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Asia Pacific Career Dev Assoc - March 2014

Asia Pacific Career Developments



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Exciting Conference Awaiting You in Waikiki

by Soonhoon Ahn



Plans for the Annual APCDA Conference in Waikiki on May 19-22 have taken several exciting turns. We will have the honor of the Royal Hawaiian Band at our reception on Monday evening. Founded in 1836 by King Kamehameha III, it is the only band in the United States with a royal legacy and its mission is to preserve the Hawaiian musical culture and enrich the lives of the people and visitors of Hawaii'i. This reception is sponsored by Kuder, which provides online career planning in the US, Korea, and many other countries.

The impressive lineup of invited speakers — Dr. John Krumboltz, Dr. Edward Colozzi, and Dr. JoAnn Harris-Bowlsbey — guaranties that the conference will be full of valuable content. The presentation schedule is completely filled and includes presenters from 12 countries. There will be three simultaneous presentations at each breakout, providing a great deal of choice to attendees.

After working hard for two and a half days, attendees are invited to tour the Polynesian Cultural Center, which includes reconstructed villages of eight island nations. We will be welcomed with a lei, enjoy the afternoon water pageant, then a full luau dinner, followed by dance performances including fire dancing. On Thursday, a tour of two college career centers is offered. In the morning we will visit the career center at Kapi'olani Community College, the island's largest career center. After a gourmet lunch, we will visit the career center at the University of Hawaii at Manoa.

Registrations have been pouring in from many different countries and we are expecting close to 200 attendees. Please remember that the Doubletree Hotel will only accept reservations made through our website.

APCDA aspires to Integration, Inclusion, and Innovation in promoting career development and services throughout the Asia Pacific region. Please come and share your ideas and experiences so we can dream the Big Dreams together.

Mahalo and see you in Honolulu, Hawaii from May 19 to 22, 2014!

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Reframing Career to CARE

who will speak on the topic "Shifting From CAREER to CARE for K12 and Adults: Intentional Career-Life Counseling that Informs Discernment, Callings, Role Balance, and Wellness." An article by Colozzi published in the National Career Development Association's March edition of Career Convergence provides a preview of the information he will cover in his presentation at the conference.

Colozzi ". . . describes career as career-life a powerful dynamic through which each life role allows the opportunity to give and/or receive care for self/others. Care involves some measure of sharing and/or receiving aspects of self-knowledge (i.e., talents and abilities, interests, and values)." Colozzi believes that the only way for individuals to search for ways to discover meaning and express themselves is through the many life roles one engages in across a lifetime. Furthermore, he feels that the involvement of life roles, not just paid work, broadens the career paradigm. With this broader perspective in mind, Colozzi postulates that more people would realize their powerful potential to offer their special talents. Through this process hope, especially in traditionally disenfranchised groups, would be ignited. To delve deeper into his reframing of this concept, read his article [Reframing Career to CARE](#).

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China Career Development Association Official Website Launched

by Jessie Niu



The official website of China Career Development Association (CCDA), <http://www.zhiyeguihua.com>, was launched on September 19, 2013, the opening day of the first Chinese Career Development Conference and two short months after the National Career Development Association celebrated its centennial conference in Boston. The establishment of its first career development online communication platform indicates that career development professionals in China are taking a significant step towards meeting international standards.

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Career Development Association of Australia (CDAA)

by Andrew Rimington



Where CDAA is at now:

2014 is an extremely busy year for the Career Development Association of Australia. Celebrating its 25th anniversary this year, the Association is gearing up to host its annual national conference in its spiritual 'home' state of South Australia from May 14 – 16. The conference theme of 'Leading Career Development — Stories of Change' reflects on how the continuous advancement in technology and changing jobs and workplaces impact on career transitions through the life span of an individual and give focus to the use of social media and technology in career development practice.

With unemployment rising and economic instability continuing in Australia due to the loss of the local car manufacturing industry by 2017 and the gradual downturn of the mining and resources sector, it is important for our Career Development practitioners to be prepared for what is to come and to be

able to navigate the changing landscape. Our 25th anniversary conference will provide plenty of opportunity to discuss these challenges, opportunities that the future will bring, as well as offer a chance to reflect on the original vision of the Association, where we have done well and where we can make improvements in the next 25 years. With a range of well-regarded keynote speakers joining us — including Boston College's Professor David Blustein, Professor Wendy Patton from the Queensland University of Technology, and business leader and former Aid worker Andrew MacLeod — we are superbly placed to address some of these important issues.

We are also looking forward to celebrating the achievements of the Association and its members! If you are planning on making the trip over to Australia, maybe en route to Hawaii for the APCDA conference, we would be delighted to welcome you to CDAA's birthplace. We look forward to helping you experience some of South Australia's unique natural beauty, award-winning food and wine, and eclectic arts scene.

2014 will also see the CDAA deliver another round of workshops under the 'Where the Jobs Are' initiative. Last year, the Association was contracted by the Australian Federal Government to deliver 100 workshops all around the country to improve the ability of career development professionals, and representatives from local government, parent associations and regional industry to locate, identify and interpret high-quality labour market information to assist others with career planning decisions. Contracting with 15 of our members to facilitate the workshops, more than 40 have now been delivered, with great success. High demand has constantly seen workshops at full capacity and in several cases, additional workshops have been scheduled to cope with high demand of individuals wanting to participate. The remaining workshops will all be delivered before the end of the year, and the Association is expecting to easily exceed the target of 2000 participants. The workshops give practitioners important tools to assist their clients more effectively. As the job market continues to grow tighter, having a sound understanding on how to access and use relevant labour market information will become more and more important. For more information on the 'Where the Jobs Are' project, please visit our website via this link: <http://www.cdaa.org.au/default.aspx?Page=Where+the+Jobs+Are>

And Where Career Development has come from ...

In the late 1940's, the Australian Government established the Commonwealth Employment Service (CES) as a labour exchange to assist Australia's growing workforce with employment and to help employers access the skills they needed. Australia's migration program in the 1950's saw rapid population growth and major national infrastructure projects were built. The CES played an expanding role in providing careers advice to job seekers and were the first government managed and established specialist provider. Roles such as youth contact officers were established to work with Careers teachers in schools and to deliver structured programs around careers information and advice. Other sectors such as Universities also had established Careers Advisory Services.

As the Australian labour market deteriorated in the early 1980's and recession gripped the country, the CES was restructured and Youth Access Centres were established to complement the network of Careers Reference Centres in each capital city. The Youth Access Centres were to play a role in providing information and advice as well as developing outreach programs to disengaged young people. In fact, while working in a Youth Access Centre in Adelaide in 1988, Chris Summers arranged a meeting of careers providers from schools and universities. Participants at this 1989 meeting formed the Career Development Association of Australia. Chris is a special guest at this year's conference to see how well the Association has worked over the last 25 years and if we are meeting our objectives as a professional member organisation.

The CES function was terminated in 1998 and contracted services were then delivered by community and private organisations and have a contracted responsibility to provide careers related services. With the disbanding of the Youth Access Centres, however, a gap was created that contracted

services have not been able to completely fill. Schools still play a crucial role in careers service delivery but there is no national standard of delivery and teaching staff are often burdened with other responsibilities which detract from their role as careers specialists. In an effort to address this gap, the Commonwealth Government established My Future as a national careers web portal. The portal is currently being reviewed.

Over the last decade the Career Industry Council of Australia has developed and promoted national Standards for Career Development practitioners and these standards are the basis for which Careers professional bodies assess their members against their Continuing Professional Development. There is a network of State based Careers Associations for careers teachers, a national body for practitioners in Universities, as well as specialist peak bodies in rehabilitation, employment service delivery and recruitment. A network of Industry Skills Councils develops training packages and qualifications in Australia, and the training qualifications covering career development, employment and disability services are managed by the Community Services and Health Skills Council. These qualifications are at Certificate and Diploma level and complement a range of University post-graduate qualifications.

The Career Development Association of Australia has around 1500 members and is the largest professional member association. Our members work in private practice as well as schools, universities, employment services, disability and rehabilitation as well as in Government and industry. The recent change of national Government in Australia now provides a range of challenges for Careers Associations and professional bodies. The main issue is to ensure that the Government in its quest to manage the national budget in difficult circumstances does not lose sight of the important role that career development practice plays in meeting workforce development needs and contributing to overall economic productivity. The challenge also is to ensure that the Association meets the needs of its members and plays a role both on the national and international stage. We look forward to providing APCDA members with further updates.

Best wishes from down-under!

CDAA's President

Andrew Rimington has been working for both Commonwealth and State governments in senior management roles in the employment, education & training (EET) program delivery and policy areas for more than 25 years. Andrew also managed a University Careers Advisory service, had a senior management role with a private training provider, and maintained a consulting and private practice working primarily in career transition and rehabilitation. His current role as a Senior Policy Manager with the Victorian Employers' Chamber of Commerce and Industry (VECCI) brings a focus across EET policy nationally through Australian Chamber of Commerce & Industry Committees and Working Groups. Andrew has been involved in many committees, reference groups, Industry Training Advisory Boards as well as Ministerial appointments to advisory boards in employment and education. Current Board appointments include Director of the Community Services & Health Industry Skills Council and President of the CDAA National Committee.

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Career Development in the United States

by Martha Russell



Describing Career Development in the United States can be difficult because there is often confusion regarding professional identity and work practices. Some practitioners focus on career during their education and in their work roles (ex: career counselors, GCDFs, career coaches) while others include career as part of other practices (ex: job

developers, therapists, school counselors). There are differences in service delivery as well as ways these individuals are licensed or certified. Continuing education and professional training are needed so that services meet the needs of emerging trends, and societal situations can be overwhelming. Through all these challenges, career development is deeply embedded in our culture. Our profession has a rich history, vibrant presence and an exciting future.

It is this past, present and future continuum that Dr. Mark Savickas focused on when he compiled data identifying significant core concepts and practices in the field of career development. His findings were presented during the 2013 National Career Development Association's (NCDA) 100th anniversary. Dr. Savickas identified 10 key ideas that describe the field of career development - Career Counseling, Matching, Career Adaptability, Vocation Guidance, Career Education, Social Justice, Congruence, Career Construction, Career Stages, and Happenstance. Ten Ideas that Changed Career Development contains essays by current practitioners asked to reflect on a specific value. The monograph is available via http://www.ncda.org/aws/NCDA/asset_manager/get_file/71112?ver=1134. Each one page essay provides us with information and tools that help practitioners move from the past to the future.

Dr. Spencer Niles (Career Counseling essay) states that shifts in the nature of work have a significant impact on our work. That impact makes a strong case regarding the link between career development and human development and our need to develop theories, training and practices that acknowledge that link. This ". . .evolutionary shift empowers clients to seek their own solutions to their career dilemmas as they define it within their respective cultural contexts."

Ms. Carol Vecchio (Happenstance essay) pointed out that events in life and work often result in uncertainty for individuals. Happenstance provides a foundation for practitioners to help clients navigate the unplanned and uncertain events taking appropriate action along the way rather than making a single career decision. Future US articles will explore how that movement helps clarify our professional identity.

Who is Martha Russell?

I embrace our work as career development professionals and the role of Career Development and all its complexities. I look forward to our future as our professional identity continues to grow and change. My own is a story of growing and coping with change. My career began by helping adults find work. The emphasis was on employment — matching job seekers with employers. My yearning to empower individuals to make their own informed choices led to a graduate degree in Career Counseling. Additional courses in organization development from the school of business helped me link the counseling and training roles in a meaningful way. Completing my master's degree was a milestone because I was already in my midlife and after having jobs for many years, I now had a career. My work quickly expanded to helping companies train employees to develop skills and manage careers, and then moved onto the focus of downsizing/redundancy, realignment and reshaping the social contract between employer and employee. I next found work in international opportunities and government contracts. Finding organizations that valued the role of development and individual empowerment meant my own career blossomed through two decades of practice.

Now I desire to reframe my work role while continuing to embrace our profession. As Career Development is defined by life roles across the life span, and how we live our later years is changing, we as a profession must embrace that change. As the Country Director of the US, I look forward to sharing information from my perspective as we honor the role Career Development plays in individual lives at every stage.

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