

Asia Pacific Career Development Association
APCDA Officer Meeting
January 19, 2026

President's Message



- Long term:
 - Choose one “Fire Horse Outcome” that is meaningful, achievable, and measurable by June 2026
 - Strengthen leadership: participate in the mentorship pilot, finalize honor/elder recognition systems, and clarify officer roles
- Short term:
 - Advance the 2026 Hybrid Conference: prioritize sponsors, attendee experience, scholarship impact, and Asia-Pacific relevance
 - Write a story with one unified message across many cultures and contexts for APCDA
 - Newsletter: submit writings to Marilyn
 - Send ideas to Elisabeth to help prepare for our Leadership Retreat 5/1/2026

Treasurer's Report (see attached) (Nila)

- Conference Income has started. This is the first month the Net Income is positive.
- We may find a less expensive conference software provider for next year
- We have completed ¼ of the year and are doing well

Leadership Retreat 2026 (Elisabeth)

- May 1, 2026, 9:00 AM–3:00 PM, Kuala Lumpur, Urban Living Hotel
- Please confirm your in-person attendance/participation in the Retreat
- Secure travel plans, flights and hotel bookings
- Look for retreat agenda items by mid-February

Mentorship Project Report (Elisabeth)

- Pilot launched January 2026; runs January–December 2026. Currently 6 Mentees and 5 Mentors. We still have onboarding for Area Reps that responded to the Mentorship surveys and they should contact Elisabeth.
- Purpose: Member engagement focuses on the Area Representatives only. Mentors provide experience as practitioners and leaders in the field and as APCDA. Long term build regional leadership capacity and pathways through organizational support. The Mentorship Pilot three styles include: 1:1 mentoring; SDG selected-interest group; and Area Rep group discussion.
- Oversight: Mentorship Committee will review quality support, feedback reviews, and certification guidance in coming months. APCDA Office will track forms and communications, and final reports on participation and impact. Communications and artifact items (recordings, meeting notes) will be stored on APCDA Area Council website to encourage participation.

- Jan–Mar 2026: Confirm matches and track progress; gather early feedback/revise
- Prepare mid-year review for June 2026
- Will use Workspaces (in Member365 Member Portal) for storing files

APCDA Leadership Honor Program Report (Allan and Sini)

- Now have redrafted documents
- Trying to get new suggestions for naming
- Seeking feedback from all Board and staff
- Will resend

Resilience Scholarships Update (Sini)

- Will send an updated submission template with a submission deadline of March 15
- Will prepare a strong outreach campaign
- Needs assistance from others – Nila, Elisabeth, Allan, Paige McDonald
- Would like to follow-up with the scholars and request testimonials

Life Skills Discussion Announcement (Program Committee)

- Life Skills Modules (10 Core Skills):
 - Communication
 - Decision-Making
 - Feedback & Criticism
 - Leadership & Initiative
 - Adaptability & Risk-Taking
 - Collaboration & Teamwork
 - Ethical Decision-Making
 - Reflective Practice / Self-Awareness
 - Lifelong Learning / Career Self-Management
 - Leadership Through Service
- Questions addressed at sessions:
 - What sort of leadership model do we want?
 - Control versus creativity
 - How do we enable growth within our limited resources
- Board expressed concern about added work for staff, but staff are confident the Program Committee will conduct the sessions and are enthusiastic about adding another fellowship opportunity to our offerings.

Discussion: Scholarship Selection Procedures (Marilyn)

- Can the same person receive a scholarships more than once? Yes
- Do we automatically give a scholarship to a student presenter (without recommendation letter, even if they received one before)? Yes
- Do we ever give repeat scholarships to students? Limit to 2 or 3 times, but check prior attendance at conference (do not allow repeats to those who did not attend sessions after receiving a prior scholarship)
- Do we ever give repeat scholarships to professionals? No (inconsistent with our income needs)
- What do we expect them to give back?

FY26 Webinar Report (Arun)

Date	Session Title	Type	Incm	# Reg Mem	# Reg Non	# Reg Tot	#Attn	%Attn	Famlr	Clrty	Cntnt	# Resp
Oct-16	Career Development Centers	Free	20	33	6	39	20	51%	2.5	4.25	4.75	4
Oct-31	Hope and Adaptability	Fee	665	29	14	43	24	56%	2.29	4.71	4.29	7

Nov-06	Advocacy Without Borders	Fee	230	12	5	17	13	76%	1.5	4.5	4.5	2
Nov-13	Using LinkedIn	Free	70	46	7	53	21	40%	2.33	4.67	4.67	3
Nov-20	Strengthening Career Development	Fee	438	36	9	45	29	64%	2.83	4.17	4.17	6
Dec-05	IE: Navigating Career Readiness	Free	0	17	1	18	8	44%				
Dec-11	From Practice to Publication	Free	30	45	5	50	23	46%	2.56	4.56	4.56	9
Jan-08	Climate Revolution	Fee	70	21	2	23	17	74%	1.71	4.29	4.43	7
Jan-22	Interactive Webinar	Free										
	Total		1523	239	49	288	155	54%	2.25	4.45	4.48	-

2026 Conference – Malaysia

- Registrations: 51
 - In-person: 34
 - Virtual: 17
- Non-members: 21
- Members: 30

2027 Conference - Singapore

Theme: **Enabling a Future-Ready Workforce**

	Topic	Name	Status	Status
Keynote 1	Human Capital in the Age of Transition	Ms Dilys Boey, CEO, WSG	Local	Connected.
Keynote 2	Resilience, Inclusion, and Career Flourishing	Dr Anthony Mann, Senior Policy Analyst at the Organisation for Economic Co-operation and Development (OECD)	International	Confirmed
Keynote 3	Future of Work & AI (Broad Theme)	Sonny Wong, a career counselor and psychotherapist	International	Confirmed

Next steps

- Sini: Send out updated resilience scholarship submission template and coordinate with Nila and Alan for follow-up meetings on outreach, selection, and support for resilience scholars.
- Arun: Send out the correct version of the leadership/elders council document to all board members after the meeting.
- Allan: Collect and review feedback on the draft leadership/elders council document and send out an updated version to the group.
- Nila: Lead the outreach and selection process for resilience scholarships for the next 6 months, including post-conference engagement with scholars.
- Sini, Nila, Alan: Schedule and conduct follow-up meetings to coordinate support and screening for resilience scholarship applicants, including possible requests for video testimonials from current and past scholars.
- Brian: Make career development software available at no cost to resilience scholarship recipients and coordinate with Sini and team on implementation.
- Program Committee (led by Sujata/Hassan): Revise the proposed life skills discussion group flyer to avoid using the name "Skills Lab" and clarify scheduling to avoid regional confusion; confirm monthly meeting plan and topics.
- Marilyn: Approve student presenters for scholarships without requiring recommendation letters; consider approval for repeat student scholarship applicants with evidence of engagement; do not approve repeat scholarships for "leaders" category this year.

- Nila: Add a question to the scholarship Form to track if applicants have received a scholarship before, to assist in monitoring repeat applications.
- Elisabeth: Schedule a meeting with the mentorship group to discuss structure, tracking, and use of Member365 workspaces for mentorship program management.
- Marilyn: Provide a short training on Member365 workspaces at the next meeting for relevant team members.
- Arun: Send out a group photo from the meeting to all participants.
- Allan: Review and provide feedback on the leadership retreat proposal draft sent by Arun.
- All board members: Book travel and accommodation for the leadership retreat by end of January and inform Arun of arrival dates.
- Elisabeth: Remind the board about the upcoming leadership retreat and request confirmation of attendance.
- Grace: Continue research to identify a less expensive alternative to Whova for next year's conference app.

Sini Parampota

Mrs. Effrosyni (Sini) Parampota

Secretary

Asia Pacific Career Development Association