



Asia Pacific Career Development Association

APCDA Officers' Meeting

July 21/22

President's Message

- Rising on the wave of greatness
- We focused on the conference, but a lot happened in the background In addition
- The Retreat has made a big contribution

Treasurer's Report (see attached financial statements)

- The Conference Income of \$46,951 compares to the Conference Expenses of \$19,035. Unless there are additional fees from PAC, this is good for APCDA.
- Webinars are doing well (over \$3.800 and we projected about \$3000). This means they are relevant to the needs of the members.
- We need to practice due diligence – be careful to save where possible.

Discussion: Conference Reg Fee Increase

2025 Prices	Earlybird		Regular		Late			Former Rules
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual		
							1	In-Person costs \$120 more than Virtual to cover meals
Non-Member	310	210	330	230	360	260	2	Difference between Member and Non-Member is \$50
Professional Member	290	190	310	210	340	240	3	Student/Retired is about 35% less than Non-Member
Student/Retired Member	210	140	230	160	260	190	4	Difference between Earlybird and Regular is \$30
Optional Prof Dev Institute (includes lunch)	100	100	100	100	100	100	5	Difference between Regular and Late is \$40

What Changes are Proposed?

- Higher difference between member and non-member would encourage more membership sign-ups
- We pay for 2 dinners, 2 lunches, and 4 coffee breaks. The \$100 difference between virtual and In-person was not enough to cover these expenses.
- We will include Round Tables and Break-out presentations in the In-person (not broadcast) event. This should increase the number of in-person attendees.
- A marginal increase in both Virtual and In-person prices would not discourage conference registrations because our conference is still low-priced compared to the alternatives.

Proposed	Earlybird		Regular		Late			New Rules
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual		
							1	In-Person costs \$120 more than Virtual to cover meals
Non-Member	360	240	390	270	430	310	2	Difference between Member and Non-Member is \$50
Professional Member	310	200	340	220	380	260	3	Student/Retired is about 35% less

								than Non-Member
Student/Retired Member	230	150	250	170	290	210	4	Difference between Earlybird and Regular is \$30
Optional Prof Dev Institute (includes lunch)	120	100	120	100	120	100	5	Difference between Regular and Late is \$40

Number of registrants in 2025

Attendee Estimate	Through February		Through March		April 1 & after	
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual
Non-Member	10	30	15	30		5
Professional Member	20	75	20	25		
Student/Retired Member	3	15	5	5		
Optional Professional Development Institute (each)	20	25				

Additional Income assuming the same number of attendees in 2026

Additional Income Estimate	Through February		Through March		April 1 & after		Additional income
	In-Person	Virtual	In-Person	Virtual	In-Person	Virtual	
Non-Member	500	900	900	1200	0	250	3750
Professional Member	400	750	600	250	0	0	2000
Student/Retired Member	60	150	100	50	0	0	360
Optional Professional Development Institute (each)	400	0	0	0	0	0	400
Total additional income	1360	1800	1600	1500	0	250	6510

- Approved

Discussion: Organization Member Fee Increase

Organization Membership	Current	Proposed
High Income	\$150	\$200
Not-high Income	\$75	\$100

- 33% increase for both groups
- Does this cause a hardship for either group?
- Approved

Discussion: Global Career Month Participation

- Discuss which webinar topics –
 - APCDA will have events throughout November
 - We will be listed under IAEVG
 - It is an upgrade for us to participate in this global event
 - Limit the number of events to avoid small attendance
 - International Collaboration Workgroup will discuss soon
 - Master Classes, Panel Discussions, Local events in member countries?
- Report on global marketing
- Several great topics were proposed

Discussion: Initiating a Fellowship Program

- Strengthen succession planning
- Tap our pool of talent to serve the organization
- Retain the wisdom and connection of former leaders
- Officers and award winners – engage them to consult with projects

- Serve as mentors
- Act as an advisory body
- Find less sexist language to describe this project
- Need a small group to prepare a proposal – Volunteers: Elisabeth, Nila. Sini

Webinar Report (Arun)

Date	Session Title	Type	Incm	#Reg	#Attd	%Attd	Famlr	Clarity	Cont	# Rsp
3-Oct	Excellent Career Center	Free	70	41	25	61%	2.00	5.00	4.75	4
8-Oct	October Community of Practice	Free	0	19	11	58%				
18-Oct	Empowering South African Youth	Free	5	15	6	40%	2.00	4.00	3.00	1
29-Oct	Disability Inclusion and Accessibility	Fee	0	25	10	40%	2.00	4.00	5.00	1
7-Nov	The Value of Micro-credentials	Free	160	75	37	49%	2.75	4.00	3.75	4
21-Nov	Life in War Zones	Free	10	19	12	49%	1.75	4.00	3.75	4
5-Dec	Holland’s RIASEC Hexagon	Fee	405	29	21	63%	2.00	5.00	5.00	1
9-Jan	Culture Shock/International University	Free	10	28	13	46%				0
23-Jan	Unlocking the Power of AI	Fee	660	58	34	59%	1.75	2.75	3	2
13-Feb	The Coming Landslide	Free	60	66	30	45%	2.00	3.50	3.50	4
27-Feb	Impact of Global Trends, Policies & AI	Fee	535	39	22	56%	3.00	3.00	4.00	5
28-Mar	Insight Exchange	Free	0	20	20	100%				
26-Jun	Transforming Pain to Power	Free	20	53	16	30%	2.7	3.7	4	3
10-Jul	The Science and Art of Learning	Fee	90	43	22	51%	2.6	3.6	3.4	5
	Total		\$2025	530	279	53%	2.23	3.87	3.92	2.83

2025 Conference Eval

2025 Conference	Guest	Scholar	Paid Local	Paid Intl	Totals
In-Person	15	5	34	23	77
Virtual	22	56	27	134	239
Totals	37	61	61	157	316
2024 Conference	Guest	Scholar	Paid Local	Paid Intl	Totals
In-Person	43	3	11	10	67
Virtual	22	39	4	171	236
Totals	65	42	15	181	303

EVENT APP USAGE

DOWNLOAD RATE
EVENT APP

85%

MOBILE APP USERS
TOTAL

174

LOVED WHOVA
% OF ATTENDEES

88%

WEB APP USERS
TOTAL

227

ACTIVE USERS
TOTAL

259

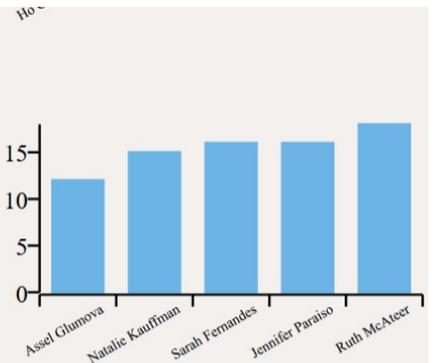
MOST ACTIVE ATTENDEES

TOP 5 MOST ACTIVE BY APP ACTION

Ruth McAteer
Jennifer Paraiso
Sarah Fernandes
Natalie Kauffman
Assel Glumova

ACTIONS

18
16
16
15
12



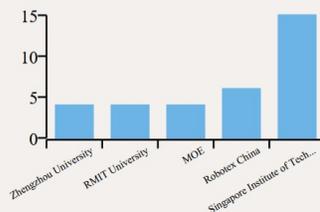
ATTENDEE AFFILIATION

TOP 5 ATTENDEE AFFILIATION

Singapore Institute of Technology
Robofox China
MOE
RMIT University
Zhengzhou University

ATTENDEES

15
6
4
4
4



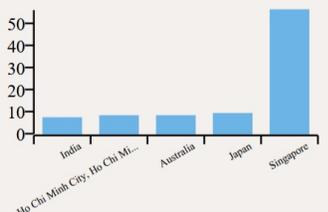
ATTENDEE LOCATION

TOP 5 ATTENDEE LOCATIONS

Singapore
Japan
Australia
Ho Chi Minh City, Ho Chi Minh
India

ATTENDEES

56
9
8
8
7



Countries: Australia, Canada, China, Finland, Greece, Hong Kong, India, Indonesia, Japan, Kazakhstan, Macau, Malaysia, New Zealand, Pakistan, Philippines, Qatar, Singapore, South Africa, Sri Lanka, Taiwan, Uganda, United States, Vietnam, Yemen

Sess	Presenter	Topic	Useful	Clarity	Rsp	Attd
111	Carolyn D. Jones	The Interconnection of Career Development and Mental Health	4.60	4.60	8	78
122	Hao Guo	Preparing for Tomorrow: University Career Centers in the Age of Artificial Intelligence	5.00	4.80	4	46
134	Le Tuan Anh	AI-Powered Career Counseling: Analyze, Plan, and Guide with ChatGPT and Canva	4.80	4.70	11	43
201	Syed Hassan Abdullah	How do you help clients identify their purpose, meaning, and motivations?	5.00	5.00	2	43
214	Dilapsky LI	Career Planning in AI era: Utilize AI Career Advisors and Become Super Individuals	4.80	4.80	4	39
333	Jeffrey Thng	Career Coaching and Education for the Future of Work - An SIT Perspective	4.00	5.00	2	38
213	Allan Gatenby	The Power of Possibility: Enabling Increased Efficacy in Face of Increasing Despair	5.00	4.70	3	35
312	Catherine Hughes	Applying career theories through a design thinking approach - A case study of a university course	4.80	4.40	5	33

2026 Conference Plans

Schedule (Malaysia Time Zone)

April 20 – 24: 100% Virtual, 6 simultaneous presentations during each time period.

Mon Apr 20	9 am – 2 pm	Breakout sessions
Wed Apr 22	9 am – 2 pm	Breakout sessions
Fri Apr 24	9 am – 2 pm	Breakout sessions

April 27-30: Hybrid: In-Person in Kuala Lumpur, Live-streamed to Virtual Attendees

Mon Apr 27	1 – 4 pm	In-person only	Lunch at the Autism Café and City Tour
	6 – 8 pm	In-person only	Meetup Dinner
Tue Apr 28	9 – 10:30 am	Hybrid	Opening Ceremony, Dr. William Donald Keynote
	10:30 – 11:30 am	Hybrid	Dr. Ahmad Shamsuri Muhamad Keynote
	1 – 2 pm	In-person only	Lunch
	2 – 5 pm	In-person only	In-person Roundtables
	6 – 8 pm	In-person only	Reception and Cultural Gala
Wed Apr 29	9 am – 10 am	Hybrid	Keynote by Dr. Roberta Borgen
	10 – 10:20 am	Hybrid	Awards
	10:40 – 11:40 am	Hybrid	Dato' Sri Dr. Mohammed Azman Bin Dato' Aziz Mohammed
	11:40 – 12:40	Hybrid	Prof. Dr. Ahmad Zabidi Abdul Razak
	1 – 2 pm	In-person only	Lunch
	2 – 5 pm	In-person only	In-person presentations
Thu Apr 30	9 am – Noon	Hybrid	PDI 1 – Dr. Roberta Borgen
	12:30 – 8 pm	In-person only	Tour of Melaka, including the Vocational Center

Other: Mentorship

- Survey of Area Representatives
- Identify the types of mentorships they want
- August 10/11 – Area Council Meeting

- Will send a redrafted proposal to the Officers
- Possibly a revenue-producing activity – they will benefit, so it is appropriate to charge for it