President's Message: Nose to the Grindstone

by Brian Hutchison, PhD, LPC, CCCE

Click here to see the President's Message as a video.

Putting one's nose to the grindstone is a 16th Century saying meaning to work hard or focus heavily on work. It is time for APCDA to begin to put its nose to the grindstone regarding decisions that will chart the path for our positive, impactful future.

Later in this issue, Executive Director, Marilyn Maze, provides a summary of our largest member survey to date with 144 respondents! The results of this survey will be valuable as the Board makes decisions about the geography that APCDA represents, a "reboot" of our mission/values statements, and reorganization of the Board of Directors to create a more responsive, effective leadership structure. This column focuses on the latter of these tasks, building a more effective Board.

A review of the By-Laws illuminates three important levels of leadership within APCDA including elected officers (President, President-Elect, Past-President, Treasurer, and Secretary), Country/Region Directors (who represent each of our 21 member countries), and Committee Chairpersons (leaders of our 7 committees). Adding this up, the governing Board of APCDA is 33 people or 22% of our total membership.

According to the APCDA By-Laws Section 6, "The Board of Directors shall be the agency through which the policies of the Association shall be determined. The Board shall have the following powers and functions:

1. To establish policies to govern the affairs of the Association.
2. To act on recommendations from the members at the Annual Meeting.
3. To grant or revoke Organizational and Individual membership.
4. To act on the reports of all Standing Committees and special committees that are responsible to the Board."

It is the shared belief of our Officers/Board that the current size of the governing Board is too large. Most literature suggests an effective Board size is 8-12 persons. This number allows for high levels of engagement, accountability, and efficiency in conducting the organization's business. Furthermore, sound representation of member constituent groups is difficult when more than 1 in 5 members sits on the Board.

The Officers have decided to lead the Board through a stepwise process for determining our optimal construction. Throughout this process we will be mindful of fairness and representation of constituency groups.
Additionally, we think it is imperative that the current Board (of 33) be engaged with this change process. Our plan is outlined below:

1. Determine APCDA representative footprint (i.e., countries determined to be part of the Asia Pacific Region) and focus services and representation on these countries. This will NOT exclude membership (individual or organizational) from countries outside of this region but it WILL help us focus our energy on a finite group of members. The majority regional map suggested by our recent member survey (7/15/18) will be recommended as a motion to the Board for discussion and an up/down vote.
2. Determine the optimal Board size. This number is recommended to be between 8-12 with a preference for an odd number for voting purposes. It is recommended that the current slate of 5 officers be retained therefore the Board will discuss options of a Board including 7, 9, or 11 members.
3. Determine Board representation. The President will appoint a short-term Taskforce during the month of August to provide recommendations for the following items:
   a. What roles will sit on the Board of Directors in addition to the five officers? How will they be identified/elected? For example, if the optimal Board size is 9 persons who will comprise the ‘four +/-’ open positions (in addition to the 5 officers)?
   b. It is recommended that Country/Region Directors and Committee Members retain these roles. The Task Force will work on how these officials can best be incorporated into the new Board structure (e.g., such as two independent Commissions with representation on the Board of Directors).

Change is always a difficult process. Please know that the health of APCDA and service to ALL members is our imperative as the Board of Directors prepares to put "its noses to the grindstone" in the coming weeks.

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Survey Provides Important Answers
by Marilyn Maze

Thank you to the 144 people who responded to our APCDA Member/Friend Survey this year. It was an important survey because we are looking at very major changes in the coming year.

In the past, we did not have a clear definition of which part of the world APCDA represents. Do we represent all countries in Asia (a very large and diverse area)? In this survey, we named countries and asked if they should be included. Fifty-two percent (52%) of the respondents believe that APCDA should represent East Asia, Southeast Asia, South Asia, and nations in or touching the Pacific Ocean. Another question, "What makes APCDA unique?" also contributed to defining what APCDA represents. "An Asia-Pacific perspective and regional context" was repeatedly mentioned as an important part of APCDA's uniqueness. Taken together, the message is clear that we need to define our region and focus on the people, cultures, perspectives, and diversity of our core population.

The five topics most important to respondents are:

- Career Practices/Techniques
- Creative Ways to Provide Career Services
- Resources for Career Services
- Cultural Adaptation of Career Tools or Practices
- Ethics of Providing Career Services

Proposals for the 2019 Conference related to these topics are highly encouraged, in conjunction with the conference theme of *Navigating Career Development in the Age of Industry 4.0*.

In addition to updating and expanding the Glossary Project, new projects requested by our respondents include:

- Ethical standards for providing career services
- Competencies for assessing the skills of career services providers and evaluating career services programs
• Guidelines for the preparation and evaluation of career and occupational information
• Cross-cultural research

We also hope to initiate virtual Special Interest Groups for career providers who work specifically with:

• First Jobs for Youth
• Career Changers
• Career Planning for Immigrants

If you would like to lead or join one of these groups, please contact Info@AsiaPacificCDA.org

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2018 NCDA Global Career Development Conference
by Nika Ohashi

This year’s NCDA Global Career Development Conference was held in Phoenix, Arizona from June 21-23, and the theme of the conference was "Leading the Way by Integrating Theory, Research and Practice." More than 1,000 participants including researchers, educators and/or practitioners gathered from around the world to network and share their best practices and research.

It was a fascinating experience for me to be both a First Timer and a Roundtable Panel Presenter. Along with Hyung Joon Yoon, Brian Hutchison, and Marilyn Maze, three of the authors of NCDA's 2017 published book, International Practices of Career Services, Credentials, and Training, I teamed to introduce the Japanese career services' concept of the "Job Card" and the "Self-Career Doc System." I was surprised by our participants' expressed interests in Japanese career services and professions. I also did not expect to find this curiosity about Japan and other countries continue throughout additional conference presentations and interactions.

Naturally, the U.S. government separating children from their immigrant parents was an ongoing discussion topic throughout the conference both within and outside of the sessions. During our conference-scheduled, APCDA meeting time, I shared my developing expertise with the immigrant populations I serve and my interest in discovering how others work with immigrants. My request spurred the possibility of devoting an entire future newsletter issue to the topic with those serving these populations in their respective countries and contributing their expertise and best practices as well as those who have experience with the social issues related to immigrants. The conference's Closing General Session, "Empowering and Advocacy in Career Development with Immigrants" by Dr. German Cadenas, further demonstrated the growing need for career services for immigrants. Asian countries, such as China, Korea, and Japan, are currently facing the reality of a declining citizen worker population as a result of low birthrate and the increasing age of current citizen workers. The need for an immigrant labor force will continue to grow. I invite readers to contribute to these migration-related issues and propose establishing a new global platform for ongoing discussion where career support needs can be met with both current best practices as well as possible thoughts and suggestions. "Career Support for Everyone!" can be our rallying cry.

It took me great courage to attend NCDA, but I am grateful...
that I did. Being able to directly learn from legends in our field was amazing! However, the conference also allowed me to reconnect with my APCDA friends who participated. Each and every one continues to inspire me. Finally, I was able to forge new friendships amongst several of the global participants. I look forward to ongoing conversations. Next year's conference will be in Houston, Texas from June 27-29, 2019. I already have it marked on my calendar and look forward to seeing many of you again and to meeting some for the first time!

Four APCDA Members Recognized by NCDA
by: Natalie Kauffman

This year at the 2018 NCDA Global Career Development Conference in Phoenix, members of APCDA raked in the awards. Of the five people welcomed into the ranks of NCDA Fellows, three are APCDA members. NCDA President Dr. Paul Timmons bestowed awards to Diana Bailey (past APCDA Secretary), Dr. Marilyn Maze (APCDA Executive Director), and Dr. Rebecca Dedmond (APCDA long-standing member). Our three (APCDA) NCDA Fellows were honored for achieving major and significant contributions to career development theory and/or practice and for providing strong and sustained leadership and commitment in the career counseling and development profession. Diana, Marilyn, & Rebecca were also welcomed into NCDA's Brain Trust at the Phoenix conference. The Brain Trust is comprised of Eminent Career Award winners, former NCDA presidents and executive directors and Fellows.

Dr. Timmons also presented the President's Award to Dr. Constance Pritchard, our Public Relations Director. The President's Award recognizes exceptional contributions which advance the growth, reputation and impact of the association. Connie is an NCDA Fellow, Master Career Service Provider Trainer and an ongoing, active participant on NCDA's Credentialing Commission.
Other Announcements

Call for Proposals
To present at the 2019 APCDA Conference, you must be submit a proposal by November 30. [Click here for instructions on how to submit a proposal.]

Election Results
Beginning October 1, our new President-Elect will be Dr. Woongtae Kim. He is CEO & President of Career Building System & Consulting Co. Ltd., Seoul, Korea. Dr. Kim has been the Bylaws and Policies Director on the APCDA Board for several years, so he brings considerable experience on APCDA's Board of Directors.

The three Bylaws changes passed and the revised Bylaws are now available on the APCDA website. However, we are now beginning a Restructuring process which will dramatically impact the Bylaws - so the current Bylaws may have a short lifespan.

APCDA Modified Brain Trust Meeting
APCDA took its modified version of the Brain Trust 'on the road'. Two Past President's, Dr. Hsui-Lan (Shelley) Tien (APCDA's 2nd President) and Soonhoon Ahn (APCDA's Founding President) met with Executive Director Dr. Marilyn Maze in Washington, DC in July. Shelley was in the US visiting family and included time for a 'travel stop' to meet with Soonhoon & Marilyn to review preliminary results of the Member/Friend Survey, discuss the association restructuring process facilitated by these results, and consider APCDA's role in credentialing.
2018 IAEVG International Conference

Planning for the International Association for Educational and Vocational Guidance (IAEVG) Conference in Gothenburg, Sweden on October 2-4 is moving forward. [Click here for more information](#). IAEVG President Suzanne Bultheel has invited people interested in the International Centre for Career Development and Public Policy to attend a morning session on October 1 to discuss plans for moving public policy related to career development forward in your own country. For an invitation to the October 1 event, contact [President@IAEVG.org](mailto:President@IAEVG.org).

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Continuing to Craft APCDA Newsletter to Meet Membership Needs

*by Natalie Kauffman*

Hope your summers are giving y’all time for mindful contemplation! APCDA members interested in enhancing our Newsletter for y’all met during our recent conference in China. Based upon suggestions generated during their discussion as well as general member feedback during the recent APCDA gathering of our members who attended NCDA’s recent global conference, our next and future Newsletter issues will be crafted around themes such as:

- Career development education for and practices/research with
  - College/University students
    - Employer Partnerships Strategies
    - First Generation
    - Immigrants
    - International College students
    - Internships and other 'hands-on' experiences
    - those with Special Abilities/Needs
    - Successful Job Placement Programs
  - K through 12 students
    - Employer Partnerships Strategies
    - Immigrants
    - International students
    - Refugees
    - those with Special Abilities/Needs
    - Successful Job Placement Programs
    - Volunteer and other 'hands-on' experiences
  - Displaced Workers
  - the Homeless
  - Immigrants
  - Private Sector Workers
  - Public Sector Workers
  - Refugees
  - those with Special Abilities/Needs
- Succession planning in Corporations
Beginning to share this NEW Newsletter direction resulted in the following immediate feedback:

**Agnes Banyasz**, our Australia Country/Regional Director, asks, "will you 'devote' each issue to a particular topic, or rather invite articles that deal with these preferred topics and mix them?"

**Jon Woodend**, our Canada Country/Region Director, just wants to clarify, "if the newsletter is moving in the direction of targeted topics, will "off-topic" articles no longer be included?"

This article is asking for your thoughts and feelings, AND a quick response. We could concentrate ONLY on the topic of **Immigrants** for our October issue or we could intersperse other career-related topics in the issue. Please email me, Newsletter@AsiaPacificCDA.org, and let me know how y'all would like to craft our next issue (Issue Deadline is: Wednesday, September 19th). I will work with our association management to send out an email blast announcing our October newsletter structure by mid-August. Thank you in advance for your feedback.

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### Planning Your Visit to Vietnam

*by Chien Hoang Tran*

There is a lot to see and do in Vietnam while you are visiting. Ho Chi Minh City in southern Vietnam, formerly named and still informally known as Saigon, is the largest city in Vietnam by population. Sài Gòn may refer to the kapok (bông gòn) trees that are common around the city.

Ho Chi Minh City is famous for the role it played in the Vietnam War. It's also known for its landmarks, including Jade Emperor Pagoda, Notre-Dame Cathedral, and the 19th-century Central Post Office. Food stalls line the city's streets, especially around bustling Ben Thành Market. Experience the city's culinary culture by tasting some of the local Vietnamese specialties. Enjoy a bowl of pho, traditional Vietnamese noodle soup. Walk around and try the street food of Saigon and the delectable seafoods. Fall in love with Vietnamese Coffee. Iced coffee is known locally as "ca phe sua da."

Immerse yourself into the city's rich cultural and historical heritage as you explore the different tourist attractions such as:

**Cao Dai Temple.** This temple was built over a 20-year period and completed in 1956. The temple is home to the Cao Dai sects who practice a unique hybrid of Buddhism, Taoism, Confucianism and Christianity. Its architecture has eastern and western influences. The building is a combination of Neo-Gothic, Baroque and Oriental design and decorated with dragon wrapped pillars, seven-headed cobras and sky-blue ceilings.

**Cu Chi Tunnels.** Enrich your knowledge of the Vietnam War and discover how tunnels were built by fighters as a base from which the Viet Cong could operate. Adventure into the 124 mile (200 kilometer) underground city with living areas and working areas such as: Hoang Cam field kitchen, areas to sew uniforms for the team and make sandals from rubber tires, areas where food was stored, the weapons bunker, and the ambulance.
Can Gio Mangrove Reserve. A UNESCO biosphere reserve, it is the "green lungs" of the city. The area is an important natural wetland that attracts numerous bird species like migratory spot-billed pelicans and painted storks, and acts as a nursery for many types of fish and marine life, like crabs and shrimp. Boat trips to the reserve include wildlife spotting adventures in Giant Bat Lagoon, a paddling excursion to Rung Sac Guerilla Base, and a stop at Vam Sat Eco Park, where you can visit a crocodile reserve, spot monkeys playing in the trees, and take a hike through the mangroves to spot birds and other wildlife.

Mekong Delta. The "rice bowl" of Vietnam, about four hours drive from the city, includes markets, villages and schools floating on sprawling, life sustaining estuaries. The Mekong Delta is shared by Vietnam and Cambodia, and it is possible to travel up the Mekong River to Phnom Penh, Cambodia, by boat.

Phnom Penh in Cambodia is accessible by boat, bus or plane from Ho Chi Minh City. Admire the stately columns of the Royal Palace as it stands majestically in the city center just off the riverfront area. Visit the National Museum filled with art and artifacts dating back to the pre-Angkorian era. Climb the stairs to the hilltop Wat Phnom for fabulous views of the city below. Located further into Cambodia is Angkor Wat, the world's largest religious building. Angkor is the earthly representation of Mt Meru, the Mt Olympus of the Hindu faith and the abode of ancient gods. The temples are the perfect fusion of creative ambition and spiritual devotion.

Returning to Vietnam and heading north from Ho Chi Minh City, Nha Trang is a popular stop. There you can find the Po Nagar temple, a Cham temple tower founded sometime before 800. Nha Trang is also appreciated for its beautiful sandy beaches, underwater life, amusement parks, mud baths, golf, and a variety of hotels and restaurants.

Continuing north to Da Nang, Vietnam’s 4th largest city, you can explore the limestone caves and Buddhist grottos of the Marble Mountains, now home to artisans producing sculpture and artwork. A culinary tour in Da Nang is very popular.

The ancient town of Hoi An, near Da Nang, is famous for its Old Town, the town’s historic district, recognized as an exceptionally well-preserved example of a Southeast Asian trading port dating from the 15th to the 19th century. My Son, an archaeological site dating back more than a thousand years, is about an hour by car.

Just north of Da Nang is the Imperial City of Hue, seat of the Nguyen emperors. The Forbidden Purple City on the Perfume River was open only to the emperors, concubines, and those close enough to them be granted access. Other tourist attractions in Hue include the colorful Thanh Toan Bridge and royal tombs. Spend a moment in quiet contemplation if you visit Hue Jungle Crevice, where thousands of citizens were pushed to their deaths. Day-trips are available to the Demilitarized Zone lying approximately 70 km (43 mi) north, showing various war settings like The Rockpile, Khe Sanh Combat Base or the Vinh Moc tunnels.
About 4 hours north of Hue is the **Phong Nha-Ke Bang National Park** which is famous for its caves. Visit the Son Doong Cave (the largest cave in the world), Paradise Cave (filled with beautiful stalacties and stalacmites) and the Phong Nha Caves (a series of 14 grottos used by the Cham people in the ninth and 10th centuries as Buddhist sanctuaries).

The largest city in the north of Vietnam is **Hanoi**. In Hanoi, be sure to include in your itinerary the Old Quarter, the Lake of the Restored Sword (Hoan Kiem Lake), the Thang Long Water Puppet Theater, and the Vietnamese Women's Museum. About 4 hours east is **Halong Bay** with amazing limestone islands, rock formations and caves, whittled away over centuries by wind and water.

These are only a few of the many fascinating places to visit in Vietnam.

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**Chien Hoang Tran**, Co-founder & Head of Strategic for IGo Travel, and Business Development Head for Trade Circle Vietnam, has been an advertising & business consultant for over 6 years. Through IGo Travel, his life is filled with traveling, learning, doing, thinking and living with a digital-transforming mindset. Born with a wanderlust gene in this digital-age, he filled his heart and soul with a solid understanding of marketing, user behaviors, and technology. It is his ambition to maximize travel experiences via the upcoming breakthrough product of IGo.

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**Revisiting Career Planning in India**  
*by Dr. Itishree Misra*

India is culturally rich and diverse. In its pursuit of being the skills capital of the world, it is important that the educationists and policy makers in India be able to understand the intricacies behind career planning and its linkages to academic performance and human development. A majority of Indian students follow an unusual approach to set their career goals. Many times, driven by parental aspirations, students mix their career plans with education attainment, having no clue of resulting career options. Some students utilize their time in school and the choice of subjects available to them based on their academic performance to derive career options. This approach often leads to limited options. Still other students start thinking about their career options when their interest is ignited by a high school counselor, teacher, or an individual, who is considered as a role model. This, too, means exposure to limited options.

There are several job possibilities with any chosen career but students are not well informed about these opportunities. For example, an engineering career may lead one to be a scientist, product manager, designer or an entrepreneur. The primary reason for this chaos is that students are being guided through their schooling to fit in an education system rather than to think critically and plan their career. When in school, students' aspirations may diverge. It may not be possible for them to pinpoint a particular career. Many students wish to cure cancer, combat hunger or reduce pollution; they dream of designing vehicles, studying the universe, starting a company of their own, and/or serving humanity. Each of these ambitions are legitimate, valuable, and flow logically from an education based on aptitude and personality type. Ironically, most of their aspirations get entangled with educational goals and end up with career paths which may not be the most appropriate. For
example, to cure cancer one can do so by becoming an engineer, medical professional or member of a research team. One need not have all these degrees, but a specific career path based on aptitude and personality.

We all know that accomplishing a career goal becomes easier if one constructs a career plan with well-defined actions. I, additionally, have found that if students plan their career based on talent, then they tend to reach success on time, remain happy and adapt well to challenges in the world of work.

Let's make career planning a part of the school curriculum. An agenda, which is long overdue.

Dr. Itishree Misra is Founder of MapMyCareer Private Limited, a career guidance and advisory organization focused on individuals in the age group of 12-25 years and an Organizational Member of APCDA. She completed her Doctorate in Psychology and has more than two decades of experience in career guidance.

USA Country Report
by Rich Feller

Two Key Events This Fall

1. National Career Development Summit, Washington, DC, Sept 12
2. NCDA Career Practitioner Institute, Portland, OR, Oct 25-26

Key Report on College to Career by The Chronicle of Higher Education

Parents, students, and lawmakers expect higher-education institutions to demonstrate value and return on investment, especially as tuition rates continue to rise and the cost of delivering higher education grows. External pressures and a changing economy are spurring a growing number of colleges and universities to shift their focus to career education. Download the case study, Transforming the Campus Career Center: New Models for a New Era, and read what three different institutions are doing to help ensure that their students are ready for what lies ahead after graduation.

First Career Practitioners Conference for People & Career Development Association (Singapore)
by Sing Chee Wong

Singapore is offering its 1st Career Practitioners Conference on August 27 2018! It is being organized by the Workforce Singapore in partnership with the People and Career Development Association (Singapore).

Singapore’s Minister for Manpower, Mrs Josephine Teo, will be the Guest-of-Honour at this Conference. Current registration figures number around 300 Career Practitioners. Internationally well-known speakers on career development, Dr Roberta Neault and Dr Jim Bright will be sharing their expertise at this 1-day conference. Mr Darryl Parrant, Country Leader, Singapore, Willis Towers Watson, is the third scheduled speaker.

Master Classes will be conducted the following day by Dr Neault and Dr Bright.

Click here for more information on this 1st Career Practitioners Conference.
Canada Update
by Jon Woodend

Canada Country Report

As we head into August, Canada finishes a busy spring/summer of career-related conferences including, Canadian Association of Career Educators and Employers conference and International Congress of Applied Psychology. If you are starting to think about upcoming conferences, be sure to check out CANNEXUS 19, which will feature Dr. Mary McMahon, the developer of Systems Theory Framework of Career Development, among other notable keynote speakers. For more information about CANNEXUS 19, please visit: https://cannexus.ca/

Introducing the Canadian Council for Career Development (CCCD)

The Canadian Council for Career Development (CCCD) is a self-initiated/funded group for career development associations across Canada that will celebrate its 10th anniversary in 2018. The aim of CCCD is to promote the voice of professionals within the career development field and to further outreach and engagement. CCCD offers membership and certification to help connect professionals in Canada, as well as tools to support career development practice, including a guide detailing Canadian Standards & Guidelines for Career Development Practitioners. The CCCD has several working groups that function to support professionals and further the field. One in particular, the Outreach & Advocacy Working Group, was created in 2015 to target special issues within the career development field. This working group was responsible for organizing the Canada Career Month in November 2017, which had the theme of "What's Next?" To review highlights from this event, please see: https://careermonth.ca/.

To learn more about CCCD, please see: http://cccda.org/cccda/.

News from Australia
by Agnes Banyasz

Career Development Association of Australia (CDAA)'s Career Conversations are designed to support the connectivity amongst its rural, regional and urban members. They employ an online environment of respectful and robust discussion and share practice. Although offered since late 2016, they are clearly gaining support from members across the country. Current plans are in the works to increase their frequency and vary their topics. Some topics have specific sector focus, e.g. school, post-secondary, while others are general.

I joined the July Career Conversation, A Mid-Year Review - Let's Catch up and Discuss Moving Forward in 2018. This session was facilitated by CDAA Vice-President Carolyn Aichin. Thirteen members from different Australian states and territories logged in via a Zoom meeting platform and we spent an hour sharing information and knowledge.

We all agreed that the recent news released from the State of Victoria is a positive one, whereby every Victorian student will receive careers guidance from the age of 12 as part of a state government overhaul of careers education backed by an AU$109 million investment in the state budget. The changes will be rolled out next year after a review commissioned by the Education Department found careers education started too late in government schools, varied in quantity and quality, and did not provide enough meaningful work experience.

The Victorian plan states "Career education must begin earlier than Years 10 to 12, and it must reflect the fact that students’ needs evolve as school progresses." Next year, Year 7 and 8 students will take part in mandatory
"career self-exploration workshops" assessing their strengths, setting goals and discussing different jobs. These changes also will increase the number of school-based career practitioners. The government has promised to provide training for 400 advisors.

Session facilitator, Carolyn Alchin, then shared some of the most relevant slides from the latest Foundation for Young Australians (FYA) report titled The New Work Reality. It follows the journeys of 14,000 young people over a decade. The report identifies the four most significant factors that can accelerate the transition from full-time education to full-time work, including an education that builds enterprise skills, being able to undertake relevant paid work experience, finding paid employment in a sector which is growing, and an optimistic mindset. Launched in 2015, the FYA New Work Order research series, with six extensive reports so far, has analysed how disruption to the world of work has serious implications for young Australians. Please visit https://www.fya.org.au/our-research/.

By the close of the July CDAA Career Conversation, I felt that the productive hour was spent in a well-moderated, dynamic, peer-to-peer environment. I definitely will plan to join the conversation again later in the year. Perhaps I’ll meet you there, too!?!?

"Employability in a Global Context: Evolving Policy and Practice in Employability, Work-Integrated Learning, and Career Development Learning" This research project was activated to explore trends emerging in the intersecting domains of employability, work-integrated learning, and career development learning. In late 2015, researchers, academics, and career practitioners from Australia, the United Kingdom, and Canada gathered to attend an Employability Masterclass at the University of Wollongong in New South Wales, Australia. Attendees explored questions around employability in vocationally specific and non-vocationally specific degrees. The language and conversations highlighted the influence of global contexts on strategies and practices in transnational settings – specifically, how employability is defined and supported across the breadth of university activity. Graduate Careers Australia funding in 2017 enabled the project team to progress the study with the aim of identifying critical learnings for Australian practice. The following report contains 20 pages of clear concepts, findings, and recommendations on this highly discussed and relevant topic, and will prove to be a rewarding read for practitioners across the globe: https://cica.org.au/wp-content/uploads/Employability-in-a-Global-Context.pdf.

Tsinghua Conference Haiku
by David Lucero

DAY 1 (Tuesday)
Red rose blossoms scent
the Way from Career to Art-
Vibrant beginning

DAY 2 (Wednesday)
"5 minutes for each"
connects minds and hearts and souls-
leading hand-to-hand

DAY 3 (Thursday)
Tsinghua rain pours down.
Spirits pause, absorb, refresh-
sharing Heaven's love


**DAY 4 (Friday)**

Parting friends and place,  
we hug, fly away . . . and smile-  
for all Paths return  

(Editor's Note: Please mark your calendars now for a RETURN with our upcoming conference on Tuesday-  
Saturday, May 21-25, 2019.)