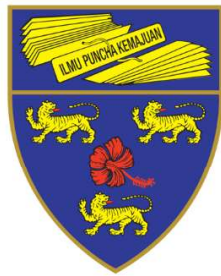
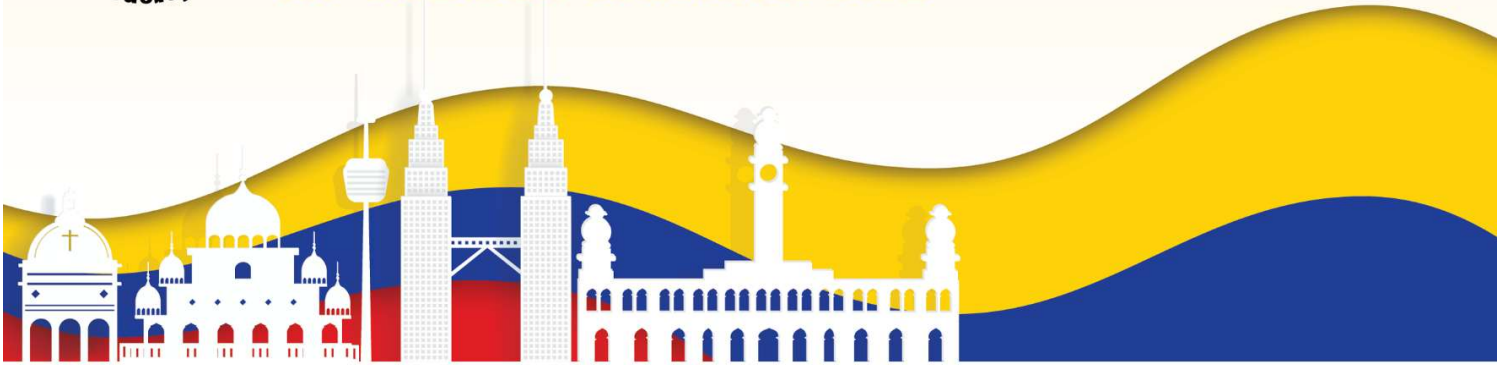




Inclusive Career Development in Global Transitions



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Welcome to the APCDA 2026 Malaysia Hybrid Conference

It is my honor, as President of the Asia Pacific Career Development Association, to welcome you to APCDA 2026 in Malaysia, where we will gather in person and across our hybrid platforms. We meet at a defining moment for our region and our profession, under a theme that is both simple and demanding: **Inclusivity**.

Inclusivity is not a trend. It is a call to humanity.

To be inclusive is to insist, through initiatives, practice, and professional choices, that every person can belong, contribute, and be recognized with dignity. It asks us to see people as full human beings with gifts, aspirations, and the right to meaningful work. Over the past 30 years of career development, equity meets reality with inclusive access to guidance, pathways to opportunity, and systems that do not quietly exclude those who most need a bridge.

Malaysia is a powerful place for this conversation. At the heart of the Asia Pacific, Malaysia stands as a model of multicultural strength shaped by tradition, governance, and a deep commitment to social harmony. Our host setting invites us to think beyond slogans and toward structural intelligence. We come to learn and discuss policies, partnerships, technologies, and workforce designs that make inclusion sustainable. We can feel proud of Malaysia's leadership, and experience inspiring us to contribute to lasting change in our own contexts.

Across the region, nations rapidly scramble to integrate AI-enabled ecosystems: many strategies for good, in healthcare, climate transition industries, and advanced manufacturing, where innovation thrives. Yet without access, growth, and dignity remain in limbo. And progress that leaves women, minority communities, displaced populations, or persons with disabilities on the margins undermines the very stability we seek to build.

In April 2026, we come together with courage and with responsibility to ask questions that shape the next decade:

- Who is still not fully welcomed into the workforce, and why?
- Which educational policies and technologies genuinely expand access, and accomplish it?
- What barriers persist for those born with disabilities or are shaped by systemic exclusion?
- How can AI be intentionally designed to connect differently-abled populations to meaningful employment—without deepening inequity?

This conference is designed for immediate impact. Over the days and weeks, we will explore research, policy panels, mentorship, and leadership strategies, equipping each of you with actionable approaches to foster measurable change in your institutions and communities.

This gathering also represents collaboration across our APCDA leadership. As a Pacific Westerner, I learned the interdependence of Asia Pacific wisdom and feel grateful for the co-leadership with our Malaysian President-Elect, **Dr. Lau Poh Li**, whose insights strengthen our regional voice and future direction. We honor our Past-President **Dr. Allan Gatenby**, in Australia, whose leadership continues to advance APCDA's mission and prepare us for our next chapter. Together, we reflect the spirit of APCDA: diverse leadership, shared purpose, and a commitment to a whole systems region.

The 2026 APCDA Malaysia Conference is an inflection point. The ideas we cultivate here will move us forward, informing our Singapore 2027 gathering and shaping how Asia Pacific leaders design future-ready workforces that are equitable, resilient, and globally competitive.

Now is our moment to lean in and manifest our common humanity:

- Let us listen deeply.
- Let us challenge assumptions.
- Let us design boldly.
- Let us build whole workforce systems worthy of all people served.

With Inclusivity as our theme, humanity is our foundation.

Welcome to APCDA 2026.

Sincerely,
Dr. Elisabeth Montgomery
APCDA President

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About APCDA

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

Mission:

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

Activities:

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

Save the Date:
2027 Hybrid Conference
April 6 – 16, 2027
Singapore

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, April 20

Time	Session	Description
9:00 am	101a	<p>Orientation by <i>Grace Koamesah</i> Learn more about the conference software, how to find presentations, and how to network with others during this event.</p>  <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 by <i>Elisabeth Montgomery</i> APCDA President Elisabeth Montgomery welcomes us to the conference and explains how the conference works. Our host, the University of Malaysia, represented by Dr. Poh Li Lau, APCDA President-Elect and APCD Journal Editor, and Dr. Ahmad Shamsuri, Chair of the Counseling Department in the Faculty of Education. also welcome us to this conference.</p>  <p>Dr. Elisabeth Montgomery, APCDA President, 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.</p>
10:00 am	111	<p>Expanding Horizons: Express Learning, Labs, & 30-Mins Speed Coaching Offerings for Global Transitions by <i>Manuela Morelli and Sabira Vohra</i> How do large, global diverse organizations keep career services responsive and inclusive in providing career development offerings to global staff members. Two career advisors/consultants from the World Bank share a modular service portfolio that blends traditional advising/coaching with Express Learning (bite-size, 15–30-minute sessions on high-demand topics), Career Labs (hands-on, peer-learning sprints), and 30-Minute Speed Coaching for tactful, time-bound interventions at scale.</p>  <p>Manuela Morelli is an Organizational Pedagogue, Certified Coach, and Professional Counsellor with over 20 years of experience in HR and a deep specialization in career, talent, and leadership development. After beginning her career with Adecco, Daimler Chrysler, and Kuwait Petroleum, she served in HR roles across the UN system and the European Union, later leading talent and HR development at ITU and SITA. As Founder of Talentum Consulting, she supports international professionals through coaching and talent advisory, with the World Bank among her main clients. Her academic work integrates neuroscience-based approaches into modern career coaching and counselling.</p>

Sabira Vohra is a global career strategist with 20+ years of experience in career development, transition, and coaching. Through her private practice, Career Infusion, she empowers professionals and organizations with customized career services across industries. She consults for higher education and global organizations, including The World Bank, and teaches career development at Washington Adventist University. Sabira is a former Director of Career Services and Past President of the Maryland Career Development Association. She holds an MS in Psychology and multiple coaching certifications including CCSP. Her intuitive, honest, and strategic approach helps clients successfully navigate and manage career development.



10:00 am 112

Accessible and Inclusive Skills Development: Building a Global Citizen Scholar program by *Lorraine Godden*

Aligned to the Government of Canada's Skills for Success framework, the FUSION program offers well-constructed, current, accessible, and free modules that develop 13 unique transferable skills. At Carleton University, we have taken the FUSION modules as a starting point, and developed the Carleton Global Citizen Scholar program, a deep-dive skills development program through which students develop knowledge, proficiency, and competence in four important skills clusters. In this interactive session, you will review and interact with the four clusters of skills, and learn tangible ways to enhance skills development for all students including those in equity deserving groups. Importantly, you will gain free access to 13 FUSION skills development modules.



Dr. Lorraine Godden holds several academic roles including Faculty at Yorkville University and Douglas College, and the National Implementation Lead for FUSION at Carleton University (a national skills development program focused on serving equity deserving groups). Lorraine has a PhD, M.Ed., is a Qualified Teacher and a Certified Career Development Professional. Lorraine has designed and delivered many adult education, career, and skills development courses, workshops, and webinars and has created impactful and effective research and stakeholder engagement for provincial and federal policy and programs. Lorraine has an extensive publication record in international and national settings.

10:00 am 113

A Self-Determination Approach to Career Development for Adults with Disabilities & Neurodiversity by *Tina Peterman and Aaron Leson*

This session presents a self-determination career development model tailored for adults with disabilities, chronic illness, and neurodivergent profiles. Participants will learn a four-step process—Understanding the Story, Assessing the Needs, Collaborative Planning, and Job Search & Employment Success. Case examples illustrate how to integrate strengths-based, neurodiversity-affirming, and disability-informed practices that promote hope, empowerment, and meaningful career transitions.



Tina Peterman, Ph.D., LPC, CSCP, is a Professor of Counselor Education at Portland State University and a Licensed Professional Counselor in Oregon. With over thirty years of experience, her work centers on Clinical Rehabilitation Counseling and career development for people with disabilities. Tina also maintains a private practice providing identity-based supervision to counselors working with clients with disabilities or chronic illness. She has authored numerous publications in career counseling and is committed to training practitioners worldwide to enhance equitable career opportunities and meaningful employment outcomes for individuals with disabilities.

Aaron Leson has a diverse professional background that spans from elementary school education to large-scale corporate training. As a Master Trainer for the

National Career Development Association, Aaron has provided professional development and training to thousands of individuals in numerous industries. Aaron's many credentials, including his Business Services Consultant Certification™ and Global Career Development Facilitator Instructor credential, provide him with the ability to create well-crafted messages that inspire positive growth in employees and the greater corporate culture.

10:00am 114

Let Each Family Find its Own Growth Algorithm by *Chris Jiaying Shao and Allen Gatenby*

Technology is forever and rapidly impacting families. Parents as first educators of their children significantly shape children lives. Parents in China are desperately looking for ways to bridge the ever-widening gap between their world and the world of their children. They are looking towards career and life-design professionals to provide support to their parenting and children's life-design. Without support they are increasingly excluded from career and life-design decisions. This presentation describes an innovative approach to helping each family find its algorithm for growth.



Chris Jiaying Shao is an education entrepreneur and life coach with a master's degree from a prestigious hotel management university in Switzerland. She has worked in training and consulting management for 15 years in the world's top hotel groups and internationally renowned consulting firms, providing talent planning and career development consulting for enterprises.

The Career Academy provides one-stop educational planning housekeeping services for families aged 0-18. CA is committed to becoming a leading youth career education and counselling service platform in Asia, hoping to help 100W+ teenagers and their families live a healthier, and happier life.

Allan Gatenby is recognized as a global thought leader in education, career development and organizational development. Recognized and award-winning practitioner for leadership and life-design coaching. A sought-after mentor to career development practitioners. His leadership is strategic, human-centered, embraces technology, abundance mentality, design thinking and inclusive and collaborative, ethical decision making. Immediate Past-president of APCDA.



10:00am 115

Playground Pedagogy: Fostering Career Readiness Through Play- Based Learning by *Vic Massaglia, Dr. Abby Razink and Dr. Michael Stebleton*

Career scholar John Krumboltz urged educators to ask students, "What fun will you next try?" Too often, the role of play in career planning goes unspoken. As students face uncertain futures, embracing play, curiosity, experimentation, and creativity become vital to lifelong learning and adaptability. This session explores the value of play-based pedagogy and offers practical strategies for integrating play into career education.



Vic Massaglia serves as Director of Career Services at the University of Minnesota's School of Public Health, where he guides and supports people through life's transitions to help them reach their full potential. His mission is to help the helpers by inspiring others to make a positive impact through compassion, connection, and purpose. Through his work as a facilitator, coach, and teacher, he helps people discover their strengths and thrive. Deeply committed to social justice, equity, diversity, and inclusion, Vic finds his greatest fulfillment in serving others and contributing to a more just and compassionate world.

Abby Razink holds a Ph.D. in Organizational Leadership, Policy, and Development from the University of Minnesota–Twin Cities, where she previously served as a graduate assistant. She also earned an M.B.A. from the University of North Dakota. Abby is the Director of Business Development for Vorbeck, a technology and manufacturing company. She brings broad experience across business and higher education, including roles in career services, donor relations, marketing communications, finance, and entrepreneurship. Her research focuses on vocational and leadership development through experiential learning and innovative approaches to professional growth.



Michael Stebleton is a professor in the Department of Organizational Leadership, Policy, and Development at the University of Minnesota–Twin Cities. He earned his master's degree in Counseling and Student Personnel Psychology (CSPP) at the University of Minnesota–Twin Cities with an emphasis on career counseling and development. After working in student affairs and career advising for several years, he returned to the University of Minnesota to earn a Ph.D. in Work, Community, and Family Education. His research and teaching interests include career development, student development, success, and persistence. His current work explores the experiences of marginalized college student populations.

10:00 am 116a

First-Generation College Students' Social Connection Mediates Between Stress & Career Metacognitions by *Jacob Perez and Dr. Debra Osborn*

Social connectedness may benefit first-generation college students' (FGCS) career development, providing knowledge and skills to overcome barriers in college. Guided by cognitive information processing theory, this study explores relationships between stress, social connectedness, and career metacognitions. Results indicated social connectedness mediated the relationship between stress and career metacognitions for FGCS but not continuing generation students. Implications include measurement of career metacognitions with underserved groups and the development of culturally tailored career interventions that account for the barriers FGCS face.



Jacob Perez is a third-year PhD student in the Combined Counseling Psychology and School Psychology program at Florida State University in Tallahassee, FL where he researches health and career disparities in emerging adults. Jacob has practiced career interventions guided by cognitive information processing theory with college students and community members. He is passionate about supporting diverse students who encounter additional barriers in career development.

Dr. Deb Osborn is a Professor and Co-director of Psychological and Counseling Services in the Educational Psychology and Learning Systems Department at Florida State University. Her current research focuses primarily on factors that impact individuals' career development. Dr. Osborn is Co-Director and Senior Research Associate for the Center for Career Research at FSU. In this position, she is responsible for overseeing and conducting research on the design and use of information technology in counseling, as well as the study of vocational behavior and the delivery of career services.



10:00am 116a

Climate Hope and Career Development: A Participatory Action Research Approach by *Rebecca Hudson Breen*

Youth today face overlapping crises including climate change, economic uncertainty, and widening inequality, that shape how they imagine and plan their futures. In this presentation, we share findings from a participatory action research project with students and teachers in Alberta, Canada. Together, co-researchers explored both threats to and sources of climate hope, locally and globally. We share examples of hope-infused, climate-aware career education that involves collaborative learning about local efforts to address climate change, to support both

individual career development and collective action aimed at advancing climate justice.



Dr. Rebecca Hudson Breen is an Associate Professor in Counselling Psychology at the University of Alberta and a registered psychologist. Her research is focused on connections between work/career, mental health and wellbeing, and hope. Most recently, she has engaged in participatory action research with teachers and students on the integration of climate hope in career-life development.

10:25am 116b

Occupational Identity for Inclusive Career Practices: An Australian Study on Post-Injury Transitions by *Dr. Serene Lin-Stephens and Dr. Ross Girdler*

Occupational identity is an under-examined concept in career development. This research addresses the gap by investigating its role in occupational change. A mixed-methods study, using a survey of 334 Australians and qualitative interviews with 11 injured truck drivers, found that a strong occupational identity is a significant barrier to post-injury career transition. It recommends holistic, inclusive counselling techniques like narrative therapy to help clients navigate this challenge.

Dr. Serene Lin-Stephens (PhD in Rehabilitation Counselling, University of Sydney) heads the postgraduate Careers Education program in the School of Education at RMIT University. As 2024–2025 President of the Asia Pacific Career Development Association (APCDA), Serene has led several cross-border initiatives including the career glossary project. Her research focuses on evidence-based practice and contextualised career practices informed by cultural contexts.



Dr Ross Girdler (PhD Rehabilitation Counselling) is a Rehabilitation Counsellor and Forensic Vocational Assessor. His PhD research investigated the relationship between post-injury occupational change and persistent occupational identity. His findings concluded that strong occupational identity can be a substantial barrier to occupational change, a result with significant implications for career counselling practice.



11:00am 121

Volunteering: The Hidden Engine of Inclusive Career Development in Global Transitions by *Dr Julie Rosengren*

In times of rapid global change, traditional career pathways often leave behind those navigating transitions — young people seeking their first opportunities, older adults reinventing themselves, women returning to the workforce, and migrants building new lives. Volunteering, too often overlooked, is a hidden engine of inclusive career development.



Dr Julie Rosengren is Founder and Managing Director of the Life Institute of Family Education. She works as a Careers Consultant with a large range of clients from very culturally diverse backgrounds and all ages and stages of life. Julie specialises in helping clients make successful career transitions.

11:00 am 122

Career Construction in the AI Era: Taking Ownership, Building Narratives, and Lifelong Adaptability by *Charlotte George*

This paper explores how Career Construction Theory (CCT) provides a framework for navigating careers in the age of Artificial Intelligence (AI). As automation and digitalization reshape the world of work, individuals must strengthen their adaptability, narratability, and life design skills. Drawing on CCT principles, the paper highlights how self-directed career management, lifelong learning, and transformational skill sets, such as critical thinking, decision-making, resilience, and creativity, empower individuals to act with entrepreneurial mindset, managing self and take ownership of their growth. It also discusses contextual disparities across Asia, proposing

collaborative research and regional initiatives. The paper concludes by calling for partnerships and sponsorships to support projects and studies that advance adaptive, inclusive, and meaningful career development for the future workforce.



Charlotte George is the President of the People Career Development Association and a Credential Panelist on WSG's CDF Credentialing. She serves as Head of Employability and Student Affairs at Kaplan Singapore and Associate Lecturer at the Singapore University of Social Sciences. A NCDA/Singapore Master Instructor for the Global Career Development Facilitator programme, Charlotte brings a deep understanding of business needs, psychology, and strategic planning.

Trained in Industrial and Organisational Psychology, Counselling, Career Development, and Marketing, she leads initiatives in student engagement and advancement, grooming and empowering youth for future-ready success through creative leadership and purposeful development.

11:00 am 123

High-Impact Supervision: Best Practices for Supporting Career Development Practitioners by *Dr. Tina Peterman and Dr. Brian Hutchison*

Effective supervision is essential for preparing career practitioners to deliver ethical, culturally responsive, and developmentally appropriate services. This session outlines best practices in supervising career professionals across settings, emphasizing reflective practice, identity-informed supervision, and competency-based approaches. Participants will explore models, tools, and strategies that strengthen practitioner skills, support professional growth, and enhance client outcomes. Case examples illustrate how intentional, inclusive supervision promotes confidence, readiness, and long-term success in the career development workforce.

Tina Peterman is described above

Brian Hutchison, Ph.D., LPC, CSCP, is Core Faculty in Clinical Mental Health Counseling at Walden University. He earned his doctorate in Counselor Education & Supervision from Penn State and has worked as a career, school, and mental health counselor and supervisor. Through his Global Career Guy brand, Brian provides consultation, training, and research focused on career development as a pathway to mental health, school success, and social justice. He has worked in more than 50 countries and authored over forty publications, including the 12th Edition of *School to Career* and the *International Practices* monograph.



11:00 am 124

Redefining Inclusion: School/Industry Partnerships for young women in STEM by *Bianca New*

Inclusive STEM pathways require more than access — they need meaningful connection and relevance. This session explores how strategic School/Industry partnerships can advance inclusion for young women by co-designing programs that connect students with role models, future skills, and practical learning experiences. Drawing on school-based career development initiatives, it shares actionable strategies for career practitioners to build sustainable, collaborative programs that strengthen student engagement, educator capability, and alignment with workforce trends.



Bianca New is an HR & Career Development Consultant specialising in school-based programs that prepare students for STEM and other future-focused careers. She has extensive experience designing and implementing career initiatives that connect students with industry, role models, and practical learning opportunities. Passionate about inclusion, particularly for young women in underrepresented fields, Bianca supports educators, organisations and career practitioners to co-create sustainable, evidence-

informed programs that strengthen engagement, aspiration, and workforce readiness.

11:00 am 125

Building Community-Driven Career Ecosystems in Southeast Asia by *Le Tuan Anh*

In many Southeast Asian contexts, students and early-career workers face rapid transitions while formal career services struggle to keep pace. This presentation explores how community-driven ecosystems—peer networks, parent groups, online communities, micro-mentorship, and grassroots initiatives—can bridge school-to-work gaps. Through real examples from Vietnam, we highlight practical, low-cost strategies that broaden access, support diverse learners, and foster more inclusive, future-ready career development pathways.

Le Tuấn Anh is a career consultant, trainer, and content creator with extensive experience supporting students, early-career professionals, and freelancers across Vietnam. He has led career development programs for universities, coached thousands of learners, and built large online communities focused on accessible guidance and practical skill-building. His work integrates counseling, labor-market insights, and digital tools to create inclusive pathways for diverse groups. Tuấn Anh regularly designs and delivers webinars, training programs, and career-readiness initiatives, with a strong focus on community engagement, real-world relevance, and sustainable development of local career ecosystems.



11:00 am 126a

Secondary-Visa Holder Migrant Women's Career Development in Australia: A Systemic Thematic Analysis by *Sogol Yazdankhoo and Mary McMahon*

This Australian research explored the systems of influence shaping secondary-visa holder migrant women's career development. Guided by the systems theory framework, a deductive thematic analysis revealed how individual, social, and environmental-societal systems of influence, as well as change over time, and chance shape participants' diverse career development experiences, considering their unique contexts and migration journeys. By highlighting how the intersectionality of multiple systems of influence interacts to shape these women's career development, this research offers insights for research, theory, practice, and policy.

Sogol Yazdankhoo is a PhD candidate at Griffith University, School of Allied Health, Sport and Social Work. Working as a career counsellor, Sogol realised that career decision-making extends beyond matching interests to job titles, and that everyone's life-career story is shaped by their unique experiences and contexts, deepening her curiosity in the career development field. Reflecting on the intersection of her lived experiences as a career counsellor and a migrant woman, Sogol was inspired to pursue research in the fields of career development and migration studies. Her PhD research focuses on exploring secondary-visa holder migrant women's career development in Australia.



Mary McMahon is an Honorary Associate Professor at The University of Queensland, School of Education. Mary is a developer and co-author of the Systems Theory Framework of career development. She researches and publishes on career development across the lifespan, narrative and systems approaches to career counselling, qualitative career assessment, and supervision. Mary received the 2020 European Society for Vocational Designing and Career Counseling award for distinguished contributions to vocational designing and career counselling and the 2021 Lifetime Achievement Award from the Asia Pacific Career Development Association.



11:25 am 126b

Market, Meaning & Me: Conceptualizing and Measuring Meanings of Working for the 21st century by *Dr. Kim Yin Chan, Dr. Olexander Chernyshenko, and Dr. Ho Moon-Ho Ringo*

How do people make sense of work in a world of shifting careers, evolving policies, and growing uncertainty? This presentation introduces the "Market, Meaning & Me" (3M) framework—three distinct mindsets shaping attitudes toward employment in the 21st century. Drawing on two survey studies with 254 and 283 Singapore

undergraduates, we present newly developed scales capturing market-driven, intrinsic, and traditional beliefs about work. The 3M framework offers timely, evidence-based insights for career guidance, education, and policy to better support employability, adaptability, and meaningful engagement across the lifespan.



Dr. Kim-Yin CHAN is an Associate Professor in Organizational Behaviour and Human Resource Management at the Division of Leadership, Management & Organization of Nanyang Business School, Nanyang Technological University, Singapore. He received his Ph.D. from the University of Illinois at Urbana-Champaign in 1999 majoring in Industrial-Organizational Psychology with a minor in Quantitative Psychology. He has published in top management journals including the *Journal of Applied Psychology*, *Journal of Vocational Behaviour*, *Personnel Psychology*, *Human Relations*, *Journal of Career Assessment*, *Frontiers in Psychology*, and authored book chapters in this and several other edited books in the areas of careers and leadership.

Dr. Ho Moon-ho Ringo is an Associate Professor in Psychology at the School of Social Sciences at Nanyang Technological University, Singapore. His research interests include the development and application of statistical methods for social sciences data, and understanding contemporary career orientations, lifelong learning mindsets and career development. He has published over 80 journal papers in the fields of clinical, health, organizational and vocational psychology, and applied statistics; edited a book titled



"Entrepreneurship–Professionalism–Leadership: A Multidimensional Framework for Human Capital and Career Development in the 21st Century" published by Springer in 2020; and led many research grants from Singapore agencies.



Dr. Olexander (Sasha) Chernyshenko is an Associate Professor in Organizational Behavior and Human Resource Management in the Division of Leadership, Management & Organization at the Nanyang Business School. He received his PhD in industrial and organizational psychology from the University of Illinois at Urbana-Champaign in 2002. Before joining NBS, he was a Senior Lecturer of Psychology at the University of Canterbury, New Zealand. His research focuses on personality and work attitudes assessment, P-O fit, and measurement invariance. He has published in international journals including *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Vocational Behavior*, *Psychological Assessment*, *Applied Psychological Measurement*

12:00 pm 131

Co-creating Inclusive Systems: The Role of Career Professionals as Organizational Consultants by Samuel Wee

Organizations often develop "social defenses"—unconscious structures and processes—to contain systemic anxiety. While functional, these defenses frequently create exclusionary practices, such as rigid hiring criteria or 'culture fit' interviews that homogenize the workforce. The career practitioner, equipped with systems psychodynamic theory, would be able to help leaders and hiring managers surface and interpret these defensive systems, moving from a fantasy of a risk-free, uniform culture to the reality of a dynamic, inclusive one. Learn actionable strategies to disrupt these defenses and co-create genuinely inclusive talent systems.



Samuel Wee is the Director of Student Support & Career Services at Temasek Polytechnic. He holds a Bachelor of Arts (Hons) from NUS, an MBA from Leicester, and an Executive Master in Change from INSEAD. As a Certified Career Facilitator (NCDA-SG), his leadership is underpinned by a blend of social sciences, business, and organizational psychology. Samuel leverages this robust background to provide strategic leadership for a wide range of holistic support services, including counselling, career guidance, and financial aid. His

focus is on empowering students to build resilience, navigate their educational journey, and transition successfully into their future careers.

12:00 pm 132

Framing the Future: Photovoice and Sustainable Employability Capital in Inclusive Career Development by *Emma Lennox*

This session introduces photovoice as a creative and participatory approach to inclusive career development. Drawing on the Employability Capital Growth Model, participants will explore how visual storytelling enables students - particularly from non-vocational and creative disciplines - to articulate employability strengths and gaps across multiple arenas, to reflect on transitions to work in a changing global context, and create sustainability in their career development.

Emma Lennox is a Careers Consultant at Queen's University Belfast working mainly with the school of Arts, English and Languages, and with international students. Research interest areas include career management and development, student achievement and perceptions of employability, creative industries, sustainable non-linear careers, Systems Theory Framework and practitioner wellbeing. She researches and writes about equity and diversity in careers, passionately advocates for broadening career horizons, and spends too much time on LinkedIn.



12:00 pm 133

Beyond the Algorithm: Exploring Social Media, Youth Aspirations, and Career Horizons by *Mia Bololias and Allan Gatenby*

Many young people today encounter careers not only through school or family, but also through social media, in a world where influencers, trending creators, and curated success stories shape what "possible" looks like. These digital narratives can both expand horizons and, at times, mislead or limit them. In this interactive session, we will reflect together as practitioners on what we notice in our work, consider how algorithms and online stories shape youth aspirations, and share ways to support emerging adults as they navigate both opportunity and hype.

Mia Bololias is a behavioral-science-trained Career Development Practitioner and Business Coach (BBehavSci; Grad Cert Career Development Practice) with experience across education, business and community settings. Her work sits at the intersection of wellbeing and career development, exploring how early experiences, systemic factors and the dynamics of safety, identity, culture and power shape what feels possible in people's working lives — and how safe, inclusive career practice can foster wellbeing and agency. Known for a thoughtful, compassionate approach, she brings curiosity, creativity and care to her work with clients and peers.



Allan Gatenby is described above.

12:00 pm 134

Siap Kuliah College Admission Counselling: A Culturally Responsive Career Counselling Framework by *Izza Dinilla, Kartika Yuniarti and Ahmad Sururi*

This presentation explores the dynamics of career counseling within a collectivist culture and how Siap Kuliah facilitates career decision making processes for high school students and their families. Siap Kuliah college admission counseling employs a framework that helps map students' and their families' strengths, interests, values, and resources; choose undergraduate programs aligned with their profiles; and prepare for the application process. We hope this session will offer valuable insights for practitioners working with clients from collectivist cultures, particularly when the students and their families have differing perspectives.



Izza Dinillah is the Head of Counselor of Siap Kuliah by Sekolah.mu. Founded in 2021, Siap Kuliah provides support for students who are in the journey of planning their higher education and career. She has been working as a career and college counselor for more than 10 years. Izza is a skilled education professional with backgrounds in Bachelor of Psychology from Universitas Indonesia and a masters degree in Education from the University of Hull.

Kartika Yuniarti is an Academic Researcher at Sekolah.mu with a decade of experience in academic and business research. She specializes in examining learner experiences and evaluating program quality, using evidence to inform thoughtful and meaningful educational design. Her background in Learning & Development and community facilitation further enriches her approach to understanding and supporting diverse learners.



Ahmad Sururi is a counselor specializing in well-being and career development, with a decade of professional experience. He is currently pursuing a Doctor of Philosophy (PhD) at the University of Malaya, under the Department of Educational Psychology and Counseling. In addition to his doctoral studies, he serves as a Graduate Research Assistant in the same department. Beyond his academic role, he also practices as a counselor at Sekolah.mu, providing guidance and support in the areas of personal growth and career development.

12:00 pm 135a

Global Context, Local Values: Understanding Work Values Across Regions for Inclusive Career Development by *Paige McDonough and Joyce Tham*

As careers cross borders, understanding how work values differ across regions is key to inclusive and effective guidance. This session explores variations in work values across regions including Asia and the US. Drawing on emerging data and practitioner insights, it highlights how cultural contexts shape career decisions and transitions, offering strategies for career professionals to integrate regional value awareness into global career development practice.



Paige McDonough, M.Ed., is a Certified Career Counselor passionate about helping individuals achieve their career goals. Her career spans education, not-for-profits, and the public and private sectors, including nine years living and working in Australia and Qatar, where she developed and implemented career initiatives. She is the recipient of NCDA's 2025 Outstanding Practitioner Award and currently serves as Senior Director of Career Development at Kuder, Inc. where she trains professionals on best practices in career advising.

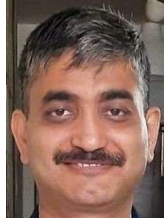
Joyce Tham is a Certified Career Services Provider (CCSP) who manages Kuder's operations in Singapore. Her work includes supporting the nation-wide project with Skills Future Singapore since 2018. Aside to leading the Singapore operations, she also handles and guides Kuder Partners and clients all over Asia with their implementation of Kuder's products and services. Additionally, Joyce voluntarily provides career guidance to individuals in Singapore through her



12:25 pm 135b

From ABC to Agency: Towards Inclusive Career Guidance for Persons with Disabilities in India by *Shailendra Singh Bisht and Dr. Sachin Kumar*

This paper presents findings from a two-stage study exploring education-to-work transitions of persons with disabilities (PwD) in India. Through multi-stakeholder consultations and field research, it reveals systemic and attitudinal barriers, highlights the pivotal role of parents, and identifies empathy, optimism, and activity-based discovery as key principles for inclusive career guidance. The study offers a roadmap for developing culturally grounded, person-centric career support systems for PwD.



Shailendra Singh Bisht is Lead, Centre of Excellence for Digital Transformation (CeDT) and Associate Professor of Marketing at IBS Hyderabad (IFHE). With over 20 years' experience in research, consulting and teaching, he specialises in digital transformation, platform businesses and marketing for health, education and micro-finance. His work focuses on leveraging ICT to benefit underserved communities through policy-oriented research and industry collaboration. An endurance runner, he brings practical discipline and community engagement to his academic and consultancy work. He advocates policy actively.

Dr. Sachin Kumar holds qualifications in Geography, Education, Counselling Psychology, and Training & Development. With over 25 years' experience in higher education, teacher and counsellor training, and career guidance, he has served on state-level focus groups on Guidance and Counselling in Schools and the Emerging Role of Community in Education under NEP 2020. Author of more than 45 publications, he is also Co-Editor of the Indian Journal of Career and Livelihood Planning and represents India on the Board of the International Association for Educational and Vocational Guidance (IAEVG) and an invited member of International Collaboration Working Group of APCDA. He is currently Principal of Wazir Ram Singh Government College, Kangra (Himachal Pradesh, India).



12:00 pm 136a

Building Inclusive Employability Assessment: A Comprehensive Index for Global Transitions by *Vijayakumar Parameswaran Unnithan*

Global transitions—technological disruption, economic volatility, changing employment patterns—demand inclusive employability assessment tools accessible across diverse contexts. Yet existing measures exclude many workers: they focus narrowly on graduates, privilege formal credentials over demonstrated capability, or lack cultural validity across regions. This presentation proposes a comprehensive Employability Index that expands horizons beyond traditional assessment, with seven dimensions spanning Human Capital, Identity Capital, Social Capital, Demonstrated Impact, Labour Market Awareness, Market Positioning, and Career Self-Management. Designed for inclusivity across education levels, employment contexts, and cultural backgrounds, the framework helps practitioners assess and develop employability for ALL workers navigating global transitions.



Vijayakumar Parameswaran Unnithan is a Career coach and a researcher in workplace learning, employability and career development. Works with students and working professionals in both informal and formal sectors in Asia.

12:25 pm 136b

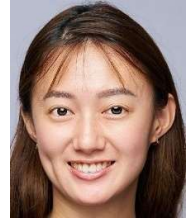
Bridging Polytechnic-to-Work Transitions for Students with SEN through Inclusive Supports by *Meihua Wang and Man Si Ying*

In a rapidly changing world, inclusive career development must adapt to diverse learner needs. Students with Special Educational Needs (SEN) often encounter additional barriers during the transition from school to employment. This joint presentation draws on two higher-education studies exploring how targeted school-to-work and internship supports strengthen confidence and readiness for work. A model of inclusive practices is proposed to strengthen support for lifelong employability.



Meihua Wang is an interventionist dedicated to building inclusive classrooms through training and support. At Temasek Polytechnic, she provides professional development for educators and guidance for youths- delivering workshops and mentoring programmes that foster work readiness and social-emotional growth. With over seven years of experience, she has supported students with autism, ADHD, and other learning difficulties in mainstream schools. Her work spans individualised interventions, group programmes, educator training, and parent engagement. She holds an MPhil in Special Needs Education (University of Oslo) and an MEd in Developmental Psychology (NIE), blending research insights with practical expertise in learner-centred strategies.

Man Si Ying is a dedicated educator with a Master of Education in Special Education from the National Institute of Education, Singapore. With over seven years of experience in the field, she began as a special education teacher for students with moderate to severe autism, and later expanded into job coaching, guiding students through transitions from school to open employment. Most recently, she piloted a support system for polytechnic students with special educational needs during internships, ensuring they thrived in real-world work environments. Passionate about empowering individuals, Si Ying continues to advocate for inclusive educational practices and career development.



1:00 pm 144

Women Managing Transitions: Using Career to Drive Inclusion by *Effrosyni (Sini) Parampota*

Menstrual health, fertility, pregnancy, pregnancy loss and postnatal support or menopause impact participation of approximately 1.6 to 1.7 billion women in the global workplace, leading many to either exit workforce or shift their careers. Rethinking career development services can be a game changer in supporting women, facilitating transitions, identity shifts, and non-linear leadership journeys in a more holistic and inclusive approach.



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.

1:00 pm 145

Youth Focus on the “Internality” of Careers How to Carve Safe and Creative Spaces by *Dr. Elisabeth Montgomery*

Internality refers to the internal consequences of personal decisions and to outcomes that affect the individual. How does the internality of music resonance promote career awareness and choices that highlight the long-term benefits and costs of decisions, and how can internal resonance be observed or measured? Understanding how to build creative internal resonance and personal well-being has more social value than external explanations.

Dr. Elisabeth Montgomery is described above.

1:00 pm 146

Kinobi - SAAS for Internships by *Hafiz Kasman*



Hafiz Kasman is the Co-Founder and CEO of Kinobi AI, a Singapore-based SaaS career and internship 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.

Wednesday, April 22

Time	Session	Description
9:00 am	201	<p>Discussion: Purpose, meaning, and motivations by <i>Syed Hassan Abdullah</i></p> <p>How do you help clients identify their purpose, meaning, and motivations? 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>



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.

9:00 am	202	<p>Introduction to the Program Committee by <i>Dr. Sujata Ives</i></p> <p>What is the Program Committee about? Three co-chairs will talk about this outstanding service to the APCDA! Join Dr. Sujata and Muhammad Basit Rana</p>
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Dr. Sujata Ives is a professional speaker and global consultant with a distinctive voice. She is a work, life, and success Guru, and leaves audiences wanting more tips, tools, and insights.

Muhammad Basit Rana (MBR HR WALAY) is a career development practitioner, trainer, and founder of HR WALAY, an HR Family. He is the Founder and Developer of the Islamic Ethical Career Development Framework and creator of the PSP and LQPP Models. Since 2017, he has trained over 100 career counseling practitioners and actively contributes to advancing ethical and holistic career development practice. He recently presented this framework to a global audience representing over 50 countries through the Asia Pacific Career Development Association (APCDA).



9:00 am	203	<p>Standards and Ethics in Career Development: A Call for Collective Participation by <i>Dr. Vandana Gambir</i></p> <p>This interactive session invites career development professionals to collaboratively reflect on existing standards and ethical practices in the field. Participants will share</p>
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perspectives, identify emerging ethical challenges, and help strengthen a shared, values-driven professional framework.



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.

10:00 am 211

Development of a Measure to Assess Perceived Individual-Parent Career Value Congruence in Indonesia by *Sujin Kim, Kevin Sanly Putera and Dian Ratna Sawitri*

In collectivistic contexts, career choices are shaped by family expectations and harmony. This study develops and preliminarily validates the Perceived Individual-Parent Career Value Congruence Scale, assessing alignment between individuals' and parents' career values. Extending prior goal-focused measures, it centers on shared values across development. Study 1 interviewed 22 Indonesian students to identify value domains; Study 2 generated and expert-reviewed items; Study 3 used EFA/CFA on survey data. Convergent validity with parent-adolescent congruence and life satisfaction is anticipated, supporting culturally informed guidance, broadly.



Sujin Kim is a lecturer at James Cook University, where she has taught in the Graduate Certificate of Career Development. A vocational psychologist based in Australia, she previously worked in South Korea as a researcher and counsellor. She is a registered career development practitioner in Australia and a certified counsellor in South Korea. Bringing a cross-cultural lens to practice and research, she integrates Western and non-Western perspectives and transnational experience. Her current projects examine Working Holiday Makers' career development, parent-child career value congruence, and the sustainable careers of PhD graduates. She is committed to advancing social justice in career development.

Kevin Sanly Putera is a PhD candidate at The University of Queensland, Australia, researching acculturation and multicultural identity among older immigrants. In 2025, he is a member of the International Communication Association (ICA) and was invited to join the International Association for Cross-Cultural Psychology (IACCP). He was elected as an ad-hoc committee member of the International Academy of Intercultural Research (IAIR), serving as webmaster. Kevin continues to tutor undergraduate and postgraduate students, and regularly leads seminars and workshops on digital media and Indonesian culture, fostering intercultural understanding and promoting inclusive communication practices across academic and community settings.



Dian Ratna Sawitri is a professor and dean of the Faculty of Psychology, Universitas Diponegoro (UNDIP), Indonesia. She earned a bachelor's degree in psychology from UNDIP, a master's degree from Universitas Indonesia, and a Ph.D. from Griffith University in 2013. She was a Fulbright Visiting Scholar at the University of Wisconsin-Milwaukee's School of Education in 2015 – 2016. She has been an adjunct professor at Griffith University and a research fellow at Inti International University. She received the 2023 Griffith Health International Alumni Award. She serves as the Indonesia Area Representative for the Asia Pacific Career Development Association (APCDA) 2024 – 2028. Her research interests include career psychology.

10:00 am 212

Overcoming Adversity and Embracing Unique Complexities in Career Decision

Making: A Space Lens by *Carlin Weinberg and Sarah Shelby*

Challenges surrounding career decision-making can occur across various stages of life (Sanusi & Ismail, 2020). A factor impacting career decision-making is negative career thoughts, which are outcomes of one's thinking about assumptions, attitudes, beliefs, feelings, plans, or strategies. Determining these negative thoughts and alleviating them are important elements of career counseling and assist with enhancing an individual's self-efficacy in career decision-making. The Decision Space Worksheet (DSW), a projective assessment, will be explored. Using a case study of a career concern in an interactive workshop, participants will observe how the DSW tool can be used to understand internal and external factors impacting career decision-making. Preliminary findings of an active study will also be discussed in terms of common career factors and trends in drawings found in DSW's from a college-aged population.



Carlin M. Weinberg is a counseling psychology doctoral student from Florida State University and a career advisor and career planning course co-instructor within the FSU Career Center. Carlin is a part of the Career Development and Technology research team of FSU, where she has authored a NCDA assessment review published in the NCDA Online Companion, while also presenting projects at NCDA related to incorporating creativity in career counseling and increasing acculturation for Latino populations in the workplace. Carlin is currently in practicum at FSU's Adult Learning and Evaluation Center, where she conducts psychological assessment, ADHD coaching, and psychotherapy. Carlin holds a Master's degree in Clinical/Counseling Psychology from Augusta University. Her interest in career development developed through an undergraduate research conference presentation investigating psychotherapist's motivation behind career decision-making.

Sarah Shelby is a first year Ph.D. student at Florida State University in the Combined Counseling Psychology and School Psychology program. Sarah has a Master's and an Education Specialist degree in Clinical Mental Health Counseling from Florida State University. Sarah presented on Career Readiness and Wellbeing for College Students with Disabilities in the Era of Artificial Intelligence at the 18th Annual International Conference on Psychology in Athens, Greece.



10:00 am 213

The Neurodiverse Career Journey: Personal Narratives, Historical Context, and Navigating Employment with AI

by *Adam Molina and Pauly Montgomery*

The journey from education to stable, meaningful employment is uniquely challenging for autistic individuals. Despite possessing valuable skills, from exceptional attention to detail to innovative problem-solving, autistic adults face alarmingly high rates of underemployment and unemployment globally, often exceeding 80%. This session leverages personal work experiences and an historical overview to offer practical, forward-looking strategies for inclusive career development in a rapidly shifting global economy. Furthermore, it examines the role of Artificial Intelligence (AI) for the neurodivergent community.

Adam Molina has a bachelor's degree in Pre-Law. Passionate about civil rights and systemic reform, he is a legal assistant at Loevy & Loevy, an award-winning civil rights law firm. Having witnessed firsthand the effects of mental health challenges and suicide within his own circles, he has become an outspoken advocate for mental wellness. His initiatives center around destigmatizing vulnerability in professional spaces and creating accessible pathways. Blending legal training with grassroots empathy, Adam aims to continue building a career at the intersection of law, humanity, and social change, amplifying the voices of those often left unheard.



Pauly Montgomery is a Consultant at the University of Missouri-Kansas City, an author of the book (and audiobook) "My Friend's Autism", and a student in the first cohort of the Ambassadors Program at Best Buddies, an international advocacy organization. A champion of neuroinclusive workplaces, they blend personal experience with a look at how AI is reshaping global career transitions. Pauly focuses on Hospitality, Education, and Cybersecurity, bringing a unique perspective on bridging the gap between talent and opportunity. Pauly offers insight into ensuring autistic individuals are actively supported to thrive in the modern workforce.

10:00am 214

Bridging College and Career Counselling: Towards an Integrated Practice of Advising Futures by *Yein Oh, Kevin Jones, Dengqing Wang, and Holly Huang*

College and career counselling can be distinct fields, yet both guide students in navigating their futures. This session explores how we can understand each field and provide integrated student support. We will introduce our role and goals as college counsellors at international schools in China to initiate dialogue and bridge this divide. We'll learn about each other, examine global mobility, the relationship between university and career pathways, and identify transferable skills. You will leave the session with ideas and connections to improve transitions and provide a more integrated and equitable student support.



Yein Oh is the Director of College Counseling at Utahloy International Schools (Guangzhou and Zengcheng). She holds counselling certifications from the IB, Times Higher Education, University of California San Diego, British Council, and National Career Development Association. Yein has authored over 60 articles for Times Higher Education (THE) and delivered 20+ presentations on topics including student and counsellor mental health and cognitive psychology. She serves on International ACAC's Communications Committee, the Second Chance team, Meto's advisory board, and as a mentor for International ACAC, Yein is a two-time finalist (2024 & 2025) for THE Global Counsellor Awards' Rising Star of the Year.

Kevin Jones, Director of Guidance and SAT/AP coordinator at Clifford School, has worked at Clifford School for seven years, seven year as counselor. He has nearly 20 years of experience in education, including experience working in university admissions. His primary responsibility is to assist students and their families with university planning. He also help students schedule their high school courses, track their credits toward graduation, and provide tips on outside testing. Outside of work, he enjoys traveling, racing, and gaming.



Dengqing Wang, head of the college counseling center at Jurong Country Garden School, guides students to discover and explore their academic interests while preparing for college. Over the years, she has also worked as an IB English B teacher and served as the leader of the English Subject Group. She is passionate about fostering independent thinking, initiative, research skills, and effective communication in students. Outside of work, she enjoys learning languages, traveling, and exploring new experiences.

As a global thinker, lifelong learner, and compassionate educator, **Holly Huang** is passionate about student development, education management, and positive psychology. Ms. Huang has extensive experience in providing guidance to people who need help to adjust to college life, enhance college students' well-being and academic performance. Ms. Huang holds a Bachelor's degree from UC Santa Barbara and a Master's degree from Harvard University, and is serving as the college counsellor at YK Pao School in Shanghai.



10:25 am 215

Empower or Enable? The Critical Choice for Career Practitioners by *Herky Cutler*

Are we truly empowering our clients... or quietly enabling them? In today's world of uncertainty and self-driven careers, many clients arrive anxious, dependent, and overwhelmed. This session will help you shift from exhaustion to empowerment — from doing for clients to helping them do for themselves. Discover proven strategies to foster confidence, independence, and real progress. If you're ready to elevate your practice, deepen your impact, and lead with purpose — join me for this transformative session on true empowerment.



Herky Cutler has been deeply committed to the field of career development for over two decades, training and mentoring career practitioners to create meaningful impact in the lives of their clients. This work isn't just his profession—it's his passion. Mr. Culter loves discovering and sharing new ways to strengthen the connection between practitioners and clients because he truly believes that transformation happens through relationships. Along the way, he unexpectedly uncovered a powerful gift—the ability to surrender in a way he had never known before. Embracing this has led to extraordinary results, and Mr. Culter feels called to share it with you.

- 10:00 am **216a** **Conversations of Transition – Engaging Student and Alumni Voices in a Sustainable Career Ecosystem** *by Emma Lennox*
For students in non-specialized and creative subjects, career pathways can feel like a maze - but what if alumni held the map? We often focus on employers and careers teams, but are we missing a powerful, untapped network? This session explores how informational interviews between students and alumni can foster inclusive career learning within a sustainable career ecosystem. Drawing on research with non-specialized students, it shows how authentic career conversations build confidence, identity, and social capital, helping diverse learners navigate transitions and define success on their own terms.

Emma Lennox is described above

- 10:25 am **216b** **The Psychological Clock of Caregivers: The Inability to Switch Off and Subjective Time Allocation** *by Tomoko Adachi*
This study examined psychological clocks among employees with caregiving duties, focusing on inability to switch off and time allocation. A survey of 4,445 Japanese workers showed that full-time employees and those with childcare or eldercare duties had greater difficulty detaching from work and family. Gender differences reflected traditional roles, with men struggling to disengage from work and women from family. Time allocation showed women spent more time on childcare, men on paid work, and elder care was distributed equally. These findings highlight societal expectations' impact on workers' time management and boundaries.



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.

- 11:00 am **221** **Entrepreneurial Competencies for Career Practitioners** *by Kylie Chown and Thuy Tran*
When career practitioners offer their services to the public, they become entrepreneurs and need new skills to build a business in the education and training sector. Thuy Tran will highlighting the entrepreneurial capabilities - product development, marketing, sales, financial literacy, and leadership agility - required to turn professional practice into a viable business. Kylie Crown will focus on online visibility and sales using LinkedIn, including profile optimization, content generation, and engagement that converts visibility into real conversations and contacts.



Kylie Chown is a LinkedIn Strategist and Founder of My Digital Brand, supporting leaders, professionals, and organizations across Australia and Asia-Pacific to build confident, credible digital identities. Australia's first Certified Social Media Crisis Advisor, she has trained thousands of career professionals, educators, and executives in digital reputation, employability presence, and professional voice. Kylie partners with universities, government programs, and industry associations to help practitioners lead with authenticity, confidence, and clarity online. Her work centers on inclusion, equity, and ensuring every person and every practitioner guiding them has the tools to be visible and valued.

Thuy Tran is a seasoned professional and dedicated leader with over two decades of experience in organizational and project management, particularly in education and social services. She is committed to supporting young people on their personal and professional development journeys. Her work spans equipping high school students with the skills and knowledge needed to make informed career choices, guiding teachers and parents to better understand their roles in supporting these decisions, and helping higher-education students and young working people chart viable career paths, maximize their workplace strengths, and build meaningful professional relationships



11:00 am 222

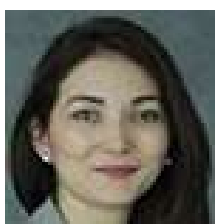
Transforming Career Services in Asia: Insights from Hong Kong, Macao, and Kazakhstan by *Matthew Sin, Hafiz Kasman and Liliya Tleukenova*

Across Asia, universities are reimagining career development to keep pace with shifting student expectations and accelerating technological change. Drawing from studies in Hong Kong, Macao, and Kazakhstan, this session examines shared challenges—such as underemployment, limited staffing, and outdated systems—while showcasing innovative responses including AI-enabled guidance, curriculum integration, and staff professionalization. It presents a practical framework to help higher education institutions build more agile, inclusive, and future-ready career services.



Matthew Sin, Chairman of Life Development Institute, Honorary President of Hong Kong Life Planning Association, and APCDA Hong Kong Representative, is a Certified Master Trainer of Career Development (NCDA) and a Master's in Positive Psychology in Education. He founded LPAHK (2016) and LDI (2020)—Hong Kong's pioneering non-profit and charitable bodies for career development. He has built a career-centered ecosystem, uniting global professionals, serving 700+ schools and organizations across Asia-Pacific, reaching 100,000+ teachers and students, and training over 1,000 facilitators from education, social services, and industries.

Hafiz Kasman is the Co-Founder and CEO of Kinobi AI, a Singapore-based SaaS career and internship 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.



Certified Career Consultant and Career Coach with over 20 years of experience in higher education, career development, and HR strategy. **Liliya Tleukenova** holds an MSc in International Business from Robert Gordon University (UK) and an MA in TESOL. As Co-Founder of the Kazakhstan Career Development Association and Country Representative of APCDA, Liliya leads initiatives to enhance employability, modernize career services, and build

inclusive university–employer partnerships across Central Asia. She is passionate about innovation, collaboration, and empowering students and professionals to thrive in a rapidly changing world.

11:00 am **223** **Whose Horizons, Whose Inclusion, Whose Transitions? Reflections in Career Practice**
by Mia Bololias and Allan Gatenby

The 2026 APCDA theme invites us to “expand horizons” through “inclusive career development in global transitions.” But what do these words mean in practice, and how do they resonate across cultures? This interactive workshop opens space for us, as career practitioners, to reflect on three guiding questions:

- Who is doing the including and who decides what it means to belong?
- Whose horizons are we expanding, and by whose definition?
- How do global transitions create opportunities for some while limiting others?

Through peer discussion, we will share perspectives and consider respectful ways to broaden access, belonging, and dignity in career practice.

Mia Bololias and **Allan Gateby** are described above

11:00 **224a** **Culture, Age, and Work Values: What Research Reveals** *by Qiong Li and Jillian Schiller*

The first objective of this presentation is to examine and compare work values across different countries, highlighting both cultural similarities and differences. The presentation will then transition to share preliminary findings from a quantitative study investigating the stability of work values during adulthood. In addition, key factors contributing to changes in work values across life stages, such as major life events, will be discussed. Together, these insights aim to deepen understanding of whether work values remain consistent or vary across countries and how they evolve over time, thereby informing culturally responsive and developmentally attuned career counseling practices.



Qiong Li is a doctoral student in the Combined Counseling and School Psychology program at Florida State University. Her research interests focus on work values and adult career transitions, examining how individuals can navigate career paths to reach their full potential, enhance both job and life satisfaction, and achieve self-actualization.

Jillian Schiller, M.S. / Ed.S., is a Ph.D. student in the Combined School Psychology and Counseling program at Florida State University (FSU). She earned her Master of Science in Clinical Mental Health Counseling from FSU, where she developed a strong foundation in school-based counseling and career development. Jillian’s research and clinical interests focus on promoting career exploration, decision-making, and identity development among K-12 students, with a particular emphasis on affirming and inclusive practices for LGBTQIAP+ students. She is passionate about creating supportive environments that empower all students to thrive academically, personally, and socially.



11:00 **224b** **Self-Concept, Grit and Career Adaptability Among First-Generation University Students in Malaysia** *by Vijay Ravichandran, Dr. Lau Poh Li, Divyashine Asok Kumar, and Dr. Voon Siok Ping*

This study was to examine the relationships among self-concept, grit and career adaptability among first-generation university students in Malaysian public universities (N = 768). Career adaptability was positively and significantly correlated with self-concept. Grit was found to be significantly associated with career adaptability and self-concept. The findings suggest that the higher the levels of career adaptability may relate to the higher levels of self-concept and grit. With preliminary results, further analysis is to be conducted with Structural Equation Modelling (SEM).



Vijay Ravichandran is a master degree candidate from University of Malaya, Malaysia. He received his Bachelor in Teaching of Guidance and Counselling from Temenggong Ibrahim Teacher Education Institute, Malaysia. He is a registered counsellor with the Malaysian Counsellor Board.

Dr. Lau Poh Li is an Associate Professor in the Department of Educational Psychology and Counselling at University of Malaya, Malaysia. She received her BA (2006) and PhD (2011) in Counselling from University of Malaya, Malaysia. She also completed a 2-year post-doctoral scholarship in Counseling Psychology at Indiana University Bloomington, USA. Her research interests include career counselling, positive psychology, resilience and well-being, special needs program, cross cultural, and psychological testing. She takes responsibility in teaching and learning, evaluation activities, research activities in undergrad and postgrad counselling program and consultation projects. She is also a registered counsellor in Malaysia.



Divyashine Asok Kumar is a PhD candidate and Graduate Research Assistant from University of Malaya, Malaysia. She received her Bachelor in Communications and Psychology from Upper Iowa University, USA and Master in Professional Counselling from University of Malaya, Malaysia. She is a registered counsellor with the Malaysian Counsellor Board.

Voon Siok Ping, PhD, is a senior lecturer in Psychology Program at Faculty of Cognitive Science and Human Development, University Malaysia Sarawak. She received her Bachelor of Psychology (2011) from HELP University, Master of Counselling (2013) and PhD (2019) from University of Malaya, Malaysia. Her research interests include positive psychology, mental health, counselling and psychotherapy. She is also a registered and practicing counsellor in Malaysia.



11:00 am 225

Health Capital in Career Construction: Reauthoring Careers for Minority Inclusion

by Ruth McAteer

Explore how ableism can shape workplace culture and how you can improve career outcomes for those who have experienced health changes or harmful assumptions regarding disabled and neurodivergent individuals. Dive into Health Capital (Employability Capital Growth Model), and Narrative Framing within Career Construction to provide truly inclusive support that acknowledges both visible and invisible barriers to employment success. Gain practical tools to help clients combat ableism, understand Health Capital, and pursue sustainable careers.



Ruth McAteer is an active member of the Asia Pacific Career Development Association (APCDA) and a pioneering thinker in reimagining career education. Drawing on her own experience of intersectionality, she works to turn exclusion into inclusion and supports others on their inclusion journey. Ruth recognises there are barriers to workplace success and champions an employability framework based on the Employability Capital Growth Model and the 17 UN Sustainable Development Goals (SDGs).

11:00 am 226a

Disability Futures: Reimagining Inclusive Career Development for a Post-Barrier World

by Sayed Mawismi bin Sayed Mohamad Mustar

As global changes redefine the meaning of work, "Disability Futures" calls for a radical reimagining of inclusion in career development. This presentation introduces a post-barrier approach, envisioning a future where accessibility is built into the design of

work, education, and policy. Drawing on key theoretical frameworks, it examines how emerging technologies, universal design, and co-creative methods can transform systems that have excluded people with disabilities. Using real examples and policy insights, it presents Disability Futures as both a vision and roadmap for equitable, imaginative, and sustainable career ecosystems.



Sayed Mawismi bin Sayed Mohamad Mustar, leveraging his 17 years of expertise and experience—particularly in neurodiversity—he has provided consultation and conducted workshops to shape policies and environments on inclusive and accessible environments that emphasize diversity, equity, inclusion, and belonging across both public and private sectors, especially in employment and education. He is also actively involved in disability-related fields—especially neurodiversity, which is his internationally recognized area of expertise. With his knowledge and skills, coupled with his passion for building inclusive societies, he is frequently invited as a keynote speaker and plenary presenter at seminars, meetings, and workshops both locally and internationally.

11:25 pm 226b

The Profile of Vocational Students' Career Readiness: Predicting from Vocational Identity and Future Time Perspectives by *Sunawan*

This study examines career readiness profiles of 690 vocational high school students in Central Java across three dimensions: knowledge and skills, motivation, and activity. Cluster analysis identified four profiles: high readiness (20.58%), readiness without effort (25.07%), readiness without motivation (28.84%), and low readiness (25.51%). Results also reveal variations by gender, grade, vocational identity, and future time perspective. Findings suggest counselors should foster strong knowledge, motivation, and active engagement to enhance career readiness.

Sunawan has been a faculty member in the Study Program of Guidance and Counseling, Faculty of Education, Universitas Negeri Semarang since 2006 for degree of bachelor, master and doctoral program. His expertise focuses on the sustainable of learning and career guidance. He earned a Ph.D. in Basic Psychology from Central China Normal University in 2015. He conducts research on career development, motivation, and academic emotions.



2:00 pm 231

Beyond the Game: Inclusive Career Development for Athletes in Transition by *Christine Arthur*

Athletic careers are often short and unpredictable. This workshop highlights a personalised, inclusive approach for supporting high performance athletes through career transitions in New Zealand. It will explain how we cater for generational traits (Millennials, Gen Z, Gen Alpha), different cultural lenses (Māori, Pasifika, Asian, European), and behavioural styles using DISC profiling. Grounded in Aotearoa's bicultural and multicultural context, the session offers insights on how we build trust, tailor communication, and guide athletes toward meaningful futures beyond sport.



Chris Arthur is a double Olympian and former educator who now leads the Performance Life Coaching team at High Performance Sport New Zealand. With a background in physical education, leadership, career counselling, and professional supervision, Chris brings deep expertise in athlete development and career transitions. She represented New Zealand in hockey for 11 years and continues to compete internationally. Passionate about lifelong learning and personal growth, Chris is recognised for her contributions to both sport and education. In her current role, she supports athletes to thrive as they navigate their careers in and beyond high performance sport.

12:00 pm 232a

From Preparation to Success: A University Support Ecosystem for Lionhearted Career Growth – British University Vietnam by *My Vu*

This presentation introduces the support ecosystem for students' career growth at the British University Vietnam. Career development is the mission of the Career Services &

Industry Relations Division and a joint responsibility of the entire university. Working closely with faculty, CSIR integrates academic learning with employability guidance, bridging the gap between classroom knowledge and real-world practice for meaningful growth. Built on four foundations: Student-Centered Approach, Career Science-Based Design, Market-Driven Insights, and Leveraging the Best of BUV, the ecosystem comprises key components: Career Education & Skills Development, Personalised Consultation, Insights & Tools for Success, and its heart – the Lion-Track Internship by BUV.



My Vu is a UK-qualified Careers Practitioner with a Level 7 Qualification in Career Development (QCD) and a Distinction Master's Degree in Career Development and Management from Coventry University. With over 10 years of professional experience, she currently serves as Manager of Career Services & Industry Relations at the British University Vietnam, where she supports students in developing employability skills, exploring career directions, and achieving meaningful growth. A lifetime member of the Asia Pacific Career Development Association (APCDA), My is also an active contributor to social impact initiatives with organizations, such as Song An Social Enterprise, STEAM for Vietnam, and AIESEC Vietnam.

12:25 pm **232b** **Constructing Career Meaning through International Internship Experiences** by *Nguyen Tran Dieu Hieu*

This study examines how Vietnamese university students interpret international internship experiences as part of their broader career development process. While prior research has largely focused on measurable outcomes such as employability or motivation, limited attention has been paid to the interpretive processes through which students make sense of international experiences in shaping their professional identities. This research adopts an interpretivist qualitative design to explore how students construct meaning, adaptability, and identity coherence through their internship experiences abroad. The study contributes to theory by extending the application of Career Construction Theory to cross-cultural and early-career contexts, while offering practical implications for universities seeking to enhance career readiness and global employability outcomes through international internship programs.



Nguyen Tran Dieu Hieu. Career development and higher education professional with over five years of experience supporting more than 1,000 students through impactful academic and career initiatives.

12:00 pm **233** **Do you know the mental health outcomes of your career development practice?** by *Michael Huston and Dave Redekopp*

Career development creates positive changes in client lives. In this session, we focus on the direct and indirect connections between career outcomes (intended and unintended) and mental health. We now understand some key mechanisms underlying career development's role in the support of mental health, and this understanding is helping us all to be more intentional and effective in our work. In this session, we discuss career intervention and its effects, the models explaining its support of mental health, and strategies practitioners can employ to work more intentionally and effectively to support mental health.



Michael Huston is a counsellor and associate professor Mount Royal University in Calgary, Alberta, Canada where he provides counselling addressing personal, educational, and career-related concerns. His areas of interest and exploration include counsellor training, career intervention, stress and coping, and counselling outcomes and evaluation. He is particularly interested in the various connections between career development, mental health, mental illness, and

wellbeing.

Dave Redekopp has been an avid champion of career development since 1988. He has been awarded provincial and Canadian awards in career development and is widely recognized in Canada as a thought leader in the field. His career development expertise afforded him the privilege of teaching thousands of practitioners, developing dozens of courses, delivering hundreds of talks, conducting research studies, and developing career development resources for practitioners and the public. Dave co-authored the book "Strengthening Mental Health Through Effective Career Development: A Practitioner's Guide" with Michael Huston. Dave holds a PhD in Educational Psychology from the University of Alberta.



12:00 pm 234

Bridging Knowing and Doing: Rethinking Career Decision-Making in School Settings

by Le Thi Phuong Lien and Thuy Tran

This paper draws on data from ten diverse Vietnamese high schools and multiple stakeholders. Piloted and refined for practicality, the program strengthened students' confidence and use of simple tools (e.g., Holland Theory) for self-awareness and occupational exploration. However, the finding highlighted a critical gap: stakeholders valued knowing what career decision-making is, yet showed limited motivation or capacity to engage with the how. There is an emerging concern about a "Wondering Space" for reflective career exploration and the role(s) of career practitioners under multiple expectations. Implications point to the need for more consistent meso-level structures to support ongoing and sustainable school-based career development.



Le Thi Phuong Lien is a lecturer at Ho Chi Minh City Open University. Over ten years of teaching, she has encouraged students to explore their unique ways to grow by experiential learning and interdisciplinary curriculum. She is inspired by sustainability, mindfulness in education, and art-based research. Her research focuses on bottom-up pedagogical reform and sustainable career development in post-secondary education.

Thuy Tran is described above

12:00 pm 235a

Influence of Socio-Economic, Community, and Gender on Career Decision-Making Among High School Students in Tamil Nadu

by A. Vimala and R. Selva Pranambika
Based on a stratified survey of 370 students from government and aided schools, the research highlights the disproportionate influence of marginalized community status, parental occupation, household income, and first-generation college status on students' educational aspirations and career choices. Statistical analyses, including chi-square tests, reveal significant associations between parental occupation and income with students' career interests, as well as gender and community identities with preferred job sectors. Findings show that economically vulnerable groups and first-generation students face restricted career opportunities, while gender-based occupational segregation reflects broader national patterns of inequality. The paper argues for culturally sensitive, socio-economically informed career counseling and policies to mitigate systemic inequalities and support equitable educational trajectories for disadvantaged youth.



A. Vimala, MBA, M.Phil, PGDCA, Ph.D., Dean: School of Education at Bharathiar University, has 25 years of experience: (Teaching: 20 Yrs and Industry: 5 Yrs) Articles published & presented in National and International journals: 78. Books Published with ISBN: 07. Candidate Awarded Ph.D 07. Career Guidance Offered: 60000+ students.

R. Selva Pranambika is a Research Scholar and Career Guidance Expert based in Coimbatore, Tamilnadu, India. She has guided over 12,000 students in making informed career decisions. Her expertise includes psychometric assessments, career counseling, and training techniques. She is currently pursuing a Ph.D. in Career Guidance at Bharathiar University and is a Senior Trainer in the CG-SMC Team at the Department of School Education, Tamil Nadu. Her notable projects include "Kalloori Kanvu" (2024), where she provided group counseling to 8,000 12th graders across five districts, and "Uyarvukupadi" (2023), a career guidance program for 1,752 at-risk students. Pranambika has also worked as a freelance trainer for Y-GROO Group, delivering training sessions on the TATA Code of Conduct and Prevention of Sexual Harassment (POSH).



12:25 pm 235b

Breaking Barriers: Inclusive Career Strategies for Single Mothers by Chan Siaw Leng
Single mothers face numerous obstacles to achieving economic security, including limited access to higher education, specialized training, and flexible work arrangements that support childcare. This presentation offers a framework for inclusive career services, presenting evidence-based strategies to help single mothers overcome these obstacles. Participants will learn practical methods to boost self-efficacy, address systemic barriers, and develop sustainable career paths, ultimately empowering both mothers and their children.



Chan Siaw Leng is a senior lecturer of psychology and counseling at Universiti Putra Malaysia Sarawak. She is also a registered professional counselor with the Malaysian Board of Counsellors, possessing extensive experience in mental health counseling, and a member of the American Psychological Association (APA). Her research interests include personal growth and recovery, resilience and well-being, mental health counseling, existential-humanistic psychotherapy, positive psychology, and experiential individual construct psychotherapy. She is an active professional with extensive experience in psychoeducation programs and motivational talks that cover a range of mental health topics, as well as personal and career development.

12:00 pm 236a

Measuring Work-Related Learning Mindsets for the Future of Work by Dr. Ringo HO, Dr. Kim-Yin Chan, and Dr. Olexander Chernyshenk
Technological disruption demands proactive learning mindsets. This presentation introduces two validated scales of work-related learning orientations (Ho et al., 2022): Learning as a Means for Employment (LME) and Continuous Learning for Upgrading and Employability (CLUE). Across seven samples (N = 2,808; ages 16–59), factor analyses support their distinctiveness. CLUE relates to higher self-perceived employability and protean career attitudes; LME relates to lower mobility preference and adaptability. Actionable strategies to foster CLUE in educational will be discussed.

Dr. Ringo HO, Dr. Kim-Yin Chan, Dr. Olexander Chernyshenko are described above.

12:25 pm 236b

The Zone of Proximal Employment: A Regenerative Framework for Sustainable Career Development by Dr. Serene Lin-Stephens
This study introduces the Zone of Proximal Employment (ZPE), a new model for regenerative careers based on Vygotsky's Zone of Proximal Development. The ZPE framework identifies "adjacent work domains" where professionals can grow with the right support. We used a mixed-methods study to analyse 222,936 job posts in Australian higher education and map its career development workforce. A follow-up case study illustrates cross-zone movements. The results outline career pathways and a regenerative model of professional renewal. The ZPE offers a practical framework for career growth, transition, and regeneration.

Serene Lin-Stephens is described above.

1:00 pm **244** **Discussion Ethics and Changing Times** by *Allan Gatenby*
 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.

Allan Gatenby is described above

1:00 pm **245** **Discussion: Scholars Meetup** by *Le Tuan Anh, Dr. Leonila Vitug-Urrea, and Dr. Elisabeth Montgomery*
 Time for all 2026 scholars to meet up online, network, and share ideas for next year's scholarships. The purpose of a Discussion Session is 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.

Le Tuan Anh and **Dr. Elisabeth Montgomery** are described above.

Ma. Leonila Vitug-Urrea, PhD., is a licensed teacher, guidance counselor, and psychometrician in the Philippines. For decades, she built her career in the educational setting, immersing herself as a teacher, guidance counselor, and administrator from preschool to adult education. Her research interest is in human resilience and career development. She volunteers as a mental health psychosocial support counselor to individuals in crisis. As an officer of the Association of Placement Practitioners of Colleges and Universities (APPCU), she focused on continuing professional development programs for career guidance practitioners. Currently, she is the treasurer of the Asia Pacific Career Development Association (APCDA)



1:00 pm **246** **Publishing Your Work on Diversity and Inclusion** by *Dr. Serene Lin-Stephens*
 Join the Research Committee to see examples of our work on promoting diversity and inclusion and share your work! We hope to support you turn your work into research and research into publications!

Dr. Serene Lin-Stephens is described above.

Friday, April 24

Time	Session	Description
9:00 am	301	<p>Life Skills Club with <i>Dr. Sujata Ives and Muhammad Basit Rana</i> Introducing our new program, "Life Skills Club," which will take place on the last Friday pm//Saturday am of each month. Facilitators will hold an open discussion on a Life Skills topic and moderate a discussion about sharing these critical core skills.</p> <p>Dr. Sujata Ives is described above.</p>
9:00 pm	302	<p>Thrive in Aotearoa: Guided by Te Whare Tapa Whā (a Māori health and wellbeing framework) to Nurture the Wellbeing of International Students and Migrants by <i>Pratishtha Purohit</i> International students arrive full of talent, yet often feel invisible, isolated, and reduced to "lacking experience." This interactive workshop shares a values-driven use of Te Whare Tapa Whā, a Māori wellbeing framework, for inclusive career practice with international students and migrants in Aotearoa New Zealand. Drawing on EduventureNZ programmes (FernMark-licensed, New Zealand Story ambassador), participants will explore tools, examples, and activities that honour culture, community, and identity alongside employability. Delegates will leave with a template and prompts they can adapt to help learners move from surviving to thriving.</p>



Pratishtha Purohit is a career strategist, intercultural communication trainer, and founder of EduventureNZ, delivering FernMark-licensed workshops empowering international students and migrants thrive in Aotearoa. With over two decades of experience across government, community, and education, she blends Te Whare Tapa Whā, values-based career development, and the science of Cultural Intelligence (CQ) to create inclusive, strengths-based pathways into meaningful work. A CQ Certified Train-the-Trainer, Pratishtha designs highly interactive workshops that bridge cultural gaps between learners, institutions, and employers. Drawing on her lived experience as a migrant and solo parent, she brings warmth, realism, and deep empathy to every room.

9:00 am 303

How inclusive is inclusion? Moderated by *Sini Parampota*, Panelists *Dr. Candy Ho, Dr. Sachin Kumar, Yoshimi Sasaki, Dr. Carolyn Jones, Arun Mittal and Dr. Soon Joo Gog*
Inclusion definitions differ between the United States and Asia, shaped by distinct cultural, historical, and sociopolitical contexts. Generally, US inclusion focuses on individual rights, fairness, and representation of diverse identity groups (race, gender, LGBTQ+), while in Asia, it often emphasizes collective harmony, economic participation, and the integration of marginalized groups into the workforce, with a strong focus on disability, gender, and sometimes political affiliation. Join the International Collaboration Workgroup, a panel of experts who will share perspectives on wins and challenges pertaining to inclusion policies and practices from across the Asia-Pacific region.

Sini Parmapota and **Dr. Sachin Kumar** are described above.



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. 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 counseling and career development, in order to increase the economic and social well-being of Canadians.

Dr. Soon Joo Gog is a Fellow at the Centre for Skills-First Practices at the Singapore University of Social Sciences - Institute for Adult Learning, where she leads the Skills-First projects. With over two decades of expertise in workforce development, lifelong learning system transformation, and skills policies, Soon Joo has been pivotal in the transformation of Singapore's continuing education and training system. She serves as a council member at the World Economic Forum Global Future Council for Human Capital Development, and as advisor to various university advisory boards. Her research interests include skills ecosystem, skills policy, and workforce development. She is a highly sought after thought leader in skills development and lifelong learning.



Carolyn D. Jones served as the 2023-2024 President of the National Career Development Association (NCDA). She is the President/CEO of CDJ Consulting, LLC. She assists her clients in her private practice with career development strategies. She is also a consultant for agencies, colleges, universities, and corporations on team building, training, leadership and is a national and international presenter on career development. Carolyn holds a Master's degree in Educational Psychology, and has earned the NCDA Certified Master of Career Services (CMCS) and Certified Career Services Provider (CCSP) credentials. She is a Facilitating Career

Development (FCD) Instructor Trainer for the CCSP and Global Career Development Facilitator (GCDF) credentials.

Arun Mittal, Executive Director of the Asia Pacific Career Development Association (APCDA) collaborates with career practitioners from over 23 countries to strengthen professional standards and expand access to career guidance across the region. With nearly three decades of leadership in education, vocational training, and career services, he has led large teams, forged impactful alliances, and advanced initiatives that integrate career education into mainstream learning.



Yoshimi Sasaki is the President of the Japan Career Development Association (JCDA), which supports over 20,000 Career Development Consultants and is the largest training company in the field of career development in Japan. She has worked in HR Management in a variety of countries. Ms. Sasaki is experienced in organizational development, including post-merger integration and offshoring. She has served in the Secretariat of the Intergovernmental Organization and Non-Profit Organization of Japan and enjoyed a multinational working environment throughout her career.

9:00 am 304

Career Sphere Asia - Building the Future of Career Development Together by Charlotte George, Hafiz Kasman and Dr Poh Li Lau

Join this session to explore an exciting regional initiative aimed at shaping the future of career development in Asia. This study proposal introduces the vision for a collaborative digital hub designed to empower career practitioners with culturally relevant resources, AI-driven tools, and a strong professional community. Be part of the conversation as we share insights, pilot plans, and opportunities for collaboration — and discover how you can contribute to building a more connected and future-ready career ecosystem across Asia.

Charlotte George, Hafiz Kasman and Dr Poh Li Lau are described above.

10:00 am 311

Bridging Personal Development and Career Services for Teens: New Opportunities for Holistic Guidance by Le Thi Thu Hang

Personal development and career guidance for teens are not parallel tracks but mutually reinforcing processes. Emerging practice shows that personal growth is the key differentiator that enhances career services and strengthens students' career readiness. Increasingly, well-educated parents in Vietnam, particularly those preparing their children for gifted schools or study abroad are seeking integrated support services. This trend highlights an opportunity for career practitioners to advance impact and broaden the professional scope of career services.



Le Thi Thu Hang has done research on career development, designed and delivered career guidance workshops for students, teachers and parents, and provided career coaching for various groups of clients in and outside Vietnam. She initiated Bamboo Cluster Group Career Coaching Program for working professionals, JobLab – a startup initiative on employability skills for college students and early-career professionals, and the Blue Kite Career Education Project for high school students in Vietnam. Over 20 years of work experience brought her great insight about the world of work and strategic vision for career development. Hang is currently a principal career coach, facilitator and head of the Career and Personal Development Services Division at the Training & Communication Vietnam Joint Stock Company (T&C Vietnam).

10:00 am 312

The Art of Resilient Career Decision-Making: Comparing Three Interventions by Jacqueline G. Belle and Debra Osborn

Negative career thoughts (NCTs) have been repeatedly shown to be the major predictor of career indecision. Come learn about three creative interventions focused on identifying and altering NCTs and hear the outcomes of using these approaches.

Interventions include both theory-based and newly developed artistic approaches to reframing negative career thoughts.



Jacqueline G. Belle is a doctoral student in the Combined Counseling and School Psychology Ph.D. program at Florida State University. She earned her Master of Science and Education Specialist degrees in Counseling and Human Systems from FSU with a major in Career Counseling. Jackie's research interests include the intersection of career concerns, mental health, and career transitions. Jacqueline is a member of the National Career Development Association (NCDA).

Dr. Debra Osborn is described above.

10:00 am 313

Helping your NeuroSpicy Client Achieve Career Engagement and Success by *Cindy Edwards and Jessica Ayub*

Neurodiversity is easy to discuss and debate but can you provide real life, inclusive ways to help your NeuroSpicy client be successful in various cultural situations? Often career development practitioners do not have the best tools to empower people who identify as non-neurotypical. Together, we can challenge ourselves to uncover assumptions and biases and try new approaches that can help our clients adapt and grow. This presentation offers insights on how neurodiverse people experience information exchange, masking, varied sensory and executive functioning issues. Learn about inertia and demand avoidance and explore additional solutions for managing self and others in the workplace. Better serve clients with services offering neuro-friendly self-discovery and structured career techniques to support them to persist when challenges occur.



Cindy Edwards, MA., ICF ACC, NCDA FCD, GCDF-I, CCSP-I, is a coach, teacher, speaker, and business owner who aims to inspire thought transformation in people to help them achieve career and life wellness. Using the latest research in applied neuroscience Cindy helps people build awareness of self to tackle and move through career and professional change initiatives with success. With the mission of helping people Discover, Explore and Transform, Cindy's small business, Find

Your Fit LLC., has provided coaching and training services to individuals and groups locally, nationally, and internationally for over 15 years. Services include Career Selection and Change, Career Wellness and Success, Neurodiversity Coaching, and Identity Coaching. NCDA-involved, Cindy is also a former Board of Trustees Member of the US state chapter of NCDA, Minnesota Career Development Association.

Jessica Ayub, MA, BA-HRM, LPCC, GCDF-I, CCSP-I is a State of Minnesota Licensed Professional Clinical Counselor (LPCC) with Minnesota's (US) based nonprofit, Fraser, an organization founded in 1935. She offers psychotherapy and career counsels with teens to adults in Fraser's programs with specialty services to individuals with autism, mental health, and disabilities. Jessica has been in Career Services within the Minnesota State Colleges and Universities system for over 14 years, including since 2020 as a NCDA career development credentials instructor with Normandale Community College. A long-time volunteer, she is on the NCDA Global Connections Committee (GCC) and Awards Committee, formerly Co-Chair 2022-2024. Jessica is also a former Board of Trustees Member of the US state chapter of NCDA, Minnesota Career Development Association.



10:00 am 314

Inclusive Career Development for All: A Whole School Benchmark Approach to Empowering Youth in Global Transition by *Stephen Y. W. Yip and Dr. Adrian Kin Cheung YAN*

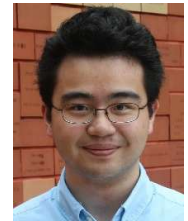
CLAP@JC is a pioneering ten-year initiative funded by The Hong Kong Jockey Club Charities Trust, designed to create an inclusive and sustainable ecosystem for career and life development (CLD). By uniting education, business, and community sectors, the project ensures equitable CLD opportunities for all students, irrespective of academic ability, gender, or socioeconomic background. Its core mission is to

smooth the school-to-work transition for youth, particularly in a rapidly changing global economy. Central to the project is the Hong Kong Benchmarks for Career and Life Development (HKBM), a holistic self-evaluation framework that helps schools assess and improve their CLD programs. One of the ten HKBM benchmarks is "Addressing individual needs of students" (BM4), ensuring that diverse student needs are met in CLD education.



Dr Stephen Yam-wing YIP is the Project Director, Research and Development Office at the Education University of Hong Kong, leading the ten-year renowned CLAP@JC project initiated and funded by the Hong Kong Jockey Club Charities Trust. Before joining the university as Senior Lecturer in curriculum and instruction, Dr Yip was the Chief Executive of the Curriculum Development Institute of the Education Bureau in the Hong Kong SAR Government. He gained Doctor of Philosophy and Master of Education degrees from the University of Cambridge specializing in education and curriculum studies. His recent major publications are "Life and moral education in greater China" (2021) and "Career and life planning education in Greater China: A Hong Kong case that brings East and West together" (2024), co-authoring with Sir John Holman, the author of the world-class Gatsby Benchmarks.

Dr. Adrian Kin Cheung YAN currently teaches at The Education University of Hong Kong and has worked as a post-doctoral fellow at the Department of Research and Development Office of the same institution. His research interests include comparative education, citizenship education, curriculum studies, and career and life development education.



10:25 am 315a

The Role of Workplace Learning Support and Career Adaptability in Shaping Work Outcomes by Lee Ai Noi

This study examines how perceived workplace learning support relates to career adaptability and three work-related outcomes: continuous learning, vitality, and acceptance of change. Guided by Career Construction Theory and the Job Demands–Resources model, data were collected from 395 working adults in Singapore through an online questionnaire. Path analysis showed that career adaptability partially mediated the relationship between perceived workplace learning support and the three work-related outcomes. The findings highlight the importance of supportive workplace learning environments and adaptability resources for promoting positive work outcomes.



Dr Lee Ai Noi started her career in education as a trained teacher. She has taught a diverse range of learners at the primary, secondary and tertiary levels. Currently, she teaches educational psychology and assessment related courses to students in the post-graduate diploma, undergraduate and master degree programmes at National Institute of Education, Nanyang Technological University, Singapore. She also has experience in designing and conducting continuing education and training courses for adult learners. Her research interest is in human development, and she is particularly keen in applying psychological theories and principles in understanding motivation and learning issues in educational and work settings.

10:25 am 315b

Human Agency and Financial Support as Predictors of Career Decision Making Among Asian International Students

by Hongshan Shao

This study examined how human agency and financial support predict career decision self-efficacy among Asian international students in the United States, with hopeful career state as a mediator. Using structural equation modeling with 206 participants, the results revealed that hopeful career state fully mediated the relationship between financial support and career decision self-efficacy and partially mediated the relationship between human agency and career decision self-efficacy.

These findings highlight the importance of hope and agency as personal factors in promoting the career development of Asian international students and provide implications for culturally responsive career counseling interventions.



Hongshan Shao is an assistant professor of counseling at California State University, Northridge. She earned her doctoral degree in counselor education and supervision from Pennsylvania State University in 2022. She is a National Certified Counselor and Certified Career Counselor. Her research interests focus on career counseling and development; multicultural and social justice; cross-cultural training, and supervision.

10:00am

316a

Climate Hope and Career Development: A Participatory Action Research Approach

by Rebecca Hudson Breen

Youth today face overlapping crises including climate change, economic uncertainty, and widening inequality, that shape how they imagine and plan their futures. In this presentation, we share findings from a participatory action research project with students and teachers in Alberta, Canada. Together, co-researchers explored both threats to and sources of climate hope, locally and globally. We share examples of hope-infused, climate-aware career education that involves collaborative learning about local efforts to address climate change, to support both individual career development and collective action aimed at advancing climate justice.



Dr. Rebecca Hudson Breen is an Associate Professor in Counselling Psychology at the University of Alberta and a registered psychologist. Her research is focused on connections between work/career, mental health and wellbeing, and hope. Most recently, she has engaged in participatory action research with teachers and students on the integration of climate hope in career-life development.

10:25 pm

316b

Generative AI for Youth: Enhancing Well-Being, Learning, and Career Development – A Scoping Review

by Dr. Su Xuebing, Sabrina

Youth face challenges in well-being, learning, and career development. Generative AI offers innovative solutions, but evidence is fragmented. This scoping review synthesizes 51 empirical studies and 17 reviews (2020–2025) on generative AI applications for youth aged 10–24. Generative AI enhances well-being via chatbots and improves learning through adaptive systems. However, career guidance applications are unexplored. Many studies lack rigor, overlook youth-specific needs, and raise ethical concerns like privacy and access. Future research must prioritize robust methods and youth-centered approaches.



Dr. Su Xuebing is an Assistant Professor in the Department of Social Sciences and Policy Studies at The Education University of Hong Kong. Her current research primarily focuses on youth career development, workplace well-being of social service workers, sustainable development of social service organizations, professional training for career guidance practitioners, the development and application of non-territorial ownership psychology, and the use of artificial intelligence to enhance youth personal and professional development.

Her commonly used research methods include quantitative research, qualitative research, and mixed-methods research.

11:00 am

321

Career Counselling Intervention in Eklavya Model Residential Schools: A Case Study from Sikkim

by Jaskirat Grewal, Saurabh Nanda and Gasha Sharma

From May to July 2025, SN Mentoring and Map My Career ran a career counselling program in four Eklavya Model Residential Schools in Sikkim. We trained teachers, used the Career Wizard Test, and held 10–15 minute one-to-one sessions. Before/after surveys show that students gained significant awareness of career options, number of entrance exams, and scholarships available. Students also displayed higher confidence and self-awareness. It is evident from our research that regular

intervention and structured support expand educational and professional choices for tribal students.



Jaskirat Grewal is a Career Counsellor and Assistant Manager (Operations) at SN Mentoring. He holds a B.Sc. (Non-Medical) and a Career Counseling Certification from Mindler, and is currently pursuing an M.A. in Psychology at IGNOU. Jaskirat has worked as an independent counsellor and as a teacher at Career Launcher, Bathinda. He supports students with psychometric assessments, stream and course selection, and exam planning, while managing end-to-end delivery of counselling programs. His approach blends data-informed guidance with practical, student-first mentoring.

Saurabh Nanda is the founder of SN Mentoring, an educator and international youth mentor who left a US IT career in 2012. He has guided 20,000+ students, parents and teachers across 600+ institutions in 35+ countries, partnering with Atal Innovation Mission, Huawei CSR, YUNGA Japan, RISE, Enactus and Jagriti Yatra. A Tech4Good advocate, he led an SDG innovation platform in Japan (2019) and runs Open Source Mentorship. A multi-TEDx speaker and columnist, he created the “Spheres of Understanding” and “Step Zero” frameworks and received the Jagran Josh (2022), Karamveer Chakra (2024) and Outreach Collective (2024) awards.



Gasha Sharma is Senior Mentor (Research & Writing) at SN Mentoring (since Feb 2024). UGC-NET qualified, she holds a B.A. in English and Psychology and an M.A. in English. She previously taught essay writing and English comprehension at the All India Services Centre for Preparations for Competitive Examinations (AISCCE) GNDU, Amritsar (from 2022 to 2023.) A CMTP-certified mentor, Gasha supports students with college applications, academic essays, English language tutoring, and communication skills.

11:00 am 322

Career Anxiety in the Digital Age: Exploring Social Media Fatigue, Emotional Exhaustion, and Decision Confusion among Indian Students by *Dr. Taruni Gupta*

In the contemporary digital ecosystem, social media has become a central tool in academic exploration and career decision-making for young learners. Platforms such as LinkedIn, YouTube, Instagram, and emerging EdTech portals offer instant access to career trends, expert insights, and peer experiences. For Indian students—many navigating shifts from vernacular-medium schooling to English-medium or competitive higher education—these platforms provide exposure to opportunities beyond their immediate environment. However, this digital abundance also generates psychological strain through information overload, performance comparison, and unrealistic portrayals of success. The resulting cognitive pressure often manifests as social media fatigue, emotional exhaustion, and career anxiety, ultimately affecting academic performance and decision-making ability.

Dr. Taruni Gupta is an accomplished educator and life-skills coach with 8 years of progressive experience guiding student career transitions and fostering self-awareness among youth. Expert in experiential learning, curriculum innovation, and life-skills pedagogy that bridges classroom knowledge with employability and well-being. Recognized for integrating research on social-media behavior and digital wellness into teaching practice. Passionate about building inclusive, student-centered learning ecosystems and developing emotionally intelligent, future-ready graduates.

11:00 pm 323

Guiding Adults Through Career Change in Volatile Labor Markets by *Le Tuan Anh*

Adults navigating career change face complex challenges—economic shifts, new technologies, rising skill demands, and uncertain job paths. This presentation explores practical coaching strategies for supporting mid-career professionals in high-transition labor markets. Drawing from real cases in Vietnam and Southeast Asia, we highlight frameworks for building clarity, confidence, skills, and adaptability. The session

introduces low-cost tools, mindset strategies, and inclusive practices that empower diverse adults to shift careers sustainably and with agency.

Le Tuán Anh is described above.

11:00 am 324

Career Guidance Programs in Remote areas: the 2nd Science Festival and the 3rd Rakokazano by *Dimitris Sampsonidis and Evaggelos "Vaggeli"s Kleinakis*

The case study provides updated results of Career Guidance Events in Kato Vatheia, a remote village in Crete. The 200% increased attendance, 4000€ funding by the Region of Crete and local news coverage were some of the improvements. The Career Counsellor and the Cultural Union of the village were the co-organizers of the events. Science Festival included child-friendly experiments and presentations of the companies with opportunities in their careers. The 3rd International Rakokazano had 1,000 participants and 65 Erasmus students. The model reveals the impact of community engagement in career development in remote areas.



Dimitris Sampsonidis is the cofounder of Career Con a company for Career Counseling and a Career Counsellor at the University of Crete, a specialist in Career Guidance for students and has also served as a Career Counsellor at the Technical University of Crete. He holds a degree in English Literature from the University of Athens, with a postgraduate specialization in Career Guidance, with publications and conference presentations. At the same time, he is a PhD Candidate of the University of Crete in the Department of Early Childhood Education on "Creative Polymathy and Careers: Psychopedagogical Dimensions and Implications in Education and Career Guidance".

Evaggelos "Vaggelis" Kleinakis is the cofounder of Career Con a company for Career Counseling. He holds a degree in Physics from the University of Crete, with a postgraduate specialization in Career Guidance from the European University Cyprus.



11:00 am 325a

Antecedents of Successful School-to-Work Transition in Careers: from the Cross-Cultural Perspective by *Eri Morii*

This study examines how cultural intelligence (CQ) enhances career decision-making self-efficacy (CDMSE) through cross-cultural adjustment (CCA) among international students in Japan. Developing CDMSE is crucial for a successful transition from university to work. While CQ has been shown to foster CCA, prior research mainly examines its effects on academic or psychological outcomes rather than on career-related factors. To address this gap, a quantitative survey was conducted to test the hypothesized model. The findings offer theoretical and practical insights for promoting international students' career development.



Eri Morii is a doctoral student at the Graduate School of Economics, The University of Osaka in Japan. She also works as a coordinator supporting graduate students' career development at Okayama University. She has several years of experience in career guidance and employment support as a career consultant at a government agency and a private company. Her international experience includes professional work in India and the United States. Her current research focuses on the youth's career development from the cross-cultural perspective.

11:25 am 325b

Designing Supportive Classroom: Inclusive Strategies for Neurodivergent Students by *Sumaia Mohammed Zaid*

This scoping review examines strategies and policies that support inclusive learning environments for neurodivergent students, including those with autism spectrum disorder, attention deficit hyperactivity disorder, and dyslexia. Literature was searched across major databases, resulting in 56 studies published between 2013 and 2025. Findings show a growing shift toward strengths-based and neurodiversity-affirming practices. Effective strategies included Universal Design for Learning, differentiated

instruction, visual supports, structured routines, lack of resources and deficit-based attitudes. The review highlights gaps in implementation research and calls for stronger policy and practice to enhance inclusion.



Dr. Sumaia Mohammed Zaid is a scholar in measurement and evaluation as well as psychological testing, currently serving in the Department of Educational Psychology and Counselling, Faculty of Education, University of Malaya. She earned her PhD in Measurement and Evaluation from the University of Malaya, where she developed a strong foundation in adapting and developing psychological questionnaires. Her academic and research expertise centers on measurement and evaluation, psychological testing, emotion regulation, quantitative statistics, and research methodology.

11:00 pm 326a

Exploring the Factors Influencing High School Teachers' Career Education Self-Efficacy by Claire Baixiao Ouyang and Furong Guo

Enhancing career education self-efficacy (TCESE) among secondary school teachers holds significant implications for teacher professional development and career education practice. While more attention has been paid to examining the status of teachers' self-efficacy in career education, there remains a lack of in-depth exploration of its influencing factors and underlying mechanisms, especially within educational contexts of initially promoting career education. This study draws upon Bandura's Triadic Reciprocal Determinism to investigate teacher self-efficacy in career education. Data was collected through semi-structured interviews with 13 secondary school teachers from China's Greater Bay Area, who have been highly engaged in career education. Thematic analysis revealed that a dynamic interplay of personal, environmental, and behavioral factors shapes TCESE. This study constructs a triadic interaction model of teachers' career education self-efficacy, providing practical guidance for enhancing teacher efficacy and optimizing career education teacher development.



Dr. Claire Baixiao Ouyang is an Assistant Professor at the City University of Macau, School of Education. Her research focuses on students' vocational identity, learning motivation, and teachers' well-being. As a certified Career Development Facilitator Instructor of NCDA and the founding president of the Macao Career Development Association, she has published extensively on career development and mental health, and is dedicated to cultivating professional talent in the field.

Furong Guo is a Ph.D. candidate in Education at the City University of Macau, School of Education. Her research centers on Teachers' Education and Children's Language Development. She has led several provincial-level research projects in Jiangsu and has published extensively, including work on the relationship between home literacy environment and children's vocabulary development.



11:25 am 326b

Understanding Job Transitions through Holland's Vocational Interest Model by Jisoo Youn

This study examined job transitions through Holland's RIASEC model using Korean Labor and Income Panel Study. Job changes were categorized by the degree of vocational interest change (same, adjacent, alternate, or opposite). Results showed that 31.5% of job transitions occurred in the same interest types. Larger interest-type transitions were strongly associated with structural factors such as employment type, firm size, and work hours. These associations intensified during COVID-19, suggesting that job transitions reflect not only vocational interests but also the structural environments where people work and make career decisions.



Dr. Jisoo Youn (she/her) is an Assistant Professor in the Counseling and Counseling Psychology program at Oklahoma State University. Originally from South Korea, she moved to the United States to complete her Ph.D. in Counseling Psychology. Inspired by her own career journey, her research focuses on cross-cultural examinations of career development theories, with a particular emphasis on vocational interest models with the ultimate goal of building an indigenous career model for Korean population.

12:00 pm 331

Experience of Career Construction Interview on Individuals with Mid-Career Transition

by Soh Jo Yong

The career transition process becomes more complex when it happens during mid-career whereby individuals who are in their late thirties to mid-fifties undergo a significant change or multiple changes in their career path. According to Tham, Chong and Ahmed (2023), Malaysians who are in mid-career transition often struggled from the change of self-concept and career goal, along with psychological stress to develop the ability to adapt to a fast-learning environment. By using a more recent approach to elicit subjective data from these adults, the Career Construction Interview (CCI) as a narrative career counselling model is used in this study, aiming to explore how the CCI supports the mid-career adults in navigating their career transitions by bringing out the adults' career-life stories, making meaning them, so that to enhance their career adaptability, forming clarity in self-concept and self-identity.



Soh Jo Yong. A registered counsellor and a certified counselling supervisor under the Board of Counsellors Malaysia (LKM). Specializing in narrative counselling and career coaching, working as a trainer and counsellor with global companies, SMEs and volunteer organizations in Malaysia and Taiwan. Exceed twelve years counselling experiences in career development issues, LGBT issues, mental disorders, family, couple and parenting issues. Providing counselling in Employee Assistance Program (EAP), teaching counselling professional knowledge and skills to counselling students, young counsellors and para counsellors while pursuing PHD.

12:00 pm 332

Equitable Opportunities for Successful Internships: RMIT Vietnam's Approach

by Giang Le and Ngoc Doan

As Vietnam rapidly transforms, inclusive career development is essential for global success. Celebrating 25 years, RMIT Vietnam—ranked 125th in QS World Rankings—empowers 12,000 students through world-class education and strong industry partnerships. Career Services provide consultations, workshops, and internships, while the Equitable Learning and Accessibility service offers tailored support for diverse learners. This session shares successful cases of interns with disabilities supported by ELA and Career Services, and invites participants to exchange insights and co-create strategies for equity and global readiness.



Giang Le is a professional in the field of disability support and advocacy with over 10 years of experience in the non-profit sector. She holds a Master's degree in Disability Policy and Practice from Flinders University, South Australia, and currently serving as an Equitable Learning Services Advisor at RMIT Vietnam since 2022. Giang has contributed to initiatives that enhance public awareness, employment opportunities, and healthcare access for children with disability and their families. Her research involvement includes evaluating early identification and intervention programs for children with intellectual and developmental disability. This work has also aided in the development of training programs for health professionals in this field. Giang has a keen interest and expertise in disability awareness and discourse, inclusive language and communication, and equitable access to healthcare and education.

Ms. Ngoc Doan: Ngoc Doan holds a master's degree in education from Victoria University of Wellington, New Zealand, and has 18 years of experience in higher education. She joined RMIT Vietnam in 2014 and has been an Internship Consultant at Careers, Alumni, and Industries Relations for the past 6 years. Ngoc is passionate about developing sustainable connections with industry partners to secure valuable internship opportunities for students. She is dedicated to enhancing students' employability skills



12:00 pm 333

Safe Horizons: Trauma-Aware Approaches to Inclusive Career Practice in Global Transitions by Mia Bololias and Allan Gatenby

Global transitions — from migration and conflict to automation and climate change — reshape lives and careers. For some, these shifts expand horizons; for others, they may compound adversity or re-activate trauma. Clients' histories influence how they trust, engage, and imagine their futures. Career development practitioners must respond in ways that are sensitive, safe, and inclusive, while staying within the scope of their expertise and training. This interactive discussion explores trauma-aware career practice as a foundation for inclusive support, sharing strategies and boundaries for safe, ethical practice in times of change.

Allan Gatenby and Mia Bololia are described above.

12:00 pm 334

Empowering Youth to Build Inclusive and Sustainable Global Careers through Lifelong Learning by Dipali Tole-Kulkarni

Many young people today feel unsure about their future. Surrounded by screens and endless information, they often lose focus, patience, and confidence. As parents, teachers, and career coaches, we can guide them to rediscover lifelong learning and emotional growth. This virtual session shares simple, practical ways to build learning agility, cultural understanding, and self-awareness—helping youth design inclusive and sustainable careers while adapting with confidence to our fast-changing global world.



Dipali Tole Kulkarni. With over 19 years in the automotive sector, I now focus on coaching and mentoring. I help individuals discover their strengths, set meaningful goals, and navigate careers with confidence. I believe small guidance can create big change. Through reflection, encouragement, and practical support, I aim to empower youth and professionals to embrace lifelong learning, build emotional and cultural intelligence, and design careers that are fulfilling, inclusive, and sustainable.

12:00 pm 335a

Inclusive Career Development in Global Transitions: Employability & Entrepreneurship of Indonesian Students by Dr. William Gunawan and Teddy Indira Budiwan

This study evaluates an inclusive Employability and Entrepreneurship Enhancement Program designed to help Indonesian university students navigate global career transitions. Using a post-pre questionnaire with 800 participants, employability was assessed through the Perceived Future Employability Scale (PFES) and entrepreneurship through the Entrepreneurship Intention Scale (EIS). Paired-sample t-tests revealed significant improvements in both outcomes, demonstrating the program's effectiveness in strengthening inclusive, future-ready career development.



Dr. William Gunawan is an educator and lifelong learner who integrates psychology, theology, and career development to inspire personal growth. As Dean of Psychology at UKRIDA, he guides students and professionals to discover purpose through research, training, and coaching. He also serves as a leadership coach at Cherish Indonesia and founded the Center for Career Development & Assessment (CCDA). A former Indonesia Country Director of APCDA, he continues to build bridges across generations and nations, walking with others as a "Sherpa of Life" who helps people climb their own mountains.

Teddy Budiwan is lecturer and Head of Industrial networking from the BINUS Business School in BINUS University, Indonesia. He is a marketing lecturer, and researcher in the consumer behavior and with 10 years of experience. Teddy is highly skilled research professional with a Master's degree in University of Indonesia in Management and a Doctorate's degree in Marketing Analytics in BINUS University, Indonesia.



12:25 pm 335b

Thriving in the Squeeze: Bridging Career, Care and Self in the Sandwich Generation

by Cheng Ying Ng, Waymen Chu, and Lee Wen Xuan,

This presentation examines the experiences of Malaysia's sandwich generation, aged 35 to 60, who balance careers while caring for children and elderly parents in a culture of filial piety and interdependence. Using Super's career development theory and focusing on middle-income professionals, this study explores role overload, burnout, and career dissatisfaction. It examines resilience, work-life balance, and coping strategies for integrating career, caregiving duties, and personal well-being, providing insights for culturally responsive career counselling.



Cheng Ying Ng brings a diverse background spanning corporate brand management and entrepreneurship in the wellness sector. Currently pursuing a Master of Professional Counselling, she is passionate about integrating emotional well-being into career development. Drawing on her experience as both a business owner and caregiver, Cheng helps individuals cultivate self-awareness, resilience, and purpose in their professional journeys. Rooted in Asian cultural values of balance, care, and community, she advocates for holistic career growth that aligns personal fulfilment with professional success.

Waymen Chu is a former international flight attendant with nearly a decade of experience in the aviation industry. Her firsthand exposure to workplace crises - including a crash landing and an in-flight accident which sparked her passion for mental health advocacy and trauma recovery. Currently pursuing a Master of Science in Counselling Psychology at Assumption University, Thailand. She focuses on post-crisis career counseling for professionals in aviation and hospitality. Drawing from her personal journey and research interests, Waymen aims to develop crisis intervention programs that promote resilience, recovery, and renewed career purpose in high-stress industries.



Lee Wen Xuan is a ballet instructor based in Kuala Lumpur, with several years of experience working with children and youth in dance education. I have accumulated several years of teaching experience, focusing on nurturing students' discipline, body awareness, and artistic expression. I previously completed an internship in recruitment, which further enhanced my communication and interpersonal abilities. I am currently pursuing a Master of Professional Counselling, with an interest in integrating movement and emotional awareness into therapeutic practice.

12:00 pm 336a

How Effective is Individual Career Counseling for Employees with Low Career Autonomy? *By Yasuhide Tobita*

This study explores the differential effectiveness of in-house career counselors (CCs) counseling and supervisor-led career counseling, as well as the impact of CC counseling on employees with low career autonomy. A quantitative survey was conducted with 153 employees from the same company who received either CC or supervisor-led career counseling, analyzing their career autonomy. The findings indicate that supervisor-led counseling enhance behavioral factors of career autonomy, while CC counseling significantly promotes career autonomy, especially among employees with initially low self-reliance, across multiple categories.



Yasuhide Tobita is a Career Advisor at NEC Life Career, Ltd., where he has led the Career Consulting Unit since the company's founding in 2020. Over the past four years, he has spearheaded in-house career development initiatives across the NEC Group, contributing to the advancement of employee autonomy and engagement. Since joining NEC in 1987, he has held diverse roles in sales, market analysis, business planning, and human resources. From 2004 to 2016, he served as Planning Director in multiple development divisions for IT hardware and telecom systems, playing a pivotal role in the company's strategic expansion.

12:25 pm 336b

Counselling for Career Renewal: Empowering Malaysian Women Cancer Survivors Reintegrate to Work through Group Counseling by Melati Sumari, Norsafatul Aznin Ab Razak, Nordinah Mohd Kassim, and Mohd Buya Abroor

When trying to return to the workforce, Malaysian women with cancer encounter several obstacles, such as psychological distress, diminished physical endurance, stigma at work, and difficulties adjusting to the demands of their jobs. The need for organized, research-based interventions that assist survivors in regaining their vocational confidence and navigating career transitions is increasing as global labor markets move toward inclusivity and flexible career pathways. This study outlines the development and assessment of a group counseling intervention aimed at empowering Malaysian women with cancer in their process of reintegrating into the workforce. The implications of this study may benefit counselors, employers, and policymakers, highlighting the significance of counseling in facilitating equitable access to meaningful employment during times of global transition.



Melati Sumari PhD Western Michigan University Dec 2006. Secondary School teacher, Dang Anum Secondary School (May 1993 to June 1994). Faculty of Education, University of Malaya. Associate Professor, University of Malaya (December 2019 – Present). Teaching undergraduate program in Counseling, Teaching and Supervising post graduate (masters and doctoral in counseling and psychology). Assessor, Malaysian Qualification Agency (2007 – Present). Program Assessor for Masters of Counseling, National University of Malaysia (2023-Present) Professional Quality Assurance Expert – University of Malaya (2022-Present).

Norsafatul Aznin Ab Razak, BEd, Counselling and psychology marriage counselor at Universiti Malaya (UM), was formerly the Program Coordinator for the Department of Educational Psychology and Counselling, Faculty of Education) and has worked in this faculty since 2017.



Nordinah Mohd Kassim. PhD, Senior Lecturer, Faculty of Educational Psychology & Counselling at the Universiti Malaya, specializes in grief and trauma counseling and counseling in higher education. She was formerly a counselor at the International Islamic University Malaysia (IIUM) and a lecturer at the International Islamic College (IIC), She is also a member of Kaunselor Berdaftar Perakuan Amalan (KBPA).

Mohd Buya Abroor did not submit a bio.

1:00 pm 344

Discussion: Job Search Strategies by Syed Hassan Abdullah

Which job search strategies are most effective? The purpose of a Discussion Session is 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

1:00 pm 244

Discussion: What Does Gen Z Mean by "A Meaningful Career"? by Thuy Tran

Many in the Gen Ze generation desire to have a purposeful/meaningful career How do you help clients identify their purpose, meaning, and motivations? Especially those with a strong financial family background? The prupose of a Discussion Session is 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 described above.

1:00 pm

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Accelerating Education-to-Employment Transformations by *Nanda Kishor Mandal*



Nanda Kishor Mandal, Founder/Director of Skill Lab, an AI-enabled, ready to deploy digital career center with pre-in-built suite of resources. Skill Lab is on a mission to democratize access to career guidance, career.

Monday, April 27

Time

Session

Description

9:00 am

411

Professional Development Institute: A Reflective Approach to Career Development for Diverse Clients by *Dr. Roberta Borgen and Dr. William Borgen*

Join this session for a deeper dive into working effectively with clients who navigate life differently. Begin by reflecting on your own context – exploring how your layers of diversity, bias, and assumptions shape the practitioner-client relationship. Consider how these dynamics can either foster empathic, authentic connection or create barriers to trust. Leave equipped to assess in culturally responsive ways, surfacing what's working (and what's not) across complex cases. Learn to balance immediate, basic needs with lifelong career development strategies. Support clients in moving forward within dynamic environments by collaborating with a "village" of career influencers, customizing interventions to meet diverse needs, and advocating for systemic change when necessary.



Dr. Roberta Borgen (Neault), CCC, CCDF, President of Life Strategies Ltd., is an award-winning author, speaker, researcher, career counsellor, and counsellor educator with over four decades of relevant experience, across 6 continents and more than 75 countries. Roberta's strengths lie in her professionalism, infectious enthusiasm for empowering individuals and organizations, and "hands-on" experience working with diverse groups of people. Currently serving on the Board of Directors for the Asia Pacific Career Development Association, as a regional correspondent for the International Association for Educational and Vocational Guidance, and on the National Certification Advisory Committee for Career Certification in Canada, Roberta has received several international awards for her contributions and leadership. Roberta speaks, consults, and writes extensively on working with diverse clients. She is the author of *Career Development for Diverse Clients: Beyond the Basics*.


Dr. William Borgen, Professor Emeritus, University of British Columbia, has extensive experience conducting research and developing programs regarding life transitions and career development. His work has been translated and adapted for use in Bhutan, Denmark, Finland, Hungary, and Sweden. An award-winning counsellor and counsellor-educator, he received the Outstanding Educator of Career Professionals award by the Asia Pacific Career



Development Association (2020) and served on the Board of Directors of the International Association for Educational and Vocational Guidance (2011 – 2019).

- 13:00 PM 451 **Optional City Tour**
Begin with lunch at the Autism Café, a café that is designed to accommodate the needs of autistic workers. The visit the center of Kuala Lumpur, including the Petronas Twin Towers, Merdeka Square, the Sultan Abdul Samad Building, the river with its colonial architecture and an optional visit to National Mosque.
- 452 **Optional Cyberjaya Tour**
Cyberjaya, a city about 34 kilometers south of Universiti Malaya, is Malaysia's Silicon Valley and was designed to inspire innovative technology, While there, enjoy lunch at a local restaurant, visit Multimedia University, Cyberview Sdn Bhd (a city planning company), and MDEC (Malaysia Digital Economy Corporation).
- 18:30 PM 461 **Meetup Dinner, Urban Living Residence**
The Meetup Dinner is free to all. Whether you have just arrived or have enjoyed the morning and afternoon activities, please come to meet the other conference attendees.

Tuesday, April 28

Time	Session	Description
9:00 AM	511	Opening and Welcome by <i>UM Protocol Officer and Dr. Elisabeth Montgomery</i> The Universiti Malaya and APCDA President Dr. Elisabeth Montgomery welcome us to the conference. Dr. Elisabeth Montgomery is described above.
09:20 AM	512	Keynote 1: Shaping a Sustainable and Inclusive Career Ecosystem: A Collective Call to Action by <i>Dr. William Donald</i> What if we stopped adapting to broken systems and started building ones that work for everyone? Can we imagine a future where every career journey is recognised, supported, and valued? What role can we play in making that happen? This keynote invites career development professionals to reimagine our work through the lens of equity and sustainability. Positioned at the intersection of individual aspirations and systemic influence, we have the responsibility and opportunity to lead. Nevertheless, lasting change requires collaboration with employers, policymakers, and regulators. Together, we will explore how representation shapes access and identify practical steps to create meaningful, inclusive impact.  William E. Donald , PhD, is a Full Professor at Liverpool John Moores University, UK. He is also the Founder of Donald Research & Consulting (Est. 2022). Dr. Donald began his career as a Graduate Recruiter in London before transitioning into academia in 2014. Disabled, housebound, and neurodivergent (Autism, ADHD, Dyslexia), he was named on the 2024 Shaw Trust Disability Power 100 for his contributions to education and research. Dr. Donald is the sole editor of the newly published book, <i>How to Organise Inclusive Conferences and Workshops</i> (Edward Elgar, 2026) and co-editor of a special issue on neurodiversity and a sustainable career ecosystem (<i>Career Development International</i> , 2026).
10:20 AM	521	Awards Ceremony by <i>Dr. Elisabeth Montgomery</i> 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.
10:40 AM	531	Tea break and Virtual Poster Sessions

An assessment of teacher facilitator knowledge in school Career Guidance for students in Tamil Nadu, India by Dr. A. Vimala and Ms. S. Sivaranjani

Career guidance is a crucial component of holistic education, assisting students in aligning their interests and abilities with suitable academic and professional pathways. However, its implementation in Indian schools remains fragmented, especially in rural and government institutions. One frequently cited benchmark is the globally accepted counsellor-to-student ratio of 1:250, yet in India, the ratio is reportedly about 1:3,000. An industry estimate puts India's qualified career-counsellor workforce at around 100,000, against the requirement of 1.4 million — implying a shortfall of ~90%. This study examines the awareness and knowledge needed to offer career guidance for school students in government and private secondary and higher secondary school in Tamil Nadu. While the National Education Policy (NEP) emphasizes integrating career counselling into secondary education, its execution is still in the early stages.

Dr. A. Vimala is described above.



Ms. S. Sivaranjani, MBA, is a research scholar in career guidance at Bharathiyar University, Tamil Nadu, India. She worked for over 10 years as an HR Manager in IT and Manufacturing industry handling recruitment, appraisals, training and development, employee engagement, and organizational processes and procedures. Her goal is to support future leaders to build suitable career paths. She has imparted holistic career guidance to students from the age of 12 and guided career start-up and mid-level professionals to excel

in their careers, impacting the lives of over 5000 individuals through her soft skill training and career guidance programs.

Client-Counselor Evaluation Discrepancies in Employee Assistance Program (EAP) Sessions by Shiori Sato, Yasuo Fujita, and Katsutoshi Furuta

The purpose of this study was to examine discrepancies between counselors' and clients' experiences and satisfaction in corporate Employee Assistance Program (EAP) counseling. The data used in this study were derived from 74 counseling sessions conducted by 25 counselors. Counselors completed the J-SEQ scale to assess session quality, while clients completed an 11-point session satisfaction questionnaire. The main finding is that counselors consistently rated their session performance significantly lower than clients did. Client satisfaction was most strongly influenced by empathy and comfort. These findings suggest that reflective counselors tend to underestimate their performance and that empathy and comfort are key drivers of client satisfaction during counseling sessions.



Yasuo Fujita is the CEO of Smart Sodanshitsu Inc., where he oversees the organization's Employee Assistance Program and leads strategic initiatives that support counselors and coaches. He holds an MBA from Hitotsubashi University and has extensive experience in human resource management, organizational development, and career support across several corporate settings. His leadership focuses on building systems that align individual growth with organizational development, promoting employee well-being and strengthening

organizational health. Through his work at Smart Sodanshitsu, he contributes to advancing sustainable career development and creating healthier workplaces.

Shiori Sato is a member of the Administration Office at Smart Sodanshitsu, Inc., where she supports counselors and coaches as part of the organization's Employee Assistance Program. She earned a Master of Agriculture from the Graduate School of Life and Environmental Sciences at the University of Tsukuba. After completing her graduate studies, she built her career primarily in human resources across several companies, engaging in corporate HR, organizational development, and internal career consulting. She has also



worked as a nationally certified career consultant, providing career counseling independently. Her professional focus centers on supporting people's growth and fostering healthy organizational environments.

Dr. Katsutoshi Furuta is a Professor in the Faculty of Lifelong Learning and Career Studies at Hosei University. He is a 1st Grade Certified Skilled Professional of Career Consulting and a Certified Public Psychologist. He also serves as a Board Member of the Japanese Society for the Study of Career Education. Dr. Furuta earned his Ph.D. in Technology and Innovative Management from Doshisha University. His research focuses on employees' work values, career development, and the meaning of work, bridging the fields of organizational behavior and career counseling.



11:00 AM 541

Keynote 2: Holistic Human Development by Dr. Ahmad Zabidi Abdul Razak



Prof. Dr. Ahmad Zabidi Bin Abdul Razak, Dean of the Faculty of Education, Universiti Malaya, brings strategic leadership and academic vision to one of Malaysia's foremost education faculties. He holds a PhD from Massey University, New Zealand, and his areas of expertise encompass Human Resource Planning and Talent Development—including action learning, training design, and workplace learning—Human Resource Development (HRD), and Holistic Human Development, with a focus on human and societal resiliency and actualization. A prolific scholar, Prof. Dr. Zabidi has authored over 30 peer-reviewed articles published in reputable journals such as the *Pertanika Journal*, *STEM Education*, and the *International Journal of Educational Management*. He has led and contributed to more than 14 national research projects funded by government agencies and university grants. He is also a sought-after keynote speaker, having addressed many international conferences.

12:00 PM 551

Keynote 3: Building Inclusive Career Ecosystems Through Social Security Institutions: Lessons from Malaysia by Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed

Modern social security must evolve beyond mere compensation. This session explores how PERKESO is pioneering an Inclusive Career Ecosystem in Malaysia by integrating income protection and employment services with the Employment Injury Scheme. By shifting from a passive benefit payer to an active career coordinator, PERKESO creates a coherent platform where transitions are supported by data-driven matching and proactive reskilling.

The presentation details three strategic dimensions of inclusion:

- Digital & AI Inclusion
- Non-Standard Work Inclusion
- Lifelong Approach & Social Inclusion

By addressing critical career gaps, PERKESO ensures that every individual remains protected and productive. This seamless lifecycle of support from a student's first career thought to an older worker's active ageing truly positions social security as the cornerstone of a resilient, inclusive national workforce.



Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Group Chief Executive Officer of PERKESO (Pertubuhan Keselamatan Sosial - The Social Security Organisation of Malaysia) began his career as a medical doctor. During the time he was employed by PERKESO, he ascended the corporate ladder to the role of CEO. He is currently also the President of the International Social Security Association (ISSA, Geneva) for the term 2023–2025. As a social security practitioner, he aspires to make social security a human right, ensuring no one is left behind.

13:00 PM 561

Lunch in-person

562

Discussion: Hits and Misses at the APCDA Conference by *Junlin Chen*

This discussion will ask attendees to share fresh insights or concepts gained during the conference. It will also ask what you hoped would happen that did not. The purpose of a Discussion Session is to share ideas with others at the conference and to help clarify your own thinking. Discussions are not recorded, so you must be present to learn.



Junlin CHEN, National Certified Counselor, NCC, achieved his bachelor and first master's degree from Anhui University in China majoring in Biological Science and achieved his second master's 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.

2:00 pm

571

Golden Thread Sugoroku: A Japanese Narrative Career Game for Self-Reflection and Dialogue by *Momoko Asaka and Yoshinobu Ooi*

"The Golden Thread Sugoroku" is a career story game developed by the Japan Career Development Association (JCDA). Participants reflect on their student experiences to rediscover their authentic selves and identify the core themes running through their lives—their "golden threads." In this workshop, participants will experience the English version to explore how it fosters self-understanding, dialogue, and connection, and how this popular Japanese method can be adapted in diverse career counseling contexts across Asia.



Momoko Asaka, CEO of Veriteworks Inc. Graduated from Keio University with a degree in Library and Information Science. JCDA-certified CDA, Peer Facilitator, Golden Thread Ambassador, Industrial Counselor. Psychological Counselor, Health Management Expert Advisor, Librarian. Served as a Director of APCDA since 2016 and as 2022-2023 President. Currently active as Co-Chair of News Committee. Started an independent business in 2014 after working as a medical corporation staff, an HR director of an IT company.

Has attended every conference since 2013 and held many leadership roles. Also been involved in community management as a founding member of HR Library since 2024.

Yoshinobu Ooi is a certified Career Counselor and Career Consultant based in Japan. He has supported the career development of a wide range of individuals, from university students to working professionals. He conducts corporate training programs on career development and career vision for employees and provides individual counseling for adults. As a JCDA-certified Peer Facilitator, he promotes the continuous professional growth of CDA members. He holds an MBA from Globis University (2019) and a Master's degree in Electronic Information Engineering from Toyama Prefectural University (1996).



2:00 pm

572

Discussion: The APCDA Career Centre Checklist for Future-Ready Campuses by *Dr. Vandana Gambir*

This discussion introduces the APCDA Career Centre Checklist as a practical framework for strengthening career development centers in future-focused campuses. Participants will explore how the checklist can be adapted to enhance student employability, institutional readiness, and responsive career services

Dr. Vandana Gambir is described above.

2:00 pm 573

Choosing What Works: Applying Career Theories and Models in Practice by Dr. Nancy Arthur, Dr. Mary McMahon, and Dr. Roberta Borgen

There are numerous theories and models available to inform career development practice. How, then, do practitioners make good choices about which ones to choose and how to apply them in practice? In this presentation, we will suggest core concepts to help you review theories and models and make informed choices about which ones to use in practice. We will demonstrate the process through presenting an overview of three different approaches: Career Engagement, Culture-Infused Career Counselling, and The Systems Theory Framework. The lens of each approach will be used to discuss a case study, showing how core concepts in career theories and models can be applied in practice.



Nancy Arthur is currently appointed as Professor and Dean Research, College of Business and Law, Adelaide University, and Professor Emerita, University of Calgary, Canada, where she was awarded a Canada Research Chair in professional education. Nancy's research focuses on Culture-Infused Career Counselling, strengthening career theory-practice connections, and the career transition experiences of international students and workers. Nancy is an elected Fellow of the Canadian Psychological Association.

Nancy collaborated with colleagues Roberta Borgen and Mary McMahon for two CERIC sponsored books, 1. *Career Theories and Models at Work: Ideas for Practice*, and, 2. *Practice Principles: Career Theories and Models at Work*.

Dr. Mary McMahon and **Dr. Roberta Borgen** are described above.

2:00 pm 574

Mosaic of Inclusive Belonging: Empowering Minorities & 50+ Through Life and Career Development by Matthew Sin and Benson Pang

This interactive in-person workshop showcases real-life case studies from collaborative projects by the Life Planning Association of Hong Kong and Life Development Institute. Focused on empowering ethnic minorities and the 50+ age group in Hong Kong, we address gaps in government support for retirement and ethnic minorities' Life and Career Development. Through roundtable discussions, role plays, group presentations, and hands-on activities, participants will co-create and adapt impactful, inclusive programs that foster equity and engagement across generations.

Matthew Sin is described above.



Benson Pang is the Co-Founder of Life Development Institute, Corporate Trainer & Career Transition Coach with Career Development Instructor (CDI), Global Career Development Facilitator (GCDF); Certified Career Services Provider (CCSP); ICC Certified Coach; NLP Master Practitioner qualification who has 15+ years experience in Corporate and Facilitation experience. He is very active in community services, involving in multiple mentorships programs and particularly enjoys serving the underprivileged and minorities in Hong Kong.

minorities in Hong Kong.

2:00 pm 575

AI Fluency for All: A Hands-On Workshop for Inclusive Career Coaching by Abbas Aboobacker

This interactive workshop equips career professionals with practical AI fluency skills to deliver more inclusive, effective, and scalable career coaching. Participants will learn how to generate multi-path career roadmaps, design high-impact coaching sessions using AI, and expand their reach through accessible, inclusive service delivery. Attendees leave with an AI Prompt Pack and ready-to-use tools to enhance client outcomes and professional growth.



Abbas Aboobacker is an AI Empowerment and Sustainable Success Coach with over 20 years of experience in IT, coaching, and career development. He is dedicated to empowering career counselors and the wider career development field by integrating ethical, practical AI fluency into their work. Through the Goal Grabber AI Academy, Abbas has trained hundreds of professionals across India, Kerala, GCC, and the Asia-Pacific region. His mission is to help counselors build inclusive, future-ready practices that uplift communities, expand opportunities, and create harmony through meaningful career guidance. Abbas is a lifetime member of APCDA and an international trainer.

3:00 pm

581

Resilience Across Borders: Inclusive Career Coaching for Global Transitions by *Mohit Jain*

Global transitions—academic, geographic, or cultural—shape how students make career decisions. Drawing on coaching and admissions experience with 700+ students from the UK, India, and Nepal, this roundtable explores inclusive strategies that support students navigating collectivist and individualist expectations during career transitions. Participants will discuss tools such as culturally responsive coaching, expectation-management conversations, and transition workshops that reduce anxiety and strengthen resilience. Attendees leave with practical techniques to expand access, agency, and belonging in diverse learners.



Mohit Jain is an Admissions Officer at the University of Nottingham (United Kingdom) and an International Certified Career Coach through the National Career Development Association (United States). Since 2019, he has supported thousands of high school and undergraduate students across the UK, India, and Nepal in making informed, values-aligned career decisions. In January 2020, Mohit received a prestigious scholarship from the Asian Pacific Career Development Association (APCDA) for pioneering career coaching practices in Nepal and expanding access to guidance in underserved communities.

3:00 pm

582

The Paradox of Meaning: Sensitizing the Impact of Psychological Emptiness on Career Well-Being by *Maggie Tseng and Ananda Ke Fan Lim*

Psychological emptiness can increase distress and reduce well-being, especially during career transitions marked by identity change and meaning-making. This study examined whether meaning in life buffers these effects. Data from 518 Taiwanese adults revealed a paradox: instead of buffering, presence of meaning significantly exacerbated the negative impact of emptiness on well-being. Furthermore, searching for meaning strongly amplified psychological distress. Findings highlight a "sensitizing" effect, challenging traditional resilience models during career crises.



Maggie Tseng is a Master's student in Educational Psychology and Counseling at National Taiwan Normal University, focusing on career and mental health counseling. She earned a B.Ed. in Guidance and Counseling from National Changhua University of Education and studied abroad at UC Berkeley. As a counselor intern at Nanshan High School and research assistant in Prof. Shelley Tien's lab, she engages in counseling practice and nationwide career education research. Her recent studies explore psychological emptiness, well-being, and internet addiction, reflecting her dedication to promoting holistic mental health and career development.

Ananda Ke Fan Lim is a licensed counseling psychologist currently working as a research assistant at National Taiwan Normal University. Integrating practice and research, he explores psychological emptiness, well-being, hope, humor, solution-focused thinking, life crafting, meaning in life, and creativity. He has collaborated with Prof. Shelley Tien on the Career Flow Project and is now working with Prof. Hsueh-Chih Chen on social and emotional learning initiatives in Taiwan.



- 3:00 pm **583** **Building a Local Career Development Community: The Case of KazCDA and APCDA Engagement** by *Liliya Tleukenova*
This roundtable demonstrates the experience of establishing the Kazakhstan Career Development Association (KazCDA) as a regional platform inspired by APCDA values. We will share how local experts came together to promote ethical, inclusive, and evidence-based career services across universities, schools, and industry. Participants will discuss how to adapt APCDA resources to local contexts, engage diverse members, and co-create a sustainable community of practice in career development.

Liliya Tleukenova is described above.

- 3:00 pm **584** **Integrating Entrepreneurial Thinking and Research Commercialization to Confront Graduate Unemployment in South Africa** by *Dr. Morakane Madiba*
South Africa faces a paradox: more graduates, fewer livelihoods. Graduate unemployment has doubled, exposing a gap between credential production and value creation. This paper argues that universities must shift from producing degrees to embedding entrepreneurship thinking and commercializing research rooted in African realities. By linking venture building to township and rural economies, valorizing indigenous knowledge, and reimagining curricula as spaces of creation, academia can move from Eurocentric credentialism to livelihoods that matter where youth live—turning research into both relevance and survival.



Dr Morakane Madiba is a researcher and educator whose work focuses on the intersections of higher education, youth development, and radical socio-economic transformation in South Africa. With a particular interest in graduate unemployment and the future of work, Madiba critically examines how universities can remain relevant to the African child while addressing the pressing challenges of youth poverty and exclusion from labor markets. Drawing on recent scholarship in energy education, socio-environmental studies, and development, Madiba explores how entrepreneurial thinking and the commercialization of research can be reimagined beyond narrow market-driven models. Through both academic and community-engaged projects, she advocates for a higher education system that not only equips young people with skills but also restores dignity and agency by aligning curricula and research with the lived realities of South African graduates.

- 3:00 pm **585** **Confucian Values in a Western Context: Supporting Asian Youth in Navigating Parental Expectations** by *Dr. Yang Ai*
Asian American youth often navigate Confucian-influenced family expectations alongside U.S. career norms that prioritize individual interests. This session explores how cultural values, parental influence, and systemic barriers shape career decision-making, especially for East Asian American Youth. Participants will learn how to apply the ASCA National Model and MTMDSS framework to support this population more effectively. Participants will also learn practical, culturally responsive strategies to support students in clarifying goals, engaging families, and making empowered career choices.



Yang Ai, Ph.D., is an assistant professor in the Department of Counseling and Human Services in the School of Education at the University of Redlands, California, USA. He currently serves as the program coordinator for both the School and College Counseling program and the Counseling and Psychotherapy program. Dr. Ai previously served as Vice President of the Association of Multicultural Counseling and Development and Interim Associate Dean of the School of Education. His research focuses on career development and counseling, school counseling, and the experiences of culturally diverse school and college students.

4:00 pm **591**

AI Career Coach Workshop for Diverse Communities by Dilapsky Li, Miwa Omori, and Sarasha Takahashi

This workshop offers a hands-on opportunity to explore the transformative role of AI-powered career coaches tailored for diverse communities, including K-12 school children, University students, Mid-career professionals, Family supporters (e.g., housewives and househusbands). Participants will discover how AI can assist career coaches in understanding clients through background analysis, career assessments, and daily dialogue. These AI tools enable users to share everyday conversations, allowing the coach to develop a more comprehensive understanding of their clients' needs, strengths, and aspirations. This interactive session will provide insights and practical examples for implementing AI career coaches in various contexts, fostering innovation in career development support.



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, and APCDA Member. His experience include: Cloud Engineering Tech Mentor in Generation. AI Engineering Career Development Specialist in Tomoroe, etc. Currently, Dilapsky is a Solution Architect and an Entrepreneur in Sakuraseisai Co. Ltd in Japan, and he provide various AI career solutions for the young generation via coaching, workshop, presentation, etc.

Miwa Omori, CCSP, GCDF-US, FCD-Instructor, is Japan's only FCD Instructor, providing internationally benchmarked career support in education, study abroad, and global workforce development.



Sarasa Takahashi launched her career as a freelance International Executive Assistant after studying International Relations (Specializing in Southeast Asia) and interning in the Philippines. Her mission is to help overseas startups succeed in Japan. She is also passionate about career coaching. She is currently working on a career development project and training for her CCSP certification. She loves connecting people across borders and supporting their professional journeys.

4:00 pm **592**

Career Compass Cards: Reclaiming the Lost Self in Career by Jason Lee

The Career Compass Cards is a 56-card reflective deck that helps individuals explore who they are becoming through work. This session demonstrates how the cards support counselling, coaching, and education by guiding clients to rediscover authenticity, clarify values, and transform confusion into purpose. Integrating ontology, psychology, and creative reflection, the tool fosters inclusive, cross-cultural dialogue that empowers people to realign their careers with their true identity and authentic sense of being.



Jason Zeck Lee is an internationally recognized Ontological Life Coach, Corporate Trainer, and HRD Corp Certified Professional from Malaysia with over 26 years of experience in career, leadership, and human development across Asia-Pacific. As founder of ZECK Academy, he designs transformational programs that integrate ontology, psychology, and coaching to advance inclusive career and human-potential practices. His clients include Hewlett-Packard, Citibank, and Johnson & Johnson. A Master of Professional Counselling candidate at University of Malaya, Jason also holds certifications from the BG5 Business Institute and World Institute for Action Learning. His mission is "For the Betterment of Mankind."

4:00 pm **593**

Global Bridges: Designing Transformational Study Tours for Inclusive Career Practice
By *Ladi Mohammed-Chapman*

This roundtable explores how international study tours can drive real change in career education by building cross-cultural understanding, sharing proven frameworks, and fostering inclusive professional learning. Drawing on examples from Japan, Australia, and Singapore, participants will examine how national career guidance systems and study tour collaborations have improved access, skills, and employability outcomes.

Through guided discussion and a simple design canvas, attendees will co-create their own model for an inclusive, transformational study tour, building the foundation for future APCDA collaborations across regions.



Ladi Mohammed-Chapman, an award-winning UK Career Development Professional (CDP), is a careers and employability leader with over 30 years' experience transforming education across the UK and internationally. As CEO of Global Educational Travel & Tours (GETT) and Director of 7 Continental Careers (7CC), her mission is to connect global educators through inclusive, future-ready career development. Ladi created the PERE Model and MEOW Programme, innovative frameworks that have shaped modern, inclusive workplace learning globally. A 2025 CDI Award Winner for Career Development Professional in an Education Setting, Ladi has led international partnerships and events reaching thousands of educators and practitioners worldwide.

4:00 pm **594**

Fostering Entrepreneurial Mindset: Indonesian School Counselors' Practices & Lived Experiences by *Rina Nurhudi Ramdhani*

This presentation explores how Indonesian school counselors develop entrepreneurial mindset in vocational high school students through a phenomenological case study. Drawing from interviews with practicing counselors, we reveal the "complete package" approach: entrepreneurship as universal life skills applicable to any career path, not just business ownership. Key findings show counselors act as "frontline talent scouts" who spark motivation while collaborating with vocational teachers for technical skills. We present practical methods including journaling, mind mapping, role modeling, and gamification systems. The study highlights both successes and challenges unique to Indonesian contexts, offering insights for inclusive career services in developing economies where students face diverse post-graduation pathways.



Rina Nurhudi Ramdhani, M.Pd., is a lecturer in the Guidance and Counseling Program at Universitas Pendidikan Indonesia (UPI) and a dual degree doctoral student candidate in Guidance and Counseling, Universitas Pendidikan Indonesia and PhD in Higher Education, Indiana University Bloomington. Her research focuses on entrepreneurial mindset development among Indonesian guidance counselors and indigenous career guidance approaches. In January 2026, she will join Indiana University Bloomington as a visiting scholar, collaborating with Professor Thomas Nelson Laird on student engagement research. Rina's work bridges Western counseling theories with Indonesian cultural contexts,

with expertise in career development, cross-cultural research, and innovative counseling interventions.

4:00pm

595

Smart Skills, Smarter Futures: Transforming Technical Education with Intelligent Career Mapping

by Dr. Richard DLC Gonzales, Prof Lucila Ortiz Bance and Dr. Sheila Marie G. Hocson

This workshop equips participants with comprehensive guidelines for developing an advanced career-profiling tool that supports smarter skills and transforms technical education through intelligent career mapping. The session will guide attendees through key stages of tool development, starting with the conceptualization of a framework that aligns with emerging industry needs, educational standards, and global requirements. The assessment process addresses the total development of the person, combining the cognitive, affective, and psychomotor domains which support both the development and implementation of the career profiling instrument, producing job-ready, adaptive, and globally competitive future-ready graduates. Attendees will gain practical insights and actionable strategies to create robust profiling tools that empower learners and educators to make informed decisions.



Dr. Richard DLC Gonzales is a Consultant for Human and Social Development at the Asian Development Bank, Chairman and Chief Executive Advisor and Lead Advisor for Human and Social Development of Inno-Change International Consultants, Inc, an ISO 9001:2015 certified research, training, and consulting firm based in the Philippines. He is a Fellow of the Southeast Asian Ministers of Education Organization (SEAMEO) for research and student assessment and a Professorial Lecturer at the University of Santo Tomas Graduate School. He has a strong track record in leading international teams in Asia-Pacific, the Middle East, and Africa in the education and social sector.

Prof. Lucila O. Bance, PhD, RGC, RPsy, is a licensed Psychologist and Guidance Counselor, a multi-awarded professor, researcher and community builder: the former Director of the Counseling and Career Center of the University of Santo Tomas (UST), recipient of USAID grant to build a model Counseling and Career Center in the country, recipient of Excellence Award in Psychology in the field of Professional Development, Outstanding Professional in the field of Guidance and Counseling, Outstanding Professor, and APCDA's recipient of Achievement Award in Career Development.



Dr Sheila Marie Guevarra-Hocson served as the past President of the Philippine Guidance and Counseling Association (PGCA) and a branch leader and mentor for the American Counseling Association (ACA). She is Mental Health Consultant for the Office of the President, Senior Technical Consultant of the Unilab Foundation, Consultant of Inno Change International, Commission on Higher Education, Department of Education and Technical Education and Skills Development Authority Guidance Director, Research Fellow and Professor of Far Eastern University She authored books, published Scopus indexed papers, and a TV and radio host. She is a registered psychologist, guidance counselor, psychometrician and teacher.


6:00 PM

599

Reception and Cultural Gala

Universiti Malaya will provide light food and beverages for attendees and an opportunity for networking. A short performance by students will highlight Malaysian music and culture.

Wednesday, April 29

Time	Session	Description
9:00 am	611	<p>Keynote 4: It Takes a Village: Bridging the Diversity Disconnect in Career Development by <i>Dr. Roberta Borgen</i></p> <p>What is the “diversity disconnect” and why does it matter? In a world where difference is embraced and celebrated in some contexts, and ignored or demonized in others, individuals struggle to know when it's safe to reveal their unique identities and needs for accommodation in order to bring their best selves to work. Safe and authentic connections are crucial for everybody, including individuals perceived as “different.” Communication grounded in mutual respect, and fueled with empathy, can surface what's working and what's not in supporting career development for all. Dr. Roberta Borgen will share stories and case examples from her research, extensive career counselling experience, and international collaborations to highlight the unnecessary barriers that are stopping great people from getting and keeping great jobs. Identify your own role in “the village,” bridging the diversity disconnect in your own context and community.</p> <p>Dr. Roberta Borgen is described above.</p>
9:50 am	621	<p>Keynote 5: From Barriers to Breakthroughs: Building Resilient and Inclusive Practices in Career Development by <i>Dr. Ahmad Shamsuri Muhamad</i></p> <p>In an era of rapid global transitions marked by technological disruption, workforce transformation, and growing social inequities, career development professionals are increasingly challenged. This keynote explores how barriers—structural, attitudinal, and systemic—can be transformed into opportunities for breakthrough. Drawing on professional experience, research insights, and lived realities, the session highlights strategies for embedding resilience, inclusivity, and equity into career guidance, counseling, and workforce development systems. Particular attention is given to supporting individuals and communities who are often marginalized during periods of change, including persons with disabilities and other underrepresented groups. By reframing career development as a dynamic, human-centered process, this keynote invites us to expand horizons and re-imagine inclusive career pathways that empower individuals to navigate uncertainty, adapt to change, and realize their full potential.</p> <div data-bbox="451 1186 618 1402"></div> <p>Dr. Ahmad Shamsuri Muhamad, Head of the Department of Educational Psychology and Counseling, Faculty of Education, Universiti Malaya, was the recipient of the National Employee Award (Persons with Disabilities) at the National Labour Day Celebration 2025, the Universiti Malaya Excellent Service Award 2023, and the Asian Universities Alliance Scholars Award 2023–2024. Dr. Shamsuri specializes in rehabilitation counselling, with research interests in mental health and well-being, career counselling and inclusive education for Persons with Disabilities (PWDs). He is actively involved with non-governmental organizations of and for PWDs and is a certified trainer in Disability Equality Training (DET) under the Social Welfare Department of Malaysia and the Japan International Cooperation Agency (JICA).</p>
10:40 am	631	Tea Break & Virtual Poster Sessions
10:40 am	632	<p>Psychological Determinants of Proactive Behavior in Semiconductor Human Resource Development by <i>Tamiyo Nakabayashi and Katsutoshi Furuta</i></p> <p>This study shows how semiconductor human resource development programs shape participants' psychological traits and proactive behavior. Surveying young engineers and R&D, it focused on Future Work Selves, Career Adaptability (Concern, Curiosity, Confidence), and Timing of Program Participation. Fuzzy-set qualitative comparative analysis (fsQCA) showed that a clear future self and the three adaptability dimensions are necessary for proactivity, and combinations of multiple conditions promote proactive behavior. Differences in timing of program participation suggested that mechanisms may differ depending on developmental stages.</p>



Tamiyo Nakabayashi. Led R&D at Sharp Corporation, focusing on semiconductor LSI design, commercialization, and standardization. Holds a Ph.D. in Science. Actively promoted industry-academia collaboration. After retiring from Sharp in 2021, engaged in collaborative initiatives at Nara Women's University. Served as a Research Administrator at Doshisha University's Research and Development Promotion Organization. Currently works as an Industry-Academia Collaboration Coordinator at the Research Promotion and Social Collaboration Center, Osaka Sangyo University.

Dr. Katsutoshi Furuta is described above

10:40 am 633

How Campus Belonging Shapes Career Metacognitions for LGBTQ+ College Students in Times of Change by *Jake Bucher and Jonathan Jerez*

How does feeling like you belong on campus shape the way LGBTQ+ college students think about their future careers during times of rapid change? This study explores that question using data from 328 first-year students. Participants will learn how belonging differs for LGBTQ+ students, why those differences matter, and how belonging uniquely predicts both career confidence and career concern. Join this session to discover what these patterns reveal about building truly inclusive career development environments.



Jake Bucher is a doctoral student in the Counseling and School Psychology PhD program at Florida State University. Jake serves as secretary for the Florida Career Development Association. He also works as a career advisor at the FSU Career Center, where he supports students as they navigate complex career decisions. He holds a Master of Science in School Psychology, and his research focuses on career development among LGBTQ+ undergraduate students.

Outside of work, Jake enjoys birding, cooking, and spending time with his two cats, Frankie and Charlie.

Jonathan (JJ) Jerez is a doctoral student in the Combined Counseling and School Psychology Ph.D. program at Florida State University. JJ earned his bachelor's degree in psychology from Florida State and his Masters and Education Specialist degree in Counseling in the Human Systems with a concentration in Career Counseling. His research interests include the intersectionality of career and mental health of first-generation college students. Outside of research, JJ enjoys eating at all the local hot spots, traveling when possible, playing video games, and spending time with his cat, Luna.



10:40 am 634

Necessity or Privilege? Lifelong Learning Experiences of Lower-Wage Workers in Singapore by *Norazrina Muhammad Mustafa*

In an era defined by rapid technological and economic shifts, lifelong learning is essential for individual adaptability and employability. This study examines the lived experiences of 10 lower-wage workers across two generational cohorts. While participants viewed learning as a pathway to personal growth and professional empowerment, their participation was often constrained by low confidence, financial strain, and limited institutional support. Findings call for shared commitment among individuals, employers, and policymakers to make lifelong learning truly inclusive.



Norazrina Mustafa is a Human Resource (HR) professional and researcher, with expertise and research interests in learning and development, equality, diversity and inclusion, and organisational behaviour. She is currently a postgraduate student and researcher at Nanyang Technological University, where she is working on nationally funded mixed-methods studies on adult learning and skills development. Previously, she

held leadership roles in the public sector, focusing on workforce development, employee engagement, and wellbeing at work. Norazrina holds a PhD from the University of Warwick and is a member of professional HR bodies including CIPD and IHRP.

Panel Discussion: Bridging the Divide: Shaping an Inclusive and Resilient Workforce in Malaysia's Global Transition with *Dr. Elisabeth Montgomery (Moderator), Grace Gan Wei Ching, Gayathri A/P Vadivel, Simon Benjamin, and Dr. Pang Jee Ching*

One of the major problems that Malaysia is currently facing is a talent scarcity. This panel of experts with diverse backgrounds will share "Mega-trends" in their respective fields (Social Protection, Diversity, HR Management, or Banking). The focus will be on collaborating to solve the problem of talent scarcity and how to build a career ecosystem that is both technologically advanced and human-centric.

Dr. Elisabeth Montgomery is described above.



Grace Gan Wei Cheng, Manager, Enabling Academy (EA) Yayasan Gamuda, holds a Master degree in Human Services (Rehabilitation Counselling) from Griffith University, Australia and a Bachelor of Psychological Science from the University of South Australia. With 15 years of experience as a Job Coach, including roles at Malaysian Care and EA, she currently leads EA's Employment Transition Programme (ETP), preparing neurodivergent individuals for sustainable employment and advancing inclusive hiring practices. As a Senior Job Coach Trainer for Job Coach Network Malaysia, she contributed to the development of National Occupational Skills Standard (NOSS) and conducted training in China. At EA, she is also leading nationwide efforts to empower employment transition centers through complimentary EA ETP Practitioners' workshops.

Gayathri A/P Vadivel, Head of Employment Service (ES) Division, worked with the Return To Work Program launched by PERKESO in 2007. As a pioneer Case Manager, she designed work process and modules to train new case managers. Ms. Vadivel has assisted countries like Indonesia, Namibia, and the Philippines in their disability management programs and trained local and international job coaches in Disability and Inclusion. Ms Vadivel served as Project Director of the National Employment Services Portal, MYFutureJobs, and developed initiatives, such as the Career Exploration Programs at secondary schools and Transition to Formal programs for informal workers wanting to transition to formal employment. She currently serves as Vice President of the Technical Commission of Employment Policies and Unemployment Insurance at the International Social Security Association (ISSA).



Simon Benjamin is a seasoned Human Resources Practitioner with over three decades of experience in people management, specializing in Industrial and Employee Relations. He has served across manufacturing, banking, services, and conglomerates such as Sunway Group and Ann Joo Resources. Certified by MIHRM, Mr. Benjamin holds a Master's in HR Law from University Utara Malaysia, strengthening his expertise in employment and industrial law. He has contributed as a panel member in the Industrial Court and served on the Investigating Tribunal Panel under the Legal Profession Act 1967. Mr. Benjamin currently serves as President of the Malaysian Institute of Human Resource Management (MIHRM).



Dr. Pang Jee Ching, Pang obtained her PhD in Special Education from Universiti Malaya in 2018 and Masters in Special Needs (University of Nottingham, Malaysia) in 2012. She has 26 years of experience working closely with individuals and families who are living with intellectual and developmental disabilities, including Autism, ADHD and Global Developmental Disorder. As an academic since 2019, she maintained connections with the community by conducting workshops, support groups and

individual consultations. She believes that each individual has their own potential where understanding and support are fundamental to coping with life. She always emphasizes building up their sense of self, setting life directions and self-advocacy skills towards living a meaningful life underpinning systemic intervention. By developing their own sense of self with guided achievable personal goals, nothing is impossible in life.

12:30 pm **651 Virtual Closing Ceremony**

1:00 pm **652 Lunch in-person**

2:00 pm **661 Zooming in: Autistic Adults on Navigating Work and Growth** by *Dr Pang Jee Ching, Cheah Boon Eu and 'Chai Jing Yun*

This roundtable brings together two autistic professionals to share their lived experiences navigating work and growth. The session explores how autistic adults manage their work demands, advocate for their needs, and envision career development amid daily operations. Through personal narratives and open dialogue, the discussion aims to foster understanding, acceptance, challenge assumptions, and highlight inclusive practices that support neurodivergent professionals in thriving at work.

Dr Pang Jee Chin is described above.

Cheah Boon Eu has had the opportunity to work with children of all ages with disabilities for the last 15 years. Her interest pours out to those children and youths with autism, learning difficulties, ADHD and Irlen Syndrome as she was given a late diagnoses after much silent and unseen struggles and was labeled as stupid, slow, stubborn, lazy and weird since she was a kid. Today, Boon Eu is an avid advocate about being inclusive, understanding and accepting of each other. She believes that with her profession and her experience as a neurodivergent, she can ensure early intervention and opportunity for individuals to assimilate into the community.



Chai Jing Yun is a Clinical Research Associate specializing in Study Start-up at Parexel, where she navigates the complex world of clinical research while embracing her neurodivergent identity. Diagnosed as autistic in adulthood, Chai brings a unique perspective to workplace dynamics and professional development in the pharmaceutical industry. Her experience balancing the structured demands of clinical research with the challenges of workplace communication offers valuable insights into neurodivergent career development. Chai is passionate about creating dialogue around workplace accommodations and fostering environments where autistic professionals can thrive by leveraging their natural strengths in attention to detail, pattern recognition, and analytical thinking.

2:00 pm **662 Redefining Ability: Empowering Adults with Down Syndrome for Global Career Inclusion** by *Yohan Kurniawan and Yue Wang*

In a period of global change, inclusive career development has emerged as a vital priority for ensuring equal opportunities for all persons, including those with Down syndrome. Notwithstanding the growing awareness of disability rights, persons with Down syndrome continue to be underrepresented in the workforce and often encounter structural obstacles to employment. This session examines the framework of

inclusive career development by redefining ability, transforming social perspectives from disability to potential, and highlighting empowerment via education, vocational training, and supporting workplace regulations. The proposed conceptual model provides a framework for politicians, educators, and employers to broaden their perspectives towards a more inclusive global workforce.



Dr. Yohan Kurniawan, S.Psi., M.Phil., Ph.D., is a Senior Lecturer at Universiti Malaya specializing in Experimental Psychology, Autism, and Clinical Psychology. With over 16 years of academic experience, he has served in research leadership roles and published extensively in Scopus-indexed journals. He is a member of the American Psychological Association and the Indonesian Psychological Association (HIMPSSI).

Yue Wang is a postgraduate student in Educational Psychology at Universiti Malaya, focusing on social inequality, resilience, and mental health among marginalized groups. With experience in teaching, community service, and psychological research, she aims to develop cross-cultural interventions that promote social inclusion and psychological well-being. Her academic interests lie in the intersection of social psychology, education, and mental health.

- 2:00 pm **663** **Concept Overview and Practice-Based Case Example of “Experience Assimilation & Realization”** by *Yoshinobu Ooi*
This session presents a concept overview and practice-based case example of Keikentaisya (tentatively translated as “Experience Assimilation & Realization”), a core idea proposed within the Japan Career Development Association (JCDA). It explains how clients’ “disturbance of self-concept” becomes a starting point for reflection, learning, and growth. Although expressed in unique terms, Keikentaisya aligns with established career development theories. A counseling case will illustrate how JCDA Career Development Advisors (CDAs) use this shared concept to support deep reflection and career formation through the development of self-concept. Note: The English phrase used here is a tentative translation by the author.

Yoshinobu Ooi is described above.

- 2:00 pm **664** **Transitional Intelligence (TQ) and Disability: Building Adaptability amid the Global Uncertainty Era** by *Sayed Mawismi bin Sayed Mohamad Mustar*
Persons with disabilities face complex transitions amid global uncertainty, rapid technology change, and hybrid work that challenge both identity and employability. This presentation introduces Transitional Intelligence (TQ): a meta-competency that helps individuals adapt, learn, and thrive amid personal and systemic change. Grounded in career construction theory, resilience research, and social model of disability, TQ reframes adaptability as an inclusive, transformative capacity. Practical models and cross-cultural examples show how counsellors, educators, and policymakers can build TQ to promote equity, self-determination, and belonging.

Sayed Mawismi bin Sayed Mohamad Mustar

- 2:00 pm **665** **Trio-ethnography to Reflect Career Adaptability in Higher Education toward Gamification** by *May Sabai Hmu, Le Thi Phuong Lien and Nguyen Nhat Thi*
Career adaptability research in higher education often uses surveys and linear models, probably overlooking lived, culturally situated and playful learning. This trio-ethnography explores how Business Administration students in Vietnam develop career adaptability through gamification. Our team includes students, lecturers, and a career consultant. From our sharing-circles, we revealed multiple facets of our experiences toward three emerging themes: responsive curriculum for value co-creation, creative pedagogy to build confidence, and trust-based collaboration. The synthesis of Career Construction Theory and Hope-Action Theory explained career learning as an iterative process of action, reflection, and adaptation.



May Sabai Hmu is a Business Administration Sophomore at Ho Chi Minh City Open University who is passionate about sustainability, innovation and project management. With strong interests in leadership and intercultural collaboration, May actively engages in international startup competitions, fellowships, and volunteer programs. Her experiences have shaped her vision to become a project manager who bridges business goals with social impact.

Le Thi Phuong Lien is described above.



Nguyen Nhat Thi is a Business Administration Sophomore at Ho Chi Minh City Open University, who possesses a high sense of responsibility and the ability to lead the team toward achieving its goals. Throughout her studies and work at Ho Chi Minh City Open University, Thi has demonstrated a strong desire to learn and a proactive attitude. Moreover, Thi also shows her adaptability toward new challenges and environments by embarking on clubs and working in the marketing department.

3:00 pm 671

Ontological Life Coaching in Career Development: Integrating Language, Emotion, and Being by Jason Lee

Ontological Life Coaching (OLC) integrates language, emotion, and being to transform career conversations from “What should I do?” to “Who am I becoming?” This presentation demonstrates how OLC principles enhance self-awareness, authenticity, and inclusion in career counselling. Participants will explore practical frameworks and case examples showing how OLC deepens identity clarity, emotional resilience, and purpose alignment across cultures—empowering clients to design careers that truly reflect who they are.

Jason ZECK Lee is described above.

3:00 pm 672

Inclusive Career Development in Transition: Women’s Struggles and Empowerment in Japan by Hana Nobuko Hasegawa, Michiko Nakato

We have dedicated the past 20 years to supporting women’s careers in Japan. Although asking a husband’s permission to work is now rare, many challenges to true gender equality remain. This talk explores the current situation of working women, and highlights how Gender Equality Centers empower individuals through two cases: Mari, who seeks to escape an abusive relationship, and Emi, who had been struggling with balancing eldercare and work. Their stories reflect common difficulties women face. We will also stress the importance of collaboration with career supporters across the Asia Pacific and discuss how we can inspire hope and create meaningful change together.



Hana Nobuko Hasegawa is the CEO at C-mind Ltd. She founded C-mind in 2003 to support people with career issues. She is a 1st grade certified skilled professional in career consulting and a Master of Psychology. She has a passion for helping women’s career development and has more than 20 years of experience in women’s career support. She is also a certified supervisor and engages in the training of career consultants.

Michiko Nakato has provided career consulting to individuals and corporate employees for 15 years, focusing particularly on women’s empowerment. For example, career support and employment assistance for women facing difficulties in the workplace. She also provides leadership development training for women and support initiatives to promote women’s advancement.



Integrating AI into Career Narrative Development: AI-Assisted CV and Cover Letter*Creation by Cheng Hoi Lam Rachel, Tsui Yan Cho Joe, Law Yau Shing Rex*

In today's competitive job market, the quality of career application materials significantly influences hiring outcomes for university graduates. Building on evidence that AI assistance significantly increases a candidate's probability of being hired (Wiles et al., 2025), this study details the experience of organizing a novel, department-wide training workshop designed to equip both bachelor's- and master's level students with career narrative creation skills using integrated AI tools. By combining evidence-based pedagogical practices with contemporary AI tools, this study aims to significantly broaden students' job-hunting capacity and provide higher education institutions with a practical framework for enhancing students' career readiness and employability competitiveness.



Rachel CHENG is a currently a teaching assistant cum associate at the Department of Special Education and Counselling, the Education University of Hong Kong. She has extensive experience in coaching students with diverse needs and has been a sports coach for many years. She is an aspiring counselor-in-training at the master's level and has been teaching an undergraduate course 'Consolidating My Undergraduate Learning Journey' at the University.

Before joining the university, **Dr Joe Tsui** was an experienced teacher, school counsellor and vice principal in the secondary education sector in Hong Kong serving students from diverse backgrounds, including high ability students. He holds a Doctor of Education from the Faculty of Education, the University of Hong Kong, specializing in gifted education and career counselling. He is now the Associate Head cum Senior Lecturer at the Department of Special Education and Counselling of the Education University of Hong Kong. His areas of interest include career counselling, gifted education and talent development, and school guidance and counselling.

Rex Law is a teaching assistant and fellow at the Department of Special Education and Counselling of the Education University of Hong Kong. An aspiring doctoral student specializing in educational technology, he possesses ample experiences in using AI and other emerging technology in educational setting, especially in teaching special education majors. He is currently teaching the undergraduate course 'Positive Communication in Educational Settings' and coaching students for their AI-empowered Capstone Project as their final year project in their undergraduate context.

Career Optimism and Self-Rating Competencies: Linking Internship Experience*by Ayza Q. Figuro*

This presentation explores the relationship between career optimism, self-rated graduate attributes, and students' internship experiences. Findings highlight how positive career outlook and self-perceived employability shape readiness for professional life. Implications for career counselors and educators emphasize strategies to foster resilience, adaptability, and confidence among future graduates.



Mrs. Ayza Q. Figuro has almost a decade of experience in career-related services. Her background encompasses human relations in the corporate sector, and she possesses a fervent desire to assist individuals in achieving their professional aspirations. Specializing in career development, student leadership initiatives, and facilitating partnerships with industry experts, tactics designed to empower students and enhance their success in the workforce. She possesses a Diploma in Industrial Relations and is pursuing an MS in Human Capital and Organizational Development. She is dedicated to assisting students in acquiring the vital skills and knowledge necessary to navigate the intricate job market, employing a personalized approach that offers customized coaching aligned with everyone's own goals and desires.

3:00 pm **675** **Predictors of Career Resilience in Indonesian Early-career Talents** by *Dr. Dian Ratna Sawitri*
Career resilience involves a conscious process of developing one's self-confidence, skills, and competencies, and drawing on hope, realistic optimism, and support networks to build a fulfilling career over its entire time span. We examined predictors of career resilience by surveying 456 Indonesian early-career talent (67.5% female; mean age = 26.44 years). We used scales of performance goal orientation, learning goal orientation, person-job fit, person-organization fit, occupational self-efficacy, and career resilience. Structural equation modelling demonstrated that the links from learning goal orientation and person-job fit to career resilience are mediated by occupational self-efficacy. Recommendations for early-career talents are discussed.

Dr. Dian Ratna Sawitri is described above.

4:00 pm **681** **Beyond Recruitment: What Matters Most to Youth in the Workplace** by *Dr. Nancy Arthur*,
Why do youth start jobs, and why don't they stay? This session explores how values shape young peoples' decisions about work and what makes them feel engaged and committed. Drawing on surveys and interviews with youth (18-25), parents, and first year apprentices, we'll explore what youth value most and practical strategies to help employers create workplaces where young people want to start, stay, and thrive. We will reflect about one of the hardest questions we can ask – what matters most to you?

Dr. Nancy Arthur is described above.

4:00 pm **682** **Career Case Conceptualization for the Times: Evolving perspective From Australia, Singapore & The US** by *Jeremiah Wong, Dr. Serene Lin-Stephens, and Dr. Jon Sperry*
Career practitioners (CP) face rising pressures as AI chatbots claim to replace various CP roles while expectations for ethics, effectiveness & high-touch services grow. This presentation positions Focus Case Conceptualization (FCC) as a key human value proposition in the AI-era, demonstrating how FCC deepens client work, integrates contemporary career theories with semi-augmented GenAI. See how FCC is evolving across Australia, Singapore, & the US. FCC supports reflective, evidence-based practice by enabling CPs to interpret complex client data in ways AI cannot replicate.



Jeremiah Wong is the Lead Career Developer (Counselling & Coaching), Career Counselor Educator, Career Counselling Supervisor (NCDA CSCP) at AVODAH People Solutions. He also lectures on career counseling at the Singapore University of Social Sciences (SUSS) & Republic Polytechnic (RP) Singapore's Specialist Diploma in Career Counseling (SDCC), a program recognized & endorsed by both NCDA & CICA. Jeremiah is also currently pursuing his PhD in Career Development with Vocational Psychology at the SUSS. Jeremiah is also the recipient of the NCDA 2025 International Practitioner of Year Award & APCDA's 2022 Outstanding Educator of Career Professionals Award.

Dr. Serene Lin-Stephens is described above.

Dr. Jon Sperry, a Full 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 different countries. A past president of the North American Society of Adlerian Psychology, he also co-edits the *Journal of Individual Psychology*. Dr. Sperry will provide a pre-recorded video.



Developing the Capability of Career Guidance Professionals in a Diverse Population – A Trifocal Experiential Learning Approach by *Emily Rose Lizada and Dr. Ma. Leonila Vitug-Urrea*

This interactive lecture discusses the techniques and processes of integrating experiential learning with the principles of heutagogy or self-determined learning in developing the capabilities of career guidance professionals working in technical and vocational education and training institutions. The participants will learn how to start the groundwork in enhancing the skills of these professionals who may or may not have the proper training in the field of career development. The integrated approach that will be presented will assist the participants in designing a developmental training program that establishes that the career guidance provided is relevant to current job market realities and student needs, as it incorporates inputs from the students, practitioners, and training institutions administrators.

Emily Rose L. Lizada is a dedicated career development professional and a certified Global Career Development Facilitator (GCDF). For over 14 years, she has worked as a Career Advisor at the Ateneo de Manila University in the Philippines, driven by the passion to guide students successfully through their journey from academic life into the professional world. In addition to her university role, Emily has been a committed leader in the regional career community, serving as an APCDA Administrator for nine years.



Dr. Ma. Leonila Vitug Urrea is described above

QCDC Integrated System for Inclusive Career Development and Vocational Readiness for Persons with Disabilities by *Saad Abdulla Al-Kharji and AlAnood Jamal*

People with disabilities experience low employment rates due to school-to-work transition barriers (United Nations, 2006). Qatar Career Development Center developed a six-phase framework from early career awareness to supported employment to build vocational skills for PWD. A parallel training and awareness pillar equips educators and employers for inclusion; participants completed internships, volunteered at national events, and launched micro-enterprises. The model aligns with global and national inclusion initiatives (Clyde & Co, 2025), demonstrating a scalable approach to empower PWD in the workforce.



Saad Abdulla Al-Kharji is a highly accomplished career development professional with over 15 years of experience, currently serving as the Executive Director of (QCDC). Al-Kharji's academic credentials include a Qualification in Career Development from the Career Development Institute (CDI) in the UK and a Master's degree in Career Guidance and Development from the University of the West of Scotland. His professional journey began with Qatar Foundation in 2009 as an Operations Officer at the Qatar Career Fair (QCF), later renamed to become the Qatar Career Development Center. Al-Kharji played a pivotal role in organizing and ensuring the success of this major event over many editions and years. Throughout his career at QCDC, Al-Kharji has led numerous initiatives and programs that have had a profound impact on career guidance and development in Qatar.

AlAnood Jamal has a strong background in the development of both children and adults. She has spearheaded numerous initiatives, including nutrition education, cultural workshops, skill development workshops designed to enhance personal growth for all ages. Her professional journey is fueled by a passion for creating inclusive opportunities that support diverse communities. Currently, she serves as a Career Programs and Services Officer at QCDC, focusing on career development projects for individuals with disabilities and fostering inclusive opportunities. AlAnood holds a master's degree in project management from Liverpool John Moores University.



4:00 pm

685

CARS-GZ: A Framework for Measuring Career Adaptability and Resilience in Gen Z by Pooja Khanna

Gen Z is entering a rapidly shifting world of work shaped by pandemic disruptions, automation, and global uncertainty. This session introduces the Career Adaptability and Resilience Scale for Gen Z (CARS-GZ), a new 22-item tool combining CAAS-SF and adapted CD-RISC items to measure both proactive adaptability and reactive resilience. Drawing on data from 600+ Indian undergraduates, the presentation demonstrates how higher education can assess career readiness, identify diverse learner needs, and design inclusive interventions for students navigating major life and career transitions.



Pooja Khanna is an educator, career coach, and founder of Find Your True North, an AI-enabled career discovery platform that helps youth align their values, interests, and personality with future-ready career pathways. With over two decades of experience in higher education and coaching, she works at the intersection of education, employability, and well-being. Passionate about youth development, she focuses on building resilience and purpose in students to help them navigate the complex world of work with confidence and clarity.

Thursday, April 30

Time	Session	Description
7:50 am	711	Melaka Tour This all-day tour takes you to Melaka, a city founded by the Portuguese. It begins with a visit to the SOCSO Rehabilitation Centre to see how workers with special needs are trained in Malaysia. Then proceeds to a lunch of Peranakan Cuisine (Malaysian style with an influence of Portuguese style cooking), followed by visiting the old section of the city and many of the important tourist sights, then returning to Urban Living Residence in Kuala Lumpur.
9:30 am	712	Industry Tour Begin with visiting Grab headquarters, the biggest technology startup in the region. After lunch, visit Air Asia, whose headquarters at the airport use an open architecture to assure that employees can easily interact and share ideas.

Thank You from APCDA

We are grateful to our Conference Planning Team. This year the team include 35 members from the Faculty of Education at the Universiti Malaya, but I want to especially thank Dr. Poh Li Lau, APCDA President-Elect and Associate Professor, Dr. Pang Jee Ching, and Dr. Yohan Kurniawan, in the Counseling and Psychology Department, Faculty of Education, Universiti Malaya. We also want to thank our Inclusion Coordinator, Ms. Ruith McAteer, and APCDA President Elisabeth Montgomery. Thanks are also due to 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:

- Australia: Ms. Felicity Brown
- Azerbaijan: Mr. Toghrul Alakbarov
- Bangladesh: Dr. Mohammad Ali Khalid
- Cambodia: Ms. Bory You
- Canada: Roberta Borgen
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 - East China: Mr. Junlin Chen
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- Indonesia: Dr. Dian Ratna Sawitri
- Japan: Ms Kimiko Kato
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- Pakistan: Mr. Muhammad Basit Rana
- Philippines: Ms. Aza Figuro
- Singapore: Ms. Charlotte George
- Sri Lanka: Mr. Sangjeli Sothinathan
- USA: Ms. Jenn Leard
- Vietnam: Ms. Thuy Tran

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

- Awards & Scholarships Dr. Narender Chadha, Tuan Anh Le, and Dr. Ma. Leonila Vitug-Urrea
- Bylaws & Policies Allan Gatenby
- Ethics & Standards Dr. Vandana Gambhir Chopra
- Membership Natalie Kauffman and Kunimitsu Kuki
- Newsletter Momoko Asaka
- Nominations Seren-Lin-Stephens
- Program Sujata Ives and Muhammad Basit Rana
- Public Relations Gaini Yessembekova and Ani Titus
- Research Dr. Poh Li Lau and Dr. Serene Lin-Stephens

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

President	Dr. Elisabeth Montgomery	Treasurer	Dr. Ma. Leonila Vitug-Urrea
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