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Message from the President
by Professor N.K. Chadha

With this first APCDA newsletter in 2017 I would like to wish you all a very happy, positive and exciting new year with much health and energy to realize your personal and professional dreams and goals.

Many exciting events are going to happen in the Asia Pacific region in the month of May-2017, accredited to stronger and expanding career professional team of APCDA. Narendra Chadha, The President of APCDA and Brian Hutchison, The President Elect of APCDA, will be representing the association at the Philippine Guidance and Counseling Association (PGCA) Conference to be held on May 17th to May 19th, 2017. Both have been invited to address the audience at the plenary session of the PGCA that is projected to be attended by around 1000 participants. This will be followed by an experiential, hands-on training workshop. During the same time, the Executive Director of APCDA, Marilyn Maze, will be representing the association at The Career Development Association of Australia (CDAA) (May 17-19) and will share her rich experience with the Australian participants. All three will then be converging at the APCDA annual conference at Ateneo, Manila, Philippines to be held from May 21st to May 25th. We are eager to make the presence of APCDA felt amongst our friends and colleagues attending the PGCA and CDAA.

Abraham Lincoln said “The best way to predict the future is to create it.” The APCDA is on the way to do that. So, come and Join us in Manila.

Conference Plans
by Marilyn Maze
In addition to a slate of fascinating presentations (click here for draft Conference Program), there are a lot of other plans beginning to take shape. On Sunday, May 21, our guide for the tour of Old Manila is likely to be one of Ateneo’s history professors, so it will be an excellent learning experience. We will have lunch at Barbara’s Restaurant, a famous restaurant in Old Manila that serves traditional Philippine foods and provides a folk dancing performance.

Sunday evening at 6:30 PM, we are planning a “Meet-up Party” at a restaurant across the street from the Ateneo campus. We hope to find a sponsor for this dinner. If we do not find a sponsor, the restaurant charges about $8 US for a dinner.

On Monday morning we will meet in the Convergent Technology Center (see map below). Please consider bringing a craft-type item from your own country for the Silent Auction. The Silent Auction funds the scholarships for Emerging Scholars. We encourage you to give an item and purchase items. The Monday evening Reception looks like it will be a bountiful meal, with a performance by a local dance troupe.

Tuesday will end with the Members Meeting (5PM). This evening will be a great time for everyone to enjoy Quezon City, except for the APCDA Board. The Board will meet at 6 PM and go to dinner at 8 PM.

Wednesday, the conference will end slightly after noon, except for those attending the Professional Development Institute in which Dr. Jim Bright will explain Chaos Theory in depth.

Thursday, two buses will leave Ateneo. One will head east to downtown Manila to visit the Career Center at the University of Santo Tomas, Manila’s oldest university. The other will head straight south to another suburb of Manila to visit the Asian Development Bank to learn more about economics in the Asia Pacific region. Both tours promise to be packed with information and both will end about 2PM.

Still want to see more of the Philippines while you are there? Consider coming early for the Pahiyas Festival on May 15 in Lucban, about 3 hours south of Manila. Or visit the beaches of Batangas or Taal Volcano, also south of Manila. For hotel information and tips about things to see and do, visit http://asiapacificceda.org/Travel-Tips where you will find useful local information.
ICCDPP Symposium
by Cheri Butler

The International Centre for Career Development and Public Policy (ICCDPP) calls a Symposium every other year. In 2017, the ICCDPP Symposium will be held in Seoul, South Korea June 18 – 21. If you are lucky enough to attend, these 3 days will give you a completely new perspective on career services around the world and your place in them. At this Symposium, teams from each country:

- Listen to presentations from other countries who have a service or function that works really well
- Listen to thought leaders who have identified best-practices and most crucial issues from around the world
- Discuss what is going well and what is not going well in their respective countries.
Unlike a conference, teams leave with a plan for improvement and goals for the next few years.

For those countries in our region that are not able to attend, APCDA would like to gather information about career planning in your county and submit a combined report. Our team will then collect as much information as we can to share back with you. Of course, this is not the same as attending, but it will be enlightening. Click here for the ICCDPP Country Questionnaire.

Complete the questions that are relevant to your country. Send your completed questionnaire to info@AsiaPacificCDA.org. The deadline for receiving completed questionnaires is February 10.

2015 ICCDPP Symposium: From left to right, Dr. Marilyn Maze, Dr. Narender Chadha, Ms. Soonhoon Ahn, Ms. Natalie Kauffman, Olakanmi Amoo-Onidundu, Ms. Cheri Butler, and Dr. Ji-Yeon Lee (2017 ICCDPP Organizer)

APCDA’s New Scholarly Journal
by Brian Hutchison

Although honored to be selected by our Officers to serve as the initial Editor of the APCDA journal, I am looking for your ongoing input and feedback to produce a scholarly publication that has wide readership and interest for you, our members, and for our subscribers.

VISION AND MISSION
My vision for editing our journal matches my vision for leadership. I believe in transparent, collaborative processes where expectations and obstacles are openly discussed and resolved together. If an editorial board holds these values, it is my belief that the quality of reviewer feedback and manuscript development is more humane and developmental. I imagine that many of our potential authors will often be emerging scholars and/or early adopters of English-language scholarship. In other words, I see this journal’s mission as one of scholarly talent development.

INITIAL TARGET GOAL
An initial target goal could be to produce a special issue for our first publication. Currently, I am planning to solicit articles from leading scholars in our field. I look forward to your thoughts and feedback on this, Journal@AsiaPacificCDA.org.

EDITORIAL BACKGROUND
My past editorial experiences include:

- Psychotherapy Research, Guest Reviewer, 2007
- Asia Pacific Education Review, Ad Hoc Reviewer, 2012-2013
- Career Development Quarterly, Editorial Board, 2015 - present
- Journal of Humanistic Counseling, Associate Editor, 2015 – present
- Journal of School Education (Korea), Advisory Board, 2016 - present

Journal Progress
Much can be accomplished prior to the APCDA conference in the Philippines to ensure our journal’s success. To
this end, I have secured a 5 hour per week Graduate Assistant from China (who attends my University) to assist in the endeavor.

PROPOSED TIMELINE

March 2017

- Editorial Board Description Draft
- Author Guidelines Draft
- Manuscript Flowchart and Decision Tree Draft

April 2017

- Editorial Board Description Finalized
- Author Guidelines Finalized
- Manuscript Flowchart and Decision Tree Finalized

May 2017 – APCDA Conference

- Journal Name Contest
- Editorial Board Description Shared with Members/Targeted Recruitment of Board
- Author Guidelines Shared with Members

July 2017

- Journal Name Finalized
- Journal Front Page Design Development
- Call for Manuscripts Made
- Inaugural Manuscript Invitations Sent
- On-line deliver mechanisms decided for development
- Work with Dr. Chadha to determine potential for print version

March 2018

- Special/First Issue Published

Taiwan Facing Life Span Career Changes and Opportunities

by Anne Rouh-Ling Chen

1. Changes and Challenges in Taiwan

1.1. Facing up to Fewer Young People and Aging Population

With low birth rate and life expectancy increasing, the aging of Taiwan population has raised important issues and resulted in business opportunities. As of November 2015, 12.5 % of the 21 million population was 65 or above. The average life expectancy of Taiwanese was 79.8 years in 2014 based on the data from Ministry of the Interior. The World Health Organization already classified Taiwan as a society with an aging population. When we see our parents, we can see their declining energy and slowing footstep. However, the ways to deal with the aging process is much different nowadays. Many elderly people are not willing to go to the elder institutes. The government and society need to offer other alternatives such as providing health care at home and in community centers.
1.2. Change of Manpower Structure
The labor participation rate in Taiwan, aged 15 and older who work, was 58.81% in 2015. Growth of elder population was 12%. The unemployment rate was 3.95% as of Oct. 2016. There were about 10 wage earners in Taiwan for every senior citizen in 1993. But the ratio will flatten out to about 2-3 wage earners for every senior in 2033. The younger generations will face the burden of aging family members. The shift in the age structure of Taiwan’s population has enormous implications for the labor force, the education system and the quality of life for the elderly. Moreover, with only one or two or perhaps no children in families, the future generations will have fewer siblings. They are more educated and receive more support from their parents. They are inclined to have less patience to face work frustrations and need more help in social interpersonal relationships and teamwork. Nevertheless, the young people have innovative ideas, learn fast and possess strong energy.

1.3. Challenges of Current Educational System
Last December, Mr. Wu, Minister of Education in Taiwan, pointed out that fewer new born, globalization and digitalization are the three major challenges faced by higher education. Resources for students to gain knowledge which are not limited to classroom teaching, textbook and teachers can help. Learning innovation, professionalism, regional innovative integration and joining with industry for more research, innovation and international alliances are some of the multiple developments currently in the works. The merging or integration of 159 colleges and universities into 100 schools across the next five years is also being implemented.

2. Looking Beyond for Future Career

Below are the four major business trends in Taiwan and their implication for new career services:

2.1 Aging population with low retirement rate:
Health care services including career counseling for elders, re-construction of family relationships, medical care and home care systems etc. will be increasing. More companies will be encouraging employees to have more babies and offering maternity leave. Many retired people have started their new career as entrepreneurs and consultants. They are sharing their wisdom and profound work experience with young people to start-up or develop new business models especially in innovative products, culture, design and agriculture.

*Implication for career services:
In the recent past, work, learning and leisure were three independent career paths. Nowadays, work, learning and leisure have been interwoven into a continuous life cycle. In order words, people need to keep a life-long career concept in mind and be prepared for ongoing change. Employee Assistance Programs should not only provide welfare and leisure programs, but also employee counseling for work and life balance. Each city and/or community may need to consider providing career counseling service to assist senior citizens with developing 2nd or 3rd careers.

2.2 More internet population:
More than 20 billion people use internet and smart phones, as reported by the Computer Industry Almanac. More than 42% of Taiwanese use internet, at least 2 hours per day. Mobile offices will be replacing brick and mortar ones.

*Implication to career services
Virtual office and team members are increasing. Flatter organizational structure, cooperative culture and work ethics need to be re-shaped for different generations – baby boomers, X generation and digital generation.

2.3. High work mobility
International companies prefer to hire middle management and young people with high mobility. People will have more business trips or work as expatriates, especially in China and South East Asian countries.

*Implication to career services:
Cross-cultural counseling service and career shifting programs will enhance their performance and improve teamwork.
2.4. Change of business model and career services
Innovation of young start-ups are on the rise. iKeybo is the world’s first virtual projection multilingual (English, Chinese, Spanish, and Arabic) keyboard & piano. It was developed by Serafin by eight young experts in 2010. They have great passion to reach their profession to offer affordable, useful and cool consumer electronics for a better computing experience. Another unique design “Hear Me”, developed for blind people, won the world class Red Dot Award in 2014. This special product was created by two young compassionate students, Miss Lin Ei-Chin, student of Industrial Design Department at National Taiwan University Science and Technology, and Miss I-Shuan Tsai, student of Digital Content Master Program of National Chengchi University. “Hear Me” is now available at APP stores for those who need to record their life or thoughts.

*Implication to career services:
People are always watching mobile devices; continually responding to friends and/or office messages. Because digital information is faster paced and demands quick response, this leads to increasing anxiety and stress. Online career consultation and or counseling can be another good source to help handle stress as well as facilitate better interpersonal interactions. Inter-disciplinary studies and cross boundary cooperation will play important roles in new products and job opportunities.

Finally, it is time for us do more in-depth reflections, especially with respect to our Chinese career model and study. Taiwan has her own unique historical background and blends of traditional Chinese culture, Confucianist beliefs and some western values. Nowadays, Taiwan has a highly industrialized and export-driven economy. Blending western career theories with Chinese philosophy to develop suitable local career professional paths is one of the future challenges for career professionals in Taiwan.

Anne Rouh-Ling Chen is a Board member of Taiwan Career Development and Consulting Association and Senior Consultant, Aspire Academy, Taiwan. She can be reached at annerl.chen@gmail.com

QCDC Brings a Holistic Approach to Career Guidance in Qatar
by Effrosyni Parampota

The center is a key contributor to the development of a highly accomplished Qatari human capital in line with Qatar National Vision 2030

Over the past few years, Qatar has undergone significant transformation as part of a comprehensive plan to diversify its economy beyond the energy sector and bolster the contribution of the private sector to economic growth.

This transition toward a knowledge-based economy, in line with the Qatar National Vision 2030, has fueled demand for a highly skilled and capable labor force, which can be only achieved by optimizing the potential of the labor force, particularly the nationals, and even more particularly, the youth.

This optimization can only be accomplished if Qatari youth gain access to adequate career guidance and planning services, a responsibility that the Qatar Career Development Center (QCDC), a member of Qatar Foundation formerly known as the Qatar Career Fair Center (QCF), has shouldered since its inception in 2008.

While QCDC’s key objectives remain practically the same as QCF, the rebranded center is unique in the sense that it offers career guidance and planning services with a holistic approach that caters to the whole spectrum of stakeholders who can directly or indirectly influence the careers of students. Those include parents, counselors, relevant practitioners and professionals, public and private sectors, civic society and media.
QCDC targets those stakeholders and addresses all aspects of career guidance through three different channels: structural education platforms that empower Qatari youth, particularly pre-university students, by providing them access to career guidance courses, workshops and planning tools; awareness and knowledge exchange platforms that instill a career guidance mindset among youth such as career guidance events, forums and activities; and knowledge creation platforms that enrich and support career guidance policy making and practices by contributing to career guidance research, insights and consulting.

This holistic approach cements QCDC’s position as a beacon for career guidance in Qatar and a key contributor to the development of a highly accomplished Qatari human capital in line with the future needs of the local labor market.

Among QCDC’s top featured events is the Career Guidance Stakeholders’ Platform, a bi-annual meeting for Qatari youth, their parents, career advisors, researchers, practitioners, decision and policy makers and others who have a stake in career guidance.

QCDC offers an array of initiatives for Qatari students from high and preparatory schools with a wide-ranging set of career planning skills and competencies through trainings and workshops throughout the academic year. These include the Ambassadors Program, the Summer and Winter Career Camps, the Career Development Workshop series and others.

The Center also provides a series of Career Guidance Stakeholders Engagement and Professional Development initiatives, including workshops, trainings programs and courses for career counselors and HR or career guidance practitioners that will help them acquire the knowledge, attitudes and skills they need.

QCDC is also very active in the research field, and has produced a significant number of Career Research Papers and studies that were presented locally, regionally and internationally.

For more information you can visit [http://www.qcdc.org.qa/](http://www.qcdc.org.qa/)

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**Seeing Career Development Through Singaporean and Indian Eyes**

*by Rich Feller*

“... share stories, insights and the gift of collaboration. From there, doors, ears and eyes open wide for those engaged in career development.”

Coordinating invitations to keynote at Singapore’s Adult Learning Symposium, present to India’s Career Development Association, and planning a study-tour through India opens one’s eyes and generates experiences to be shared. As NCDA’s Past-President, having consulted on six continents, and now Professor Emeritus of Counseling and Career Development, it’s gratifying to give back to different countries and APCDA friends working to advance career development. This article reviews a recent experience of growing and giving with the help of APCDA friends.

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**Meeting Ramu Kidiappan, a Critical Connection**

Principal Manager, Centre for Career Development & Framework Management and Implementation, Ramu
Kodiappan and I met after my NCDA Chicago conference keynote. I was honored by his request to keynote “Bridging Academic and Career Functions within the New Workplace” for the *Future of Work, Future of Learning* Conference in Singapore (Nov. 4, 2016). Leading an additional webinar, titled “Narrative Career Development Innovation Inspires Individuals to Navigate a Lifetime of Work and Learning Transitions,” allowed me to link in real-time, from Singapore, with colleagues Mimi Brent of General Motors in Detroit and Mark Franklin of OneLifeTools.com & CareerCycles.com in Toronto.

A full room eagerly learned of GM’s career development efforts and how to use narrative assessment within the Who You Are Matters! board game and Online Storyteller (see [https://www.youtube.com/watch?v=ucGFcaAuVwo](https://www.youtube.com/watch?v=ucGFcaAuVwo)). Singapore’s excitement and expanding commitment to career development programs to support youth and adult transitions is exemplary. Mobilizing a national effort to address the needs for future skills within Singapore is a remarkable case study.

**Abundanz Consulting Offers “On-the-Ground” Insights**

While attending Singapore’s very welcoming, informative and high-tech conference, I was fortunate to share notes and dinner with Tim Hsi of Abundanz Consulting, one of two practicing Master Trainers for the Global Career Development Facilitator (Singapore) program. Tim is also the lead trainer in Asia for our shared mentor Dick Knowdell’s Job & Career Transition/Development Coach training and certification program. Amy Lew, Tim’s partner, and Francis Yiu, their colleague, shared rich insights about talent development, retention consultancy, and training services to help private organizations. They also offered a wise lens to providing Career Coaching Services within the Asian Pacific region.

**Future-Ready Graduates at National University of Singapore**

The work done by Crystal Lim Leahy (Director) and Gregor Lange of the Centre for Future-ready Graduates, National University of Singapore (NUS) (see [http://nus.edu.sg/CFG/](http://nus.edu.sg/CFG/)) offered an advanced view of ways to engage students through their Roots & Wings program, a groundbreaking foundational life skills module. This program forms an essential and distinctive part of the NUS education that equips students with a set of essential, broad-based life skills regardless of future opportunities.

This program inspired dialogues about positive psychology, mindfulness, aptitudes and demonstration of the Who You Are Matters! game created a professional connection I’m eager to advance. As I write this, I’m arranging a Colorado higher education study-tour for this talented team from NUS.

**Next Stop: Bangalore and Christ University**

On our way to Delhi, via Bangalore to visit friends (former HP employees in Fort Collins, CO), we sent inquiries to universities offering to provide conversation, consult and collaboration around career development initiatives. With good fortune, Christ University’s Tony Sam George, Chair of Psychology, invited me to present “My
Approach to Career Development and Counseling” to his counseling graduate students and faculty. A demonstration of various Knowdell Card Sorts, a review of narrative assessment, and an overview of top career textbooks allowed us to engage in remarkable discussions about training counselors seeking more career development content.

Building on India CDA Friendships

Narendra Chadha has long been recognized in the US as a remarkable mentor and leader to those growing career development programs and research. Contacting Dr. Chadha to offer my services to ICDA [http://www.icda.in/] while in Delhi, he and colleague Dr. Vandana Gambhir Chopra opened their doors for me to listen, look and learn about the opportunities and complexities of delivering career development in India. Vandana created a remarkable day to meet with her colleagues and to present “Career Development for a Lifetime of Transitions” to students at Manav Rachna International University.

Vandana also arranged a delightful evening seminar at the Bikaji Cama Place where I was fortunate to lead two groups of career development experts in the Who You Are Matters! game. The group’s very strong interest was heartwarming.

Nine Day Golden Triangle Tour of India

Longing to visit India, my partner Barb and I were fortunate to complete a study-tour of Delhi, Jaipur, Agra, and Gurgaon. Humbled by the energy, vibrancy and size of India, I’m reminded of the gifts, challenges, and good humor of its 1.4B habitants. The range of educational settings, diversity of aspirations, and eagerness to find opportunities for learning inspired us greatly.

Reflections of Building New Career Development Friendships

After any such travel and learning opportunity, one is reminded not to suggest they really know a country. Quick visits, short conversations, over-generalizations and limited capacity to resist one’s history all challenge a weary traveler. Yet, I’m once again affirmed that we have much to learn and offer anytime we visit another culture and connect with local colleagues.

I was struck by how willing our APCDA colleagues are to welcome speakers within their institutions and organizations. And, I look forward to future visits knowing that one only has to use social media to find career development colleagues around the world who are willing to “invite and learn” with you. Once identified, it seems wise to offer one’s services to share stories, insights and the gift of collaboration. From there, doors, ears and eyes open wide for those engaged in career development. No one is smart enough, wise enough or young enough to address talent and opportunity issues alone. And, as tensions of nationalism versus globalization grow, voices are needed to share the power of career development and dedication to developing people, human
resources, and opportunities in order to learn and work through a lifetime of transitions. Building friends within the APCDA community is an opportunity I wish for all.

Rich Feller, Ph.D. is Emeritus Professor of Counseling & Career Development and University Distinguished Teaching Scholar at Colorado State University. He has recently been appointed as the U.S. Country Director to APCDA. He can be contacted at richfeller.com and @Rich_Feller, or atUSA@AsiaPacificCDA.org

A USA Holiday: Martin Luther King Day
by Danita Redd

“Someone must have enough courage and morale to break the chains of hatred.”
- Dr. Martin Luther King, Jr.

January 16, 2017, in the USA, was the day we observed a federal holiday in honor of Dr. Martin Luther King, Jr. Dr. King, who was honored with a Nobel Peace Prize, was a civil rights activist whose voice of influence resounded around the world. We celebrated his day with parades and a number of activities related to respecting diversity. Some of us visited museums. Some of us went to music and dance performances. Some of us listened to lectures.

On the third Monday of every January we celebrate his message of nonviolent activism in the USA and elsewhere. I have seen with my own eyes proof that he is honored in many other countries. For example, the accompanying photo is an image I took of the plaque at the base of his statue in Mexico City (Mexico). It says: “Martin Luther King, JR., 1929 – 1968, ‘Someone must have enough courage and morale to break the chains of hatred.’” We so much need to be reminded of his messages honoring diversity in today’s world.

We are always inspired and hopeful because of his work. Perhaps my mention of Dr. Martin Luther King, Jr. will encourage you to learn more about him. I warmly welcome you to explore the following three links:
• http://www.thekingcenter.org/about-dr-king
• https://en.wikipedia.org/wiki/Martin_Luther_King_Jr._Day
• https://en.wikipedia.org/wiki/Martin_Luther_King_Jr

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