



# Embracing Lifelong Career Development 2022 APCDA/IAEVG Conference

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People and Career Development  
Association

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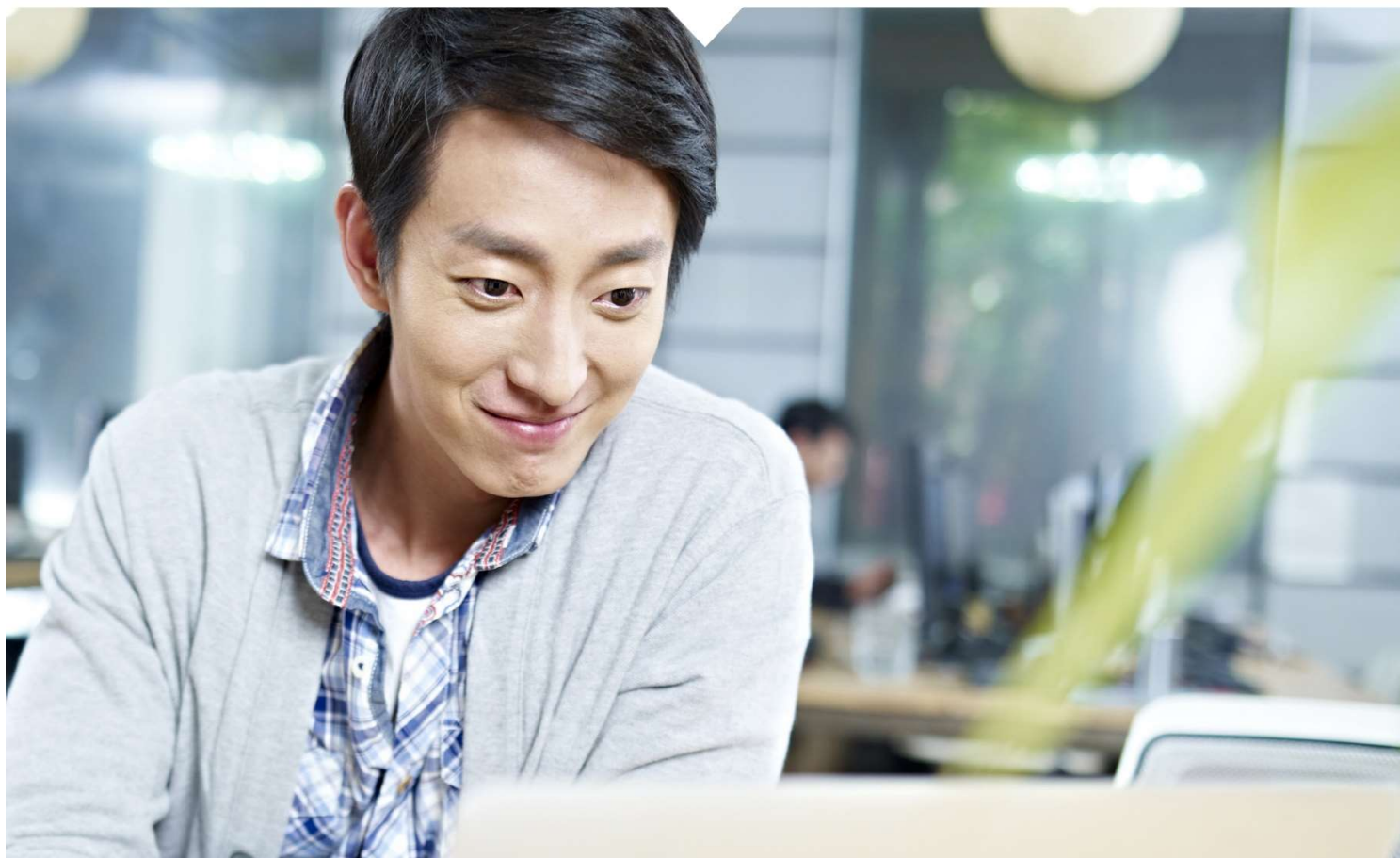


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## **COLLEGE & CAREER** READINESS SOLUTIONS



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———— Friday, May 20th at 9:00 am (SGT) ————

**“Adaptations of Kuder Career Assessments in Asia”**

———— Wednesday, May 25th at 1:00 pm (SGT) ————

**“Applications of Korean Atlas for the Corporate Population in Korea”**

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## About APCDA

**Vision:** APCDA is a forum for sharing career development ideas and practices in the Asia Pacific region and engaging the world about these insights.

### Mission:

- To promote collaboration among career practitioners throughout the Asia Pacific region
- To inspire existing and potential career practitioners to deliver theory-based and research-driven career development services
- To promote research in the field of career development
- To advocate for workforce policies and practices that foster inclusion and access to decent work for all

### Activities:

- Organize conferences, workshops, and professional training events to facilitate learning by career development professionals
- Organize networking events so that career development professionals can develop relationships to better share ideas and professional projects
- Publish educational articles describing the work of various practitioners in the Asia Pacific region so that others may learn from these practices
- Identify exemplary practices in the Asia Pacific region to facilitate development of services in the area
- Encourage the development of theories that adequately describe Asian career development

**Save the Date!**  
2023 APCDA Conference  
Nur-Sultan, Kazakhstan  
May 17 – 28, 2023

### History





Dr Hsuei-Ling Peng, Dr Yao-Ting Sung, Soonhoon Ahn, and Dr Hsuei-Lan (Shelley) Tien

In December 2009, Soonhoon Ahn visited Dr Yao-Ting Sung, and Dr Shelley Tien at the National Taiwan Normal University. They discussed the concept of creating an Asian-Pacific Career Development Association and agreed that such an organization would fill an important need. At the 2010 NCTA Conference, 24 NCTA members met to form this association, including Cheri Butler who was then President of NCTA. At NCTA in San Antonio in 2011, another organizational meeting was held and selected the name Asia Pacific Career Development Association with a 2-tier organization that has organizational members and individual members.

At NCTA in Atlanta in 2012, the bylaws were adopted and officers and committee chairs were elected. APCDA was incorporated as a non-profit corporation and began to clarify its structure and build a team to work on its projects. In April, 2013 APCDA held its inaugural conference in Seoul. Subsequent conferences were held in Hawaii, Japan, Taiwan, Philippines, China, and Vietnam. It now has 22 Country/Area Representatives and 315 active members.

The following countries are considered to be part of our service area: **Australia, Azerbaijan, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, Canada, China** (including **Hong Kong** and **Macau**), Cook Islands, Fiji, **India, Indonesia, Japan, Kazakhstan, Kiribati, Korea, Laos, Malaysia, Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar, Nauru, Nepal, New Zealand, Pakistan, Palau, Papua New Guinea, Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Taiwan, Thailand, Timor-Leste, Tonga, Tuvalu, USA**(including **Guam**), Vanuatu, and **Vietnam**. Countries/Areas currently represented on our Country Council are shown in bold.

# Monday, May 16

Time	Session	Description
9:00 am	101a	<p><b>Orientation to the Conference &amp; Website</b> by <i>Marilyn Maze and Grace Koamesah</i></p> <div data-bbox="449 317 631 533"></div> <p><b>Marilyn Maze</b>, Ph.D., APCDA Financial Administrator, has organized the annual APCDA Conference since its inception, conducted numerous research projects on significant labor market and career counseling issues, and presented at international conferences. Marilyn is a Fellow of the National Career Development Association and received NCDCA's President's Award and the NCDCA Credentialing Commission Service Award in 2016. She received the Lifetime Achievement Award from the Maryland Career Development Association in 2010. Dr. Maze formerly developed the ACT Profile (previously called DISCOVER).</p> <p><b>Grace Koamesah</b> is an undergraduate psychology student in Universitas Ciputra Surabaya, Indonesia. She is currently an intern in APCDA with the responsibility to help coordinate the 2022 Virtual APCDA/IAEVG Conference. Some of her work experiences are as a teaching assistant in Quantitative Research Methodology as well as Marriage and Family Psychology in Universitas Ciputra Surabaya. In 2019, she was a psychologist assistant who helped in the process of both cognitive and personality assessments in Universitas Ciputra Psychological Services Center (UCPSC). Grace has an interest in exploring clinical psychology and career development through research and practices around the world.</p> <div data-bbox="1279 653 1490 869"></div>

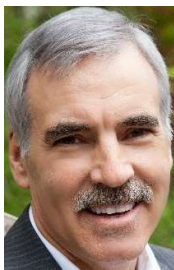


**Sing Chee Wong** is a Career Consultant and Trainer with more than 30 years of experience in career coaching, counselling and training. She is an accredited trainer for career development and has also qualified for NCDA's "Certified Master of Career Services". In 2020, Sing Chee was awarded the "Lifetime Achievement award" by APCDA, and acknowledged as the "International Career Practitioner of the Year" (2021) by NCDA. She is the Founding President of Singapore's "People and Career Development Association," which aims to develop career practitioners and those interested in career development.

10:00 am 111

**Why and How Purpose Comes Before Career** by *Dr. Ken Keis*

In spite of the countless career development programs and offerings, 87% of the population are disengaged at work. Based on Ken's new book *The Quest For Purpose How to Find It and Live It!*, this high energy workshop walks participants through the Quest process, a unique systems that helps people discover their life purpose and teaches them to help others do the same. While challenging some of the status quo in career development.



**Ken Keis, PhD**, President and CEO of Consulting Resource Group International Inc. (CRG), is a global authority on personal style (personality) and behavioral assessment strategies, and an expert in leadership, purpose, and wellness. He has authored over 500 articles, 4 books, and a dozen assessments to help others realize their full potential. In the past 33 years, Ken has conducted more than 3,000 presentations and 10,000 hours of coaching and consulting. Dr. Keis is also host of the top-rated podcast *Secrets of Success™* with Dr. Ken Keis. His most recent books include, *Why Aren't You More Like Me?*, *Deliberate Leadership* and *The Quest For Purpose*.

10:00 am 112

**Ethical Practice in the Gig Economy** by *Donnalee Bell and Dr. Deirdre Pickerell*

With factors such as globalization, digitization, and an aging workforce, traditional jobs are disappearing or being redesigned while new jobs continue to emerge. Concurrently, temporary contracts, self-employment, and freelance or "gig" work, is on the rise and saw a surge of workers as they tried to cope with the disruption caused by the COVID-19 pandemic. For some work in the gig economy creates opportunity for strong earnings and increased work-life balance; for others gig work is precarious and lacks the most basic employment protections. Join this session to discuss strategies to ethically support clients in the gig economy.



**Donnalee Bell**, Managing Director of the Canadian Career Development Foundation, has led a wide range of PanCanadian, provincial and territorial career and labour force development initiatives. She has worked with sector councils and employers to build career awareness, recruitment, retention and skill development strategies. She has developed career transitions, skill development and career service policy frameworks for governments and intergovernmental bodies, notably the Council of Ministers of

Education, Canada's Reference Framework for Successful Student Transitions. She co-authored, *In Motion and Momentum+*, an evidence-based transformative pre-employability program targeting vulnerable populations and those living in poverty.

**Dr. Deirdre Pickerell** brings close to 30 years' experience as a career development specialist, human resource professional, and adult educator. Deirdre led Team Canada at the 7<sup>th</sup> International Symposium on Career Development and Public Policy, is co-developer of the Career Engagement model, and built a successful career in the gig economy long before it was called the gig economy. She's been honoured with the Stu Conger Award for Leadership in Career



Development and Career Counselling and BC Human Resources Management Association's Award of Excellence.

10:00 am 113

**Four-Step Career Development Model for Working with Clients with Disabilities** by *Dr. Tina Ancil Peterman, Aaron Leson*

The focus on this session is on a career counseling process that promote hope and meaningful transitions for adults with disabilities. Participants will learn the four steps of effective career development with a person with a disability: Understanding the Story; Assessing the Needs; Collaborative Planning; and Job Placement and Retention. These interventions are designed to empower individuals with chronic illness or disability to engage in the career development process to achieve their goals.



**Dr. Tina Ancil Peterman**, Professor of Rehabilitation Counseling at Portland State University, is a nationally Certified Rehabilitation Counselor, a Certified Career Counselor Educator, and a Licensed Professional Counselor. She earned her PhD in Rehabilitation Psychology at the University of Wisconsin-Madison and has been in the field of Rehabilitation Counseling for over 25 years. She maintains a private practice where she provides career counseling to individuals with disabilities and offers clinical

supervision to career counselors. She has numerous publications related to career counseling and people with disabilities and served on the editorial board of Career Development Quarterly for eight years.

**Aaron Leson**, a Master Trainer for the National Career Development Association, has provided professional development and training to thousands of individuals in numerous industries. His many credentials, including his Master of Business Administration, Business Services Professional certification, Certification as Facilitator/Auditor of High-Performance Career Development, and Global Career Development Facilitator Instructor credential, provide him with the ability to create well-crafted, experience laded messages that inspire positive growth within individuals and offer guidance and direction for organizations.



10:00 am 114a

**Career Development Needs of Chinese International Students in U.S. Graduate Schools of Education** by *Xi Zhang*

COVID-19 threw the career plans of many Chinese international students into chaos. Based on the results of a needs assessment, this presentation will provide insight into how factors like COVID-19, travel bans, and racial discrimination affected the career development of Chinese international students in the U.S. The presenter will discuss needs for career services for Chinese international students and the gap between those needs and services. This will raise awareness among career service practitioners for developing multicultural competencies and knowledge around immigration status necessary to better serve Chinese international students.



**Xi 'Justin' Zhang**, CCSP, CSCDA, GCDF, BCC, spent 4 years full-time offering career counseling for Chinese students. He is currently a M.Ed. candidate in human development counseling with a dual track in school counseling and clinical mental health counseling and Research Chair of the Peabody Chinese Student Organization. Mr. Zhang is also a Certified Career Advisor by IACA International Association of Career Advisors and has MBTI Step I, and Step II Certification in the Strong Interest Inventory Certification.

10:25 am 114b

**The Effects of Contextual and Personal Factors on Career Decision Self-Efficacy for Asian International Students** by *Hongshan Shao*

This session will review the literature on the career development of Asian international students including Asian values, hope, human agency, acculturation, and career



theories. This study focuses on exploring family influence on career decision-making for Asian international students, along with hope as a mediator, acculturation, and human agency as moderators through a quantitative method. It aimed to provide evidence-based support to counselor educators, students, and practitioners.



**Hongshan Shao** is a doctoral candidate in the Counselor Education and Supervision Program of the Pennsylvania State University. She received her master's degree in Clinical Mental Health Counseling in 2019 from the University of Missouri - St. Louis. Her research interests include career counseling and development with international students/Asian population, cross-cultural training, counseling, and supervision.

10:50 am

### Tea Break & Networking

11:00 am 121

### **Metrics Matter when Building a Sustainable Career Development Sector** by Sareena Hopkins, Lynn Bezanson, and Dr. Deirdre Pickerell

Building a sustainable career development sector requires a strong foundation in career development theory and practice, supported by data demonstrating the impact of services on outcomes for clients and communities. For decades the sector has struggled to define meaningful metrics. Too often, the data collected does not capture the full impact of career services and is not available to the practitioners who need to understand how their work is having lasting impacts. Join a team of Canadian researchers as they share their most recent research, explore promising approaches, and discuss strategies to make sure your metrics matter.



As Executive Director of the Canadian Career Development Foundation (CCDF), **Sareena Hopkins** works in Canada and internationally to strengthen the reach and impact of career development. With her team at CCDF, she moves from ideas to action in areas of public policy, research and development, capacity building and advocacy. Ms. Hopkins is on the Board of the International Centre for Career Development and Public Policy and led Team Canada at the most recent International Symposium on Career Development and

Public Policy in Norway. In 2014, Ms. Hopkins was awarded the International Gold Medal for Leadership in Career Development.

**Lynne Bezanson** is Executive Director Emerita of CCDF. Within Canada, her contributions are in research, policy development, and professional training and advocacy for career development programs and services across the lifespan. Internationally, she is a founding member of the International Centre for Career Development and Public Policy and has been a key organizer of, to date, nine International Symposia on Career Development and Public Policy. She is the proud recipient of the Public Service Award of Excellence and the Stu Conger Gold Medal and Diamond Pin for Leadership in Career Development.



**Dr. Deirdre Pickerell** is described above.

11:00 am 122

### **Making Career Choices is Hard; Mindfulness Makes it Easier** by Kate Rizzi and Alexandra Rizzi

In today's unpredictable job market, the focus on external factors such as resume scanners, LinkedIn tips, and interview prep are all helpful; however, the internal component is often overlooked. In order to maximize their effectiveness, career facilitators must also be able to offer clients inward-facing tools to guide them through the overload of outward oriented information. In this presentation, participants will learn several mindfulness techniques, along with their benefits. Tips for how to apply them in the context of career facilitation will be given. Optimized for people with open minds and working lungs.



**Kate Rizzi, MA, CCSP**, began her professional career as an executive coach and business consultant. When it was time to raise a family, she moved into the classroom where she used her motivational skills to encourage her students. After 18 years of teaching, she has returned to the work of helping clients discover their most creative, generous and inspiring selves.

**Alexandra Rizzi** is a Certified Career Services Provider through the NCDCA, as well as a Certified Hypnotherapist and Certified Career Coach. She believes that we all deserve to do soul-aligned work and utilizes a combination of tools to help her clients uncover and step into that for themselves. She has a background in international education, training, and development, as well as a life-long mindfulness and meditation practice.



11:00 am 123

**Client Engagement in the Times of Uncertainty** by Mark Danaher

Are you looking for ways to engage your clients from appointment to appointment in these uncertain times? Not sure if it works? Come to learn the research and a variety of different ideas, exercises, and videos to engage your clients beyond your office walls and walk away with a resource guide of ideas.



**Mark Danaher** is the founder of Careers by Design ([www.markdanaher.com](http://www.markdanaher.com)). He helps professionals make a career change to work they will love. Mr. Danaher has been an award-winning career counselor and coach for over 28 years, helping professionals connect the dots to reduce stress, regain balance, and thrive in their life and career. Through his private coaching practice, Mark presents workshops and training for career professionals, universities, businesses, and organizations throughout the United States. He has a passion to for helping people reinvent themselves to be ready for their next adventure.

11:00 am 124a

**Case for Career Consultants to Improve Their Counseling of Foreign Employees in Japanese Companies** by *Dr. Kenta Koyama*

Foreign employees in Japanese companies have been increasing in recent years. Career Consultants who are certified by the Japanese government are expected to play a key role in supporting the career development of foreign employees. Most Japanese Career Consultants lack experience in counseling foreigners. Therefore, I recently studied cases of career counseling for foreign employees and developed educational cases for Career Consultants so that they can learn how to support foreigners in Japanese companies. In my presentation, I will share the background, the purpose, and the key points of the educational cases I developed.



**Dr. Kenta Koyama**, Associate Professor of Organizational Psychology and Career Psychology, earned a Ph.D from Keio University, one of the higher ranking universities in Japan. He teaches at Keio University and Sophia University. He received a research award (Shourei-shou) from the Japanese Academy of Human Resource Development. He has served as a committee member for several governmental projects related to foreign workers in Japanese companies. He holds a 2nd grade Certified Skilled Professional of Career Consulting and is registered as a Career Consultant (National Qualification). He is also a MBTI Qualified User (Japan-APT member).

11:25 am 124b

**Making the Case for Hiring International Students: Employer Perspectives** by *Dr. Nancy Arthur and Dr. Jon Woodend*



International students often pursue international education as a way to increase their employment prospects and advance their career development. Pathways to employment in their field of study are contingent on influences such as their preparation and cultural knowledge of local job search strategies, labour market conditions, immigration policies, and the receptivity of employers. In this presentation, we will emphasize the under-considered perspectives of employers in a Canadian context who have hired international students and what they perceive to be advantages of tapping into this highly skilled and diverse pool of talent.



**Dr Jon Woodend** is an Assistant Professor in Counselling Psychology at the University of Victoria in Canada. Jon's research focuses on international career transitions. Specifically, Jon has worked with international students to understand their university to work transition, their accompanying partners to facilitate their access to supports, and skilled immigrant worker to predict their job satisfaction. Jon is also an Adjunct Lecturer in the College of Business, Law and Governance at JCU in Australia, and a Registered Provisional Psychologist in Alberta, Canada.

**Professor Nancy Arthur**, Dean of Research for UniSA Business at the University of South Australia and Professor Emeritus at the University of Calgary, Canada, focuses her research on Culture-Infused Career Counselling, diversity and social justice in professional practice, and the transition experiences of international students and workers. Prof. Arthur is a Registered Psychologist (AB Canada), an elected Fellow of the Canadian Psychological Association, and former Vice-President of IAEVG. Her contributions to theory-practice connections include *Counseling in Context: Identities and Social Justice* (Springer), *Contemporary Theories of Career Development: International Perspectives* (Routledge), and *Career Theories and Models at Work: Ideas for Practice* (CERIC).



11:50 am

**Tea Break & Networking**

12:00 pm 131

**A Romanian School Counsellor Guide on Social and Emotional Learning (SEL) and Career Development** by *Dr. Angela Andrei*

This presentation describes a Romanian guide for school counsellors, developed in 2020 by a team of researchers and practitioners. It contains 132 programmes and activities, designed and implemented in schools by Romanian school counsellors with the aim to support the students from elementary, middle, high and vocational schools, during the pandemic.



**Dr. Angela Andrei** is a University Lecturer, PhD and a Senior Researcher in career guidance and school counselling, a former Fulbright Scholar at Boston University on career development. For more than 25 years, she has been engaged nationally in coordinating the elaboration of school curricula of Counseling and guidance, coordination of publications and guides for school counselors and teachers and she has been involved internationally in contributing to European networks (ELGPN, Euroguidance, CareersNet) and to international studies in career guidance, coordinated by the European Training Foundation, Cedefop, International Labour Organisation, World Bank.

12:00 pm 132

**Career Development Micro-Credential for In-Service & Pre-Service Educators** by *Michael Huston, Dr. Dave Redekopp, Dr. Lorraine Godden, Dr. Roberta Borgen, and Dr. William Borgen*

Although K-12 teachers facilitate career curricula, they are often ill prepared to do so. A team of Canadian career development leaders designed a series aimed at strengthening educators' understanding of career development, reinforcing the

importance of career development for students, and presenting strategies for integrating career development within the classroom. Join developers as they introduce this micro-credential series comprising three modules (Fundamentals of Career Development, Career Development and Mental Health Connections, and Teaching Career Curricula in Canadian Schools), review the pilot, and discuss next steps.



**Michael Huston** is a counsellor with Mount Royal University in Calgary, Alberta, Canada. His work and research focus on career development with specific interest in counsellor training, career intervention strategies and outcomes, and career development as mental health intervention.

**Dr. Dave Redekopp** has been in the career development field as a consultant, facilitator, researcher, program developer, product developer, trainer and speaker since 1988. A winner of provincial and national awards in career development, his work has addressed a wide range of issues from the needs of at-risk youth to incorporating career development into recruitment/selection processes to connections between career development and mental health. Dr. Redekopp holds PhD and Master's degrees in Educational Psychology from the University of Alberta, and Bachelor of Education and Arts (Honours) degrees from the University of Winnipeg.



**Dr. Lorraine Godden** is an Instructor II at Carleton University where she teaches career development, employability, and career management skills courses in the Faculty of Public Affairs. Her research is rooted in understanding how educators interpret policy and curriculum to make sense of career development and employability, work-integrated learning, adult education, school-to-work transition, and other educational multidisciplinary and public policies.



**Dr. William Borgen**, Professor, Counselling Psychology at the University of British Columbia, has extensive experience researching and developing life transitions and career development programs. His work has been adapted for Bhutan, Denmark, Finland, Hungary and Sweden. Recently he has investigated the experience of people whose work has been affected by change, and those successfully transitioning to retirement.



**Dr. Roberta Borgen (Neault)**, PhD, President of Life Strategies Ltd., Adjunct Professor at the University of British Columbia, and Project Director for the Canadian Career Development Foundation (CCDF), is co-developer of the Career Engagement model and has extensive experience as an educator and counsellor supporting individuals and organizations with transitions, engagement, and strategies to maximize their success.



12:00 pm 133

**Learning to Become Prophets of Realistic Optimism** by Dr. Brian Schwartz and Allan Gatenby

Those who have fared best during the pandemic are those who have actively engaged in innovative practice, who have creatively sought solutions, embraced learning and adapted to the changing conditions. Expanding self-knowledge was their starting point and has become the foundation of their success. Investigating opportunities, enhancing collaboration and constructing partnerships enable greater agility and flexibility. Learning, in its purest form, was the score of success. Those in our profession who have embraced new thinking have become the prophets of realistic

optimism (hope) and act with authenticity and credibility enabling learning from the inside.



**Dr. Brian Schwartz**, thought leader and creative genius. Creator of CareerDNA. Avid reader and provocative and challenging thinker. Over 40 years of professional practice. The last 12 years living and practicing in China. Country representative for south China for APCDA. Entrepreneurial and refreshing as a career and talent development professional.

**Allan Gatenby** is a private practitioner with a long and extraordinarily successful career in educational leadership, career development and life-design coaching. Post graduate qualifications in leadership and change. He is currently Chairman, Board of Governors ICCL, and Director of APCDA, ACPI and SuccessDNA. current projects include developing a life-design coaching training program and Women returning to work project.



12:00 pm 134a

**Dispositional Employability and Career Adaptability of University Students** by *Dr. Peter McIlveen and Dr. Jason Brown*

Dispositional employability is a psychosocial process that facilitates proactive career self-management behaviours. Students at a university in Australia completed an online survey containing measures of dispositional employability, career adaptability, job search self-efficacy, and career identity. Using hierarchical and multinomial regression analyses, our study found that dispositional employability was significantly related to career adaptability, job search self-efficacy, and career identity. Our findings demonstrate the importance of resilience, motivation and optimism to support university students' transition from study to employment.



**Dr. Peter McIlveen**, PhD, leads USQ's ACCELL (the Australian Collaboratory for Career, Employability, and Learning for Living), which is a multidisciplinary research team with a focus on employability and career development, particularly in essential occupations and rural Australia. Peter is a member of the Australian Psychological Society's College of Counselling Psychologists and a Fellow of the Career Development Association of Australia. He serves on the editorial boards of the *Journal of Vocational Behavior*, *Journal of Career Assessment*, and *The Career Development Quarterly*. Peter's teaching is focused on career development courses within on postgraduate programs offered by USQ's School of Education, and supervision of doctoral candidates.

**Dr. Jason Brown**, Head of Product and Services at Career Ahead, a career management company based in Melbourne, Australia, recently completed his PhD at the University of Southern Queensland, where his research examined the psychosocial factors that contribute to graduate employability. As a career development practitioner and leader in universities, community organisations, and private companies, Jason has made significant contributions to the design and delivery of careers and employability services for over 20 years. These contributions have been recognised through receipt of several leadership and teaching awards.



12:25 pm 134b

**Validation and Reliability of Protean and Boundaryless Career Attitudes Scale for Undergraduate Students in Indonesia** by *Dr. William Gunawan and Verent Virginia*

Protean and Boundaryless career attitudes evolve into the orientation toward a new career that represents the capacity and ability of individuals to act independently in career development. This career attitude is centered on agency, individualism, and opportunities which may differ within the Indonesian context. This study aims to test



the validity and reliability of the protean and boundaryless career attitudes scale to identify whether the Indonesian version of the instrument is valid and reliable. Data collection was carried out on a sample of undergraduate students in Indonesia. This study examined the construct validity and internal consistency reliability.



**Dr. William Gunawan, S.Psi., M.Min., M.Si., Ph.D** is a counselor, assistant professor at Krida Wacana Christian University, Indonesia Country Representative for APCDA, Chairman of UKRIDA CCDA, and a researcher.

**Verent Virginia** is a final semester student at the psychology faculty in Indonesia. This is her first opportunity to do a research presentation.



12:50 pm

### **BYOF\* Lunch Break, Discussion Topics, and Meetings**

1:00 pm

141

#### **Structured Networking Discussion Topic: How can advocacy address social and systemic barriers that impede people's career development? With Dr. Nancy Arthur**

During each BYOF (Bring Your Own Food) period, there will be at least one Structured Networking Discussion. There are 3 goals for these discussions:

1. To facilitate networking in a virtual environment.
2. To share insights with other attendees about this hot topic.
3. To help you to clarify your thinking about this topic.

Each discussion will be 50 minutes in length. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will definitely need to turn your microphone on, and we ask that your video be On (but we don't require it). If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.

**Dr. Nancy Arthur** is described above.

1:00 pm

142

#### **APCDA Research Committee Meeting with Dr. Poh Li Lau and Dr. Hsiu-Lan Shelley Tien**

The Research Committee is responsible for facilitating cooperation on research projects among APCDA members. It can identify qualified members to provide advice on conducting the research and on getting the results published. Come to this meeting to discuss your ideas for research projects and find collaborators interested in the same topics.



**Poh Li Lau, PhD**, is an Associate Professor in Department of Educational Psychology and Counseling, Faculty of Education at University of Malaya. She received her BA and PhD in Counseling from the University of Malaya, Malaysia. She completed a 2-year post-doctoral scholarship in Counseling Psychology at Indiana University Bloomington. Her research interests include career counseling, positive psychology, resilience and well-being, cross-cultural, online counselling and creativity in counseling. She is

responsible for teaching and learning in undergrad and postgrad counseling program. She is also a registered counselor in Malaysia.

**Hsiu-Lan Shelley Tien**, PhD, Professor in the Department of Educational Psychology and Counseling at the National Taiwan Normal University, earned her doctorate at the University of Iowa and was a Fulbright scholar at the University of Maryland. She has served as Director of the Department of Educational Psychology and Counseling, Director of the Counseling Center, and Vice director of Student Personnel Services at the National Taiwan Normal University. She has served as president of Taiwan Career Development and Consultation Association, the Taipei Counseling Psychologist Association, and the Asia Pacific Career Development Association. From the National Career Development Association she has earned the awards of International Career Practitioner and Fellow.



1:00 pm 143

**APCDA Program Committee Meeting** with *Dr. Elisabeth Montgomery and Sini Parampota*

Program Committee is responsible for planning and executing professional development webinars activities for members of APCDA. Members will identify topics that are important to the membership, arrange for the speakers, and introduce them during the webinar. Join this committee to assure that APCDA offers the webinars you want to hear.



Since 2014, **Dr. Elisabeth Montgomery** developed and implemented international programs in the K-12 public school system and implemented career development education programs in keeping with school reform goals. Nanshan district is Shenzhen's free trade economic zone of China and currently serves over 230,000 students, and 25,000 teachers. As a specialist in English Language Learning programs grades K-12, she also implemented Great Books/Shared Inquiry Discussion classroom programs throughout the district English departments, training over one thousand teachers.

**Sini Parampota** is a global citizen with more than 20 years of diverse experience. As a career development expert and a Diversity, Equity & Inclusion advocate, she works on untapping career guidance potentials to improve the transition of People with Disabilities into Labor Market systems, create more opportunities to grow their skills, make informed choices about their professional future and encourage employers to create inclusive workplaces. Her latest research focused on the impact of infertility on women leaders' career aspirations.



1:00 pm 144

**Singapore Tour** by *Samantha Ng*

Enjoy this 20 minute tour of Singapore created just for our conference by video blogger and Singaporean Samantha Ng.

2:00 pm 151

**Remote Opportunities: Setting the Stage for Gen Z** by *Ashique Rafi*

The recent Pandemic has shifted the paradigm in the future of work. Remote work will continue an accelerated upward trajectory as 70% of the workforce is expected to work remotely at least five days a month by 2025. Firms, as well as recruiting managers, must think strategically about how to engage Gen Z using strategic approaches while also building a collaborative and inclusive atmosphere for the workforce. We will discuss virtual internships, types of remote organizations, and engagement strategies while working with Gen Z and present the results of a focus group interview and survey of students who have engaged in a remote capacity. Interestingly, the survey shows that more than 90% are satisfied with their experiences.



**Ashique Rafi**, Graduate Career Advisor at NYU Abu Dhabi Career Development Center, spearheads the development of CDC's graduate student services that includes career education and professional development programming, services, and resources for graduate students (MS/Ph.D.) and Postdoctoral Fellows. Prior to this role, he served as an Employer Services Specialist in the CDC, whereby he fostered many key relationships with employers regionally and globally.

Currently, he is pursuing doctoral study (DBA) at the University of Northampton and his intended research work is focused on employee motivation and retention.

2:00 pm 152

**Career Support Program for Single Women in the "Employment Ice Age Generation" in Japan** by *Nobuko (Hana) Hasegawa and Madoka Kobayashi*

Have you ever heard about the "Employment Ice Age Generation"? People born between 1971 and 1986 are called the "Employment Ice Age Generation" in Japan because they have few opportunities for stable employment. From 2020, using the government budget, the Yokohama City Women's Center started a program supporting non-regularly employed single women in the Employment Ice Age Generation. We built an experienced professional career counselors' team for the program and collaborated with the center. This presentation will share the role of the career counselors' team, the program's achievements, challenge



**Hana Nobuko Hasegawa** is the CEO at C-mind Ltd. She started C-mind in 2003 to support people who have career issues. She is a 1st grade certified skilled professional of career consulting and Master of Psychology. She has a passion for helping women's career development and has more than 18 years of experience in women's career support. She is also a certified supervisor and engages in the training of career consultants.

**Madoka Kobayashi** is a career counselor at C-mind Ltd. She started her first career at an IT consulting company and worked as an HR and IT consultant for 12 years and changed her career to a counselor utilizing her experience as an HR staff. She experienced the counseling cases for handicapped people in job assistant business for 5 years and also engaged in human resource and career development of staff there for 8 years. Now she continues career counseling, especially for working people, and also provides supervision for career consultants as 1st grade certified skilled professional of career consulting.



2:00 pm 153

**A Deep Dive into Career Engagement Across the Life Span** by *Dr. Deirdre Pickerell, Dr. Roberta Borgen (Neault)*

Within our increasingly complex and interconnected world, career supports need to integrate work, life, and learning. Today's career challenges, including post-pandemic recovery, require Career Development Professionals (CDPs) to be responsive to shifts in challenge and capacity, whether internal or external, across the lifespan and life roles. Join co-authors, Drs. Roberta Borgen (Neault) and Deirdre Pickerell, as they take a deep dive into their Career Engagement model and discuss how to support engagement across the lifespan and life roles.

**Dr. Deirdre Pickerell and Dr. Roberta Borgen** are described above.

2:00 pm 154

**A Systemic, Qualitative Exploration of Career Adaptability among Young People with Refugee Backgrounds** by *Dr. Marilyn Campbell, Dr. Peyman Abkhezr, and Dr. Mary McMahon*

After resettlement, the career development of young people with refugee backgrounds can be challenging. Career adaptability is vital for successful career



transitions. To date, quantitative career assessment instruments have been developed to measure career adaptability. However, cultural and contextual sensitivities suggest the need to assess career adaptability qualitatively and systemically. This systemic, qualitative research provides a glimpse into five young people with refugee backgrounds' career development in complex, everchanging personal, social, geographic, and socio-political systems of influence and reveals how career adaptability was manifested through their migration journeys.



**Dr. Marilyn Campbell** is a professor at the Queensland University of Technology preparing psychologists and school counsellors in the Masters of Education program. Previous to this Marilyn supervised school counsellors and has worked in infants, primary and secondary schools as a teacher, teacher-librarian and school counsellor. Her main clinical and research interests are the prevention and intervention of anxiety disorders in young people and the effects of bullying, especially cyberbullying in schools. She is the author of the Worrybusters series of books for anxious children.

**Dr. Peyman Abkhezr**, is a Lecturer at Griffith University, School of Applied Psychology. As part of his own migratory experiences in four different countries, he worked as a mental health counsellor for asylum seekers in Malaysia, and a career counsellor for university students in Malaysia and Australia. Passionate about a social justice approach to career development and consistent with the International Labour Organisation's decent work agenda, Dr. Abkhezr's research focuses on migrants' post-migration career development and their work complexities, and highlights how career development and vocational psychology research could inform context-sensitive career practices, as well as employment policy, to support migrants' integration.



**Dr. Mary McMahon**, an Honorary Associate Professor at The University of Queensland, School of Education, is a developer and co-author of the Systems Theory Framework of career development. She researches and publishes on career development across the lifespan, narrative and systems approaches to career counselling, and qualitative career assessment. Dr. McMahon received the 2020 European Society for Vocational Designing and Career Counseling award for distinguished contributions to vocational designing and career counselling and the 2021 Lifetime Achievement Award from the Asia Pacific Career Development Association. Dr. McMahon is an IAEVG Board Member.



2:50 pm

**Tea Break & Networking**

3:00 PM 161

**Sustainability and Career Development: Implications for Career Practitioners** by Dr. Mary McMahon, Lizzie Knight,

Sustainability has become a focus of attention in many contemporary contexts including career development as a result of concerns internationally about rising inequality and poverty globally, entrenched gender inequality, economic growth, and environmental issues related to climate change. The learning outcomes from this workshop will be: a) enhanced understanding of the UN Sustainable Development Goals and their relationship to social justice; b) greater awareness of the relationship between career development and socio-political factors related to sustainability; and c) suggestions for integrating sustainability and career practice.

**Dr. Mary McMahon** is described above.



**Lizzie Knight** has been a professional careers counsellor for 10 years. She worked for the Ministerial Company Education Services Australia (ESA) as the subject matter expert on the MyFuture website (external link) between 2015 and 2020, and has trained career counsellors and teachers in every state and territory in Australia. She acts as the research advisor for the Career Industry Council of Australia and sits on the executive of the Australian Vocational Education Research Association. Her research areas include provision of career information; higher vocational education; transitions to tertiary education and the nature of graduate employment and employability.

3:00 PM 162 **The Development and Validation of the Career Vision Inventory in Chinese Culture** by *Hsiu-Lan Shelley Tien*

We developed the Career Vision Inventory based on the results of interview with 32 young adults. The final version included 5 sub-scales: negative future, positive future, positive beliefs, occupational information, and stress from the family, totally 29 items. The Cronbach's  $\alpha$  coefficients ranged from .66 to .94. The test-retest reliability coefficients ranged from .58 to .85. As far as the validity, the confirmatory factor analysis of the inventory showed high adaption, composite reliability coefficient of .60, and average variance extracted coefficient of .5, indicating that the model had good construct reliability and convergent validity.

**Dr. Hsiu-Lan Shelley Tien** is described above.

3:00 pm 163 **The Career Development Experience of Azerbaijan** by *Toghrul Alakbarov*

In this presentation, you will get comprehensive information about the experience of the Azerbaijan Republic in the career development field. The Republic of Azerbaijan gained independence in 1991. Starting in 1991, the State Employment Promotion Fund was established to ensure employment and eliminate unemployment. Since 2020, the State Employment Service has implemented various career planning development projects. This presentation will include a short history, current situation, and planning jobs.



**Toghrul Alakbarov** is an experienced personal development trainer, coach and mentor. Mr. Alakbarov is currently Head of Career Guidance Sector at State Employment Service of Azerbaijan. As a Fulbright scholar, he did his master's degree in the field of Workforce Education and Development at Bowling Green State University. Moreover, he got a professional ICF certified coaching education from Adler International Learning. Mr. Alakbarov is passionate about human capacity development and for the last 10 years he has been engaged in plenty of educational, social and community building initiatives throughout Azerbaijan.

3:00 pm 164a **Work Orientations of Students and Employed Adults: Associations with Academic and Career Factors** by *Dr. Yuliya Lipshits-Brazilier, Tirza Willne and Dr. Itamar Gati*

We examined the associations of five work orientations with career and academic factors in a longitudinal design with 206 college graduates. We found that the factors affecting the choice of major and academic outcomes predicted work orientations five years later. Among 315 employees, four work orientations explained 34% of the variance in job satisfaction beyond the 13% explained by career anchors. Calling and job orientations characterized unique RIASEC environments among 480 employees: Greater calling characterized workers in a Social environment, and greater job orientation characterized those in a Conventional environment.



**Dr. Yuliya Lipshits-Brazil**, PhD, is a lecturer in the educational counseling department at the Seymour Fox School of Education, the Hebrew University of Jerusalem. She earned her PhD in career counseling at the Hebrew University of Jerusalem. She was postdoctoral fellow at the University of Padova, Italy. Her main areas of research include aspects of educational and career counseling in multicultural societies, focusing on (a) coping strategies, coping efficacy, work meaning; (b) the school-to-work transition; and (c) online help seeking among adolescents. In her free time, Yuliya enjoys reading, cooking, and spending time with her three children.

**Tirza Willner** is a PhD candidate in the Seymour Fox School of Education at the Hebrew University of Jerusalem. She is a Fellow of the Azrieli foundation. She completed both her BA Psychology and MA in Social Psychology and Conflict Resolution in the Hebrew University of Jerusalem. She is an active participant in the ECADOC program for PHD students of the European society for Vocational Designing and Career Counseling. Her research areas focus on career development, including work meaning, career transition, higher education orientations, as well as gender issues in career development.



**Dr. Itamar Gati**, PhD, is the Samuel and Esther Melton Professor (Emeritus) in psychology and education at the Hebrew University of Jerusalem. He is a Fellow of Divisions 17 and 52 of the American Psychological Association, and a recipient of the Eminent Career Award from NCDA. His core interest is studying career decision-making and developing ways of facilitating making better career decisions. He is the developer of [www.cddq.org](http://www.cddq.org), a free, anonymous, evidence-based career planning system that includes both needs assessments and tailored interventions. In his free time, he enjoys games, and spending time with his six grandchildren.

3:25 pm 164b

**Work Values over Time: Factor Structure Differences between Early- and Mid-career Professionals** by *Sabrina G. Arosh*

Work values are beliefs about desirable end states which are prioritised and guide one's behaviour in professional areas. The Catalyst Value Profile consists of 22 work values from Integrated Quality of Life theory mapped to four underlying larger domains. Validation of the 123 'Desired Ideals' items was conducted in two Malaysian samples; one group of fresh graduates and entry-level job seekers and another of mid-career and experienced professionals. Exploratory factor analysis showed a four-factor structure in fresh graduates but 16 factors among older professionals. The role of work experience in values development is further discussed.



**Sabrina Arosh** leads the research and development activities at Epitome, specialising in psychometrics and assessments. She is the key developer of the Catalyst Profiling Tool and various other assessments within the Catalyst product suite.

3:50 pm

**Tea Break & Networking**

4:00 pm 171

**The Latest Evidence on Interview Anxiety and Performance: Implications for Interview Skills Training** by *Serene Lin-Stephens*

Interview anxiety is negatively associated with performance. It affects people with and without anxiety conditions, especially young graduates with little work experience. To support career practitioners or educators providing interview trainings, key evidence from the latest literature on interview anxiety and performance will be



presented, followed by results of the author's own experimental studies based on using visual stimuli to alleviate interview anxiety and enhance performance.



**Serene Lin-Stephens** is a practitioner-researcher in vocational counselling. She teaches subjects in vocational counselling and rehabilitation in the Master of Rehabilitation Counselling program at the University of Sydney. She has also been a career educator embedding discipline-based career development learning in over 20 courses at Macquarie University. As a Senior Fellow of the Higher Education Academy, she is intrigued by ways of embedding career development in the student journey. Her interests include skill-articulation training, career information literacy, positive career outcomes, and employment-related anxiety.

4:00 pm 172

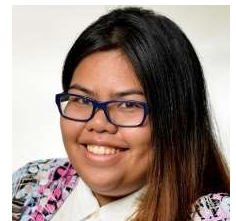
**A Glimpse at Possible Futures: Involving Graduates in Student Formation** by Noelle Flores, Erikha Villasanta and Dr. Leland Dela Cruz

The Ateneo de Manila University has at least two programs where students of particular courses interact with current students. For the program in the first year of undergraduate education, graduates brief students on their course and possible career paths. For the program in their third year of undergraduate formation, graduates talk about what it means to be a professional in service of others for specific courses. This talk will present how these interactions are arranged, the challenges met, and the benefits of the program to both students and the graduates.



**Noelle Flores** currently serves as Program Coordinator for the second and third year formation programs of the Integrated Ateneo Formation (INAF) Program of the Ateneo de Manila University. She previously served as Student Affairs Professional at the Office for Social Concern and Involvement.

**Erikha Villasanta** currently serves as Program Coordinator for the first and fourth undergraduate formation programs for the Integrated Ateneo Formation (INAF) Program of the Ateneo de Manila University. Prior to this, she served as Student Affairs Professional at the Ateneo de Manila University.



**Dr. Leland Dela Cruz**, Associate Dean for Student Formation of the Ateneo de Manila University, is principally responsible for the co-curricular formation of undergraduate students at the Loyola Schools. He oversees the co-curricular activities of programs across the different year levels as well as seven offices responsible for student formation. Prior to his current post with Student Formation, he had served in other administrative capacities including as Director of Student Activities, Director of the

Development Studies Program, Coordinator for Faculty Social Involvement, and Director of the Office for Social Concern and Involvement.

4:00 pm 173

**Knowing Your Value & Driving Force through Life Game "Golden Thread"** by Kazuyo Ikeda

Life game Golden Thread was developed by Japan Career Development Association (JCDA), it enables us to experience career counseling by playing the game. This game is played repeatedly by students and adults, at various places such as JCDA training rooms or university classrooms. In the presentation, first I would walk through the structure of the game, and then I would like to share case example, which shows how the game helps participants' self-reflection, and that often lead to our behavioral change.



**Kazuyo Ikeda** is a certified career consultant and peer facilitator of Japan Career Development Association (JCDA). From 2018 to 2021, she engaged in planning and managing training programs for career consultants at JCDA, and in 2022 she became a freelance career consultant. Before that most of her prior work experience was in the institutional business field at financial institutions including Goldman Sachs Asset Management. Kazuyo earned MSc in Industrial Relations from London School of Economics and Political Science. Her BA is in French Literature from Sophia University (Tokyo, Japan).

4:00 pm 174a

**Impact of a Structured Curriculum on Students' Preparation for Internship and Work-readiness** by *Tan Lay Theng, Benjamin Tan, and Noormala Atan*

This study examined the effectiveness of a structured curriculum on students' attainment of knowledge, skills and confidence level in preparation for employment. Quantitative and qualitative research was carried out among 870 second-year polytechnic students who undertook a foundational module in education and career guidance. The respondents perceived the module to be useful in addition to gaining knowledge and skills, and confidence level in preparation for the workplace. However, students' confidence and outlook for a desired career are also affected by their inherent motivation, support from family, lecturers, uncertainties due to job market fluctuations.



**Tan Lay Theng**. In 2009, she joined Republic Polytechnic (RP) as a lecturer in the School of Engineering. Currently, as a senior lecturer, she oversees the design and facilitation of lessons related to microelectronics. Apart from teaching, she is also involved in academic research projects as well as being the staff advisor for the Institute of Engineers Singapore (IES) interest group in RP. Prior to joining RP, she was a process engineer in semiconductor industry before pursuing a PhD from University of Strathclyde, UK.

**Benjamin Tan** is a lecturer in the School of Management and Communication since 2010. Aside from the usual tasks of a lecturer, he is actively involved in the development of various business and HR-related programmes and modules. In addition, he is a peer coach, CET trainer, and active collaborator in various HR industry projects. He was a member of the Institute of Chartered Secretary and Administrators and Chartered Institute of Marketing.



**Noormala Atan**. As a Lead ECG Counselling Manager, she provides a range of career services including career discovery, personalized resume critique, career interest profiling, career coaching, career-ready competencies workshops, internship experience, education talks and other relevant resources) to support students in their preparation to enter the world of work and becoming career-ready.

4:25 pm 174b

**Using a Single-item Scale to Evaluate the Effectiveness of Career Development Programs** by *Sungsik Ahn*

How can you find your intervention is effective for your clients? There is so much evidence that career interventions are effective. However, many career practitioners or specialists have difficulties evaluating the effectiveness of their career services or programs. One of the biggest barriers preventing them is the burden of using validated scales which were mainly developed for research purposes, which require much time to respond due to a long list of items. In this session, the evaluation by using a single-item scale will be introduced with evidence and examples.



**Sungsik Ahn** is an assistant professor at Keimyung University, South Korea. He is a Certified Career Service Provider (CCSP), Global Career Development Facilitator (GCDF), and Facilitating Career Development Instructor (FCDI). He previously worked for a university career center for twelve years and received the Minister's Award for his excellence of services. His professional and research interest includes developing university career centers and training career counselors and specialists. He was South Korea Country Representative of APCDA and he is currently a board member of the Career Development Association of Korea (CDAK).

4:50 pm

**BYOF\* Break, Discussion Topics, and Meetings**

5:00 pm

181

**Structured Networking Discussion Topic: How has the Pandemic changed jobs and the workplace?** With Hector Lin



**Hector Lin**, APCDA Singapore Representative, is the Secretary-General of the People Career Development Association (PCDA) of Singapore. He is a sales director for a company that uses Artificial Intelligence and chatbots to help enterprises hire accurately and efficiently. Mr. Lin holds Singapore's WSQ Advanced Certificate in Career Development Facilitation (ACCDF) / Global Career Development Facilitator-Singapore (GCDF-SG) and Singapore's WSQ Advanced Certificate in Training and Assessment (ACTA). He is also a Practising Management Consultant (PMC) and holds a Master of Science in Marketing from Baruch College, CUNY, United States and a double master's in Business Administration and Applied Project Management from the University of Adelaide, Australia.

5:00 pm

182

**Career Development Around the World** Moderator: *Dr. Soledad Romero Rodriguez*; Panelists: *Phoenix Ho (Vietnam), Dr. Ji Yeon Lee (Korea), Dr. Viviana Valenzuela (Argentina), Dr. Madoela Ziebel (Brasil) and Dr. Anthony Naidoo (South Africa)*

As the internationalization of career development progresses across the world, researchers, practitioners, and policy makers are finding their own ways of customizing career development for their national and local settings. This panel from different regions, including Argentina, Brazil, Vietnam, Korea and South Africa will overview career development initiatives from their own settings. A synthesis of similarities and differences will conclude the panel presentation.



**Soledad Romero-Rodríguez**, PhD, Professor of Vocational and Career Guidance at the University of Seville (Spain) since 1989, is a member of the Guidance College Professors Interuniversity Network (RIPO). Member of the Advisory Board of the Asociación Española de Orientación y Psicopedagogía (AEOP) and Asociación Interuniversitaria De Investigación Pedagógica (AIDIPE). Member of the Board of Directors IAEVG. She has led and participate in research into vocational and career guidance program design and transitions in Vocational Education and Training (VET) and Higher Education. She is the author of book chapters and articles about vocational and career guidance interventions.

**Phoenix Ho**, Founder and CEO of Song An Career Development Social Enterprise, was raised by traditional Vietnamese parents and influenced by educator mentors in the Bay Area of California, USA. She completed a Bachelor of International Business in the US, Master of Educational Leadership and Management in Australia, and Master of Career Development Counseling in the US. Ms Ho has trained herself to become bilingual and bicultural in Vietnamese and American cultures. Her passion is to enable young Vietnamese to discover their motivated skills and find a suitable career. Ms



Ho's current projects include creating a career assessment tool for Vietnamese youth and building a Dictionary of Occupational Titles in Vietnam.



**Ji-Yeon Lee**, PhD, Senior Research Fellow at the Korea Research Institute for Vocational Education and Training (KRIVET), is the project manager of "National Career Guidance Safety Net in Korea." She is a board member of ICCDPP, a past President of the Korean Society for the Study of Career Education, former editor of the Journal of Career Education Research, and former Director of Career Development Center at KRIVET. She believes that career development support should be provided at the center of Education,

Employment and Welfare policies and all education and training systems should be based on career education philosophy.

**Viviana Valenzuela**, PhD, Chair of Educational and Vocational Guidance, is a professor of psychology at the University of Buenos Aires and the University of Belgrano (Buenos Aires). Her research team for Vocational Guidance is part of the UNESCO Chair of LifeLong Guidance and Counseling. She is the author of numerous national and international publications on the subject. Dr. Valenzuela's research topics are linked to social and community projects related to music. Her doctoral thesis focused on Social Children and Youth Orchestras and construction of a life project and identity in young people in socially vulnerable situations.



**Manoela Ziebell de Oliveira** is a psychologist and has a Doctoral degree in psychology. Currently works as a professor and researcher at the Postgraduation Program in Psychology of the Catholic University of Rio Grande do Sul, where she coordinates the Group of Studies on Career Development (GEDC). In addition, she has experience as a career counselor for more than ten years, primarily helping adults with their career transitions. Also has been a member of the Brazilian Association of Vocational Guidance (ABOP) board

since 2017.

**Anthony Naidoo**, PhD, is a professor in the Psychology Department at Stellenbosch University in South Africa. He holds a PhD in Counselling from Ball State University in the USA. His specialization areas include community psychology and career psychology. He is involved in several community engagement projects with his students and serves on the board of several non-profit organizations.



5:00 pm 182

**Accelerating Your Career as a Young Career Professional** by Raza Abbas

Generation Z (or Gen Z for short), colloquially also known as zoomers, is the demographic cohort succeeding Millennials and preceding Generation Alpha. Researchers and popular media use the mid-to-late 1990s as starting birth years and the early 2010s as ending birth years. This inspiring talk will focus on how young career professionals (Generation Z and young career professionals) can advance their careers.

Mr. Raza Abbas is described above.

## Wednesday, May 18

Time	Session	Description
9:00 am		BYOF* Break, Discussion Topics, and Meetings



**Structured Networking Discussion Topic: How do your clients find work/life balance?**  
*with Jenn Leard*

During each BYOF (Bring Your Own Food) period, there will be at least one Structured Networking Discussion. There are 3 goals for these discussions:

1. To facilitate networking in a virtual environment.
2. To share insights with other attendees about this hot topic.
3. To help you to clarify your thinking about this topic.

Each discussion will be 50 minutes in length. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will definitely need to turn your microphone on, and we ask that your video be On (but we don't require it). If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.



**Jenn Leard**, MEd, NCC, APCDA USA Representative, is a certified Counselor and Coach with 16+ years of combined consulting industry, career development and higher education experience. She currently serves as Director, Coaching & Education in the Career Development Office at Johns Hopkins University Carey Business School. Previously, Jenn served as the Associate Director of Career Advising & Student Engagement at Goucher College, Manager of Career Counseling in the College of Business at Colorado State University, Team Lead with The Corporate Executive Board (now Gartner), and Consultant with Rich Feller & Associates. She earned her masters from Colorado State University in Counseling and Career Development.

**APCDA Membership Committee Meeting** *with Kunimitsu Kuki and Natalie Kauffman*

Membership Committee is responsible for promoting membership in APCDA, welcoming new members, and encouraging continuing membership. It reviews procedures for processing applications and recommends improvements, offers services to members such as Orientation, and looks for ways to help members feel connected. Promoting membership includes answering the question "Why should I pay annual dues to APCDA? How does membership benefit me? Join this committee if you want to participate in this important work.



**Kunimitsu Kuki**, APCDA Membership Committee Co-Chair, has been with Kanebo Cosmetics for 38 years, where he current works as a Career Consultant. He lives in Nara, Japan, but attended high school in the U.S. and, as a marketing manager, spent many years living in different Asian countries. In addition to helping employees of Kanebo find career satisfaction, he is eager to share his love of Japan and its traditions with non-Japanese who work in Japan or visit Japan.

**Natalie Kauffman**, APCDA Membership Committee Co-Chair, M.S., NCCDA Certified Career Counselor™, FCD-I, NCC, NCCC, GCDF-I, has been providing comprehensive career counseling, education & transition solutions to the global community for more than 35 years. Her digitally fluent and face-to-face experiences continually infuse the eight domains of wellness as well as aequanimitas; being able to successfully pivot and remain calm in the never-ending and ever-changing needs of the workplace. Ms. Kauffman's career development work has traversed business, government, education & NPO settings. As former APCDA Newsletter Editor, she continues to edit and write for our weekly emailed Career Developments publication. She is also an active member of the National Career Development Association Global Connections Committee's leadership. Natalie's M.S. in Applied Behavioral Counseling with a Career Counseling concentration is from The Johns Hopkins University. She also holds Job and Career Development/Transition Coaching certification through The Career Development Network.



10:00 am 211

**FCD training/Certification in Singapore and Kuwait: Considerations and Solutions** by *Ellen Weaver Paquette*

NCDA Facilitating Career Development training/certification is known throughout the world for high and consistent quality. Learn from a Master Trainer Preceptor about presenting the curriculum to an independent school in Singapore and to a university in Kuwait.



**Ellen Weaver Paquette**, MA, CAGS, NBCC, CCC is a FCD Master Trainer Preceptor, NCDA Fellow, author, presenter, and graduate faculty member. Her accomplishments for career development work in the Middle East (Egypt, Kuwait, Qatar, Turkey and the UAE) for the FCD training and for NCDA have been recognized by two prestigious awards from NCDA. She has served on the elected Board of Directors of NCDA.

10:00 am 212

**MAP – Metrics Activation Program** by *Tracey Kibble*

MAP targets individuals who have been unable to return to work or fully engage in activities of daily living. MAP was developed using evidence-based best practices and utilizes current, data driven methodologies. MAP provides weekly one-on-one sessions, addressing areas of self-care, productivity, and leisure, while applying fundamental principles of self-efficacy, motivational interviewing, and goal setting. Participants will learn: 1) MAP - why, what, who and how; 2) Review of case studies – successes and challenges; 3) Data collection and outcome measurement in MAP.



**Tracey Kibble** holds a Master's in Education (M.Ed) from the University of Calgary, with a specialization in Community Rehabilitation and Disability Studies. She is currently the President of VRA Canada and a Vocational Rehabilitation Services Manager with Metrics Vocational Services. Ms. Kibble is passionate about helping individuals to reach their full potential, and to find and maintain meaningful roles in their communities. Over the past thirty years, she has supported individuals with intellectual disabilities, acquired brain injuries, mental health challenges, physical disabilities, and chronic health conditions. She also loves to travel, hike, kayak, cook and curl.

10:00 am 213

**Career Activities to Engage Clients (and help them learn!)** by *Constance Pritchard*

Want to spice up a presentation or client session in a meaningful way? The presenter will share a variety of career activities (informal assessments) to engage clients AND allow them to learn about themselves. The presenter is a veteran of training diverse groups: educators, clients, business individuals, youth, and adults.



**Dr. Constance J. Pritchard** is well known for her work in leadership, business consulting, and career development. Representative clients of The Pritchard Group include international and national businesses and agencies in the private and public sector. The Pritchard Group serves clients in face-to-face consultation and trainings as well as through her corporate elearning site. She is a keynoter with businesses and frequent presenter at professional conferences. She has developed curriculum, served as an associate editor for a publication on the delivery of career services globally, and authored a chapter on Career Assessments in Business for NCDA's Guide to Career Assessments.

10:00 am 214

**A Policy Framework for Understanding Career Guidance in K-12 Schools** by *Dr. Lorraine Godden*

In this presentation, I introduce a framework I co-developed with Dr. Tristram Hooley for understanding career guidance policy in K-12 schools. We used a systems theory

approach informed by Gramscian theories of politics and power to make sense of this complexity. We argue that career guidance policy is made by and for people, and recognition of the political and civil society actors involved is essential. We also argue that policymaking comprises a series of ideological, technical and practical processes, and takes place in a complex, multi-level environment which our framework describes across three levels as the policy framing, middle and street level tiers.

**Dr. Lorraine Godden** is described above.

10:50

### **Tea Break & Networking**

11:00 am 222

**Beyond the Basics: Supporting the Career Development of Diverse Clients** by Dr. Jennifer Luke, Cassie Taylor, Dr. Roberta Borgen, and Dr. Deirdre Pickerell

Diversity is a complex, multi-faceted construct which includes countless inter-related characteristics/influences. Career development professionals who go "beyond the basics" to adopt a more nuanced approach rooted in a client's unique expression of cultural identity(ies) are better positioned to provide customized, relevant, and culturally informed interventions. Join Roberta Borgen, editor of *Career Development for Diverse Clients: Beyond the Basics*, and a panel of chapter contributors as they discuss how to strengthen cultural competence within career and employment services.



**Dr. Jennifer Luke** is a career development, employability, and wellbeing researcher at the University of Southern Queensland (USQ), a member of the Australian Collaboratory for Career Employability and Learning for Living (ACCELL), and Division President (Queensland) of the Career Development Association of Australia. Currently within a research project focused on rural workforce and community development, Jennifer also has a strong ongoing advocacy for older workers re-engaging with career, their adaptability, and transference of skills to younger generations.



**Cassie Taylor**, BAA, has over 10 years of experience supporting a vast array of diversity-focused projects from conceptualization, data gathering/analysis, and creation of tools, resources, and presentations/workshops. From local to international, Cassie's work seeks to improve career development services through fostering culturally-informed practices rooted in empathy, understanding, collaboration, and data.

**Dr. Roberta Borgen** and **Dr. Deirdre Pickerell** are described above.

11:00 am 223

**The Career Mapping Project: The Missing Link in Education Planning** by Dr. Linda Pardy

As students seek support with the reality of having multiple education-to-employment transitions they are often challenged with selecting an educational program that fits their talents and skills, and that leads to gainful employment. The myth, however, is that in this age of ongoing career pivots and rapid changing of jobs because of technology and environmental factors, students are both confused and stressed by the limited education planning information that supports them to expand or pivot their career options over a lifespan. This presentation introduces the Career Mapping project and demonstrates how it is the missing link in education-to-employment advising.



**Dr. Linda Pardy** is the Associate Dean of Students at the University of the Fraser Valley, and Associate Professor Communications. She is recognized nationally for her innovative career mapping project and her strategic implementation of career development theory into education programming and academic advising.

11:00 am 224a

**Multi-level Career Adaptability Intervention Motivates Job Seekers to Adopt Effective Behaviors** by *Magdalene Loh and Jan Tan*

Every one of us has goals, aspirations, and dreams with regards to our careers. Some put in the required effort to make their dreams come to life. For others, the dream remains a dream. Researchers from 13 countries collaborated in constructing a psychometric scale to measure career adaptability which has positively predicted re-employment quality. This scale consists of job satisfaction turnover intentions and needs-supplies fit in unemployed individuals. The intervention combines behavioral disciplines and a gamified career simulation to help motivate them to adopt behaviors that can effect successful transition and positive change. This research focuses on implementing the intervention with working adults.



**Magdalene Loh** is a corporate innovator by day and a career game designer by night. One of the common threads that runs through these is her passion for helping others optimise their potential and find their unique Wit Grit Fit in life. Having seen firsthand both the disruption and also opportunities that Industry 4.0 brings, Magdalene is a strong advocate of actively shaping one's career. The Career Design Simulation ([https:// witgriffit.com/career-design-life-simulation-digital/](https://witgriffit.com/career-design-life-simulation-digital/)) she has put together for this purpose has been played by thousands of students and working professionals in Singapore and America.

**Jan Tan**, Principal Manager in the Public Engagement Division in SkillsFuture Singapore, uses behavioural science and user experience to nudge individuals towards taking learning actions for their careers. Her team supports the organization in roll out of the nation-wide skills movement. She encouraged various institutions, corporates and SMEs becoming program advocates. Previously, Ms. Tan founded a training consultancy company specializing in youth entrepreneurship and a travel startup connecting local guides and travelers. Ms. Tan earned the SkillsFuture Values Award and is a Singapore-China Young Business Ambassador of the Singapore International Foundation. She is a Tsinghua-INSEAD EMBA candidate and working on a career development thesis.



11:25 am 224b

**Career Calling, Role Balance and Life Satisfaction among Female Counsellors in Malaysia** by *Dr. Voon Siok Ping and Dr. Poh Li Lau*

This study was to examine the relationships among career calling, role balance and life satisfaction among female counsellors in Malaysia (N = 334). Career calling was positively and significantly correlated with life satisfaction. The role balance was found to be associated with career calling and life satisfaction significantly. The findings suggest that the stronger of career calling may relate to greater role balance and life satisfaction. With preliminary results, further analysis is to be conducted with Structural Equation Modelling (SEM).



**Dr. Voon Siok Ping** is a lecturer in Psychology Program at Faculty of Cognitive Science and Human Development, University Malaysia Sarawak. She received her Bachelor of Psychology (2011) from HELP University, Master of Counselling (2013) and PhD (2019) from University of Malaya, Malaysia. Her research interests include positive psychology, mental health, counseling and psychotherapy. She is also a registered and practicing counselor in Malaysia.



**Dr. Poh Li Lau**, PhD, is an Associate Professor in Department of Educational Psychology and Counseling, Faculty of Education at University of Malaya. She received her BA and PhD in Counseling from the University of Malaya, Malaysia. She completed a 2-year post-doctoral scholarship in Counseling Psychology at Indiana University Bloomington. Her research interests include career counseling, positive psychology, resilience and well-being, cross-cultural, online counselling and creativity in counseling. She is responsible for teaching and learning in undergrad and postgrad counseling program. She is also a registered counselor in Malaysia.



11:50 am

**Tea Break & Networking**

12:00 pm 231

**Calling on the United Nations for an International Day of Careers and Livelihood** by Dr. Lisa Raufman, Raza Abbas, Leah Goforth-Ward, Danita Redd, Dr. Roberta Borgen, Tracey Campbell

We are presenting a call-out to the United Nations and requesting your assistance in establishing an International Day of Careers and Livelihood. Now is the time to help world leaders understand the relationship between career development and livelihood throughout one's lifetime. An understanding of the connection at the level of global leadership is needed to help evolve the lives of all people especially those needing to break the cycle of poverty and inequality. You will learn how to help illuminate our profession so there is an understanding of its value to the countries around the world and its support of the United Nation's Global Goals.



**Dr. Lisa Raufman**, Past president of: California Career Development Association, California, Community College Counselor Association, and Los Padres Talent Development Association. College and Career Counselor over 30 years. Economic Justice Chair, National Council of Jewish Women, Long Beach. Author and professor, *The Career Fitness Program, Exercising Your Options*

**Raza Abbas** earned outstanding international career practitioner awards from NCDAA and APCDA for his inclusive careers work. He features in 'The World Book of Hope'. Raza is a lifetime APCDA member and is Vice President of Hope Institute. His areas of work include: Capacity Development of Teachers, Counselors and youth in Career Counseling & Career Development; Fostering Innovative Career Thinking Dialogues with Parents and children of grades 8-12; Career Coaching for Students, Fresh Graduates, Entrepreneurs, Employees; Consulting in developing career centers and career systems from inception to execution; and Evidence based hope capacity development for Teachers, Students, Parents, Employees. He serves on the IAEVG Editorial Board and is IAEVG's National Correspondent of Pakistan.



**Leah Goforth-Ward**, Career Development Practitioner in the Syilz-Okanagan Nation, British Columbia, has been actively engaged in Employment & Educational Leadership in various roles; Job Developer, Coach, Facilitator, Trainer & Case Manager. She serves as a Trustee for the Board of Education in various governance roles provincially and regionally as both Chairperson and Vice-Chairperson. She believes that all students are precious and as global leaders, we must ensure access to inclusive education of both the heart and mind. Leah possesses a deep belief in Humanity and the power of Global Collaboration in the quest for Action in the 17 UNSDG's. "Together, We Can!"



**Prof. Danita Redd**, lifetime APCDA member, has been a higher education counselor and professor in the USA for over 30 years where she teaches Career Development and Life Planning and specializes in advising students majoring in Science, Technology, Engineering, Mathematics, and Medicine. As an ambassador for Shared Hope International, she assists in raising public awareness about steps one can take to eradicate sex trafficking and bring perpetrators to justice. She was trained by the Foundation for Human Enrichment to provide somatic assistance to people with PTSD. She is a published writer and has been an international volunteer in Mexico.

**Dr. Roberta Borgen** is described above.



**Tracey Campbell** has been a career professional for over twenty years. She spent the first 15 years delivering career and employment services directly to youth and unemployed adults in Alberta, Canada – specializing in clients with multiple employment challenges. She currently works for the Government of Alberta as a Senior Policy Analyst specializing in career development and labour market research. She is a member of the Asia Pacific Career Development Association, National Career Development Association, and past board chair of the Career Development Association of Alberta– promoting the certification of career development professionals and championing career development for all Canadians.

12:00 pm 232

**CANCELED: Making Knowledge Access More Inclusive through Online Certificate Courses** by *Dr. Leland Dela Cruz*

12:00 pm 233

**Preparing for AI-based Interviews using Career Construction Theory** with Alan Jones

Screening interviews of job candidates are becoming automated and increasingly performed by artificial intelligence/machine learning tools. Candidate preparation is different than it is for other interview formats. In this session, you will:

- 1) Understand the background dynamics of an AI-based interview and what the algorithm is doing.
- 2) Learn how narrative/career construction theory can be applied directly to increase a candidate's ranking.
- 3) Recognize how this new format can be used to a candidate's advantage and offer more flexibility to their responses.



**Alan Jones** is a Career Counselor with previous experience in local government planning, non-profit administration, and higher education. He currently serves as Director, Career Center at Notre Dame of Maryland University in Baltimore, Maryland. Previously, Alan's previous careers were third-party technical recruiting, program management at an affiliate of the National Urban League, and transportation planning. He has master's degrees in urban planning, business management, and career development/

planning.

12:00 pm 234a

**Tourism & Hospitality Students' Career Attitude during COVID-19 & implications for Career Counselors** by *Huong Pham and Thanh-Hang Pham*

The COVID-19 pandemic has severely impacted the tourism and hospitality industry and influenced students enrolled in these majors. Thus, higher education institutions and career counselors working directly with this group of clients need to be equipped with reliable, high-quality findings from both the research and practical sides so that they can help students find a solution that is most suitable for them. Therefore, we review the empirical findings to shed light on the industry's current situation, students' perceptions, and career intentions during the COVID-19 pandemic and put forward recommendations for career counselors



**Huong Pham** is a Co-founder at Career Buddies - a platform to support young Vietnamese students in career development. This program has been very successful in helping students identify their hobbies, skills, and experience real jobs with senior mentors in various industries. Huong is also an active career counselor and educator in many community projects. Her clients come from diverse backgrounds including urban and rural K-12 students, disadvantaged, and disabled students. Huong holds a bachelor's in economics and a Certificate of Career Development Facilitator.

**Thanh Hang Pham** is an educator and early career researcher in the field of Human Resource Management and Career Development at RMIT Vietnam University. She has spent more than 10 years in the education sector and has been working as an entrepreneur, Founder & CEO, lecturer, and career coach. She has published 11 peer-reviewed journal articles in prestigious journals. Her current Ph.D. project focuses on the career orientation of Generation Z.



12:25 pm 234b

**Is Think Pilot Think Man Stereotype Still Prevalent? Gender Ratio and Occupational Gender Stereotypes** by *Dr. Tomoko Adachi*

Socially constructed gender barriers remain and influence individual career decision-making despite endeavors to achieve gender equality. This study focused on the effect of gender stereotypes. We selected male-dominated, female-dominated, and gender-balanced occupations. A web survey obtained valid responses from college students [N = 652]. Masculine stereotyping, and feminine stereotyping were highly correlated with the male to female ratio. In addition, masculinity and femininity were negatively correlated in male-dominated and female-dominated fields. In conclusion, Japanese society remains in the gender boundary, and people develop masculine or feminine occupational images based on gender.

**Dr. Tomoko Adachi**, Professor, Department of Educational, Collaboration Lifelong Education and Psychology, Osaka Kyoiku University, earned a doctorate in Education from Waseda University, Japan, and has been researching career issues and gender-related issues for over 20 years. He is a certified Vocational Counselor and Career Consultant, he has served on the editorial boards of the Japanese Career Counseling, Japanese Journal of Career Education, Japanese Journal of Educational Psychology, International Journal for Educational and Vocational Guidance, and numerous review committees. He is the Director of the Japanese Society for the Study of Career Education.

12:50 AM

**BYOF\* Lunch Break, Discussion Topics, and Meetings**

1:00 PM 241

**Structured Networking Discussion Topic: In which ways have you adapted since the pandemic started?** *With Allan Gatenby*

**Allan Gatenby** is described above.

1:00 PM 242

**APCDA News Committee Meeting** *with Carla Siojo and Tam Nguyen*

News Committee is responsible for soliciting articles from the leadership and members for the weekly News Blog. It will edit and format these articles to follow the newsletter format. It will make recommendations to the Board related to improvements in the news blog. Join this committee if you are interested in getting valuable news to members and encouraging members to write about important topics.



**Carla S. Siojo**, News Committee Co-Chair, was formerly the Director of the Office of Placement and Career Services at the Ateneo de Manila University. She earned both a Bachelor of Arts in Psychology and Master of Arts in Pastoral Ministry: Family Ministry and Counseling at the Ateneo de Manila University. She served as the Philippine Country Representative and as APCDA President. She is involved with other professional organizations such the National Career Development Association (NCDA), Association of Placement

Practitioners of Colleges and Universities (APPCU) in the Philippines, the Career Development Association of the Philippines (CDAP), and RMT-Center for Family Ministries Alumni Association, Inc.

**Tam Nguyen**, JCDC, JCTC, CLC, News Committee Co-Chair, is a career and life coach based in Montreal, Canada. She earned her Master of Science in Management from Concordia University, Montreal specializing in sustainability and optimization. Her professional career in career coaching started when she decided to step off the corporate ladder and help people design career paths with meaning and purpose. She currently helps professionals going through quarter-life and midlife crisis reclaim their voices, discover their career purpose to lead a meaningful life.



2:00 pm 251

**Knowing Me, Helping You; Designing Sustainable Futures** by *Cherry May Rotas-Palacio and Allan Gatenby*

Change is rapid and permanent. There is no going back. Developing sustainable futures requires significant mindset shifts. Project 2030 Sustainable Goal 3 recognises the importance of self-care and enabling professional support as increasingly workplaces become de-humanised, and we create an increasing number of disengaged citizens with time but no resources for self-care and community health. It is imperative that career development practice embrace a shift in focus from employability to entrepreneurship, enterprise and design thinking.



**Cherry May Rotas-Palacio**, VP for Operations of POEC and the National Administrators for the International for the Exchange of Students for Technical Experience-Philippines. She is a licensed guidance counsellor and psychometrician in the Philippines and a member of Asia Pacific Career Development Association (APCDA), Career Development Association of the Philippines (CDAP), and Philippine Guidance and Counseling Association (PGCA). Before she moved to industry, she spend 10 years in academic settings

where she developed various career programs for college students. She is also the Guidance and Career Program Consultant at Philippine Merchant Marine School (Las Pinas and Manila), Philippines.

**Allan Gatenby** is described above.

2:00 pm 252

**Building Innovative Employability Based University Curriculum** by *Dr Jane Coffey*

The structure and sustainability of work in the future is one of the most significant challenges that will face university graduates globally. It is essential for students to develop the skills to both understand and construct a sustainable and meaningful career. In response to these challenges, a new common core curriculum was developed to facilitate students' acquisition of employability skills over the course of their degree. Utilizing a design thinking framework within which a career construction theoretical construct was embedded, a technology based 'career passport' formative curriculum piece was created to both engage the students and capture employability skill development.





**Dr Jane Coffey** is a senior lecturer within the School of Management and Marketing, Faculty of Business and Law. Jane specialises in research in the areas of the intersection of careers, graduate employability and the future of work. She also develops and delivers innovative and leading curriculum in the areas of career design, career sustainability, future of work, employability, human resource management and employee relations. She was also the Chief Investigator for a recent major national grant investigating the quality of career advice, support and academic pathways of low SES secondary school students.

2:00 pm 253

**Well Begun is Half Done: Content-Process-Context Assessment and Intervention Planning** by *Nimrod Waehner-Levin, Dr. Koorosh Massoudi, Dr. Jonas Masdonati, Dr. Shékina Rochat*

Helping clients identify promising career alternatives is often regarded as the 'Goal' of educational and vocational guidance although many clients seek help for other reasons. As an alternative to a one size fits all approach, this workshop advances the notion that different clients are more likely to benefit from services tailored to their specific goals, needs, and unique situation. Combining short presentations and exercises, several formal and informal assessments of content, process, and context factors relevant for goal setting and intervention planning will be illustrated and practiced.



**Nimrod Levin** is a doctoral researcher at the Hebrew University of Jerusalem and University of Lausanne. His research focuses on the cognitive, personality, and emotional mechanisms involved in career decision-making, vocational psychodiagnostics, intervention research and assessment, and psychometric theory. In addition, as a counseling psychologist and researcher, he has led social impact projects aimed at supporting the personal and vocational needs of traditionally marginalized groups (e.g., refugees, immigrants, and LGBTQ+ individuals).

**Dr. Koorosh Massoudi** is an associate professor in life-long vocational psychology at the University of Lausanne. He is a member of the Research center in vocational psychology and career counseling (CePCO) and a senior researcher in the Swiss Centre of Expertise in Life Course Research (LIVEs). His research includes the study of work and life course trajectories, psychosocial risk factors at the workplace and work-related health and well-being. As a counseling psychologist and a career counselor, he promotes positive working conditions in organizations, and supports individuals in their efforts to develop sustainable and meaningful careers.



**Dr. Jonas Masdonati** is an associate professor of vocational psychology at the University of Lausanne (UNIL). At UNIL, he is head of the Research center in vocational psychology and career counseling (CePCO) and the Career counseling service, as well as member of the Education and training observatory (OBSEF) and the Swiss center of expertise in life course research (LIVEs). He is president of the European Society for Vocational Designing and Career Counseling (ESVDC). His research and teaching mainly focus on career transitions, the meaning of work, decent work, occupational identities, and vocational education and training.

**Dr. Shékina Rochat**, PhD, worked as Head of services at the Vaud State Office of Career Counseling before joining the University of British Columbia for a postdoctoral research. She is currently a substitute Senior Lecturer at the Institute of Psychology of the University of Lausanne, and recently published the book *Mapping career counseling interventions: A guide for practitioners* (Routledge).



2:00 pm 254a **Professional Career Counseling in Companies: Innovation and the Need for Innovation in Collaboration** by *Dr. Peter Weber and Dr. Matthias Zick-Varul*

The role of professional career counseling in innovation processes in companies has received little attention so far. We address innovation and innovation needs in Human Resource Development (HRD) and in Career Guidance and Counselling (CGC) and the collaboration between both fields of professional work and discuss insights from and suggestions for future practice. The paper presents a study in which a European project with six partners investigated the status and needs of career counseling in the HRD context and developed a curriculum for the training of career counselors and HRD staff.



**Dr. Peter C. Weber**, Professor for Career Guidance and Counselling at University of Applied Labour Studies Mannheim, Germany. Member of the IAEVG Board, researcher in Career Guidance and Counselling in national and international projects. Research in Career Guidance/Counselling, e.g. Lifelong Guidance, Knowledge & Competence of Counsellors, Information in Counselling Processes, HRD and Career Counselling, Digitalization in the field of Guidance, Field of Service and Policy in Germany and Europe.

**Dr. Matthias Zick-Varul** provided no bio.

2:25 pm 254b **Adult Guidance – the Need for Innovative and Evolving Approaches** by *Siobhan Neary and Lizzie Knight*

Career guidance has a role across the lifespan, however much effort and attention is paid to transitions into and out of formal, certificated education, most often before the age of 25. While public discourses now embrace ideas that career pathways are not linear, stable nor predictable there remains significant gaps in practice and research about career guidance outside formal settings. In this presentation we discuss a stream of work that seeks to deepen and broaden our understanding of career guidance for adults in non-formal settings.

**Siobhan Neary** has an extensive background in teaching and learning in relation to guidance and career management and has developed several programmes to support practitioners. These include career management courses, careers education and guidance studies at both undergraduate and post graduate levels. She is a registered Career Development Practitioner, a NICEC Fellow and has been twice elected to represent England on the CDI's Professional Development Committee. Her research interests focus on: CPD, professional identity and quality improvement within the career development sector. She recently published a book *CPD for the Career Development Professional: A handbook for enhancing practice* with Claire Johnson, Professional Development Manager for the CDI.



**Lizzie Knight** is described above.

2:50 **Tea Break & Networking**

3:00 pm 261 **Becoming Irreplaceable in Industry 4.0** by *Samantha Ng*

We are transiting into **industry 4.0**, and it is considered one of the biggest leaps for mankind. But really, going beyond robots, automation and AI, there are fundamental changes that will shake our livelihood and our future generations, and these concerns are not addressed openly. At this moment, do not rush into new/up/re-skilling based on hearsay market trends. Your career success depends on a combination of factors, both internal (you) and external (world).



**Samantha Ng** is an International Certified Behavioral & Career Consultant and a Certified Career Services Provider. She has more than 10 years of experience in Coaching, Training and Development with students, young adults and professionals in the APAC region. Out of day work, she creates career-related content on various social media platforms. She also spends time networking in the global landscape, giving talks and conducting seminars. Ms. Ng is recognised as an Associate Adult Educator, an initiative under Singapore's

SkillsFuture agenda, aiming to raise the standards of Continuing Education and Training in Singapore.

3:00 pm 262

**Updating Counseling Models and Theories by a Case Study Approach** by *Dr. Shujiro Mizuno and Dr. Maki Arame*

In 2021 September, the Japanese translation of *Career Theories and Models at Work: Idea of Practice* by CERIC became available. June 20, we had an internet event with around 100 participants to commemorate this publication in Japan. In this event, one of the editors, Dr. Arthur, suggested a case study approach to update career models and theories. Dr. Arthur recommended we learn new models and counseling theories, and at the same time to use plural theories to conceptualize a counseling vignette. On November 3, we had a one-day case study session for 20 practitioners and let them apply three models to one counseling case. We will report on the study session and the responses of the participants.



**Dr. Shujiro Mizuno** is a Doctor of Education, former professor at Reitaku University and Rissho University, certified clinical psychologist, 1st-degree career consultant, supervisor certified by Japan Counseling Association, and President of Japan Peer Mediation Association.

**Dr. Maki Arame**, Dr.Eng. Polytechnic University of JAPAN, Career Consultation Unit, Associate Professor, Certified skilled professional career consulting, specializes in social systems engineering. One research themes is to improve the resilience of individuals and organizations. The idea of increasing the resilience of an organization is not to think of humans as an element that threatens the safety of the system, but rather as an entity that manages an inherently dangerous system. In Society 5.0, the social and technological systems and the environment in which they are placed are constantly changing. When considering support methods, it is necessary to consider Japan's cyber-physical environment.



3:00 pm 263

**Canceled: Next Generation: Changing Times, Changing Practice. Learning is the key** by *Allan Gatenby and Naishadh Gadani*

3:00 pm 264a

**Innovation in Career Development: Perspectives from Career Development Experts** by *Dr. Jaana Kettunen*

Career development services are perceived to be one way of assisting individuals to plan and make well-informed and realistic decisions about education, training and occupational choices. Given the increasing speed of changes in today's connected economy career development must look toward innovation to evolve to meet the challenges of the fast-changing labor market. This presentation reports the findings from a phenomenographic investigation into career experts' conceptions of innovation in career development. Four categories were identified, which can be considered on a continuum ranging from initiating career development services to investing in systemic change.



**Dr. Jaana Kettunen** is a Research Professor of lifelong guidance and a Vice-director at the Finnish Institute for Educational Research of the University of Jyväskylä. Her research which has a strong international orientation revolves around career guidance practice and policy with a special interest on the design and use of information and communication technology in career guidance.

3:25 pm 264b

**The Process of Career Development of Youths by Participating in “Communities of Practice”** by *Sachiko Morita and Dr. Seigo Nasu*

In the field of Career Self-Reliance research, the importance of the communities of practice (hereafter, is called “CoPs”) has recently been gaining attention. In this study, we intend to clarify the following two points based on a case study of a CoP called “Efterskole” attended by Danish young people: (1) The impact of participation in CoPs on career development on youths; (2) The process of having the above-mentioned impacts. At the conference, we will share the results of the interview and observation surveys and a hypothetical model of the process illustrates how the participation in the CoPs influences youths’ career development.



**Sachiko Morita**, Associate professor of Kochi University, Career Development Support Unit Leader, earned MBA degree from Kwansai Gakuin University, PhD candidate in Entrepreneur Engineering Management Course at Kochi University of Technology. Specialized in career development and studied career guidance in Scandinavia, the Baltic States and Australia. My PhD research focuses on the impact of participation in “Communities of Practice” on the career development of individuals. Branch director of the Japanese Society for the Study of Career Education (JSSCE).

**Dr. Seigo Nasu**, PhD, Vice President of Kochi University of Technology, Director of Graduate School Entrepreneurship Management Course, Professor of the Faculty of Economics and Management at Kochi University of Technology, graduated from the Faculty of Engineering at Tokyo University, received a master’s degree from the University of California, San Diego, earned a Ph.D. in engineering from Tokyo University, and has taught at Kochi University of Technology since 2004. He is Vice President of the Japan Association of Regional Development and Vitalization, President of Japan Society of Water Policy and Integrated River Basin Management, Director of Japan Association for Human and Environmental Symbiosis, and President of NPO Institute for Social Contribution.



3:50 PM

**Tea Break & Networking**

4:00 pm 271

**Using Mindfulness-Based Career Development (MBCD) to Create Careers with Hope** by *Jonathan Adams, Dr. Spencer Niles, Jennifer Niles*

Information landslides crowd the life experience for most of us today leading many to experience lives on overload and out-of-balance. Self-reflection is a core competency within Hope-Action Theory and highlights the need to address life’s busyness. Mindfulness techniques offer a robust response for sifting through busyness to uncover the essential lessons in your daily experiences. This presentation provides practical examples from MBCD that will empower you to translate experiences into learning and then into meaningful career actions.





**Jonathan Adams** is an Assistant Director in University Career Services at UNC-Chapel Hill, where he works with all students. Jonathan holds a B.A. in Psychology from the University of Montana, and a M.A. in Counseling from Wake Forest University. Prior to UNC, Jonathan served as the Career Services Center liaison to the School of Health and Human Sciences at UNC Greensboro and Adjunct Instructor in the Department of Counseling at Wake Forest University. Jonathan has integrated mindfulness exercises into his work as a therapist, career counselor, and educator.

**Dr. Spencer Niles**, Professor in the Counselor Education Program at William & Mary college, previously served as Dean, and Professor at the School of Education at William & Mary. He was a Distinguished Professor and Department Head for Educational Psychology, Counseling, and Special Education at the Pennsylvania State University, twice the President of the National Career Development Association (NCDA), and a Past-President of Chi Sigma Iota International. Dr. Niles received the NCDA Eminent Career Award, and numerous awards from the American Counseling Association (ACA). He is one of the founders of the Hope-Action Theory and Hope-Action Inventory, and a lead instructor in the Certification in Hope-Action Theory & Practice course. He has taught in over 30 countries, and his book *Career Development Interventions* (6th edition) is the best-selling career text in the world.



**Jennifer Niles**, MA, NCC, RYT-500, is a second-year doctoral student of Counselor Education and Supervision at William & Mary in Williamsburg, VA. She has nine years of clinical experience including as a school counselor, family clinician, and resident in counseling in the state of Virginia. Additionally, she has served as an adjunct instructor with master's level counseling students in an online counseling program since 2014. Jennifer's research areas include school counseling, contemplative practices, and thriving.

4:00 pm 272

**Facilitating Career Development Services in Metaverse: RMIT Virtual Job Shop** by *Hieu Phung*

Metaverse is a new buzzword this year, not because of Facebook changing its name, but because of the potential the virtual immersive experience can bring to disrupt various professions, including higher education. As COVID hit Vietnam with the fourth wave that resulted in 6-month long heavy lockdown nationwide, RMIT Careers office launched a Virtual Job Shop – powered by the Gather.Town platform - where students can drop in for 1-on-1 career consultations, career-related inquiries, career workshops, employer visits, mentorship & industry networking activities, etc. with a simulated experience like visiting the physical space. This presentation will cover our case study and best practices for delivering career development services in a metaverse.



**Hieu Phung**, International Mentoring Consultant, Careers, Alumni & Industry Relations at RMIT, Ho Chi Minh, supports students to find a career mentor in the industry they hope to enter and provides career consultation, job search strategies, CV & Mock Interview Review, personal branding tips and other career-related supports. He has over 5 years of experience in higher education with diverse teams of student affairs management and is experienced in talent development, program coordination, instructional design, strategic planning, and interpersonal communications. His previous work settings include University of Missouri - Kansas City, World Trade Center, and Metropolitan Community College - Kansas City.

4:00 pm 274a

**Assessing Curiosity in Job Candidates** by *Ruixin Yang*, Weiwei Di, Dr. Yi-Lung Kuo, Dr. Xiaofang Zheng and Hanzhu Jiang

Curiosity has shown comprehensive benefits in the workplace since it is related to knowledge acquisition and engagement. The aim of this study was to develop a curiosity assessment in organizational context for recruitment purpose. However, a major concern was that candidates might tend to choose socially desired responses during this assessment. In this study, the research team tried to reduce social desirability by using an innovative format, drag and drop, along with the traditional Likert scale. The study used 327 college students between 18.5 and 30.5 years old. The innovative format increased the interest of respondents and decreased the focus on socially desirable choice.



**Ms. Ruixin Yang** serve as Assistant Instructor in the Division of Science and Technology, UIC. She was a volunteer teacher in Teach for China and a co-founder of Pi Pi Shi Kid Psychology Class Project.

**Ms. WeiWei Di**'s research interests are Psychometrics and Educational Psychology. She earned her master's degree in Developmental Psychology in Nanyang Technological University, National Institution of Education.



**Dr. Yi-Lung Kuo**, Director of the Centre for Teaching and Learning and Associate Professor of Applied Psychology, is an educational psychologist who earned his Ph.D. in Educational Psychology from the University of Iowa. He served as Associate Professor of Collaborative Innovation Center of Assessment for Basic Education Quality at Beijing Normal University, and Senior Research Associate of Center for Talented Youth at Johns Hopkins University before joining UIC in 2012.



**Dr. Xiaofang Zheng** has a PhD in Mathematical and Computational Psychology.

**Ms. Hanzhu Jiang** is an AI practitioner for Human Resources. She is a talent assessment and development professional.

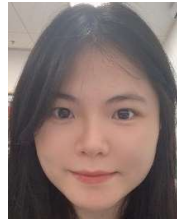


4:25 pm 274b

**Validation of the Decent Work Scale among Chinese Young Adult Social Workers** by *Dr. Sabrina Xuebing Su and Dr. Victor Wong*

This study refines our understanding of decent work in Chinese contexts and examines the validity of the Chinese version of the Decent Work Scale (DWS) using mixed method approach. Confirmatory factor analysis showed that above and beyond the usual components in the DWS, social recognition is an important component of

decent work among Chinese young adult social workers (N = 991). Solid evidence for internal consistency and validity is found. Qualitative data collected from 48 individual interviews and nine focus groups with the participants reveal the components of decent work in the original DWS and offer explication for the importance of social recognition as a component of decent work conducive to career development.



**Dr. Sabrina Xuebing Su** is a Research Assistant Professor at the Department of Applied Social Sciences, The Hong Kong Polytechnic University. Her research and publications areas include youth studies, career research and practice, workplace well-being, organizational behaviors, and innovations in youth research. Dr Su is well versed with mixed methods research, concept development, scale validation, and practice research. It is her passion to apply the capability approach and recognition theory for enhancing positive youth development and supporting capacity building among youth practitioners.

**Dr. Victor Wong**, Professor at the Department of Social Work, Hong Kong Baptist University, researches youth studies, career research and practice, empowerment and narrative practice, social work education, and health policy. He is currently the PI of a competitive research grant project on the topic about work conditions and psychological factors leading to positive or negative states of workplace wellbeing among young adult social workers in China and Hong Kong. Originating the concept and practice of expanded notion of work, Prof. Wong has been devoted to applying the experience-driven framework for supporting the career and life development of underprivileged youth in collaboration with multiple stakeholders.



4:50 pm

**BYOF\* Break, Discussion Topics, and Meetings**

5:00 pm

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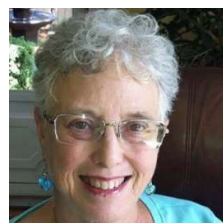
**Structured Networking Discussion Topic: How have AI and other technologies changed the workplace?** *With Hector Lin*

**Mr. Hector Lin** is described above.

5:00 pm

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**Structured Networking Discussion Topic: How do you help clients identify their purpose, meaning, and motivations?** *With Jane Goodman*



**Dr. Jane Goodman** is Professor Emerita of Counseling at Oakland University in Rochester, Michigan. She is a past president of the American Counseling Association and the National Career Development Association, a vice president of the International Association of Educational and Vocational Guidance, and on the board of the Counselors for Social Justice. She is the author of several books and many articles and book chapters, primarily relating to transitions and the career development of adults,

including the recently released 5th Edition of *Counseling Adults in Transition* (with Mary Anderson and Nancy Schlossberg.)

5:00 pm

283

**Publishing in an International Journal** by *Dr. Laura Nota and Dr. Brian Hutchison*

Dr. Laura Nota, Editor of the *International Journal for Educational and Vocational Guidance*, and Dr. Brian Hutchison, Editor of the *Asia Pacific Career Development Journal*, will explain how to get published in their respective journals.



**Laura Nota**, PhD, Editor of the International Journal for Educational and Vocational Guidance, Full Professor of Vocational Psychology and Psychology of Inclusion, University of Padova, Director of Larios Laboratory (for career research and intervention), Delegate for Rector for Inclusion and Disability (2015-2021), steering committee member of the post graduated course in Career counseling for inclusion, sustainability and social justice. Coordinator of the Working group 'Inclusion and Social Justice' in the Network of the Italian University for Sustainable Development. President of the Italian Society of Vocational Guidance and past President of European Society of Vocational Designing and Career Counseling, represents the University of Padova in the UNITWIN NETWORK "Life Designing Interventions for Decent Work and Sustainable Development" - UNESCO Chair for Lifelong Counseling. Member of Contrasting inequalities group of the Ministry of University and Research (2020-2021).

**Brian Hutchison**, PhD, LPC, CCCE, Asia Pacific Career Development Journal Editor, is a Core Clinical Mental Health Faculty at Walden University (online) and a Past President of APCDA. Dr. Hutchison received his doctorate degree in Counselor Education & Supervision from Pennsylvania State University and has worked as a career, school, and mental health counselor. Brian's career consultation and education work operates within the brand of "Global Career Guy" where he specializes in developing career publications, keynote talks, workshops, and on-line career coaching and mentorship content for global career professionals. He has more than four dozen publications and is currently writing the 13th Edition of School to Career, a textbook for high school students.



## Friday, May 20

Time	Session	Description
9:00 am		<b>BYOF* Break, Discussion Topics, and Meetings</b>
9:00 am	301	<p><b>Structured Networking Discussion Topic: What does Lifelong Career Development mean and how does it affect your work?</b> <i>With Jenn Leard</i></p> <p>During each BYOF (Bring Your Own Food) period, there will be at least one Structured Networking Discussion. There are 3 goals for these discussions:</p> <ol style="list-style-type: none"> <li>1. To facilitate networking in a virtual environment.</li> <li>2. To share insights with other attendees about this hot topic.</li> <li>3. To help you to clarify your thinking about this topic.</li> </ol> <p>Each discussion will be 50 minutes in length. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will definitely need to turn your microphone on, and we ask that your video be On (but we don't require it). If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <p><b>Jenn Leard</b> is described above.</p>
9:00 am	302	<p><b>APCDA Public Relations Committee Meeting</b> <i>with Dr. Claire Ouyang and Ms. Triet Tran</i></p> <p>Public Relations Committee is responsible for developing a strategy to build awareness of APCDA in our region and the world. It is responsible for assuring that our presence on social media is current and vibrant; recommending policies relating to the publications of the Association to the Board; and recommending changes in the media policies, marketing plans, and proposals for new publications or products to the Board. Join this committee meeting if you want to help promote awareness of APCDA and its activities, especially via social media.</p>





**Claire Ouyang**, PhD, Public Relations Committee Chair, is the Chairperson and founder of the Macao Career Development Association. She received her PhD in counseling psychology at the University of Macao. Her current counseling practicum and research focus on adults' middle age career transition.

**Triet Tran**, Chief People Officer at GroupM Vietnam, is passionate about developing, connecting people and opportunities to live a meaningful life. Her background in HR with extensive multinational and advisory across a broad range of industries, helps her to understand what matters most to organizations and employees – that is GROWTH. She has practiced and volunteered in different non-profit projects, organizations and consulting firms related to leadership development, career development, and well-being. She seizes every opportunity for both enhancing and contributing her knowledge and skills in order to unlock and bring the best self of others to work.



9:00 am 303

**Adaptations of Kuder Career Assessments in Asia** by *Mark Shin and Joyce Tham*

Kuder has been passionate about providing validated and reliable Career Assessments to people all over the world. We always say that “You cannot be what you cannot see, so we help you see what you can become.” In order to help people discover their interests and see what they can become, Kuder adapted the Kuder Career Assessments TM for Asia. This session highlights our efforts in Asia and the adaptation of our assessments. Kuder has helped more than 165 million people worldwide visualize what’s next on life – and make plans to get there.



**Mark Shin**, Director of International Business Development at “Kuder,” a career guidance solution provider. Kuder proud to offer comprehensive tools and resources for career planners at all life stages while supporting collaboration between education, business, and community stakeholders to drive economic success. Our customizable products and services reflect a commitment to encouraging lifelong learning, development, and achievement. Prior to joining Kuder Inc. in

2017, Mr. Shin was Country Manager, Korea and Philippines, of ACT Education Solutions, a subsidiary of ACT Inc. for over 14 years, and introduced ACT test and curriculum held by ACT Inc. to a number of education organizations.

**Joyce Tham**, Business Development Manager, is based in Kuder’s branch office in Singapore. She loves having conversations on how Kuder can help youths see what they can become when they discover their Career Interests.



10:00 am 311

**Paradigm Shift in Job Search** by *Suja Joseph*

This presentation will cover the use of innovative tools for job search in this digital age. We will go over tools such as Canva to create digital networking cards and infographic résumés and CV Augmenté to create Augmented Reality résumés. Attendees will learn how to create a digital networking card using Canva and how to use Augmented Reality to create and track a more dynamic résumé.



**Suja Joseph** currently serves as the Reemployment Program Manager within the Maryland Department of Labor's Division of Workforce Development and Adult Learning, where she oversees statewide reemployment program services. Ms. Joseph earned her bachelor's and master's degree in Biochemistry. She continued her education earning another master's degree in Molecular Microbiology and Immunology from Johns Hopkins Bloomberg School of Public Health. She worked at Ft. Detrick for 6 years as a cancer researcher before discovering her passion for helping people navigate successfully through job losses to rebuild rewarding careers.

10:00 am 312

**Career Ideas and Lessons for K-12 and Beyond** by *Mark Danaher*

Attendees will walk away with career ideas and information to help bring career programs into their K-12 school systems. Find out the facts and information to help you move your career programs forward with easy take-a-ways to add into your school program.

**Mark Danaher** is described above.

10:00 am 313

**Creating Effective Outcome-based Experiential and Work-integrated Learning for all Stakeholders** by Dr. Carolyn Hoessler and Dr. Lorraine Godden

Experiential learning, at its best supports equitable learning and career-readiness, and at worst is disruptive to partnerships and busywork for learners. Drawing on a scan of Canadian universities and colleges, the Outcome-Based Experiential Learning (OBEL) framework identifies intended outcomes and five design factors for creating an experiential learning (EL)/work-integrated learning (WIL) experience. The framework provides insight into the distinction between EL and WIL, and offers approaches for engaging stakeholders in articulating and meeting their goals. This session is a hands-on virtual session with a cycle of learning about the framework, applying to one's own EL/WIL plan, and skills development for implementing effective EL and WIL.



**Dr. Carolyn Hoessler**, PhD, CE, is a Certified Evaluator with the Canadian Evaluation Society, and experienced with leading and delivering on nationally and provincially funded collaborative projects. With over 15 years in higher education, Carolyn creates meaningful and effective processes for higher education change, curriculum development, evaluation, and professional development as senior facilitator and founder of Higher Education & Beyond (past projects). Carolyn's ongoing experience in curriculum development spans over 60 post-secondary programs, and hundreds of course consultations across five Canadian post-secondary institutions.

**Dr. Lorraine Godden** is described above.

10:00 am 314a

**Adult ADHD in Motion: Workplace Physical Activity and Improved Occupational Outcomes** by *Jillian Conway*

Adults with ADHD can encounter a variety of difficulties within the workplace including decreased earnings in comparison to their peers. Previous ADHD research has suggested that physical activity or hyperactive symptoms may help manage the persistent inattentive symptoms traditionally present in adult ADHD. These inattentive symptoms may interfere with productivity within the workplace, contributing to the loss of earnings observed for these individuals. As such, in a novel approach, this research examined the possible implications of physical activity within the workforce as a factor of earning loss for adults with ADHD.

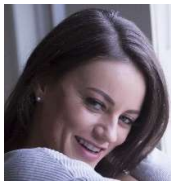


**Jillian Conway** works in the field of vocational rehabilitation and assessment, with over six years of experience working with a variety of clients and disabling conditions. Her research explores the career development of individuals with physical, cognitive, and emotional concerns.

10:25 am 314b

**Supporting the Career Development of Homeless Youth** by *Darrah Kennedy*

One population that has historically experienced difficulty in career development is youth who are experiencing homelessness. This session addresses cutting edge ideas for practice in supporting homeless youth with their career development. I begin by describing the distinct career development concerns faced by youth experiencing homelessness. Next, drawing on current research related to this population, I identify and discuss four key recommendations for practice: housing stability, access to specialized resources, trusted relationships, and taking a trauma-informed perspective.



**Darrah Kennedy** is a research associate and graduate student in the Counselling Psychology program at the University of Calgary. Her research interests include adverse childhood experiences (ACEs), pathways into and out of homelessness for youth, and mental health related stigma experienced by youth. She has presented at numerous international venues for researchers and practitioners in the field of psychology including the annual conferences of the Canadian Psychological Association, and the American Psychological Association.

10:50 am

**Tea Break & Networking**

11:00 am 321

**Panarchy, Pandemic, and Lifelong Careers: Adaptations to Galvanize Youth** by *Dr. Elisabeth Montgomery and Xiao Lianyu*

Building on the theory of Panarchy, which rejects hierarchy, from Paul Emile de Puydt (1860) to modern, transformative systems thinkers Lance Gunderson and C.S. Holling, this workshop provides lifelong career tools for youth to make pandemic adaptations. This workshop assists young people and those who collaborate on their career journey in the worst of times. Using Bronfenbrenner's bioecological systems tied to career exploration and the moral imperative of planetary restoration, we extend Super's rainbow to create a more significant arc, one that unlocks the proverb that "Life is but a span" 人生苦短 (rén shēng kǔ).



Since 2014, **Dr. Elisabeth Montgomery** developed and implemented international programs in the K-12 public school system and implemented career development education programs in keeping with school reform goals. Nanshan district is Shenzhen's free trade economic zone of China and currently serves over 230,000 students, and 25,000 teachers. As a specialist in English Language Learning programs grades K-12, she also implemented Great Books/Shared Inquiry Discussion classroom programs throughout the district English departments, training over one thousand teachers.

**Mr. Xiao Lianyu** is a Global Career Development Facilitator, focused on facilitating K-12 students to prepare for college placement career awareness and college students to prepare for the job placement. Since 2016, Xiao facilitated career courses and developed into an online knowledge leader 200,000 followers on Chinese main social media channels with over 5,000,000 online users of career education for advice. Xiao offers college placement counseling to Shenzhen students through Shenzhen College Placement Public Service Seminar and has helped over 300 students apply colleges in China and the foreign college placements.



11:00 am 322

**Evidence-based Practice: Developing a Career Accelerator Program for Post-secondary Graduates** by *Dr. Candy Ho, John Grant*

While the COVID-19 pandemic has its challenges, it presents opportunities to reimagine career services. In this session, presenters discuss a Fall 2020 research study they conducted on the 'Class of 2020', and how they leveraged study results to advocate for and implement a comprehensive career program for new graduates. The session details the process from research to program development, implementation, and evaluation – emphasizing the importance of evidence-based practice to both inform and enrich our practice.



**Dr. Candy Ho** is the inaugural Assistant Professor, Integrative Career and Capstone Learning in the University of the Fraser Valley. She also holds teaching positions in Kwantlen Polytechnic University's Educational Studies department and in Douglas College's Career Development Practitioner program. She currently serves as Vice Chair of CERIC, a Canadian charitable organization that advances education and research in career counselling and career development. She resides on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

**John Grant** is an instructor, business owner, husband, father, and settler on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh nations. While currently an instructor with Kwantlen Polytechnic University's Entrepreneurial Leadership program, John previously served as the Director of Alumni Relations and Executive Director of the Alumni Association with Simon Fraser University. His career spans experiences with small to medium non-profit organizations, government, and the private sector.



11:00 am 323

**Developing Multicultural Competencies for Serving Chinese High School Students** by *Xi Zhang*

When applying western-centric career development interventions with Chinese students, it is crucial for career practitioners to develop multicultural competencies. Based on the experiences of offering college and career counseling for Chinese high school students for four years in China and one year in an American high school, the presenter will talk about unique career development challenges faced by Chinese high school students both in China and in the United States. The presenter will analyze the cultural roots of these challenges and some attempts to address them. Recommendations for future practice and research will be discussed.

**Xi 'Justin' Zhang** is described above.

11:00 am 324a

**Efficacy of a Group Career Intervention with Unemployed Individuals in Singapore: A Mixed-method Approach** by *Dr. Elvo Sou, Dr. Mantak Yuen and Dr Timothy Hsi*

One of the global impacts arising from the Covid-19 pandemic was massive job losses. In Singapore, retrenchment rose from 5.1 per 1,000 employees in 2019 to 12.8 per 1,000 employees in 2020. The unemployment rate also increased from 2.3% in 2019 to 3% in 2020. A career intervention was conducted with a group of unemployed adults in Singapore over a period of five weeks. Using a mixed-method approach. The aim of the study was to study the efficacy of the career intervention program.





**Dr. Elvo Sou**, Head of Student Counselling Section, Student Affairs Office at the University of Macau, oversees the Psychological Counselling Centre and the Career Development Centre. He is a registered psychotherapist in Macau and has 20 years of experience in counselling. He received his Doctor of Education from the University of Hong Kong, and his research interests include career development, positive psychology, and mental health. He is active in professional engagement. He is currently the Chairman of Macau Psychology Association and former Macau Director of the Asia Pacific Career Development Association.

**Dr. Mantak Yuen**, Associate Professor and Co-Director of Centre for Advancement in Inclusive and Special Education at the Faculty of Education, University of Hong Kong, researches school guidance and counselling, gifted education and talent development, inclusive education and learners with special needs, social-emotive learning, and career development. He is the Chartered Psychologist and Associate Fellow at the British Psychological Society, Certified Counsellor, Approved Supervisor and Fellow at the Hong Kong Professional Counselling Association, and Registered Counselling Psychologist, Educational Psychologist and Fellow at the Hong Kong Psychological Society.



**Dr. Timothy Hsi** is Senior Lecturer in Counselling at the Australian College of Applied Psychology. He teaches across various counselling courses at the college and is the coordinator of the Bachelor of Counselling course. He has a level 4 counsellor registration with the Australian Counselling Association. In addition, Dr Tim is also the Founding President of the Career Development Association of Singapore, and his research interests include career development, positive psychology, and professional identities of practitioners. Apart from academia, Dr Tim regularly provides certification training for new career development practitioners in Singapore and across Asia.

ancil

324b

**Finding Meaning Within and Outside Prison** by *Neerja Korey*

"Livelihood" is an essential component of the Community Based Rehabilitation (CBR) matrix, scaffolding the rehabilitative process for disability. While the concept of disability centers inside the person, "societal disability" is unaccounted for by conventional wisdom. Entering the prison system leads to a life without meaning, foreshadowed by societal disability hampering livelihood. The rehabilitative efforts of Asia's largest and most overcrowded jail, Tihar Jail, are reviewed in the light of social disability. This social disability is unrecognized due to taboo and to the massive challenge of changing the mindset of society.



**Neerja Korey** is due for the award of Master of Rehabilitation Counselling degree in December 2021 from The University of Sydney. She also holds a Master's in Psychology and a Bachelors in Alternative Medicine with 16 years of experience working within the public healthcare setup. She is experienced in working within a multicultural team and loves to assist people in attaining their vocational and life goals. She is extremely passionate about working within the rehabilitation field due to the rewarding and evergreen experience of enhancing the lives of individuals through vocational rehabilitation.

12:00 pm

331

**Career Development in the Business Sector: A US Perspective** by *Constance Pritchard*

The workshop will provide an overview of the purpose and practices of career development in the business sector. The presentation will include a handout of resources and suggestions for career practitioners in this setting.

**Dr. Constance Pritchard** is described above.

12:00 pm 332

**Understanding Generation Z in the Job Search** by Tuan Anh Le

Knowing and understanding the skills, interests and values of our clients is a vital part of career practice. Gen Z is the newest generation in the job market. It is the most diverse generation yet, born between 1997 and 2010, growing up in a rapidly changing world. Gen Z is the only generation with no significant pre-smartphone memories. This generation has very different ways of finding work. This presentation will share information about Gen Z in the job search process to help you better understand and support this generation.



**Tuan Anh Le** is one of the first-generation career professionals in Vietnam. He is the author of 4 bestselling books on career and personal development topics. His strength is to use social media to interact and convey career messages to students. He currently manages the community of more than 150,000 vocational students on Facebook and he is the career manager at TopCV - the number one recruitment platform in Vietnam. He is also a guest lecturer to many big universities in Vietnam.

12:00 pm 333

**Thriving Through Hope and Action - A Reflective Career Recovery Journey Online** by Cassie Taylor and Desiree Carlson

To support those navigating career transitions, whether planned or unplanned, within a post-pandemic world, a hope-infused career development approach is necessary. Join presenters, Desiree Carlson and Cassie Taylor, as they introduce the recently launched Career Recovery: Thriving Through Hope and Action virtual workshop. Hear how a hope-action mindset can support career recovery and learn how practitioners can work with clients to build individualized strategic career recovery plans that weave their talents, passions, and life purpose together.

**Cassie Taylor** is described above.



**Desiree Carlson** is a renowned international Gestalt and Existential therapist, program designer, instructor and public speaker, with extensive professional and transcultural experience. Skilled at developing and implementing a wide variety of therapeutic-transformational programs for people around the globe. She is currently the Latin America representative for the International Association for Counselling. During the past decade, she has dedicated herself to promoting diversity, equity, and inclusion through a phenomenological perspective. Author of the book *The Art of Not Knowing*, published in 2020.

12:00 pm 334a

**Enhancing the Career Capabilities of NEET Youth in Hong Kong: An Experience-driven Framework** by Dr. Victor Wong and Dr. Sabrina Xuebing Su

This paper discusses how an experience-driven framework can enhance the application of Amartya Sen's capability approach to developing the career capabilities of NEET youth aged 15-21 with additional vulnerability. Based on a thematic analysis of ten individual interview transcripts collected from five career practitioners and five ex-users, the study discusses four interlocking domains of experiences and experience-driven career interventions for enhancing youth's capabilities to aspire and realize aspirations with a transition from the zone of proximal development to the zone of aspired development, namely, recognition, exposures, self-growth and transferability. Research and practice implications are shared.

**Dr. Victor Wong** and **Dr Sabrina Xuebing Su** are described above.

12:25 pm 334b

**Career Journey of Young Mariners through LIFE Program in the New Normal** by Cherry May Rotas-Palacio

This study analyzed the impact of the LIFE (Leadership, Integrity, Faith and Excellence) Enhancement Program of Philippine Merchant Marine School, Las Pinas and Manila Campus among the Maritime students. A total 400 respondents (42 females and 358 males) enrolled in BS Marine Transportation and BS Marine Engineering in the height of corona virus pandemic. Mixed methods research design was utilized for collecting, analyzing, and "mixing" both quantitative and qualitative research and method (nova.edu ret.11.21). Data showed that LIFE Enhancement Program of Philippine Merchant Marine School brought positive impact on the respondents' life and career as they continue their journey as young mariners.

**Cherry May Rotas-Palacio** is described above.

12:50 pm

**BYOF\* Lunch Break, Discussion Topics, and Meetings**

1:00 pm

341

**Structured Networking Discussion Topic: Sustainable development is an important UN goal. How does it affect your work?** *With Allan Gatenby*

**Allan Gatenby** is described above.

2:00 pm

351

**Careers and Employability Learning in Higher Education: Pedagogical Principles and Process** *by Michael Healy, Dr. Jason Brown*

In this interactive, practical workshop, we describe six pedagogical principles and a developmental process model that can underpin high quality, equitable, and empowering careers and employability learning for university students. We will lead participants through reflective activities in which they will consider how those principles and process may inform their practice. We will highlight key graduate employability and career development theories that informed the principles and process, so that participants can draw on a relevant evidence base as they design and deliver their own careers and employability programs and services.



**Michael Healy** is Head of Career Development and Employability at Career Ahead. Prior to this role he has been a careers and employability educator at several universities, leading the development of a range of services and programs in and alongside the curriculum. Michael is nearing the completion of a PhD in careers and employability learning with the University of Southern Queensland. Through his research and leadership, Michael seeks to innovate and elevate the career development profession.

**Dr. Jason Brown** is described above.

2:00 pm

352

**Early, Often & Integrated: a Technology-infused Career Education Program from Primary to School Leavers** *by Liv Pennie and Dr. Jim Bright*

Professor Jim Bright and Liv Pennie will discuss the practice and impacts of an innovative program which delivers careers education early, often and integrated by taking a whole school approach. The pre and post program results demonstrate the positive impacts to be gained not just in supporting students to be active and critical thinkers about their future but also in increasing their focus and connection to their learning when it's required rather than after the event. Attendees of this session will come away with practical ideas for reimagining careers education in a school setting and clear evidence and impact data supporting this innovative, technology infused approach.



**Liv Perne** holds an MA in Psychology, Postgrad in Career Development and 15 years in advertising, digital product, and experience design. She brings together these worlds of academia and innovation to close the gap between evidence and practice in contemporary careers education. Recognized in The Educator Hot List for her work helping to transform K-12 Careers Education.

**Dr. Jim Bright** is Professor of Career Education and Development at Australian Catholic University. Based in Sydney, Australia, he is a practicing psychologist, who works with clients in medico-legal matters such as motor vehicle accidents and workplace injuries, as well as coaching elite sports people and executives. He is also Director of Research & Impact for Become Education.



2:00 pm 353

**Using Challenge Mindset for Career Exploration in Youths** by *Alice Ku*

Career exploration takes on a flip approach using the challenge method to look beyond job titles. Republic Polytechnic will share its experience from pilot study to class lessons as we attempt to bring the challenge mindset to our youths via the various platforms available in the institution.



**Alice Ku** is a Senior Education and Career Guidance (ECG) counsellor situated at Republic Polytechnic, serving the School of Applied Science since 2017. Aside from her career counselling portfolio, Ms. Ku also plans and conducts staff training and student workshops; involved in in-campus career fair planning and lesson crafting works. Alongside with other passionate ECG comrades in the post-secondary education institution arena, Ms. Ku has contributed to the Joint-PSEI ECG Training Programme Guidelines for academic staff and supported Singapore Ministry of Education's ECG action research team's effort in the pilot study of digital challenge cards. She is also a silver winner of MOE's Service Excellence Award (MSEA) 2021.

2:00 pm 354a

**What Women Veterans Want: Work Life Support for Women Veterans on Leaving the UK Armed Forces** by *Andreana Glendinning*

This presentation examines initial findings from completed fieldwork through discussion of emerging themes from research data. Aim of the study is to explore UK Armed Forces (UKAF) women veterans' experience of transition from military to civilian working life with emphasis on barriers women veterans may encounter on entering the civilian work. This includes gender bias, lack of understanding of military skill set, influence of the caring role upon ability to gain and maintain employment, assumptions regarding social background and status. The study also examines women veterans' experiences of work 2-20 years after leaving the UKAF.



**Andreana Glendinning** trained as a Registered Nurse in the 1980's working in the National Health Service and latterly as a lecturer for 20 Years. She completed Undergraduate and Post Graduate degrees part time. She joined the Royal Navy as a Nursing Officer in 2003 and served for 17 years in a variety of roles related to healthcare and the management of healthcare personnel across the UK Armed Forces. On retiring from the Royal Navy in January 2020 Andreana commenced a PhD funded by the ESRC in employment research at the University of Warwick.

2:25 pm 354b

**Career & Infertility Colliding: The Paradox Model of Infertility Giving Birth to Change** by *Sini Parampota*

As women are preoccupied pursuing leadership roles during their prime reproductive years, their careers are competing with the wish for a child. With infertility on the rise,



many deal with repercussions on individual identity and career anchors. This qualitative research explores the impact of infertility on female leaders' career aspirations. The lack or presence of psychological safety in combination with the post-trauma growth factors, through reflection and action, resulted in becoming agents of change for themselves but also for the systems they are part of.

**Sini Parampota** is described above.

2:50 pm

### **Tea Break & Networking**

3:00 pm

361

### **3D Learning from the Pandemic: Dream, Design, Deliver** by *Allan Gatenby*

Thriving in periods of rapid change requires a different mindset, different practice. Professionals who thrive in change are agile, flexible, collaborative, creative and innovative. Enabling creativity, innovation and entrepreneurship are the new platforms for thriving in the new normal. Learning from the pandemic brings clarity around the need for changing mindset, language, structure and pedagogy of professional practice building a deeper understanding of the changing world, changing workplaces, socio-political imperatives and shifting focus from employability to entrepreneurship. This is the new normal. Dream, design, live a better life.

**Allan Gatenby** is described above.

3:00 pm

362

### **Taking on the Challenge of Decent Work as a Lifelong Career Development** by *Yoshinobu Ooi*

Due to the ILO goal of "decent work for everyone," the concept of decent work is becoming known worldwide. I believe that this is one of the important issues that career counselors should be addressing. Of course, it is necessary for all people to understand decent work. It is also troublesome because, even if you have acquired it once, you may lose it or have to give it up due to changes in the environment. External changes could include a pandemic or changes in corporate operations. Internal change could include your own life events. I will discuss decent work, with examples.



**Yoshinobu Ooi** is the Japan representative for APCDA. He has worked for major Japanese telecommunications companies (including Internet services, cloud services, and data center services) for over 20 years, during which he has engaged in various occupations. Since then, he has an MBA and is now a freelance career development supporter and management consultant. JCDA, NCDA, APCDA member.

3:00 pm

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### **Life Design in the Era of Longevity and the Support Required of Future Career Counselors in Japan** by *Momoko Asaka*

Typical company employees in Japan retire around their mid-50s. Some retire at 60 but are re-employed and work until 65. Then they live off their pension from 65 until they die. Thus, the age of starting the pension is being pushed later, while healthy life expectancy is getting longer. In my counseling sessions, I have often been asked for career advice by "salarymen" in their late 50s who are about to retire. More of them are wondering about their future career as they approach retirement. In July 2021, I published a book named "Textbook of Life Design" for the purpose of clarifying how we think about the 100-year life era. I'll talk about practices of my counseling from this book in this presentation.



**Momoko Asaka** is the CEO of Veriteworks, and Officer of APCDA since 2016. Graduated in Arts in Library and Information Science from Keio University, Japan. JCDA Certified Career Development Adviser, JPA Certified Psychologist, Industrial Counselor, Health and Productivity Management Advisor. Started an independent business after working as a medical corporation staff, HR staff of a large company, an HR director of a private IT company. Incorporated as Veriteworks in 2014. Utilizing 20 years of experience in the counseling

field, provide career and mental health counseling for corporate clients, as well as seminars, book publishing, media appearances.

3:00 pm 364a

**Nourishing Student Experience through Vocational Guidance** by *Dr. Isabelle Olyr-Louis and Patricia Dos Santos*

Subjected to the challenges of university democratization and development of soft skills such as making vocational decision, students have new demands. Different types of activities are therefore provided by universities to support students in their transition in higher education. But does this guidance service, meant to be adapted to the specific problems of this heterogeneous public, meet the goals it sets from students' points of view? This contribution examines how students invest in activities of vocational guidance, what meaning it takes for them and how they build their experience by initiating a plan for their future.

**Dr. Isabelle Olyr-Louis** is a professor in psychology at Paris Nanterre University where she co-directs the master's degree of "Social psychology: guidance, assessment and counseling". She is part of the Parisian Laboratory of Social Psychology (LAPPS-TE2O, EA 4386). Her research focuses on transitions across the lifespan. They relate in particular to vocational integration processes, self-anticipation and identity construction at work, process of forming representations of work and professions, dialogical guidance counseling interactions and their emotional manifestations.

**Patricia Dos Santos** is a PHD student in the Parisian Laboratory of social psychology, at Paris Nanterre University. His thesis is on the activity of vocational guidance to support students at the university. She is also the coordinator of the Information and guidance team within a guidance service in a university.



3:25 pm 364b

**Relationship between Perceived Future Employability and Proactivity of Undergraduate Students in Indonesia** by *Felicia Angelica and Dr. William Gunawan*

Economic growth, Covid-19 pandemic, 4.0 industrial revolution, and demographic dividend have an impact on the Indonesian workforce. The government needs to improve the quality of Indonesian human resources so that Indonesia will not be left behind by other countries. Human resource can be improved through the proactive personality of students. Students who are proactive develop effective strategies to manage future employability (Jackson & Tomlinson, 2020). Proactive personality supports an individual's employability (Fugate, Kinicki, & Ashforth, 2004). This study is conducted to examine the relationship between Perceived Future Employability and Proactivity of undergraduate students in Indonesia.



**Felicia Angelica** is a student in the Bachelor of Psychology program.

**Dr. William Gunawan** is described above.

3:50 pm

**Tea Break & Networking**

4:00 pm

371

**Mapping Career Counseling Interventions as an Innovative Way to Navigate Uncharted Career Paths** by *Dr. Shékina Rochat*

Helping clients navigate uncharted career paths requires career practitioners to gain a clear understanding of clients' needs and resources, as well as of the career interventions that are the most likely to benefit them. The objective of this workshop is to build participants' skills in spotting career development difficulties, mapping them with relevant career interventions, and delivering them in a collaborative way. The benefits of such skills to foster the working alliance will be discussed.

**Dr. Shékina Rochat** is described above.

4:00 pm

372

**Opening Doors: Integrating Learning & Career Transition in China** by *Vivien Leung, Allan Gatenby*

Learning opens doors to greater happiness. Happiness is the key to success. Successful career transitions are based upon embracing and undertaking new ideas, new practice, learning. Formal qualifications may not bring the success that people want. Integrating learning to professional services is yet to fully embraced by the career development profession. In China training and career development remain linked but not integrated. Integrating coach-based learning into career and life-design practice increases life chances locally and globally.



**Vivien Leung** is a lead coach for Better life Career Coaching (Shanghai). She has a rich professional experience in HR, training and now life-design coaching. Transition services in China are lacking as are training facilities in career development. Her journey to becoming an accredited life-design coach is the central theme of this presentation.

**Allan Gatenby** is described above.

4:00 pm

373

**Supporting an Age-Diverse Workforce: Global Perspectives on Meaningful Work and Employability** by *Dr. Jennifer Luke*

Retaining knowledge within the workforce and supporting age diversity is essential for economic productivity. This presentation will provide examples of successful workforce age diversity initiatives from various nations where employability and meaningful work were key. Case studies, trend data, and global statistics will be provided to illustrate the challenges and opportunities an age diverse workforce faces, and how meaningful work builds structure, strengthens employability, encourages community, and prepares for future work disruptions.

**Dr. Jennifer Luke** is described above.

4:00 pm

374

**IAEVG National Correspondents Meet and Share Dreams for Vocational Guidance in Their Country** with *Dr. Jane Goodman*

IAEVG National Correspondents are invited to get together and share their vision of what they would like to see as the future of vocational guidance/career development in their respective countries. This general discussion will allow for dialogue and exchange of ideas as well as hopes and dreams.


**Dr. Jane Goodman** is described above.

4:50 pm

**BYOF\* Break, Discussion Topics, and Meetings**

5:00 pm	381	<p><b>Structured Networking Discussion Topic: Which labor market trends are most important in the future?</b> <i>With Hector Lin</i></p> <p><b>Mr. Hector Lin</b> is described above.</p>
5:00 pm	382	<p><b>Meet &amp; Greet the IAEVG Presidency</b> <i>with Dr. Gert Van Brussel and Dr. Jane Goodman</i></p> <p><b>Dr. Gert Van Brussel</b> and <b>Dr. Jane Goodman</b> are described above.</p>

## Tuesday, May 24

Time	Session	Description
10:00 am	411	<p><b>Optional Extra: Professional Development Institute: Guiding Principles of Career Development: Career Work in Action</b> <i>by Riz Ibrahim and Candy Ho</i></p> <p>This immersive and interactive session will put you in touch with first principles as we explore the Guiding Principles of Career Development developed by CERIC. This session will consider each of the eight Guiding Principles that define career development today. We will examine how each applies to your practice now and what each means within the context of an increasingly dynamic global labour market and the fluid nature of "career."</p> <p>Through facilitated discussion with a room of your peers, learn how you can activate these principles in your work using six newly released Career Work in Action Plans. Each Action Plan is focused on a specific client group: High School-Age Youth, Post-Secondary Students, Educated and Underemployed Adults, Job-Seekers Unemployed Long Term, Seniors Transitioning to Retirement and Immigrant Populations. The Action Plans provide relevant conversational starting points, concrete interventions and engaging activities for five key areas of career support:</p> <ul style="list-style-type: none"> <li>• Self-exploration – Helping clients figure out who they are and what they want</li> <li>• Decision-making – Supporting clients at key points of decision-making</li> <li>• Support through transition – Encouraging, coaching, supporting, advising through transition</li> <li>• Future thinking – Helping clients think ahead, anticipate future challenges and strategize around how to respond</li> <li>• Mental health – Providing support around mental health and well-being issues as they relate to career</li> </ul> <p>Each attendee will receive a complete set of Action Plans that we'll use during the session to participate in hands-on skill-building.</p> <div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  </div> <div style="flex: 2;"> <p><b>Riz Ibrahim</b> is the Executive Director of CERIC. Mr. Ibrahim works with CERIC's cross-sectoral Board and Advisory Committees to develop strategic and functional partnerships that enhance the body of knowledge for Canada's career professional communities. Additionally, Mr. Ibrahim oversees all areas within CERIC's mandate including the Cannexus National Career Development Conference, the CareerWise and OrientAction content websites, the peer-reviewed Canadian Journal of Career Development (CJCD), and a host of internal and external projects including national surveys of Canadians' perceptions about career planning and about career development and the workplace.</p> </div> </div> <p><b>Dr. Candy Ho</b> is described above.</p>
1:00 pm		<b>BYOF* Lunch Break</b>
2 – 3 pm	451	<p><b>Video Tours</b> of Careers Connects (WSG), and other career services in Singapore. Each tour Lasts a few minutes. Each virtual tour will last 1 hour or less.</p>



**Optional Extra: Enabling Village Virtual Interactive Tour**

Enabling Village is a community space where people with different abilities can move independently, where they can feel accepted for who they are, and be valued for their contributions. Enabling Village is an inclusive space that represents a fresh approach to social businesses and community building.

Learn about assistive technologies, social inclusivity and empowerment of people with disabilities through employment. Be inspired to deepen your human touch. Find out what you can do to create a more inclusive society, through a tour of this special village in Singapore.

- Enabling Village: Discover this "hidden" village in Redhill, where a special place was created for everyone to feel accepted.
- Playground Block: Explore various services that have been created to include people with different needs.
- Inclusive Playground: Most playground have obstacles that are difficult for children in wheelchairs. Discover an inclusive playground where everyone can play!
- Amphitheatre: Hear about how an event space was made inclusive for all, by implementing Universal Design.
- Village Green: Learn about how technology can help people with disabilities. also, discover the creativity of children with Autism.
- Hive & Academy: Explore various places in EV where support can be provided for those who need them, and how we can become a more caring society.

This tour uses Zoom

## Wednesday, May 25

Time	Session	Description
9:00 am		<b>BYOF* Break, Discussion Topics, and Meetings</b>
9:00 am	501	<p><b>Structured Networking Discussion Topic: Which issues do women face in the workplace and how do you help them with these issues?</b> <i>With Jenn Leard</i></p> <p>During each BYOF (Bring Your Own Food) period, there will be at least one Structured Networking Discussion. There are 3 goals for these discussions:</p> <ol style="list-style-type: none"> <li>1. To facilitate networking in a virtual environment.</li> <li>2. To share insights with other attendees about this hot topic.</li> <li>3. To help you to clarify your thinking about this topic.</li> </ol> <p>Each discussion will be 50 minutes in length. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will definitely need to turn your microphone on, and we ask that your video be On (but we don't require it). If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <p><b>Ms. Jenn Leard</b> is described above.</p>
9:00 am	502	<p><b>APCDA Glossary Project Meeting</b> <i>with Dr. Vandana Gambhir and Dr. Marilyn Maze</i></p> <p>Glossary Project Workgroup is responsible for developing a glossary that includes definitions of common career planning terms upon which our members can agree. It is also responsible for pursuing the development of a comparable glossary in various member languages. As our field grows and terminology changes, the glossary is likely to grow and change to fit current circumstances. At this meeting we will unveil a new, expanded, version of the Glossary and ask for your feedback.</p>



**Vandana Gambhir Chopra**, PhD, APCDA Ethics & Standards Committee Co-Chair, is Assistant Professor in the Department of Psychology, Keshav Mahavidyalaya, University of Delhi, and the Former Country Director of India for APCDA. She started her professional career as a medical physician, excelled and later received her doctorate in Psychology. Known as an expert in Psychometrics, Organizational Behavior, Human Resource Management and Vocational & Career Counseling, she helps corporations with their employee wellness and productivity through training and assessments. Her field of involvement in psychology research work spans across career competencies, personality, social psychology, competency mapping, positive psychology, and consumer behavior and geriatrics mental health.

**Dr. Marilyn Maze** is described above.

9:00 am 503 **Awards & Scholarships Committee Meeting** with *Dr. Vijay Paralkar and Hilary Flanagan*

Awards & Scholarships Committee is responsible for finding ways to those who might benefit of the availability of awards and scholarships. Scholarships are available to students and recent graduates of any career services training program or related academic programs. Members need encouragement to nominate a worthy award recipient or to self-nominate. Join this committee meeting if you are passionate about rewarding those who deserve to be rewarded.

**Hilary Flanagan**, APCDA Awards & Scholarships Committee Co-Chair, has over 20 years of progressive leadership in higher education career development and is as passionate as ever about helping college students. She has a strong track record for leading dynamic teams on campuses in an ever-changing professional landscape, as well as collaborative leadership involvement in local, regional, national, and global associations. As Executive Director, she enjoys working with the amazing change agents of the Seattle U Career Engagement Office. When not working, Ms. Flanagan can be found training for and competing in triathlons in support of Team in Training for the Leukemia and Lymphoma Society, exploring new cuisines and cultures, and spending time with her adventurous family.



10 am 511 **Welcome Speaker: Professionalizing Career Services Delivery in Singapore and a Data-Driven Approach to Service Design** by *Lynn Ng*



**Ms. Lynn Ng**, Group Director of the Careers Connect Group in Workforce Singapore, holds an MBA from INSEAD and Advanced Management Programme certification from Harvard. After working in the Ministry of Education, Ministry of the Environment, and Ministry of Manpower, she has worked for Workforce Singapore for 17 years. Ms. Ng has a deep passion for promoting workforce development. She has developing national, sectoral and worker-level initiatives to fill manpower and skills gaps and helping individuals to upskill and find meaningful jobs. She played a key role in conceptualizing and implementing the SkillsFuture movement aimed at helping every Singaporean to realize their career potential at the workplace. She leads the agency's efforts in delivering effective and efficient job matching between employers and jobseekers, through a holistic approach comprised of digital and high-touch career services, data analytics and professional capability development.

11:00 am **Tea Break & Networking in the Lounge**

11:10 am 521 **APCDA Awards Ceremony** with *Satomi Chudasama*

At this ceremony you will meet the Outstanding Career Practitioner, Outstanding Career Educator, Lifetime Achievement, and President's Awardee. You will also meet people who deserve special notice for their contributions this year, the Conference Hosts, and the Scholarship Winners.

11:50 am

**Tea Break & Networking in the Lounge**

12:00 pm 531

**Keynote: Thinking Like an Employer to Help Your Clients Succeed** by *Elisabeth Sanders-Park*

Our work is to help people choose, begin, and succeed in careers. We shine at helping people discover their strengths and opportunities, explore options, get unstuck, make wise decisions, and prepare for career success. But the long-term success of our clients (and our own endeavors) also depends on understanding the behavior, reactions, and mindset of hiring employers. Too many of us have a blind spot in this area -- we have never run a business or hired employees; our personal values differ from the profit-driven business world; we have spent our careers in government service, academia, or non-profit. Thinking like an employer can seem mysterious! This keynote address, based on more than 20 years serving businesses and job seekers, offers a simple, powerful, proven framework and techniques for "thinking like the employer" -- even employers say it helps them clarify their own thinking! The reliable and memorable lessons will add to your expertise and confidence, and help your clients choose smarter, get hired faster, and succeed sooner.



**Elisabeth Sanders-Park** is a celebrated careers author, speaker, and thought leader. She has written two books, more than 80 tools, and the 'Working with Difficult Clients' column in the Career Network's international newsletter. She has been awarded the National Career Development Association's 'Career Development Practitioner of the Year' designation. In the last 20+ years, she has trained more than 30,000 employment/career practitioners the U.S., Canada, and Australia impacting the lives of more than 1 million

job seekers. As President of WorkNet Solutions, her mission is to equip and inspire career development practitioners and organizations across the globe. She is known for delivering practical wisdom with humor and hope.

1:00 pm

**BYOF\* Lunch Break, Discussion Topics, and Meetings**

1:00 pm 541

**Structured Networking Discussion Topic: Which issues most affect older workers?** With *Allan Gatenby*

**Allan Gatenby** is described above.

1:00 pm 542

**Application of Korean Alas for the Corporate Population in Korea** by *Simon Lee*

Business organizations have been using various assessment tools to enhance team building, leadership, and organizational culture. Lately, with the emerging popularity of MBTI, personality and personality traits assessments are attracting interest from corporate HRDers. Today, in light of the current trend, Simon will be discussing how Carrot Global Inc., is applying a localized Korean version of Kuder Atlas in an effort to create synergy among members of organizations, leading to performance improvement by diagnosing the attitude towards work, interest in work, efficacy, and job value, Carrot Global Inc. is the most reputed L&D provider in the Korean corporate scene and is Kuder's partner in Korea.



**Simon Lee** is a Facilitating Career Development Instructor (FCDI) in National Career Development Association US, as well as the Global Career Development Facilitator (GCDF) in Center for Credentialing and Education US and Certified Coach in Korea Association of Coaching with approximately 2,430 hours of coaching experience. Some of his current working experience, namely as Director in Carrot Career Center in Carrot Global Inc. Korea, ACT (American College Testing) Global Assessment Certificate Professor in Hanyang

University Korea, Asia Market Entry Strategy Consultant in JCMS International NZ, Business Development Director in Masonite US, Business Development Manager in Cater Holt Harvey NZ, and Strategic Marketing Manager in Microsoft.

2:00 pm 551

**Keynote: Lifelong Guidance in the Heart of Lifelong Learning** by *Dr. Raimo Vuorinen*

With labour market restructuring, international organisations have jointly stated that it is essential that people of any age and at any point in their life entering work, seeking work, in work or moving within the labour market have access to career services which underpin the acquisition of career management skills as an explicit transversal competence. This implies a paradigm shift and repositioning lifelong guidance/career development into national lifelong learning or skills strategies. In transforming career services to improve access and address social equity in accordance with ongoing changes in the society it is necessary to employ a stronger systemic approach in developing proactive services across education, employment, youth and social policy fields. The competence frameworks of career practitioners should be updated with a new strategic competence with understanding of the transformation of career services, how to collaborate with partners, system developers and policymakers in the design and the delivery of the services and in the evaluation of their impact and effectiveness. This shift from traditional expert services to combination of independent and communal ways of working would also promote effective, sustainable, and ethically sound integration of technology in career guidance practices and policies.



**Dr. Raimo Vuorinen** is a Project Manager at the Finnish Institute for Educational Research (FIER) at the University of Jyväskylä. His research interest is on evidence based lifelong guidance policy development and the use of ICT in guidance. In 2007-15 he was the Coordinator of the [European Lifelong Guidance Policy Network, ELGPN](#), Vice President of IAEVG in 2012-19 and in 2019-21 the Chair of Board of the International Centre for Career Development and Public Policies, [ICCDPP](#). Dr. Vuorinen is also an

Adjunct associate professor in the School of Social Sciences at the University of Iceland, Affiliate Professor with the Faculty of Education and the Centre for Labour Studies at the University of Malta, Research Associate in the Tech Center at Florida State University and an Overseas fellow of the National Institute for Career Education and Counselling, [NICEC](#) (UK).

3:00 pm 561

**Global Perspectives in Innovative Research Symposium** Moderator: *Prof. Nancy Arthur*; Panelists: *Prof. Gabriela Aisenson, Prof. Judith Semeijn, Dr. Hsiu-Lan (Shelley) Tien, Dr. Teresa Maria Sgaramella, and Prof Joanne Earl*

Career development research informs policy and practice and there is much to be learned from innovative research conducted across diverse country contexts. This panel, comprised of researchers from different regions, will offer perspectives about research from their national settings. Join this symposium to learn more about what is new, how ideas can be applied, and ways to continue sharing global perspectives in innovative research.

**Dr. Nancy Arthur** and **Dr. Hsiu-Lan Shelley Tien** are described above.





**Prof. Gabriela Aisenson**, PhD in Psychology (UBA, Argentina-CNAM, France), is a professor of undergraduate and postgraduate courses in the field of career guidance, director of the program of updating in psychology of guidance and counseling, director of the service of educational and professional guidance and counseling, director of research projects at the University of Buenos Aires. Founding member of the UNESCO Chair and UNITWIN network "Lifelong Guidance and Counselling". She has authored numerous book chapters and articles in national and international journals in the field of educational and vocational guidance.

**Prof. Judith Semeijn**, PhD, is a professor in Sustainable HRM and Head of the Organisation Department at the Open Universiteit, the Netherlands. Previously she held the chair in Career Management at the Open Universiteit, in collaboration with the Dutch Association for Career Guidance and Job Coaching (Noloc). Her main research interests include Sustainable HRM and Sustainable Careers, Sustainable Employability and Lifelong Development for all. Her research is published in many national and international books and journals. Prof. Semeijn is a research fellow with the Research Centre for Education and the Labour Market (ROA), Maastricht University, the Netherlands.



**Teresa Maria Sgaramella**, PhD, is a professor in the Department of Philosophy, Sociology, Education, and Applied Psychology, University of Padova (Italy). Research interests deal with Integrative Positive Development (IPoD) from childhood through adulthood with a focus on the role of social and emotional competencies, executive skills and systemic determinants on wellbeing and career development. She is Coordinator of the Italian research team for the Erasmus+ projects psSMILE (Social and Emotional Capacity Building in primary education) and InCrea+ (Inclusive Education through Creative Artmaking). She participates in the Erasmus+ project CONNECT! (Connecting Career Counselling and Human Resource Development in Enterprises for Higher Education and Training in Practice). She is vice president of the European Society for Adult Development (ESRAD), active in the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD), and founder of the Network for Innovation in Career Guidance in Europe (NICE) Foundation.

**Joanne Earl**, Professor of Psychology at Macquarie University, is an applied researcher focusing on issues relating to ageing, older workers, retirement planning and adjustment. Her research focuses on development of new measures, longitudinal studies, intervention design and evaluation. She is the recipient of an ARC Discovery and ARC Linkage project. Previous measures and training program are hosted by National Seniors Australia. Her most recent ARC Linkage (supported by Allianz Retire+) focuses on promoting a holistic model of retirement planning combining career, health and financial advice. Prof. Earl teaches psychological assessment, applied research, training design and evaluation and is a member of the NSW Ministry Advisory Council on Ageing.



4:30 pm 571

**IAEVG Awards Ceremony** with Dr. Teruyuki Fujita

The IAEVG Scientific Committee will select the best papers from this conference and present awards to them to celebrate their excellence.



**Teruyuki Fujita** is a professor at the Faculty of Human Sciences, University of Tsukuba, Japan. He specializes in comparative policy studies on career education. He has worked for universities in Japan since 1993, except for the five years after he was appointed as a principal researcher at the National Institute for Educational Policy Research of Japan in 2008. He concurrently served as the senior specialist for student guidance at the Ministry of Education, Culture, Sports, Science and Technology.

5:00 pm 581

**BYOF\* Cultural Gala: A Video Production by Students of Temasek Polytechnic, Singapore**

The multicultural aspects of Singapore will be illustrated by performances of traditional and modern dances, songs, and musical compositions performed by students of Temasek Polytechnic, Singapore.

## Thursday. May 26

Time	Session	Description
9:00 am		<b>BYOF* Break, Discussion Topics, and Meetings</b>
9:00 am	601	<p><b>Structured Networking Discussion Topic: What does Design Thinking mean and how do you use it in your work?</b> <i>With Bora Lee</i></p> <p>During each BYOF (Bring Your Own Food) period, there will be at least one Structured Networking Discussion. There are 3 goals for these discussions:</p> <ol style="list-style-type: none"> <li>1. To facilitate networking in a virtual environment.</li> <li>2. To share insights with other attendees about this hot topic.</li> <li>3. To help you to clarify your thinking about this topic.</li> </ol> <p>Each discussion will be 50 minutes in length. You are invited to bring refreshments and enjoy them while chatting with other attendees. You will definitely need to turn your microphone on, and we ask that your video be On (but we don't require it). If there are more than 5 attendees, we will use Breakout Rooms so you can talk in small groups.</p> <div data-bbox="446 1220 639 1436" data-label="Image"></div> <p><b>Bora Lee</b>, PhD, APCDA Korea Representative, earned her Ph.D. from Penn State University in Human Development and Family Studies. She is currently an associate professor at Korea University. Her research interests revolve around work, family, and gender. Questions that Dr. Lee is particularly interested in are the role of family contexts in youth's career development, why the world of work is gendered, and how men and women navigate their work and family lives.</p>
9:00 am	602	<p><b>Ethics and Standard Committee Meeting</b> <i>with Dr. Vandana Gambhir</i></p> <p>Ethics &amp; Standards Committee is responsible for assuring that leaders are aware of the ethical responsibilities of leadership, that the APCDA Code of Ethics is relevant and appropriate for all members, and that the standards, competencies, glossary, and other APCDA Resources are updated as new issues arise that career professionals are required to address.</p> <p><b>Dr. Vandana Gambhir</b> is described above.</p>
10:00 am	611	<p><b>Keynote: Nurturing an Ecosystem for Lifelong Career Development</b> <i>by Riz Ibrahim</i></p> <p>An ecosystem is a large community whose participants are linked, interacting with each other and their environment. An ecosystem is also an apt metaphor for the multiple entities – from educators to parents, employment counsellors to career</p>

development practitioners and employers to policymakers – who must come together through structures, networks and platforms to advance lifelong career development for populations locally, nationally and globally. Like many countries around the world, Canada is facing the disruption of AI, an aging demographic and an increase in precarious work. It also has the distinct attributes of a growing Indigenous youth population and one of the highest per-capita rates of immigration in the world. From the early years through retirement, this talk will share some of the multi-sectoral and multi-faceted approaches being undertaken to support people to use their skills and talents toward a more fulfilling social and economic future for all.

**Riz Ibrahim** is described above.

11:00 am

**BYOF\* Tea Break & Networking in the Lounge**

11:10 am 621

**Hope-Action through Intergenerational Mentoring Symposium** by *Dr. Norm Amundson, Ms. Andrea Fruhling, Dr. Spencer Niles, and Ms. Jennifer Niles*

Two father daughter teams (Norm Amundson / Andrea Fruhling; and Spencer Niles / Jennifer Niles) use a two-way intergenerational mentoring approach to explore the teaching and development of Hope-Action Theory and Practice. With two-way mentoring there is an opportunity for more egalitarian relationships and the support of lifelong learning. This approach to learning is particularly significant in our advanced technological society.



**Norman Amundson** is a professor emeritus from the University of British Columbia, and has worked in the career development field for over 40 years. During this time he has been involved in a number of national and international career development projects and has published many books and articles, including his award-winning book "Active Engagement". In his work he emphasizes the importance of creativity, imagination, storytelling, dynamic action, metaphors and hope. Norm has presented his

work at many national and international conferences in more than 30 countries. He holds an honorary doctorate from the University of Umea, in Sweden and has been recognized by many national and international professional associations for his leadership and contributions in the career development field. Norm is also one of the founders of the Hope-Action Theory and Hope-Action Inventory, and a lead instructor in the Certification in Hope-Action Theory & Practice course. His workshops and presentations are practical, engaging and interactive.

**Andrea Fruhling** is a Certified Organizational Coach (UBC), Founder of Doubleknot Works, a Mentor Coach and Instructor for the Organizational Coaching Certification program at the University of British Columbia, and an artist. Andrea develops and delivers engaging workshops and leadership development programs for career practitioners and organizational leaders all over the world, helping them find more creatively impactful ways to work with clients. She is the developer and a lead instructor for the internationally attended Certification in Hope-Action Theory & Practice course. She has led sessions and done keynote presentations for numerous national and international career development conferences and associations, and enjoys weaving together organizational and team coaching with career development to help people create and increase hopefulness in the world we live



**Spencer Niles and Jennifer Niles** are described above.

12:50 pm

**BYOF\* Lunch Break, Discussion Topics, and Meetings**

1:00 pm 641

**Structured Networking Discussion Topic: What kinds of assessments do you use in your work?** *With Dr. Vandana Gambhir*

**Dr. Vandana Gambhir** is described above.

1:00 pm 642 **APCDA Bylaws Committee Meeting** with Allan Gatenby

Bylaws and Policies Committee is responsible for drafting proposed wording for bylaws and policy changes. It drafts amendments to the Bylaws and reviews the final wording of amendments presented by the membership at the Annual Meeting to ensure their consistency with the style and substance of the Bylaws. It also drafts revisions to the Policies and Procedures Manual to address issues that arise over time. Join this meeting to help APCDA work more smoothly and to learn more about the structure of an international non-profit professional association.

**Allan Gatenby** is described above.

2:00 pm 651 **Keynote: Challenges of Managing Work and Family Roles in Time of COVID Pandemic and Rapid Technology Changes** by *Dr. Rachael Gali Cinamon*



**Dr. Rachel Gali Cinamon** is a Professor in the Counseling Department, School of Education, at Tel Aviv University, Israel. She is the head of the Career Development Lab, and the Dean of Faculty of Humanities. She is a member of the editorial board of several leading career journals. Her research interests focus on career development of women, minorities and at-risk populations, work-family relations through the life span, future plans and perceptions, and career interventions. Her research group work on several funded research projects and she is involved with several university-community partnerships that focus on career interventions in high schools and in civic organizations. She developed a special career intervention model that emphasizes the importance of being involve in four major roles to increase wellbeing and life satisfaction: work, family, community, and leisure. Her vision is to expand and enhance career education and career guidance services in Israel schools, academia, youth services and community centers. Her work is driven by her deep commitment to human development and by her belief that in society's responsibility to individuals' health, wellbeing, and meaningful life.

3:00 **BYOF\* Tea Break & Networking**

3:10 pm 661 **Global Perspectives in Innovative Practices Symposium** Moderator: *Gudbjörg Vilhjálmisdóttir*; Panelists: *David Carney, Ilze Jansone, Dr. Rodolfo Ambiel, Dr. Sachin Kumar, Dr. Teresa Maria Sgaramella, Dr. Hsiu-Lan (Shelley) Tien, Avron Herr*

We are living in an era of gigantic changes in education and work. Previous methods in guidance and counseling are insufficient, as they address a more static work context. The issue of global perspectives on innovative practice can be addressed in many ways such as the point of view of the actual counselling session, research or policy. What is happening in counselling sessions, and what innovations have been put in place to improve the output of each session in the career development of groups and individuals? How have innovative practices been created and has research helped? Is policy supporting innovation in practices or is it just up to individual agents? This symposium will give a global view on these questions on innovatice practice.



**Gudbjörg Vilhjálmisdóttir**, PhD, is a professor in career counselling and guidance in two universities: the University of Iceland and Inland Norway University of Applied Sciences. Her most recent research is on young workers without formal qualifications: their expectations, career adaptability and decent work. Her research interests have been on psychological and social influences on career choice and career construction, as well as evaluation of career interventions. Gudbjörg is currently vice-president of IAEVG.



**David Carney**, Executive Director of the Career Industry Council of Australia, has more than 20 years of experience working in the career development industry and is recognized nationally and internationally for the knowledge and expertise he brings to the field. Mr. Carney is a passionate advocate and contributor to improving quality and access to career development services in Australia including the development and promotion of professional standards, quality frameworks, online services, practitioner registration, workforce career development and a range of national career development initiatives. He is an active contributor to a broad range of government and corporate consultative and advisory bodies in career development, employment and workforce development.



**Ilze Astrida Jansone**, MS ED., Qualification in Career Counselling, works at the State Education development Agency of Latvia as the Euroguidance programme manager. Her work focuses on educational guidance with emphasis on learning mobility, guidance systems and policies, international peer learning, promotion of research, translation of guidelines, methods, and tools. Ilze is currently serving on the IAEVG board and filling the role of interim Treasurer.

**Rodolfo Ambiel**, PhD, is a professor at the Pontifical Catholic University of Campinas (PUCC), School of Psychology, Editor-In-Chief of the Brazilian Journal of Vocational Guidance since 2020, and Former President of the Brazilian Association of Vocational Guidance (ABOP) - 2015-2019. He earned his PhD at the University of São Francisco.



**Sachin Kumar**, PhD, Associate Professor in a government college in Himachal Pradesh, India, is President of Indian Association of Career and Livelihood Planning (IACLP) and the National Correspondent to IAEVG. For the last 24 years, he has been active in the education sector as teacher, teacher educator, counsellor, counsellor trainer, researcher, curriculum developer, project planner and consultant. He has worked with nearly 40 organizations (schools, colleges, universities, corporate houses,

NGOs, ministries and government departments) across 12 states of India. His research and intervention interests include: culture-career interface, career policy, career development services in higher education, green career development and livelihood planning perspective in career guidance.

**Mr. Avron Herr** is from an Industrial Psychology Background. Over the past 31 years his work has been foundational in establishing South Africa's National Career Advice Service. He is the founder of PACE Career Centre, the PACE Research Institute and PACE Analytics. He is also the founder of the South African Career Development Association (SACDA), and the East Africa Career Development Association (EACDA). His vision is to establish the Africa Career Development Association. In 2011 he hosted the IAEVG Conference in Cape Town, South Africa. His key drive is to bring about social and economic change through career guidance. He has written and contributed to numerous policy documents and has built career guidance systems for 14 African countries.



**Dr. Teresa Maria Sgaramella** and **Dr. Hsiu-Lan Shelley Tien** are described above.

4:50 pm

**BYOF\* Tea Break & Networking in the Lounge**

5:00 pm

681

**BYOF\* Closing Ceremony and Recap of the Conference** with APCDA President Satomi Chudasama, IAEVG President Dr. Gert Van Brussel, and many others

Winners of the Contests and Leaderboard will be announced. Satomi Chudasama and Dr. Van Brussel will provide a recap of this conference. APCDA members for Kazakhstan will invite you to APCDA's 2023 conference in Kazakhstan. Dr. Van Brussel will invite you to future IAEVG Conferences in Seoul and the Hague. We will thank the workers who made this conference possible.

**Satomi Chudasama** and **Dr. Gert Van Brussel** are described above.

## Friday, May 27

Time	Session	Description
10:00 am	711	<p><b>Optional Extra: Professional Development Institute: 5 Keys to Helping People Start Careers</b> by <i>Elisabeth Sanders-Park</i></p> <p>Most people can get a job without much help from us. Right now, the world's employers are begging for talent so even people with barriers can get hired... but is it enough?! Everyone deserves to do work that makes sense for them. This interactive session led by Elisabeth Sanders-Park (master virtual trainer and author of 'No One Is Unemployable' and 'The 6 Reasons You'll Get the Job.')</p> <p>will build your competence and confidence as you help people start careers that work for them. As a result of the session, you will be able to:</p> <ul style="list-style-type: none"><li>• use a simple, powerful, 5-step system to assess what a client needs now,</li><li>• uncover an individual's personal motivation and tie it to employment.</li><li>• cast a compelling career vision and determine where they can get on the path today,</li><li>• discover proof of qualifications from non-employment and non-traditional sources,</li><li>• identify what can get an individual screened out so they can overcome it,</li><li>• consider 4 things to craft individualized job search strategies so they land fast.</li></ul>

**Elisabeth Sanders-Park** is described above.

# Thank You from APCDA

We are grateful to our Conference Planning Team: Sing Chee Wong (Past President), Hector Lin, Jeremiah Wong, Jeremy Tan, and Satomi Chudasama. We also want to thank our very generous members who helped as Room Managers and Session Monitors for the sessions at this year's virtual conference.

We are grateful to the sponsors for this year's virtual conference: Kuder for sponsoring our wonderful Keynotes, CareerED for sponsoring Day 1, and VRA Canada for sponsoring Day 2. We are also grateful to our other sponsors: Lifology, CERIC, Career Development Network, and One Live Tools.

We want to recognize the very special people who received awards this year:

- Outstanding Career Practitioner Award: Dr. Jennifer Luke (Australia)
- Outstanding Educator of Career Professionals Award: Dr. Brian Hutchison (USA) and Jeremiah Wong (Singapore)
- Lifetime Achievement Award: Dr. Peter McIveen (Australia)
- Newsletter Contributor Award: Han Kok Kwang (Singapore)
- President's Award: Tuna Dagli (Turkey) and Gerald Tan (Singapore)
- We also recognized Ms. Triet Tran as the most active Social Media volunteer, Han Kok Kwang for his special contribution to APCDA, and Dick Knowdell who passed away this year after supporting APCDA from the beginning.

We want to recognize the 6 winners of the Emerging Leader Scholarship and the 59 winners of the Martha Russell Scholarship. Please see the full list in the Awards Program. We expect great things from all of you.

We would like to thank our dedicated Country/Area Representatives who have done an excellent job this past year of reporting about career planning in their own countries as well as advising APCDA as we develop policies and projects to move forward with our mission of providing a forum for career development professionals throughout Asia and the Pacific. Our Country/Area Directors are:

- |               |                          |               |                     |
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| o Australia   | Serene Lin-Stephens      | o Japan       | Yoshinobu Ooi       |
| o Azerbaijan  | Toghrol Alakbarov        | o Kazakhstan  | Raushan Kanayeva    |
| o Cambodia    | Leap Somali              | o Korea       | Dr. Bora Lee        |
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| o East China  | Brian Schwartz           | o Sri Lanka   | Anjana Kulasekara   |
| o India       |                          | o Taiwan      | Anne Rouh-Ling Chen |
| o North India | Arun Mittal              | o USA         | Jenn Leard          |
| o South India | Rahul Nair               | o Vietnam     | Phoenix Ho          |
| o Indonesia   | Dr. William Gunawan      |               |                     |

We would like to thank our Committee Chairs for carrying out the very difficult work of the organization. These people provide the labor to move our agenda forward.

- |                         |  |
|-------------------------|--|
| • Awards & Scholarships | Hilary Flanigan                            |
| • Bylaws & Policies     | Allan Gatenby                              |
| • Ethics & Standards    | Dr. Vandana Gambhir Chopra and Joseph Chan |
| • Membership            | Soonhoon Ahn and Dr. Jose Domene           |
| • Newsletter            | Tam Nguyen and Carla Siojo                 |
| • Nominations           | Singchee Wong                              |
| • Program               | Elisabeth Montgomery                       |
| • Public Relations      | Dr. Claire Ouyang                          |
| • Research              | Dr. Poh Li Lau                             |

Our Officers, the elected members of the APCDA Board, form the glue that holds us together. We meet regularly and communicate constantly to make decisions about how to move forward. We are very grateful to our officers for giving so much of their time to this association.

President	Satomi Chudasama	Treasurer	Dr. Constance Pritchard
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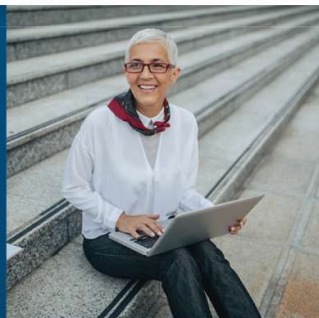
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