As an international association, APCDA attempts to balance keynote speakers from the host country with international speakers. Keynote speakers at the conference in Tokyo will include Raimo Vuorinen from Finland and Deb Osborn from the USA, as well as two speakers from Japan.

Agnes M. Watanabe-Muraoka has been the face of Japan for many international researchers in career development because she has published so many fascinating research articles about her work in Japan. Although retired from teaching, she continues to provide career counseling for students at the University of Tsukuba.

Ryoji Tatsuno is well known within Japan because of his instrumental role in developing training and certification for career development advisors in Japan. He has influenced much of the legislation in Japan related to career guidance. Although retired from Nippon Manpower, he continues to be active with the Japan Career Development Association/Asia Career Development Association and is a member of the research committee for judgmental criteria on employability for Japan's Ministry of Labor, Health and Welfare (MLHW) Human Development Bureau. We are looking forward to learning a great deal more about career development in Japan.

We will also learn a great deal about career counseling throughout the Asia Pacific region as we listen to presenters from Australia, Canada, China, Hong Kong, India, Japan, Korea, Nigeria, Pakistan, Taiwan, USA, and Vietnam. The 35 additional presentations will address topics as diverse as mental health and worklife balance, depression, career transition for mature workers, parent-child communication, and better use of technology. Presentations will focus on age groups from junior high school through retirement, and special populations such as drug abusers, the differently-abled, and athletes. Practical techniques for career counseling will include useful techniques, such as using art in career counseling, situation-based assessment in junior high, and an Integrative Structured Interview process.

Don't miss this exciting conference. Visit http://asiapacificcda.org/2015-Conference for a complete schedule and full descriptions of all of the presentations.
Youth Unemployment and the Talent Pipeline

by Roberta Neault

Youth unemployment is an alarming problem in many countries. When youth (defined as 18 to 29 year olds) remain unemployed for long periods of time, their entry into society is delayed and they can become discouraged or angry; their sense of self-efficacy suffers. According to the Asia Development Bank, in 2010 youth unemployment affected 13.6% in Southeast Asia and the Pacific, 9.9% in South Asia, and 8.8% in East Asia. This is the lowest youth unemployment of any region in the world, but these unemployment rates are 3 times greater than unemployment for adults. This represents an enormous loss of productivity.

The International Centre for Career Development Planning and Policy (ICCDPP) held a symposium in Des Moines, Iowa on June 14-17, 2015 to discuss ways to combat youth unemployment and improve the talent pipeline. Twenty countries were represented at this symposium and shared information about their career counseling programs. Several of the countries at the symposium offered examples of good programs for addressing youth unemployment.

Engaging Employers

Employers can play an important role in helping youth transition to productive workers. For some youth, school subjects seem pointless. Others graduate with good grades, but little understanding of the world of work, how they fit into it, and how their academic skills relate to work. Efforts to bring employers into the classroom and bring students into work settings through career fairs, job shadowing, and internships can help youth to envision themselves as productive members of society. Youth who intern in business learn how their school subjects relate to work and employers can recognize their potential and create jobs for them after they graduate.

Emerging Technologies

Technology is used in career planning in many ways. Of course, computerized career assessments and information can be helpful. In addition, use of the Internet and mobile devices can provide videos and information 24/7, social media can be used to connect with youth and to network to find jobs, and video conferencing can help counselors to reach people in remote locations. Other ways to use technology to deliver career planning services are being invented daily.

Return on Investment

Research shows that investing in career planning produces results. Students with a plan for their own future are more likely to complete high school and higher education programs. Grades improve, both at the high school and college level, after career planning. And data shows that unemployment is lower among youth who have received career planning assistance. Research showing these results is posted at: http://iccdpp.org/posts-by-topic/#tab-2-1

Integrated Policies

A number of countries have adopted laws or standards that make career development programs available to their citizens. Examples of such integrated policies include:

- The European Lifelong Guidance Policy Network: ELGPN.eu
The team representing APCDA resolved to develop a clearinghouse for the Asia Pacific region on the APCDA website that includes research related to Return on Investment in career planning, examples of integrated government policies, and reports of "best practices" - programs that are working well in our region. From the Asia Pacific Region, only India and South Korea sent teams to the Symposium. We hope that sharing regional examples on our website will help our members in other countries exchange ideas and best practices and gain inspiration about how to facilitate career development across the lifespan.

ICCDPP plans to convene another symposium in 2 years, possibly in South Korea. In the meantime, we look forward to connecting with many of you in Japan at our upcoming APCDA Conference in Tokyo or the IEAVG Conference in Tsukuba.

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**India 2015 Action Plan: The National Career Service**

*by Prof. N.K. Chadha & Dr. Vandana Gambhir Chopra*

Good News! India is set to launch its first National Career Planning & Development Policy for its potential youth and workforce. The Central Government of India has decided to transform a network of over 950 Employment Exchanges in the country to Career Centres under its Mission Mode Project of National Career Service (NCS). The NCS is proposed to serve as a one-stop platform for all employment-related services like career counseling, vocational guidance, placement, skill aptitude testing, apprenticeship, internship etc. for potential candidates. The project that has been granted an outlay of Rs.150 Crores budget will be serving the youth of the country with wise career choices so that they can actively contribute to an efficient workforce.

The National Career Service is expected to be operational during 2015. Reaping the benefits of service, the unemployed candidates would be able to get free online career counseling and guidance through a single window NCS portal. Online information regarding various skill development courses, internships, and summer training workshops would also be made available for the potential job seekers and university students. Databases would be generated where students and job applicants will be able to enroll/register from anywhere using online forms without visiting career centres. The government aims to create a computerized system that will not just help in electronic processing of applications and online reports, but also speeds up the communication process among various stakeholders. "The project envisions a network of career centres for providing a variety of employment related services and development of a national portal to facilitate registration of job-seekers, job providers, intermediaries etc. and provide job matching services in a transparent manner," the proposal said.

The Career Centres will be in direct communication with industries and employers for vacancy notifications and available job positions updating. A continuous interaction with training institutes is also proposed for consolidating training schedules and preparing a database of skilled workers. A link to connect the portal with educational institutes like schools, colleges, vocational institutes etc. will be provided for preparing a database of candidates for employers. The NCS will work under direct supervision of Central Ministries and State Governments who will be developing resources for Career Guidance and Counselling and will be responsible for connecting interlinkages among prime stakeholders. The plan to provide value-added services like SMS alerts, updates, notifications, IVRS, emails is also suggested to help candidates through various channels. Around 100 Model Career Centres are proposed to be established in collaboration with State Governments, Universities and Institutions during the 12th Five Year Plan of the country.
In short, through its first National Career Policy, the government wishes to create an education-
employment-industry interface through one channel and connect employable talent and workers with job
opportunity information and employers.

Hello from Canada!
by Jessica Isenor

My last update was in the winter just prior to our national career development
conference, Cannexus. Now that we are in the warm months of summer here, this
update will catch you up on what has been happening since January as well as let you
know what we are looking forward to in the coming months.

In March, the Canadian Education and Research Institute for Counselling (CERIC)
published their Nationwide Survey: Accessing Career and Employment Counselling
Services. This was an online survey of 1500 adult Canadians that evaluated how Canadians use and
access career and employment counselling services. Three distinct groups emerged from the findings -
those who define themselves as having a "career," those who define themselves as having a "job," and
students. More than half of those with a career (53%) said they had sought advice from a career
professional. Those with a job accessed counselling services less than those with a career at just under
four in 10 (38%). Among both those with careers and jobs who did not seek career or employment
counselling, half agreed that they should have obtained more professional advice (47% and 50%
respectively). The most common access point used to obtain career/employment counselling services were
high school guidance counsellors and career counsellors at post-secondary institutions. Barriers to
accessing career services mentioned in the survey included Canadians not believing they need career
counselling since they already know their career goals and a lack of familiarity with the different career
services available.

Similarly, in May, the Canadian Council for Career Development's (CCCD) National Career Challenge
results were released. The National Career Challenge is an online, interactive survey that assesses a
respondent's skill and will to actively engage in personal career development activities. The findings from
this survey found that while participants were eager to find satisfaction within their careers, they weren't
sure how to access information and resources that could help them once out of school.

The CCCD has also been working on creating a document that articulates the common criteria for
certification of career development practitioners across provinces as a stepping stone toward seeking
stronger harmonization/cohesion. The organization has also established a Media Working Group in an
effort to get career development more media coverage and created a Terminology Working Group to draft
a "Primer" to try to simplify language in our field so that we can communicate with non-career
development professionals and get our message across.

In other career development news, this past month Team Canada participated in the 7th International
Symposium on Career Development and Public Policy. Participants examined the labour market challenges
facing young people and how career guidance services can assist them in managing those challenges.

Also in June, the Council of Atlantic Ministers of Education and Training (CAMET) released Future in Focus
- Atlantic Career Development Framework for Public Education: 2015-2020 outlining the regional direction
and specific goals of the four provincial governments (of the Atlantic Canada region) to support student
career planning and transitions. The Framework was developed in response to Career Education in Atlantic
Canada: Research and Recommendations, a report highlighting the socio-economic imperatives for action
in the area of career development, successful programs in Atlantic Canada, and international best
practices.
This month (July), the Forum of Labour Market Ministers (FLMM) announced a series of actions to improve economic opportunities for Canadians, including creating a Labour Market Information Council.

Looking forward to the months ahead, we celebrate Canada Career Week from November 2nd-6th with a variety of events across the country. In January we have Cannexus 16 to look forward to with Dr. Ratna Omidvar and Dr. Spencer Niles as our keynotes, along with two special keynotes relating to the Truth and Reconciliation Commission of Canada (an initiative to discover the truths behind injustices and harms committed against Canadian Aboriginal people and to promote healing for all Canadians). I hope some of you will be able to join us at this wonderful conference, although it is held in the coldest month of the year in our nation's capital so pack warm clothes if you come!

USA Energized by NCDA Conference
by Ellen Weaver Pacquette

For the third year in a row, attendance at the 2015 National Career Development Association (NCDA) Conference topped 1300, with many reporting their enthusiasm for the program offerings and the smooth running of the conference. The conference was held in Denver on June 30-July 2, 2015.

Two very special trainings were offered just before the conference, the popular NCDA Career Development Facilitator Instructor program and the new Clinical Supervision for Career Practitioners. The pre-conference institutes were very well attended, offering timely topics such as the psychology of working and group career counseling.

Many individual sessions and round tables were offered for professionals in higher education, workforce development, and counselor education; often making choice a challenge.

NCDA will offer a Career Practitioner Institute in Vancouver, Canada on October 16, 2015, see ncda.org for details.

Make plans now to attend the next NCDA conference in Chicago, June 30-July 2, 2016. See you there!

International Career Practitioner of the Year Award

Dr. Narendar K. Chadha was honored at the 2015 NCDA Conference as the International Career Development Practitioner of the Year. Dr. Chadha has dramatically raised the visibility of career development in India through the formation of the India Career Development Association, by guiding his students to focus on the career development needs of special populations in India, and by encouraging his colleagues to present at international conferences. He is Head of the Department of Psychology for the University of Delhi but his expertise extends from business management to disability services. By recognizing the career development theme in these diverse fields and focusing attention on our field throughout India and internationally, he has made a significant and lasting contribution to our field. Dr. Chadha has served as India Country Director for the Asia Pacific Career Development Association for two years and is currently a candidate for President-Elect of APCDA. He has encouraged his former
students and colleagues to present their research at the APCDA Conference. Through these mentoring efforts, he has helped them to focus on and value career development, while at the same time increase their expertise and broaden their knowledge by hearing presentations from other countries.

by Narender Kumar Chadha
To be awarded the International Practitioner Award is really a tremendous honor! There is no fulfillment bigger than regard and recognition of one's peers. So, thank you NCDA.

Asia Pacific Region Identifies Greatest Challenges
by Marilyn Maze

At the NCDA Conference, over 20 people attended the APCDA meeting. Attendees included APCDA members and others who were interested in the association. We asked the attendees to describe the greatest challenge faced by career development within their countries. A number of themes appeared to resonate in several countries.

• Youth underemployment is one of the most common concerns. The transition from school to work can be difficult. Youth with little education find it very difficult to find jobs, but also many college students are unable to get a foot in the door of the workforce.
• In some countries, the age of retirement is increasing, which means that older workers are keeping their jobs and reducing the openings at all age levels.
• Youth tend to be very technology savvy, but many do not know how to evaluate information. As a result, they are overwhelmed with too much information, but unable to make sense of it and differentiate facts from fiction.
• Technology addiction is increasingly common, partially as a result of the difficulty of finding a job and the increased use of technology, so that some people avoid contact with others and spend long hours on computers.
• There is gender imbalance in the workplace in several countries. Concerns include reentry issues when women attempt to reenter the workforce after raising a family.
• A large number of people in this region seem to be career nomads and see themselves as global citizens. As they move from one country to another looking for the best opportunities, they face adjustment issues in both their new country and when they return home.
• In some countries, there is a lack of quality standards for the training of career development advisors. This leads to career development advisors with little depth of skills.

We are looking forward to workshops addressing several of these topics at the coming conference in Japan. Those that are not included this year will certainly be given a high priority the following year in Taiwan.

PAC Trains Career Development Advisors for China
by Ivy Liao
There are many companies providing training for career development advisors in China. One of these is the PAC Management Consulting (Shanghai) Co., Ltd (www.pactest.com). PAC stands for People Achievement Consulting. PAC reported on its program at the NCDA Conference in Denver. For 22 years, PAC has been providing assessments for doctors in Taiwan and China. It currently offers 10 assessments in the areas of interests, character, abilities, and adaptation. Since 2008, it has also offered computerized assessments and information systems. PAC takes pride in the quality of the training it provides in the use and interpretation of these assessments. It also offers career planning camps for high school students and their parents where the youth plan their careers, with a follow-up "parents club" that meets monthly after the camp ends.

PAC Management Consulting (Shanghai) Co., Ltd also offers a complete training program based on the NCDA Career Development Facilitator curriculum (which has been localized for China). In cooperation with several government agencies in China, PAC provides training and has developed an online training management system to allow independent master trainers to evaluate the learning of students and award certification to qualified Career Development Advisors. These evaluations are conducted anonymously to assure that strict standards are maintained. This system for managing the certification of Career Development Advisors impressed the NCDA attendees, as well as the training quality standards described by PAC.

Update on Career Services in the Philippines
by Florence T. Ladion

With the shift in academic calendar already in full swing at the Ateneo de Manila University – as well as in three other major universities in Metro Manila – career development practitioners have taken the extended summer break to re-tool by actively participating in local conventions and global conferences. Such activities were pursued in light of the University’s thrust of internationalization and to emphasize that "Ateneo is Ready to Sync with the World."

In local circles, the Career Development Association of the Philippines (CDAP) held its Mid-Year Convention May 13-15, 2015. With the theme, "Level Up Your Score: Finding Meaning Behind Your Career," key issues were discussed by featured speakers including: Jocelyn Pick (Managing Director, Profiles Asia Pacific) and Robert Policarpio (President, People Management Association of the Philippines) to represent industry; Felicidad Zurbano (Assistant Executive Director, TESDA National Institute for Technical Education and Skills Development) who gave the perspective of government and Maria Teresa Medado (Managing Director, Asia Pacific College) who spoke on behalf of the academic sector. For more details on this event, please go to: http://opinion.inquirer.net/85791/guidance-counselors-serve-a-higher-purpose.

Finally, the Ateneo de Manila University made a mark in the recently-concluded NCDA Conference held in Denver, as Carla Siojo (Director, Ateneo Office of Placement and Career Services and APCDA Philippines Country Director) presented in a panel on "When Asian Women Consider Career Options." Moderated by former NCDA President Cheri Butler, Siojo shared how Filipino women are empowered to pursue their dual role of income-earner and homemaker. In stark contrast, speakers from Japan, Taiwan, and South Korea shared how cultural beliefs and practices continue to limit women's career opportunities even in these supposedly more developed Asian countries. Attendees featured practitioners, notably from Singapore and the US, who exchanged insights as panelists answered questions on: (1) the most pressing challenges confronting women in their country today and (2) what could be done differently to address such challenges.
The Development and Use of Career Assessment/Information Systems in Taiwan
by Yao-Ting Sung

In Taiwan, adolescents are forced to make career decisions at a young age due to an examination process after the 9th grade. To assist these young students in making an appropriate decision at this age, career assessments and information systems have been developed. Read the full article here.

CDF Instructor Training in Tokyo
by Ellen Weaver Pacquette

The NCDA Career Development Facilitator (CDF) Instructor training has been scheduled for September 12-14, 2015 just prior to the APCDA conference in Tokyo, Japan.

This 3 day training, conducted entirely in English, will prepare a seasoned career professional to instruct the NCDA CDF curriculum in either face to face or in hybrid format.

The NCDA CDF curriculum is well established worldwide and has been used to train thousands of practitioners. It is supported by NCDA and vibrant CDF Advisory Council, which ensures a focus upon credibility and currency of information.

Applications are available by contacting ellen@careerconsultingconcepts.com. See www.careerconsultingconcepts for more information. All applications will be reviewed within 72 hours of receipt; candidates will be notified of their acceptance. The cost of the training is $1500 US and includes both the Instructor and Student Manual. All payments need to be received prior to August 30, 2015.

NCDA Master Trainer, Fellow and NCDA Board member Ellen Weaver Paquette, MA, CAGS will conduct the Instructor training entirely face to face, seating is limited.

SVP Announces 2016 Biennial Conference

Society for Vocational Psychology
2016 Biennial Conference
Integrating Theory, Research, and Practice in Vocational Psychology

May 16-17th, Tallahassee, Florida
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