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Memories of a Wonderful Conference
by Cheri Butler

The APCDA Conference in Taiwan in May was a fabulous and meaningful experience for all that attended. It was held on the National Taiwan Normal University (NTNU) School of Education campus, a compact campus with many comfortable meeting rooms. NTNU students and staff, who wore yellow shirts, registered attendees, prepared food for breaks, hand-delivered gifts to presenters, staffed the Auction table, helped people find the rooms, and took care of projector problems. They were wonderful!

The presentations were also brilliant and offered an incredible variety of topics. Several presentations highlighted cultural issues in career counseling, including the keynote by Dr. Shuh-Ren Jin on The Wisdom of Traditional Eastern Cultures in Career Counseling. A variety of client populations were discussed from urban girls in India, to community college students in Japan, to workers in Taiwan. A wide variety of approaches were also described, from career narratives to hope-centered interventions to multi-dimensional assessments. Although a number of presentations evaluated the advantages of Study Abroad, each one provided a unique perspective.
The conference began with a tour of nearby Kaiping Culinary Arts School that prepares high school students to be international chefs. The 2 Professional Development Institutes, one before and one after the conference, were both very well attended. On the first full day, the student café set up an incredible banquet hosted by Kuder with students performing Chinese music using both western and Chinese instruments. The conference ended with a tour of the National Palace Museum, one of Chiang Kai-Shek’s houses, a Confucian Temple, and a Taoist temple.

This was the largest APCDA Conference to date, with 135 people attending from 18 different countries. China was the most represented with 19 attendees. We can’t wait to see our friends again next year in the Philippines! (And even sooner, virtually, through our Facebook and LinkedIn connections!)

Where is the 2017 APCDA Conference?
by Miguelito Relente

The 2017 APCDA Conference will be held at Ateneo de Manila University in Quezon City, part of metro Manila. The airport for international flights to Manila is called Ninoy Aquino International Airport. Transportation to Quezon City takes between 1 and 2 hours, depending on traffic.

What is this venue like?
The Ateneo de Manila University has a proud tradition of excellence in academics and service which it has nurtured through its almost 150 years of existence. The university is one of the oldest Jesuit administered institutions of higher learning in Asia. The Ateneo traces its roots to 1859, when the City of Manila entrusted to the Jesuit Fathers the administration of the Escuela Municipal de Manila, located in Intramuros, the old walled city. In 1901, the city withdrew its subsidy to the school, and Ateneo officially became a private institution. It changed its name to Ateneo de Manila.

The spirit of excellence embodied by Ateneo’s inspiring namesake, the Athenaeum in ancient Rome, is reflected in its growth into a dynamic, fully accredited, and much esteemed University. The extensive campus covers 83 hectares (210 acres) with a grade school, high school, and undergraduate and graduate programs in the arts, sciences, law, management, medicine, education, and government.

Quezon City is the largest city in the Philippines in both area and population. It features modern architecture and excellent shopping in a suburban environment. Roads are built for cars and distances are not walkable, but taxis are inexpensive. It is home to both the University of the Philippines Diliman and Ateneo de Manila University.

Downtown Quezon City at night  Quezon Memorial Circle at night.
But is it Safe?

It is easy to find warnings for tourists in the Philippines, and attendees should be cautious. But most of dangers can be avoided. Our conference will be held at a Jesuit university where students go out of their way to be helpful. And Filipinos are known for being caring and generous to visitors. However, attendees should be careful in their taxi selection, avoid areas where drugs are being sold, and avoid Mindanao where unrest is more common. It is more likely that you will experience warm and welcoming friendliness than encountering danger. Should you need assistance during your stay, it is very likely that Filipinos will go out of their way to help you.

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What do APCDA Members Want?
by Marilyn Maze

By combining the 2016 Member Survey with the overall questions from the Conference Evaluation, we were able to learn a lot about our members and their preferences.

Based on the survey, the annual conference is the most valued service APCDA offers. Surprisingly, the second most valued service was the online Member Directory. And, of course, our members would like more services of all types and more frequency (such as newsletters and webinars).

Both the conference evaluation and the survey asked what would help members feel connected between conferences. Of course, regional meetings were a popular idea. We look to our Country Directors to take up this challenge. Several people asked that our newsletter contain more personal information about other members - so we invite our readers to let us know about interesting events in your life that you are willing to share with other members (see the NEW Career Corner column in this issue).

Members want us to organize discussion groups and webinars around interest areas. The five topics which are most important to our members are:

- **Career development practices**: Specific practices for career development useful in specific settings
- **International collaboration**: Cultural and national differences in trends, perceptions of career planning, and successful practices
- **Creativity**: Planning creative careers and creative approaches to career planning
- **Labor market & economic information**: Anticipating relevant skills for future jobs, coping with economic downturns, the changing nature of work, workforce projections
- **Cultural adaptation of assessments and locally relevant assessments**

Work setting also relates to interest areas. About half of our members work in colleges, universities, or postsecondary schools. Other large groups are private practice and business/industry.

Among the other services our members would like, cross-cultural research was the most popular, followed by online courses, then a peer-reviewed journal. Our Research Committee has been discussing options for cross-cultural research and our Board has just agreed to study the possibility of a peer-reviewed journal.

Other suggestions for outreach to attract new members included offering a one-year free membership to all people in our region who earn a new credential or degree in the career development field. The Board is interested in setting up agreements with associations or institutions that offer such credentials or degrees so that we can move forward with this suggestion.

We are also considering a new Outreach Committee or Diplomatic Corps within APCDA of individuals who regularly have contact with people from other countries and are willing to encourage people who do not
know about us to join our email contact list.

The surveys also offered interesting advice about future conferences. For those who attended the conference, the most valuable aspects were networking, learning about new ideas, and learning about career planning in neighboring countries. Attendees enjoyed the 2016 conference, but offered several possible improvements for the future that we will try to implement.

According to survey responses, these 5 countries would be most desirable for future conferences:

- Vietnam
- Hong Kong
- Australia
- New Zealand
- Singapore

We are happy to announce that Vietnam was chosen for the 2019 conference. Each April we select the venue for 3 years in the future based on proposals submitted by countries interested in hosting the conference.

We are very grateful to all who responded to our survey this year and/or completed the conference evaluation form. This data is very helpful in guiding our decisions in the coming year.

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Professional Development/Continuing Education

The following is a listing of upcoming professional development opportunities.

**Cognitive Information Processing Theory Webinar**
(Tuesday, August 23/Wednesday, August 24)
One of the most appreciated presentations at the 2015 APCDA Conference in Tokyo was by Dr. Deb Osborn on the use of Cognitive Information Processing Theory in career counseling. This webinar will recap how and when to use this valuable tool. Visit [http://asiapacificcda.org/page-1763556](http://asiapacificcda.org/page-1763556) for more information.

**Adult Learning Symposium 2016: Future of Work, Future of Learning**
(November 3-4, 2016 at the Sands Expo & Convention Centre in Singapore)
This two-day symposium organized by the Institute for Adult Learning, which is a part of the Singapore Workforce Development Agency, will focus on the theme of the "Future of Work, Future of Learning". Participants will have the opportunity to hear from international thought leaders, industry experts and established practitioners on trends in adult continuing education and training. Keynote speakers include Ho Kwon Ping, Executive Chairman of Banyan Tree Holdings, a leading hospitality brand headquartered in Singapore, as well as Rich Feller, NCDA Fellow and Past President.

The symposium will feature four different tracks: Workplace Learning, Technology-Enabled Learning, Career Counselling & Development and Skills Utilisation. Submissions for research-based papers, posters, workshops or roundtable sessions addressing the symposium theme are currently being accepted until 31 August. For more info, visit [http://www.als2016.com/call-for-papers/](http://www.als2016.com/call-for-papers/)

**International Association for Educational and Vocational Guidance (IAEVG)’s 2016 International Conference**
(November 15-18, 2016 in Madrid, Spain)
Please Note: The APCDA May 2016 newsletter-announced an IAEVG conference in Australia in May, 2017 that has been cancelled. However, the Career Development Association of Australia is still planning to meet in May in Brisbane. Look for updated information in our next APCDA newsletter or continue to check the Career Development Association of Australia's website https://www.cdaa.org.au/?page=HOME for updates.

International Centre for Career Development and Public Policy (ICCDPP)'s 2017 International Symposium
(June 18-21, 2017 in Seoul, Korea)
The International Centre for Career Development and Public Policy will hold their next symposium on Career Development at the Crossroads of Relevance and Impact in June in Seoul. To stay up-to-date on this event, add your name to their email list on their website, http://iccdpp.org/. Be sure to scroll down and click on their video teaser.

Career Education Act in Korea
by Ji-Yeon Lee Ph.D. KRIVET

On December 23, 2015, The Career Education Act was launched in Korea. The purpose of the Career Education Act is to clarify the responsibilities of nation, state and school in providing high quality career education, and the career learning rights of all students from primary to higher education level without excluding anyone. The Career Education Act consists of 4 chapters and 23 articles. It describes who, what, why, how, and where career education should be provided to enhance students' career development competencies and national growth.

Among the 4 chapters of the Career Education Act, chapter 1 covers general provisions. It sets forth the purpose of the Career Education Act, the definition and basic direction of career education, the responsibilities of national and state governments and confidentiality of information acquired on duty, etc. According to article 1 of chapter 1, the purpose of national career education is "... to let students actively respond to the changing world of work and fully realize their talent and aptitude, thereby contributing to support individual's happy life and promote socio-economic development." This means national career education should drive the career development of people so that they can actively respond to transitions both in the world of work and education throughout their whole lifespan.

In addition, the Career Education Act specifies the purpose and achievement criteria of career education by school level, the placement of career counselors, psychological tests, career guidance & counselling, career exploration, Career Intensive Grade and Semester, and the required infrastructure & system to support career education at all levels of education. The singularity of the Career Education Act addresses marginalized groups such as disabled youth, North Korean defectors, drop-out students, and youth on welfare, all of whom must have the right to receive career education. Before the Career Education Act was legislated, these populations were neglected because most career guidance programs and counselling manuals mainly focused on mainstream students. The Career Education Act serves as the impetus to be on full alert to help the career needs and demands of often neglected student populations.

Less than a year old, this new Korean Career Education Act functions as a landmark guideline as to how career education should be provided at school and which national career education policies should be implemented. The Act requires not only the full participation of individuals and schools but also the widespread support of Korean society at large. Through the Career Education Act, more qualified career experts will be allocated, and better quality controlled programs, information, and services will be disseminated to all people in lifelong learning. Furthermore, career guidance, counselling and information practices will be promoted to whomever, whenever, and wherever people need.
In conclusion, the Career Education Act in Korea has become the driving force of educational reform. It aims to facilitate students to discover and develop their talent and career vision throughout their school years, so they can learn self-directed career management skills. APCDA members from other countries would love to hear how this Act as well as other new policies, procedures and activities are impacting the career development work you, personally, do in Korea. Please consider submitting an article for our next APCDA's newsletter to Newsletter@AsiaPacificCDA.org.

2016 NCDA Conference Review
by Diana Bailey & Brian Hutchison

The NCDA Global Career Development Conference was held in Chicago, Illinois, USA, June 30-July 2, 2016. The conference program offered a broad range of session topics and research related to best practices and resources to provide innovative, culturally relevant career development services to clients around the world.

The conference also offered Constituency Group meetings, a Cyber cafe, a First Timer’s Meeting, as well as the NCDA party for networking and dancing at Red, White and Boom! The kick-off for the conference was the International Guest Reception sponsored by Kuder, Inc. More than 90 guests representing 24 countries were present for celebration and networking!

The APCDA membership meeting was held on the opening night prior to the International Reception. Marilyn Maze provided an overview of APCDA activities and international conference highlights. Attendees then had an opportunity to discuss what they hoped to learn at this year’s conference as well as any other issues in their country impacting career development services. Minutes of that membership meeting are available upon request through Secretary@AsiaPacificCDA.org.

APCDA members were very active and very visible during the conference. Special congratulations go to our Executive Director, Marilyn Maze. She was the recipient of the NCDA Presidential Award for her service as NCDA Treasurer as well as Chairperson of the Credentialing Task Force. Congratulations also go to APCDA Past President, Dr. Shelly Tien. She received the NCDA International Practitioner of the Year Award.

NCDA provides a Leadership Academy to identify and nurture future generations of NCDA leaders. Sungsik Ahn (Korea) was selected to participate in 2016 and Satomi Chudasama (APCDA past president) will participate in 2017. Additional APCDA membership visibility was also demonstrated in the upcoming NCDA elections. Members running for NCDA Leadership positions include: Hyung Joon Yoon (USA via Korea) is running for a second term in the position of Trustee at Large and Brian Hutchison is running for Treasurer.

Finally, many APCDA members were photographed during their workshops or roundtable sessions. Thank you for your active participation and sharing your unique expertise with other NCDA members. See the Presenter Index for more information about their topics or to contact them directly, ../../Downloads/V3_GLOBALLY Connected SESSIONS.pdf. Every year, APCDA members are more active and visible to the NCDA membership in general and for the leadership we bring to global career development. Perhaps just as important, NCDA's annual conference is an opportunity to meet and add friends and colleagues to our international network of professionals.

We are looking forward to seeing members for more in-person networking at the APCDA conference in Manila in May 2017 as well as at next year’s NCDA Orlando, Florida, conference in June 2017!!! However,
virtually connecting with fellow APCDA members can be done now through LinkedIn or Facebook. Also, please consider submitting an article for our next APCDA newsletter to Newsletter@AsiaPacificCDA.org.

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Sharing Three Canadian Career Development Updates
by Jose Domene

Three recent Canadian Career Development updates include lobbying, history and advocacy. The Career Counselling Chapter of the Canadian Counselling and Psychotherapy Association, https://www.ccpa-accp.ca/, is preparing materials to lobby the federal government on the role of Career development practice in mental health prevention and intervention.

Lynne Bezanson, Sareena Hopkins and Roberta Neault recently published an article describing the history of career counseling in Canada from the beginning of the 20th century to the present. The article focuses on changes in (a) scope of practice, (b) education and training of practitioners, and (c) emerging regulation of the profession (taking note of differences across provinces). The abstract of the article is available here: http://cjc-rcc.ucalgary.ca/cjc/index.php/rcc/article/view/2875


APCDA members from other countries would love to hear how these three recent Canadian Career Development updates as well as other new policies, procedures and activities are impacting the career development work you, personally, do in Canada. Please consider submitting an article for our next APCDA's newsletter to Newsletter@AsiaPacificCDA.org.

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The Challenges of Serving the Career Services Needs of International Students in the US
by Julie Neill

One of the most pressing challenges that university career services offices in the US face, particularly those that serve graduate-level students, is the placement of their international students. In recent years, the record increase of international student enrollment has almost completely transformed the demographics of the some American campuses. For example, at three of the universities I have worked at in the metropolitan Washington DC area, close to 90% of the students enrolled in specialized master's degree programs were from China alone.

In late 2015, it was reported that the US experienced the highest rate of growth in international students in 35 years, an increase of 10%, bringing the total population of international students in the US close to 1,000,000. China and India together accounted for 67% of the increase, and students from these two countries constitute nearly 45% of the total number of international students in the US. While China remains the top country of origin of international students in the U.S., India's growth outpaced China's in 2015, with students from India increasing by 29%.
Out of the top 25 countries of origin for international students, 11 of the countries are in Asia. Listed below is the country's ranking and total number of international students from that country in the academic year 2014/15:

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<tr>
<th>Rank</th>
<th>Country</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>#1</td>
<td>China</td>
<td>304,040</td>
</tr>
<tr>
<td>#2</td>
<td>India</td>
<td>132,888</td>
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<tr>
<td>#3</td>
<td>South Korea</td>
<td>63,710</td>
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<td>#7</td>
<td>Taiwan</td>
<td>20,993</td>
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<tr>
<td>#8</td>
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<td>#9</td>
<td>Vietnam</td>
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<tr>
<td>#18</td>
<td>Indonesia</td>
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<td>Thailand</td>
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</tr>
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* This data was pulled from The Open Doors® report which is published annually by the Institute of International Education in partnership with the U.S. Department of State's Bureau of Educational and Cultural Affairs.

In addition to some of the cross-cultural communication challenges American career center staff encounter when advising international students, an arguably greater challenge is helping these students find employment in the US upon graduation. While international students are eligible to work in the US for 12 months on a student visa, also known as Optional Practical Training or "OPT" (and those graduating from STEM-related programs, i.e. science, technology, engineering and math, were recently granted an additional two year extension for a total of three years), after their OPT runs out, these students must be sponsored by an employer for an H1-B visa in order to remain in the country. However, finding employers who are willing to sponsor these temporary work visas is incredibly challenging.

One reason is that there is no guarantee that the application of sponsorship will be granted by the US Citizenship & Immigration Services (USCIS) since it is a completely random selection process, hence why it is referred to as a lottery system. Thus, the employer is taking a gamble when hiring an international student since they may or may not be able to retain that worker beyond one year if hired. The total number of H-1B visas issued annually is capped at 65,000 with an additional 20,000 set aside for advanced degree holders, i.e. master's degree or higher, bringing the grand total to 85,000 H-1B visas issued each year. With close to 1,000,000 international students in the country, one can quickly see that the numbers simply do not add up.

The great irony is that the vast majority of international students decide to study in the US expressly because they desire to work and remain the US upon graduation. Far more often than not though, students only come to the realization that this might not be logistically feasible far too late in the game. So while career services staff try their best to assist these students with their US-focused job searches, we must also help students figure out a "Plan B" or alternative option. One of these options is inevitably returning to their home country. But of course, the challenge here is that often US universities do not have relationships with employers in students' home countries, although this is now changing. For example, at the University of Maryland's Smith School of Business, staff from Career Services now visit China annually with the express purpose of cultivating relationships with employers there and building recruitment pipelines. Many other schools have also begun to devote resources to similar efforts.

One of my main objectives in getting involved in APCDA, aside from my interests in learning more about career development issues globally, is to explore how American universities might partner with career development professionals in Asia to forge mutually beneficial partnerships in order to better serve the needs of international students whether they remain here in the US or return to their home countries. If any APCDA members are interested in further discussion and/or potential collaboration, please feel free to reach out to me directly at jneill@rhsmith.umd.edu.
Career Corner

Celebrating personal/professional events, sharing career development tips & more...

APCDA member from Pakistan, Raza Abbas, Global Career Strategist | OD Transformist | Speaker: Member of Leaders Excellence at Harvard Square, was recently interviewed by Spring Magic Life Society, Inc., an American organization specializing in inspiration and empowerment, on "Doing What You Love". The interview link follows: [http://springmagiclifecom/page_doc2.php?id=161](http://springmagiclifecom/page_doc2.php?id=161).

APCDA member from USA, Natalie Kauffman, Private Career Practitioner | Transition Consultant | USA Federal Job Coach & Trainer, is the recent proud recipient of The Johns Hopkins University 2016 Heritage Award for her outstanding service and deep involvement in the career development goals of current students and fostering ongoing career connections for alumni. She has volunteered her time, knowledge and expertise at student and alumni career networking events, and either moderated or participated on panel discussions and workshops. Additionally, Natalie is a dedicated mentor for the School of Education's student-alumni mentorship program, assisting multiple students at a time. She also has funded a scholarship for students to present at and attend professional conferences.

Book Review: Exploring New Horizons in Career Counselling: Turning Challenge into Opportunities
by Ellen Weaver Paquette

Travel around the world of career counseling with experts from Australia, Belgium, Canada, England, Israel, Italy, New Zealand, the Netherlands, South Africa and the United States as they discuss the implications of theory and practice.


In twenty chapters, contributors address topics such as assessments, theory, work transitions, barriers, career adaptability, and ethics. Through stories, case studies, vignettes and reflection, the individual authors reflect upon their own practice and research to offer a strong contribution to our field. In particular, chapters on chaos theory, creativity, integrating approaches, career decision-making and applicability will
resonate with researchers and practitioners alike. In a scant 339 pages, the reader will be well-versed on the array of pertinent topics for today's world of career development.

Graduate students, faculty and researchers will find this publication thought-provoking and insightful.

APCDA invites member to share your thoughts and feelings about this and other publications that impact the career development work you do. Remember our association's LinkedIn site, too, for providing immediate feedback and sharing information.

**Exploring New Horizons in Career Counselling: Turning Challenge into Opportunities**
Kobus Maree and Annamaria Di Fabio, Eds.

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