoretical frameworks. By highlighting new perspectives on migrant women's career development and revealing the absence of research that addresses the specific contexts and systems influencing migrant women's career development, the review offers insights for future research, theory, practice, and policy.



Sogol Yazdankhoo is a PhD candidate in the School of Health Sciences and Social Work at Griffith University. Working as a career counsellor back in Iran, Sogol realized that individuals with different education and life trajectories encountered unique career challenges based on their unique experiences. Reflecting on the intersection of her own lived experiences as a career counsellor, and a migrant woman, led to pursuing research in the fields of career development and migration studies. Sogol is inspired to focus her research work on exploring secondary-visa holder migrant women's career development in Australia.

13:00 pm 344

How do you help clients/colleagues deal with diversity? *With Dr. Ma Leonila Vitug-Urrea*

Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.

Dr. Ma Leonila Vitug-Urrea is described above.

13:00 pm 345

Shape the Future using Public Relations: Get Involved with APCDA PR Committee!
With Gaini Yessembekova and Raza Abbas

Are you passionate about multi-stakeholder communication, marketing, or public relations? Do you want to help amplify the impact of career development professionals across the Asia-Pacific region? Join us for this engaging information session to learn how you can contribute to the APCDA PR Committee!

In this session, we'll explore:

- The role of the PR Committee in promoting APCDA's mission, events, and resources
- Exciting activities/events you can be part of—social media campaigns, newsletters, collaborations, institutional partnerships, affiliate program
- How your skills in writing, design, digital marketing, or institutional outreach can make a difference
- Networking opportunities with like-minded professionals

Let's shape the future of APCDA together—your voice matters!



Gaini Yessembekova, Director of the Career and Advising Center of Nazarbayev University, Kazakhstan, has over 25 years of experience in higher education. She earned a master's degree in Educational Leadership and Management from the University of Warwick, the United Kingdom. As director of the career center, she promotes lifelong skills through workshops and professional development programs to prepare students for a world of increased volatility, uncertainty, complexity, and ambiguity. She is

currently working towards the expansion of cooperation with potential employers and companies, broad interaction with schools to inform on labor market trends, and establishing a National Association of Career Centers.

Raza Abbas is a globally acclaimed career practitioner from Pakistan who collaborates globally, has received multiple awards for his work from eminent career development associations NCDA and APCDA and features in the global best-seller 'The World Book of Hope'. His work with parents and young people has been highlighted in the OECD publications. He graduated with dual degrees from The University of Arizona, USA in Business Administration and earned Distinction in Communications.




13:00 pm 346

"Women hold up half the sky" - how Career Development can Help Fulfil this Promise *with Sini Parampota*

妇女能顶半边天 or "Women hold up half the sky" as it translates from Chinese, is a famous quote by former Chinese Communist Party chairman Mao Zedong. It means that, just like men, women can do everything. However, global contemporary evidence on issues women face in the workplace indicates that systemic barriers and other challenges persist and need to be addressed if we are to fulfil this promise. Career development plays a key role in raising awareness around these challenges, appreciating the unique strengths that women bring to the table and putting forward action plans to make changes possible and sustainable.

Sini Parampota is described above.

Friday, May 23

Time	Session	Description
10:00 am	411	<p>Virtual: Unlocking Career Potential: A Live Demonstration for Practitioners by Dr. Kevin Glavin</p> <p>Description: Step into the future of career development with our immersive 3-hour workshop, where you will witness the transformative power of Career Construction Theory in action. In this unique workshop, Dr. Glavin will conduct the Career Construction Interview (CCI) with a real client, uncoached and candid. Attendees will have the opportunity to observe firsthand how core motivations are uncovered, ask questions, and engage in meaningful discussions about the process. By the end of this workshop, you will gain a comprehensive understanding of Career Construction Theory and its practical applications, equipping you with innovative strategies to inspire your clients. Join us for this groundbreaking experience and elevate your career coaching</p> <div>  <p>Kevin Glavin, PhD, LPC, founder of Create Your Why, is a core faculty at Walden University teaching graduate courses in mental health. He also provides career counseling, coaching, training, and consulting services. As a doctoral student, Dr. Glavin worked with his mentor, Professor Mark Savickas, the pioneer of Life Designing for Career Construction, to establish Vocopher: The Career Collaboratory, a website offering free career instruments and educational resources, which has served over 50,000 users across more than 100 countries since 2004. In 2021, Dr. Glavin founded the Career Construction Academy and developed the first fully online courses in Life Designing for Career Construction. His current focus is on teaching career practitioners how to implement Career Construction Theory using the Career Construction Interview and integrate Artificial Intelligence into the Career</p> </div>
14:00 pm	451	<p>Tour of Henan Museum</p> <p>Henan Museum is located in the HEART of China. If you want to understand the rich history and cultural heritage of China's 5,000-year history, Henan Museum is a must-visit destination that you cannot afford to miss. The museum houses over 170,000 artifacts, including distinctive prehistoric relics, bronzes from the Shang and Zhou dynasties, ceramics from various dynasties, jade items, and more.</p>
18:00 pm	461	<p>Meetup Dinner</p> <p>The cost of this dinner is included in your registration fee. No need to pre-register. Please attend.</p>

Saturday, May 24

Time	Session	Description
9:00 am	511a	<p>Welcome to Zhengzhou University by Serene Lin-Stephens</p> <p>A short introduction to the in-person part of the conference and the conference organizers.</p> <p>Serene Lin-Stephens is described above.</p>
9:15 am	511b	<p>AI-Driven Career Design for a Brighter Future by Dr. Kevin Glavin</p> <p>In a world where many young people are opting for 'Laying Flat,' feeling</p>

disillusioned by traditional notions of success, this keynote presentation offers a transformative experience. Discover how Career Construction Theory (CCT), a powerful framework, can help individuals uncover their core motivations and redefine their relationship with work. Combining CCT with AI, you can guide clients toward discovering fulfilling careers that resonate with their passions. By integrating the principles of Career Construction Theory, practitioners can inspire their clients to view work as a meaningful journey of self-discovery and contribution. Together, we can reignite ambition and foster a new generation ready to embrace their full potential.

Dr. Kevin Glavin is described above.

10:10 am 521 Promoting Career Education Curriculum Development in Higher Education with a Focus on Meaning Construction by Dr. Qiao Zhihong

In this presentation, Dr. Qiao Zhihong will explore how career construction theory can drive innovation and development in higher education career courses. He argues that career education is not merely about helping students secure a job but, more importantly, about guiding them to understand the relationship between their careers and personal values, thereby fostering intrinsic motivation and enabling a self-driven career development path. To achieve this, career education must integrate psychological theories with practical career education applications, creating a deep and impactful career course system in higher education. This approach aims to support students in aligning their personal growth with societal contributions.



Dr. Qiao Zhihong is the Party Secretary of the Psychology Department of Beijing Normal University.

10:40am 531a Tea Break and Virtual Poster Sessions

10:40 am 533 Fostering career readiness of secondary school students through holistic career and life development school policy and self-evaluation by Stephen Yip, Derek Chun,

Leadership of senior management plays a critical role in implementing self-evaluation mechanisms for quality career and life development education. The Hong Kong Benchmark for Career and Life Development (HKBM) in the CLAP JC project promotes quality CLD education and opportunities for students through whole school approach implementation. Data from 30 participating schools adopting HKBM between 2020 and 2024 show a notable increase in "fully achieved" statuses, from 27% to 68% by 2024. Research also revealed that HKBM adoption fosters student career readiness and social and effective outcomes, highlighting the importance of holistic CLD education as suggested by Holman (2014).

Derek Wai Sun Chun is an assistant project manager at The Education University of Hong Kong. His research interests include global career guidance development, career and life planning education and vocational education development and education policy studies in Hong Kong. Recently, he is exploring his research focus on ongoing development of vocationalization of English, and STEM learning from different perspectives in Hong Kong.



Dr. Stephen YIP is the Director (Schools) of the CLAP JC Project leading Career and Life Development initiatives in schools. He won the Faculty Award for Teaching (2019) and won the Top 10% Teaching Award in the Faculty of Education and Human Development.

10:40 am 534

Recorded Video: Validity of the Career Decision-Making Difficulties Questionnaire Among Japanese University students by Takami Iwai and Katsutoshi Furuta

This study aims to develop the Job Hunting Difficulty Questionnaire (JHDQ) based on Gati et al.'s Career Decision-Making Difficulties Questionnaire (CDDQ), validate its relevance to job-hunting anxiety, and examine its associations with social support and future self-images. A survey was conducted among 124,173 third-year university students in Japan, yielding 728 responses. The results indicated that support from career counselors positively correlated with all JHDQ factors. These findings suggest that Japan's unique job-hunting process, characterized by structured timelines and clear expectations, may influence these results. Identifying job-hunting-specific decision-making difficulties is meaningful for providing effective career support to students.



Dr. Takami Iwai is an Associate Professor in the Faculty of Business Administration at Kindai University. She earned her PhD in Commerce from Kindai University. Her research interests include university students' careers, job hunting, and internships. She is responsible for teaching and overseeing the internship program. Additionally, she is a registered career counselor in Japan.

Dr. Katsutoshi Furuta is a Professor in the Graduate School of Technology Management at Ritsumeikan University. He is a 1st Grade Certified Skilled Professional of Career Consulting, a Certified Public Psychologist, and also serves as the Vice President of the Japanese Association of Career Counseling. He received his PhD in Technology and Innovative Management from Doshisha University. His research interests focus on the work values of employees, with a broad scope of studies on career development and the meaning of work.



10:55am 531b

21st Century Core Competencies and Career Development by Dr. John Lee Chi-Kin

Fadel, Bialik, & Trilling (2015) pointed out that the world has entered the VUCA era, characterized by Volatility, Uncertainty, Complexity, and Ambiguity. In particular, the rapid development of artificial intelligence, represented by ChatGPT, has had a profound impact on human society in recent years. This rapidly evolving global environment presents both opportunities and challenges for individual career development, further emphasizing the significance of talent, education, and technology. This presentation aims to explore how to cultivate 21st-century competencies and navigate career development in this dynamic era. Additionally, it will examine the shaping of human values and fundamental life principles in the context of the new era. The ultimate goal is to assist learners and individuals in formulating and progressively achieving their personal career development goals, enabling them to realize their unique life value.



Dr. John Lee Chi-Kin is the Principal, Chair Professor of Curriculum and Instruction, The Education University of Hong Kong

11:15 am 541

Navigating the Disrupted Path: Cultivating Lifelong Learning for a Changing Workforce by Dr. Wang Jianhua

In today's rapidly evolving job market, lifelong learning has become the key to individual career success. Dr. Wang Jianhua will explore how to cultivate students' lifelong learning abilities within the education system, enabling them to maintain learning motivation and adaptability in the face of technological advancements and workplace disruptions. Drawing from his extensive research and practical experience in educational science, Dr. Wang will present a series of strategies aimed at fostering self-directed learning, problem-solving skills, and innovative thinking. These approaches will help individuals continuously grow and thrive in an ever-changing professional landscape.



Dr. Wang Jianhua is a Professor and Doctoral Supervisor at Nanjing Normal University in Nanjing, China.

11:45 am 551

Career Development and Planning from the Perspective of Uncertainty by Dr. Zhou Zhen

Dr. Zhou Zhen is an esteemed professor in the field of Management Science and Engineering, with extensive expertise in human resource development and quantum leadership. In recent years, he has applied quantum thinking to the field of career development, offering a refreshing and insightful perspective that resonates strongly with today's uncertain and rapidly changing world. We believe his presentation brings a unique and inspiring dimension to the conference.



Zhou Zhen, PhD, is a member of the Communist Party of China (CPC), professor, and doctoral advisor. His key roles include Deputy Minister of the United Front Work Department of the CPC Shanghai Municipal Committee, Head of the Fifth Inspection Team of the Municipal Party Committee, Executive Vice President and Deputy Party Secretary of Tongji University, and Dean of the School of Economics and Management at Tongji University. His academic specialization is in Management

Science and Engineering, with a research focus on human resource management and development. Dr. Zhen is the author of the professional book *Human Resource Management and Development in Multinational Corporations in China* and holds two patents. Since 2015, Professor Zhou has focused on quantum management and quantum leadership, offering lectures to MBA students and introducing them to emerging theories and practices in global management.

12:15 pm 561

Career Development in the Age of AI: Findings from the China Higher Education Employability Blue by Fan Hongmin

Against the backdrop of the rapid development of artificial intelligence (AI) and digital technologies, university students' career competencies face unprecedented challenges and opportunities. Dr. Fan Hongmin will present key findings from the China Higher Education Employability Blue Paper in the Digital

Intelligence Era, offering an in-depth analysis of AI's impact on career development in higher education. This presentation will explore how university students can enhance their data literacy, technological adaptability, and innovative thinking to navigate the evolving job market. As a distinguished scholar in education research, Dr. Fan will integrate empirical data to propose targeted educational reform strategies, helping students build competitive career competencies in the era of digital intelligence.



Dr. Fan Hongmin is the Deputy Dean of the School of Education at Zhengzhou University.

12:45 pm 570 Closing Remarks

This is the end of the Plenary Presentations on the first in-person conference day.

13:00 pm 571 Lunch

13:00 pm 572 Reporting Live from Zhengzhou with Dilapsky Li

In-person attendees will be interviewed and asked to share insights they have gained and reactions to the in-person conference in Zhengzhou, China

Dilapsky Li is described above.

13:00 pm 573 Writing articles for the APCDA Newsletter with Momoko Asaka and Dr. Catherine Hughes

Do you seek informative articles to answer specific questions about career development? Do you believe that good information is a valuable resource? The News Committee is responsible for identifying important issues and seeking experts who can write articles for our weekly news. Help us to make our newsletter more valuable and relevant.

Momoko Asaka and Dr. Catherine Hughes are described above.

13:00 pm 574 Which Job Search Strategies are Most Effective? With Syed Hassan Abdullah

Attend this Discussion Session to share ideas with others at the conference and to help clarify your own thinking on this important topic. Discussions are not recorded, so you must be present to learn.

Syed Hassan Abdullah is described above

In-Person Only Sessions

The rest of the sessions on Saturday will only be available to those who attend in-person. They will not be broadcast to virtual attendees.

14:30 pm Roundtables, Part 1

There are 4 topics and 2 opportunities to hear them. This means you can attend 2 out of the 4 topics. Each presentation lasts 40 minutes, with 10 minutes between sessions to move to a new presentation. Some are Chinese-speaking, some English, and some are bi-lingual.

581a Collaboration, contributions and sustainable careers of higher education 'third-space' professionals: Case studies from Australia and Japan with Dr. Natalia Veles, Dr. Serene Lin-Stephens, and Dr. Kohei Takagi

In this session, our international research team will discuss and seek feedback on applying the sustainable careers framework to university staff careers. We will present a 2024 pilot study exploring sustainable careers in higher education in Australia and Japan, highlighting the unique challenges faced by professionals working between academic and professional spaces. Differences in career paths, disruptions, and institutional support were noted between the two countries. Additionally, we will discuss a case study of a careers survey at enrolments (Career Registration) in Australian universities, emphasizing the need for sustainable career practices leveraging both academic and professional staff expertise to ensure quality student outcomes.

Dr. Natalia Veles, Dr. Serene Lin-Stephens, and Dr. Kohei Takagi are described above.

581b Understanding Self to Manage Change with Jiaying (Chris) Shao

Participants in this Roundtable will be invited to reflect upon changes in their life; the journey of life-change and how learning from that can be applied to supporting youth to be better able to thrive in a very rapidly changing world, a world in which there is an increasing sense hopelessness and disconnection.

Jiaying (Chris) Shao is described above.

581c Exploring a Chinese Cultural Oriented Career Coaching Mode with Yin Wanlu

This program explores a culturally embedded career coaching model tailored for Chinese university students. Grounded in Confucian career thought, Wang Yangming's philosophy of mind, and Jin Shuren's Doctrine of the Mean career model, it integrates Western theories like Hope Action Theory. The session highlights how Chinese cultural values, such as collectivism, harmony, and responsibility, influence career decision-making. By addressing current gaps in applicability, this program aims to optimize career development coaching through a blend of cultural insight, practical techniques, and qualitative research findings.



Wanlu Yin is a doctoral candidate in Social Sciences at Royal Roads University, Canada, and a lecturer in the Responsibility Dynamics Research Center at Jiangxi Institute of Applied Science and Technology. With ten years of experience in one-on-one academic and career planning consultations for students and parents, the presenter is dedicated to exploring culturally embedded career coaching models tailored to the needs of Chinese university student, aiming to enhance the cultural applicability and effectiveness of career coaching in China.

581d Career Planning in AI era: Utilize AI Career Advisors and Become Super Individuals with Dilapsky Li

- a. How AI career advisors help students make career choices
AI Career Advisors can help students in: Career Exploration, Skill Development, and Giving Personalized Advice.
- b. How AI career advisors help interviewees succeed
AI Career Advisors can help interviewees in: Resume and Cover Letter Assistance, Interview Preparation, and Job Search Strategies.
- c. How to plan an innovative career with AI assistance
As AI may replace much repetitive work, individuals should spend more time in learning multifaceted skills and comprehensive knowledge, including technical tools, innovative mindset and Individual Corporate Branding.

Dilapsky Li is described above.

14:30 PM	Roundtables, Part 1, Session 1
15:10 PM	Switch Rooms
15:20 PM	Roundtables, Part 1, Session 2
16:00 PM	Break
16:20	Roundtables, Part 2

There are 4 topics and 2 opportunities to hear them. This means you can attend 2 out of the 4 topics. Each presentation lasts 40 minutes, with 10 minutes between sessions to move to a new presentation. Some are Chinese-speaking, some English, and some are bi-lingual.

582a Empowering School Leadership for Quality Career and Life Development Education
with Dr. Ellie Cheung, Clara Tam, Dr. Stephne Yip, Tony Mak, and Derek Chung

Effective school leadership is crucial for delivering quality Career and Life Development (CLD) education, ensuring a smooth school-to-work transition for students. The Hong Kong Benchmarks for Career and Life Development (HKBM) empowers schools to assess and enhance their CLD provisions holistically, under the leadership of senior management, leading to increased student engagement. This workshop offers insights into utilizing HKBM for school self-evaluation to enhance CLD provisions through leadership strategies and good practices. Participants will explore ways to apply the HKBM framework in diverse educational contexts.

Derek Chun and Dr. Stephen Yip are described above.

Dr. Ellie Cheung is currently the Chief Advisor (Schools) of the CLAP@JC Project. Ellie has extensive experience in the field of education, including career education, curriculum development and quality assurance. Prior to the current position, she worked at the Curriculum Development Institute of the Education Bureau and The Hong Kong Council for Accreditation of Academic and Vocational Qualifications. Ellie obtained her Doctor of Education at the University of Hong Kong and received her master's degrees in applied psychology, translation and linguistics respectively. Her research interests are in the areas of lifelong learning, workplace learning and vocational education.



Clara TAM is currently serving as Assessment and Action Plan Advisor of CLAP@JC at The Education University of Hong Kong. Clara assists network schools of the Project to review and build up sustainable career and life development (CLD) programs based on the "Hong Kong Benchmarks for Career and Life Development". Before joining CLAP@JC, Clara served as a curriculum development officer for the Education Bureau of the Hong Kong SAR Government in about 10 years to provide advice and support to primary and secondary schools on developing school-based policy and provisions to cater for students' diverse learning and developmental needs, including CLD.

Tony MAK is currently serving as Assessment and Action Plan Advisor of CLAP@JC at The Education University of Hong Kong (EdUHK). Tony has been working as a school advisor for around 10 years. Tony is a Registered Teacher in Hong Kong and holds a Bachelor of Education (First Class Honours) from The Hong Kong Institute of Education, a Master of Arts in Applied Linguistics from The University of Hong Kong and a Master of Arts in Guidance



and Counselling from The Polytechnic University of Hong Kong. Tony is also an Ed.D. Candidate studying educational psychology at The Chinese University of Hong Kong.

582b Social Emotional Learning as Foundation for Career & Life-design Programs *with Lu Rong*

SEL is more needed now than ever before. The increasing use of technology, social media & AI are all distracting youth from social interactions. A key literacy with skills for 21st century is social literacy. The complexities, uncertainties and challenges of our rapidly changing world is seeing concerning signs of youth becoming increasing disconnected with families and friends and becoming increasing 'laying-flat people'.



Rong Lu is Associate Professor, Shanghai Pudong Development Research Institute; Distinguished Researcher of Shanghai Normal University/East China Normal University; SEL Social Emotional Learning Facilitation Trainer, and HFC Rich Parents Family Coach.

582c Chinese Careerology - Exploration of Career Transfer and Advancement in Chinese Career Research *with Yongxin Peng*

In the field of Chinese career, previous topics have focused on career and professional career research. Since 2023, the theme of "careerology" has emerged. First, Peng Yongxin published the book "Careerology" (first edition) in Hong Kong, China in March, followed by Zhang Ziyang in Taiwan, China in August. The "Careerology" training course was developed, and finally in October, Huang Dongxian and Liu Tingting in Wuhan, China published the book "Careerology" in Beijing. It can be seen that in 2023, Chinese scholars from both sides of the Taiwan Strait and Hong Kong and Macau coincidentally proposed the concept of "careerology" to explore the transfer and advancement of Chinese career research, that is, from career and professional career to careerology research. This report will present the main views of the three scholars and explore the theory and practice of Chinese careerology.



Peng Yongxin, Ph.D., is a joint career doctoral student of Beijing Normal University and Taiwan Normal University, and a researcher at the Chinese Career Studies Research Center. His representative work Careerology (first edition) won the first prize of the 2023 China Career Development Forum Academic Book Award, and his research field is Chinese Career Studies.

582d Exploring Inner Strength through Card Dialogue: Applying the "Career Resilience Cards" to Support Youth in Navigating Uncertainty *with Carry Shen*

Applying the "Career Resilience Cards" to Support Youth in Navigating Uncertainty



Carry Shen is the founder of NOAH and served for many years as a Senior Manager at PAC MANAGEMENT CONSULTING LIMITED. She is expert in project coordination, career development training, and a licensed career advisor and tour guide. She developed the Career Resilience Cards for use with Chinese youth.

16:20 PM

Roundtables, Part 2, Session 1

17:00 PM

Switch Rooms

17:10 PM

Roundtables, Part 2, Session 2

18:00 PM

599

Reception and Cultural Performance

Zhengzhou University will provide light food and beverages for attendees and an opportunity for networking. A short performance by students will highlight Chinese music and culture.

Sunday, May 25

Time	Session	Description
9:00 am	611	Awards Ceremony by Dr. Elisabeth Montgomery

At this ceremony you will meet the Outstanding Career Practitioner, Outstanding Career Educator, Lifetime Achievement, and President's Awardee. You will also meet people who deserve special notice for their contributions this year, the Conference Hosts, and the Scholarship Winners.

Dr. Elisabeth Montgomery is described above.

9:20 am

Panel Discussion: Empowering Generation Z to Embrace the Future's Changes through Advancements in AI, Leadership, and Career Development with Dr. Elisabeth Montgomery (Moderator), Dr. Ma. Leonila Urrea, Dr. Sachin Kumar, Qi Li, and Teresa Xin

These experts will examine the challenges of empowering Gen Z to navigate the future. Moderator, Dr. Elisabeth P. Montgomery, will explore the need to involve and inspire the younger generations with an anticipatory, forward-thinking mindset. Dr. Ma. Leonila Urrea, will provide insights into career development trends and recommendations with Gen Z. Dr. Sachin Kumar will address ways to reconnect youth using the A.C.T.I.V.E. Strategies. Qi Li will speak about the role of career practitioners in the face of environmental uncertainty and disruptions within higher education. Teresa Xin will focus on how Gen Z will adapt to machine-led worlds.

Dr. Elisabeth Montgomery and **Dr. Ma. Leonila Urrea** are described above.



Dr. Sachin Kumar, Principal of Wazir Ram Singh Government College in Himachal Pradesh, holds qualifications in Geography, Education, Counselling Psychology, and Training & Development. He is a founding member and current President of the Indian Association of Career and Livelihood Planning (IACLP) and member of the IAEVG Board. He has collaborated with nearly 100 organizations across 12 Indian states, including schools, universities, NGOs, corporate houses, and government departments. Dr. Kumar received the prestigious Promise Fellowship to develop curriculum and course materials for a postgraduate program designed for career guidance practitioners.

Qi Li is a Lecturer in *Career Development* and *Engineering for undergraduates* at Shanghai Jiao Tong University. She has conducted extensive research into the impact of Career Development courses and into the identities and social integration for engineering students after returning from overseas studies. Her current research focuses on Occupational Psychology, concentrating on how calling, working motivation, authenticity, and meaning relate to career success. She has received honors in several competitions, such as Excellent Instructor of the first National College



Student Career Planning Competition, Outstanding Teacher for Graduates Employment in Shanghai Region, Excellent Teaching Award in SJTU, and Excellent Management Service Award from SJTU



Teresa Xin is the CEO of both Robotex Asia and Robotex China. She is also the chairwoman of the board committee of Sino Biopharmaceutical Limited. Additionally, she is a director of CTTQ (also known as [Chia Tai Tiangqing Pharmaceutical Group Co., Ltd.](#)) and the vice president of Beijing Tide. Ms. Xin, beginning as a mechanical engineer and algorithm engineer, developed patents and an interest in robotics. She earned a master's degree in robotics engineering from University West, Sweden, in 2017 and was soon recognized as a special talent by Robotex. Robotex develops customized robot maker courses for youth programming, robot making, and artificial intelligence for students who are 4-60 years old. It provides these training programs to more than 20 countries and more than 3,000 schools and off-campus training institutions.

10:20 am	631	Tea Break
10:40 am	641	Panel Discussion: Empowering Generation Z to Embrace the Future's Changes through Advancements in AI, Leadership, and Career Development will continue.
12:00 pm	651	Virtual Closing Ceremony
		As the Virtual part of the regular conference ends, we will announce the contest winners. Dr. Poh Li Lau will invite us to the 2026 Conference at the University Malaya in Kuala Lumpur, Malaysia. APCDA President Allan Gatenby will summarize the major take-away lessons from the 2025 conference. Of course, his Professional Development Institute (an Option Extra) will be held the following day.
12:30 pm		Lunch
		After lunch, attendees are invited to attend the Youth Forum which will be held on a different hotel.
8:30 am	620	Youth Forum with Dr. Serene Lin-Stephens, Wei Fang, Ivy Liao, and Chang Yue
11:50		Lunch
14:00	626	Youth Forum, Part 2 with Dr. Poh Li Lau, Dr. Sachin Kumar, Hanman Chun, Ping Lee, Dr. Dian Ratna Sawitri, Yiji Zhang, and Yan Lil
17:40 pm	629	Youth Forum Closing Ceremony

Monday, May 26

Time	Session	Description
10:00 am	711	Virtual: Future-Ready Leadership: Mastering the Art of People and Innovation by Allan Gatenby
		Explore the evolving role of leadership in a world increasingly shaped by technology & AI. Investigate leadership which embraces technology, creating human-centric innovation, collaboration, based upon ethical decision-making. Participants in this 3-hour interactive workshop, will discover their leadership style, their leadership potential and explore their capacity to become an intelligent leader achieving better balance between technology, innovation, empathy, and resilience. The workshop explores the importance of self-knowledge, possibility thinking, inclusive & collaborative practice

and how to enable the 'collective genius' to drive innovation, inspire innovation, align fundamental human needs and organizational goals to lead transformation. It's time to redefine leadership transforming challenges to opportunities.

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others." – Jack Welch

Allan Gatenby is described above.

14:00 pm

Career Centers Tour by Carry Shen

Zhengzhou University is the first university in China to offer master's and doctoral degrees in the specialized field of "Career Development Education." After touring that career center, we will move to a local high school and learn how they work with high school students in preparation for college and career choices.

14:00 pm

Leadership Retreat by Allan Gatenby

This meeting of APCDA Leaders will develop plans for meeting APCDA's 2025 goals.

18:00 pm

Board Dinner

The APCDA Board will take the Zhengzhou University team to dinner.

Tuesday, May 27

Time	Session	Description
8:00 am	811	<p>Longmen Grottos, Shaolin Temple, and Zen Music Ritual All Day Tour</p> <p>The Longmen Grottos is a UNESCO world cultural heritage site as "an outstanding manifestation of human artistic creativity" located in Luoyang China. It is the world's biggest Buddhist cave treasury with thousands of stone carvings. Grottoes were carved into 97,000 Buddha statues. The grottoes were carved on the mountain on both sides of Yi river. The work on the grottoes began in 493 AD. Shaolin Monastery also known as Shaolin Temple is famous for its association with martial arts and Zen Buddhism. It is monastic institution renowned as the birthplace of Chan Buddhism and cradle of Shaolin Kung Fu. Its location is at the foot of Wuru Peak of the Shongshan mountain range in Dengfeng county, Henan province. It is located 48 km southeast of Louyang, former capital of Northern Wei Dynasty, 72 km southwest of Zhengzhou, modern capital of Henan province. The Zen Shaolin Kung Fu Music Show is the largest outdoor night live Kung Fu performance in the world. This performance combines wonderful Shaolin Zen Music Ritual, profound Buddhist Zen culture, fascinating music, beautiful natural scenery, as well as advanced lighting systems. It shows the landscape changes in four seasons with Guzheng (traditional Chinese instrument) performances and nearly 600 people performing Zen and martial arts.</p>

Thank You from APCDA

We are grateful to our Conference Planning Team: Ass. Prof. Lianfeng Guo PhD. (Mr.), Zhengzhou University; Lect. Yanli Hao, PhD. (Ms.), Zhengzhou University; Carry Shen, PAC; Felix Fu, PAC; Allan Gatenby, APCDA President; Dr. Serene Lin-Stephens, APCDA Past President; and Dr. Elisabeth Montgomery, APCDA President-Elect. We also want to thank our very generous members who helped as Room Managers and Session Monitors for the virtual sessions at this year's conference.

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

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

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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.

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