



Asia Pacific Career Development Association

Celebrating Innovative Career Services in the Asia Pacific Region

May 19 - 22, 2014
Hale Koa Hotel
Waikiki, Hawaii, USA
www.AsiaPacificCDA.org

The Asia Pacific Career Development Association is an Affiliate of



Organizational Members of the Asia Pacific Career Development Association:

- Asia Career Development Association
- Career Consultant Forum
- Career Development Network
- University of Ateneo, Philippines



Welcome to the 2014 Conference of APCDA in Honolulu, Hawaii, the Pacific Paradise.

In 2013, we opened the doors to Asia in Seoul, Korea to spread new ideas and perspectives on global career development in Asia. Here we are again to keep the doors open wide with a reunion continuing the momentum of the synergy gained at the inaugural conference.

I am so excited and proud to welcome all of you to the 2014 APCDA Global Career Development Conference in Honolulu in the middle of Pacific Ocean with one of the most diverse populations in the world. Embracing the rich diversity of our members, we are providing a forum to share new knowledge and experience, forging stronger member partnerships between APCDA and other career professionals in the region.

APCDA aspires to promote Integration, Inclusion, and Innovation within career development and career advising services throughout the Asia Pacific region. Our Global Conferences offer us the opportunity to understand the complexities of the Asia Pacific issues, enhance awareness, and connect with professional colleagues and friends.

This opportunity is a precious privilege and I hope you will join us to reinforce the connection and strengthen inclusive growth together in the face of fast changing new trends in Asia.

A handwritten signature in black ink, appearing to read 'S. Lee Ahn'.

Soonhoon Lee Ahn
President 2012 - 2014



As the President-Elect of APCDA, I would like to welcome you to this exciting conference which brings together career development professionals from across Asia and the Pacific.

I hope that these short information-packed days will be growth inspiring. I hope you will soak up as many innovative ideas as possible. I hope you will make friends that you can call on to assist you in your future development, and assure your continued contributions to the career development profession.

And I hope you will enjoy the lovely Waikiki Beach and all of Oahu while you are here.

Welcome and enjoy.

Hsiu-Lan "Shelley" Tien
APCDA President-Elect



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About APCDA

Mission Statement: The Mission of APCDA is to provide an international forum for sharing career development ideas and experience in the Asia Pacific region with global perspectives.

Objectives: APCDA provides training to professionals engaged in facilitating the career development of others in the Asia Pacific region. It may:

- 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



History

In December, 2009, Soonhoon Ahn visited Dr. Yao-Ting Sung, and Dr. Shelley Tien at the National Taiwan



Dr. Yao-Ting Sung, Soonhoon Ahn, and Dr. Shelley Tien

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 NCDA Conference, 24 NCDA members met to form this association, including Cheri Butler who was then President of NCDA. At NCDA in San Antonio in 2011, another organizational meeting was held and they selected the name Asia Pacific Career Development Association and a 2-tier organization that has organizational members and individual members.

At NCDA 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. It now has 14 Country/Region Directors and over 100 members.

Conference Agenda At-A-Glance

Time	High School Kalia 1	Adult Kalia 2	College Ballroom
Monday, 19 May			
Morning			
8:00	Registration & Coffee		
9:00	President's Welcome		
9:20	John Krumboltz – Helping Clients Benefit from Happenstance		
10:00	Coffee Break		
10:20	Breakouts 1 Jeong, Yun Kyeong (Korea): Implementation and Career Education Tasks of Teachers of Career Guidance and Counseling in Korean Secondary Schools.	Butler, Cheri (US): Glossary Project	Lee, In Heok & Lim, Kyunghee (Korea/US): Role of Self- Encouragement in the Relationship Between Career Barriers and Career Preparation in College Students
11:00	Travel Break		
11:20	Breakouts 2 Chadha, NK (India): Career Development in India – Issues, Challenges, and Strategies	Tien, Shelley (Taiwan): Cultural and Gender Perspectives on Life Design	Redd, Danita & Raufman, Lisa (US): Global Volunteers: Applying Happenstance Learning Theory to International Service Learning
12:00	Lunch		
Afternoon			
13:40	Abrendson, Bethaney (US) Localized Career Guidance for All Ages (Kuder Corporation)		
14:40	Travel Break		
15:00	Breakouts 3 Croonquist, Carmen & Krumboltz, John (US): Danger & Opportunity: Just Do It Anyway!	Kitamura, Yayoi (Japan): Self- Narrative Editing in Career Education	Williams, Gemma & Colozzi, Ed (US): When East Meets West Unexpectedly: Happenstance & Career-Life Theories in Counselor Professional Development
15:40	Coffee Break		
16:00	Breakouts 4 <ul style="list-style-type: none"> • Nonogaki, Midori (Japan): Efficacy of Counseling to Adults on Child Career Education: A Pilot Case Study • Tien, Shelley & Wang, Yu Chen (Taiwan): The Mediating Effect of Career Adaptability on Working Parents in Taiwan: From Work-Family Strength to Self-Growth 	Vittas, Sue (US/Korea): Executive Etiquette	Cartwright, Brenda & Williams, Gemma (US): Happenstance Theory In Action: A University & Community College Partnership
16:40	Travel Break		

Time	High School Kalia 1	Adult Kalia 2	College Ballroom
17:00	Breakouts 5 Ramos-Aquino, Hermogena “Moje” (Philippines): Career Coaching – Discovering Interests and Setting Goals and Action Plans	Bolles, Dick (US): Rethinking Resumes	<ul style="list-style-type: none"> • Nagae, Masumi (Japan): New Experiential Career Education Program Used by Companies in Japan • Ouyang, Baixiao; Wang, Chung; & Jin, Shuh-Ren (Macau & US): Structure of Multi-Dimensional Vocational Identity Status Assessments on Mainland China and Macau College Students
18:00	Reception Sponsored by Kuder with the Royal Hawaiian Band – DeRussy Hall		
Tuesday, 20 May			
Morning			
8:30	Coffee & Rolls		
9:00	Ed Colozzi – Shifting From CAREER to CARE for K12 and Adults: Intentional Career-Life Counseling that Informs Discernment, Callings, Role Balance, and Wellness		
9:40	Travel Break		
10:00	Breakouts 6 Ed Colozzi (US)” CARE in a High School Setting	<ul style="list-style-type: none"> • Ishikawa, Yoshiji (Japan): Let’s Review Your Happenstance Experience Using Metaphor! : Show the Case About Japanese Employees • Muromatsu, Keiko (Japan): Tiers of Career Anchors: Multiple Career Anchors in Japanese Alumni 	Simpson, Jackie, Ho, Phoenix; & Renwick, Susan (Vietnam & Australia): The Bridge Between
10:40	Coffee Break		
11:00	Breakouts 7 Isenor, Jessica & Neault, Roberta (Canada): A Snapshot of Career Counselling Education in Canada	Knowdell, Dick (US): A Single Career Assessment Process That Can Work Effectively Across Cultures	Hutchison, Brian (US): Chaos Theory of Careers and the Changing World-of Work: Using Attractors to Plan Effective Interventions
11:40	Travel Break		
12:00	Breakouts 8 Butler, Cheri (US): Clinical Supervision of Career Practitioners	<ul style="list-style-type: none"> • Kanchan (India): Higher Education Curriculum and Career Choices for Differently-Abled in India • Kumar, Avinash (India): Career Growth in India: Employability of Disabled 	Ed Colozzi (US): CARE for College Students
12:40	Lunch		

Time	High School Kalia 1	Adult Kalia 2	College Ballroom
Afternoon			
14:00	Breakouts 9 OPEN	Ed Colozzi (US): CARE for Adults	Vanska, Kristi & Anttila, Helena (Finland): It Was All Worth It
14:40	Travel Break		
15:00	Breakouts 10 Dedmond, Rebecca (US) & Naholowaa, Leah Beth (Guam): School Counselors Design Model Comprehensive Career Guidance Programs for All K-12 Students in Guam	Bailey, Diana (US): Providing Career Exploration Services to Youth and Adults Preparing for Release from Prison or Juvenile Correctional Facilities	Yang Ai (China): Possible Problems and Countermeasures of Happenstance Learning Theory Applied to Vocational Guidance in China: From a College Perspective
15:40	Coffee Break		
16:00	APCDA Annual Meeting		
18:00	APCDA Board Meeting & Dinner (until 9PM)		
19:30	Ed Colozzi – Career to CARE: Integrating Spirituality In Career-Life Counseling – President’s Suite, Doubletree Hotel		
Wednesday, 21 May			
Morning			
8:20	Coffee & Rolls		
8:50	JoAnn Harris-Bowlsbey – From Super to Savickas: Theory to Guide Practice		
9:30	Travel Break		
9:50	Breakouts 11 Jin, Shun-Ren & Tien, Shelley (Macau): Career Adaptability Scale Applied in Macau	Butler, Cheri (US): The New Retirement	Ishihara, Yoshimitsu (Japan): Student support and employment support at a small medical care university in a provincial area of Japan
10:30	Coffee Break		
10:50	Breakouts 12 Lin, Meei-Ju (Taiwan): Alternative Career Pathways of Young Adults in the 21th Century: Travelling Across Boundaries and Creating Innovative Social Economy	Neault, Roberta (Canada): Be the Best You Can Be! Aligning Challenge and Capacity to Maximize Career Engagement	Siojo, Carmale; Ladion, Florence; Lizada, Emily; Rodriguez, Ronald (Philippines): Employment of Ateneo Graduates
11:30	Closing Remarks		
12:05	Leave for Polynesian Cultural Center Tour from Tapa Tower Bus Depot		
Thursday, 22 May			
9:45	College Career Center Tour leaves from Doubletree Hotel		
3:15	Bus returns from College Career Center Tour		

Monday, 19 May

Morning

8:00 Registration & Coffee

Ballroom

9:00 President's Welcome

Ballroom

9:20 Helping Clients Benefit from Happenstance

Ballroom

What-you-should-be-when-you-grow-up need not and should not be planned in advance. Teach your clients the importance of engaging in a variety of interesting and beneficial activities, ascertain their reactions, remain alert to alternative opportunities, and learn skills for succeeding in each new activity. Learn about and apply Happenstance Learning Theory and achieve more satisfying lives.



From high school counselor and military research psychologist to counselor educator, **John Krumboltz** has been training career counselors at Stanford University for many years and working with many of the leaders in our field in the US and England. He has won numerous awards for his work on the Happenstance Learning Theory including the National Career Development Association's Eminent Career Award and the American Counseling Association's designation of being a Living Legend.

10:00 Coffee Break

Ballroom

1st Breakout Sessions

10:20 Implementation and Career Education Tasks of Teachers of Career Guidance and Counseling in Korean Secondary Schools.

Kalia 1

The results of this empirical research study include: The importance of the duties, performance and difficulties of teachers of career guidance and counseling (TCGC), recognizing the TCGC roles of other educator subjects and cooperation level, evaluation and satisfaction rate of TCGC, and career education tasks.



Yun Kyeong Jeong, EdD, is a research fellow in the Center for Jobs and Career Development of the Korea Research Institute for Vocational Education & Training (KRIVET). She has written extensively on establishing career guidance programs in elementary and secondary schools and developed career materials for use by students. She earned Doctorate of Education with a Major in Agricultural & Vocational Education at Seoul National University.

10:20 APCDA Glossary Project

Kalia 2

In order to communicate with each other, we need to speak the same language. Yes, we all speak to each other in English, but do we all have the same understanding of the words we are using to explain our work? In order to truly share ideas, we need to know what is meant by the words we use. This project will begin by seeking agreement among our members for English definitions of terms we use to describe our field. Then, we will ask each country to translate these terms into its own local language. This

process will allow much deeper and more meaningful communication among members of our profession in the Asia Pacific region.



Cheri Butler is the leader of this project and is a career and personal development counselor, coach and educator with over 20 years experience working with individuals and organizations creating successful career, leadership and life paths. Proven ability to identify, design and deliver educational and developmental programs for clients young and old and at various life stages. Excellent leadership and mentoring skills with both professional and para-professional staff. National and International speaker and trainer. She is a Past President

of NCDA.

10:20 Role of Self-Encouragement in the Relationship Between Career Barriers and Career Preparation in College Students

Ballroom

This study examined the relationships of career barriers, self-encouragement, and career preparation among Korean college students. Results indicated that self-encouragement mediated the relationship between career barriers and preparation. Results also showed the indirect effect of career barriers on preparation was conditional on career barrier types. Implications of findings for career counseling with students are discussed.



In Heok Lee, Ph.D., is an assistant professor in the Program of Workforce Education at the University of Georgia, USA. His research interests include the efficacy of secondary and postsecondary vocational education and training on student achievement and career outcomes along with career choice and transition from school to work for adolescents and young adults.



Kyunghee Lim, Ph.D., is an associate professor in the Department of Education at Sunchon National University, South Korea. She is interested in scale development and validation, school adjustment, and school and career counseling.

11:00 Travel Break

2nd Breakout Sessions

11:20 Career Development in India – Issues, Challenges, and Strategies

Kalia 1

The symposium will raise and discuss issues revolving around overall career development and management for all segments of diverse Indian society. The present gaps in career counseling in India and some key issues like need for continuous guidance and training initiatives for career counselors, approval of career centers, ensuring employment of deserving workforce, and professionalization of career counseling in India will be explored.



Narendar Chadha, Ph.D. is a Professor and Head, Department of Psychology, University of Delhi. He works in career development for higher education and corporations. He serves on a large number of advisory committees on career development and soft skills for the government of India and was instrumental in establishing the India Career Development Association. His expertise is in Psychological assessment and competency diagnosis for the future workforce. His degree is from the University of Delhi.

11:20 Cultural and Gender Perspectives on Life Design

Kalia 2

In the modern world, life design is a novae idea applied to describe the traditional meaning of vocational guidance and career counseling. Definition and constructs of life design will be discussed from multicultural and gender perspectives including Western vs. Eastern, traditional vs. modern/postmodern, and masculine vs. feminine. The relationship between career/life competences and other important variables such as personality, self-efficacy, and life satisfaction also will be explored.



Hsiu-Lan Shelley Tien, received her Ph.D. in Counselor Education from the University of Iowa in 1993. She is a licensed psychologist in Taipei, Taiwan and teaches in the Department of Educational Psychology and Counseling at the National Taiwan Normal University. She was also a Fulbright visiting scholar at the Department of Psychology at the University of Maryland and an exchange scholar sponsored by the National Science Council, Taiwan, at the University of Maryland. She is currently the editor of the *Bulletin of Educational Psychology*. She is also serving as editorial board, advisory editor, and/or ad hoc reviewers of the *Career Development Quarterly*, *Asia Pacific Educational Review*, and *Journal of Career Development*. She has written chapters in several books in Chinese: *Career Guidance and Counseling (Open University)*, *Principle of Guidance for Children (Psychology Publishing)* and translated several books such as *Helping Skills and Dream Work*. She was awarded the Chinese Guidance and Counseling Association's Best Scholarly Performing Award in Taiwan (2004) and Service/Practice Award (2003).

11:20 Global Volunteers: Applying Happenstance Learning Theory to International Service Learning

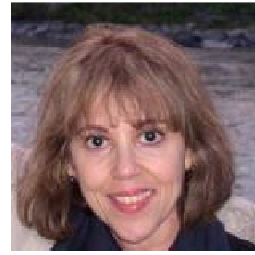
Ballroom

The audience will hear examples of Happenstance Learning Theory applied to international volunteering. International volunteering not only helps others but aids the volunteers themselves in developing career goals. An international crew of volunteers will share how they found career and purpose through "happenstance".



Danita Redd, M.A., has over 25 years of experience working with people of diverse backgrounds. She has worked as an international volunteer where she assisted adolescents, teenagers and adults in all stages of life in Mexico, Peru and Egypt. Since 1993, she has been a Professor of Career Development and Counseling with a specialization in the science (and STEM careers) at Moorpark College in Southern California.

Lisa Raufman, PhD, is a co-author of The Career Fitness Program, Exercising Your Options (Prentice Hall). She has been a Marriage Family Therapist since 1979. She is also past President of Los Padres Chapter American Society for Training and Development and the California Community College Counselor's Association (4CA). She currently is a community college counselor at El Camino College and is writing a blog for www.CareerThoughtLeaders.com.



12:00 Lunch

Ballroom

Afternoon

13:40 Localized Career Guidance for All Ages

Ballroom

As a global authority on providing online, evidence-based career guidance solutions, we have created a proven localized approach to meeting the diverse needs of students and adults from across the world. Attend this session to learn how research shows that Kuder provides "hope for the future" and raises career aspirations.



As division vice president of marketing and communications for Kuder, Inc., **Bethney Ahrendsen** sets and oversees company-wide strategies for marketing, communications, public relations, advertising, and development of executive level presentations and proposals. Bethney holds a bachelor's degree in journalism and mass communications and communications studies from the University of Iowa and a master's in business administration from Drake University.

14:40 Travel Break

3rd Breakout Sessions

15:00 Danger & Opportunity: Just Do It Anyway!

Kalia 1

Many individuals are in transition, facing uncertainty about their next moves in life. The journey is enlivened by the fact that the quest is never over and consists of endless adventures that can enrich us personally and professionally. This presentation will address how we can help our clients gain the clarity and courage to move forward.



Carmen Croonquist, MS.Ed, CCMC, CLTMC, is the President/Owner of Intentionaliti Coaching & Consulting Services LLC in Hudson, Wisconsin. She is also the Director of Career Development & Coaching - Adler Graduate School, Minneapolis, MN.

John Krumboltz is described above.



15:00 Self-Narrative Editing in Career Education

Kalia 2

This research focuses on the development of learning material which puts the concept of Self-Narrative at the center of the development of one's career. Based on analysis, the author shows how this leaning material can help develop one's concept of career as a narrative.



After completing her M.A. in Law at Meiji University, **Yayoi Kitamura** worked for several IT companies as translator, web designer, and web programmer. Since 2000, she has been involved in both the research (mainly media studies) and career education at several colleges in Tokyo.

15:00 When East Meets West Unexpectedly: Happenstance & Career-Life Theories in Counselor Professional Development

Ballroom

This presentation will provide an overview of a Faculty Exchange Program two counselors, one from the Eastern and one from the Western United States, developed. This program differed from most formalized Faculty Exchange Programs in that it allowed the two counselors to practice their counseling skills in a different setting and the experience transformed their careers.



Gemma A. Williams, Ed.D., is Professor/Counselor and the Coordinator of the Maida Kamber Center for Career Exploration, Transfer, and Graduation Services at Kapi`olani Community College. Since 2004, the National Career Development Association recognized her as a Master Career Development Professional. In 2008, she received certification as a Global Career Development Facilitator Instructor.

Edward A. Colozzi, Ed.D., is the Owner of Career Development & Counseling Services. He provides corporate trainings, individual counseling, distance coaching, and motivational speeches. Ed has published a book entitled, *Creating Careers with Confidence* ("CCC"), book chapters, articles, videos, Internet career guidance materials, and a guidance game. He is the Lead author for JA Worldwide's *Economics for Success & Careers with a Purpose*. Ed coined term career-life 1976-77 in Hawaii and throughout Pacific Basin Rim. He earned a psychology degree at Boston University, masters' degree in counseling psychology, masters' and doctorate in Education at Teachers College, Columbia University. Ed is a nationally certified counselor, state licensed mental health counselor, Master Career Counselor, an NCDA Fellow, and a frequent presenter at national and global conferences. Currently, he serves as the Acting President of the Massachusetts Career Development Association (MCDA).



15:40 Coffee Break

Ballroom

4th Breakout Sessions

16:00 Efficacy of Counseling to Adults on Child Career Education: A Pilot Case Study

Kalia 1

Results of six case studies investigating post-field-trip counseling which encouraged reframing and articulation of parent/adult mindsets toward child career education will be shared. Realization of one's hidden influence to a child, reframing of happenstance, and positively renewed mindsets toward child education will also be discussed.



Midori Nonogaki is a JCDA-certified Career Development Adviser specializing in career education and development for college students and young adults. As a mother of 6th and 3rd grade boys, Midori also has a keen interest in parents' influence on career education for a child. Midori serves as a member of the Parenting Children Committee of Mitaka city, Tokyo.

16:20 The Mediating Effect of Career Adaptability on Working Parents in Taiwan: From Work-Family Strength to Self-Growth Kalia 1

This study explored whether career adaptability was the mediator between work-family strength and self-growth. The finding of this study indicated that, regarding the mediating effect of career adaptability on the influence of work-family strength over self-growth, when the subject had good career adaptability, the work-family strength had no direct effect on self-growth. Future practice is suggested to explore how to promote career adaptability so as to elevate life satisfaction.



Yu-Chen Wang, Assistant Professor at the Department of Psychology and Counseling at the National Taipei University of Education. She is a licensed psychologist and a certified instructor of the career development facilitator curriculum, National Career Development Association.



Hsiu-lan (Shelley) Tien is described above.

16:00 Executive Etiquette Kalia 2

The purpose of this presentation is to teach etiquette. Etiquette is a skill that helps people exhibit self-confidence and authority as they cultivate relationships. Dining essentials will be the main focus. Examples will be shared from experiences carrying out Social/Protocol Officer duties at official social events and meetings.



Sue-Kyong Shin Vittas, recently retired from the International Monetary Fund as Senior Information Technology Officer and Joint Secretariat Social Officer (Protocol) where she coordinated and implemented various activities in support of major Annual Meetings and official social events such as receptions/luncheons/dinners/cultural programs/sightseeing tours, including events hosted by heads of state (Presidents/Kings) for the World Bank and IMF member countries.

Ms.Vittas currently works as a free lance consultant in planning international conferences/conventions and delivering lectures on international protocol and executive business etiquettes. Last year, she was appointed by the Korea Tourism Organization of the Ministry of Culture, Sports, and Tourism as an Honorary Ambassador of the Korean Tourism.

16:00 Happenstance Theory In Action: A University & Community College Partnership Ballroom

This presentation will provide an overview of the use of Focus 2: A Career & Education Planning System for College Students. Participants will learn how, through happenstance, two professors formed a partnership to assist graduate students in developing electronic career development portfolios.



Brenda Y. Cartwright, Ed.D., is currently a Professor in the Department of Educational Leadership, Counseling and Professional Studies at Winston Salem State University, with over 20 years of experience in State-Federal vocational rehabilitation programs in management and direct service delivery positions coupled with experience in private rehabilitation and forensic settings. During this partnership, she served as the Director of the Rehabilitation Counselor Education Program at the University of Hawai`i at Manoa. Brenda has initiated and

collaborated in several research projects investigating cultural diversity issues resulting in

several publications in refereed journals, professional articles, textbook chapters, and over 80 major presentations nationally and internationally. She is a recipient of numerous national awards, including the 2011 Virgie Winston-Smith Lifetime Achievement Award, 2011 University of Hawai'i at Manoa Faculty Diversity Enhancement Award, and the 2010 Sylvia Walker National Multicultural Award in recognition of scholarly contributions to multiculturalism in the rehabilitation field.



Gemma Williams is described above.

16:40 Travel Break

5th Breakout Sessions

17:00 Career Coaching – Discovering Interests and Setting Goals and Action Plans

Kalia 1

Sometimes people either have too many choices or they have no clue what they want. To address this dilemma, this presentation has the following objectives:

- Design and construct validated coaching sessions to meet knowledge, skills and/or attitudinal gaps.
- Recognize, plan, and help clients own performance gaps and resolve choices



Moje Ramos-Aquino, FPM, is a seasoned human resource and organization development practitioner. Presently, she heads her own consulting outfit, Paradigms & Paradoxes Consultants. Amongst her many professional activities and accomplishments, she is a current active member of the Accreditation Council, is also active with the Personnel Management Association of the Philippines and writes a column, Favorite Books for the PMAP Monthly Newsletter.

17:00 Rethinking Resumes

Kalia 2

This presentation shares recent research by various sources, and the implications of that research for how we redesign resumes or CVs in this post 2008 period.



Dick Bolles—more formally known as Richard Nelson Bolles—is the author of *What Color Is Your Parachute? A Practical Manual for Job-Hunters and Career-Changers*, the world's best-selling job-hunting manual, with over 10,000,000 copies sold to date, in 26 countries. (It is updated every year). Dick was the keynote speaker at our APCDA conference last year. Among other honors Dick received a Presidential Award at last year's NCDA conference.

17:00 New Experiential Career Education Program Used by Companies in Japan

Ballroom

Childhood is a period of fantasy and play, and children may be strongly impacted by their experiences. The purpose of this program is to create a collaborative career practice which trains employees to assist children in vocational experimentation. Through explanation and demonstration by company staff, youth employees can gain confidence in working with children.



Masumi Nagae is an Assistant Professor at Saga Women's Junior College (Japan) and specializes in career design education and career counseling. She is currently in a doctoral program of Medical Science and social psychology and is researching the effect of organization development in companies and the effect of career education in K7. She is a member of Japan Career Development Association and Counselor of Japan Industrial Association.

17:20 Structure of Multi-Dimensional Vocational Identity Status Assessment on Mainland China and Macau College Students **Ballroom**

Research on two vocational identity assessments is to be reported in this presentation: the six factorial one of Porfeli, Lee, Vondracek, & Weigold (2011), and a five factorial one based on the model proposed by Corcetti, Rubini, & Meeus (2008). Structure validity of measures and identity statuses were examined with samples of Mainland China and Macau college students.



Baixiao Ouyang is a Ph.D. Candidate (School Counseling) at University of Macau. She received a M.A. (Higher Education) from Peking University, and recently has initiated her counseling and career advisory practicum in Macau and Mainland China. Her practicum and research has been focused on career counseling for emerging adults and working adults, career education in middle school settings, and Chinese culture and counseling. Chuang Wang, Shuh-Ren Jin and Qiuping Jin worked with her on the current research.

**18:00 Reception with the Royal Hawaiian Band
Sponsored by Kuder**

**DeRussy
Hall**

Tuesday, 20 May

Morning

8:30 Coffee & Rolls

Ballroom

9:00 Shifting From CAREER to CARE

Ballroom



Ed Colozzi explains how intentional career-life counseling informs discernment, callings, role balance, and wellness for school children through adults. He describes career as career-life, a powerful dynamic through which each life role allows the opportunity to give and/or receive care for self/others. Care involves some measure of sharing and/or receiving aspects of self-knowledge (i.e., talents and abilities, interests, and values).

Edward Colozzi is described above.

9:40 Travel Break

6th Breakout Sessions

10:00

Shifting From CAREER to CARE in a High School Setting

Kalia 1



Ed Colozzi will lead a discussion on using his theories in a secondary school setting.

Edward Colozzi is described above.

10:00 Let's Review Your Happenstance Experience Using Metaphor! Show the Case About Japanese Employees

Kalia 2

Many Japanese companies have engaged in personal relocation efforts to boost the competency of workers. However, this personal relocation strategy is often viewed as "Happenstance" by the employees since it usually occurs without their active involvement. This presentation shows how to make this "Happenstance" change positive using metaphors.



Yoishiji Ishikawa has been engaged in Human Resource Management 25 years. He earned a Master of Environmental Science from Hiroshima University, Japan. He is the Director of Strategic Personnel Department Co., LTD and the Japan Country Director for APCDA. He is also a Career Development Adviser certified by the Japan Career Development Association.

10:20 Tiers of Career Anchors: Multiple Career Anchors in Japanese Alumni

Kalia 2

A career anchor develops through actual work experience. An individual has one anchor and it remains stable (Schein, 1975). This paper sheds light on the multiplicity of career anchors from the perspective of linguistic theory, and proposes the notion of tiers, asserting that an individual can have multiple career anchors.



Keiko Muromatsu, Ph.D. is a professor at Toyo University, Japan. She conducts research on midcareer transitions, executive and organizational coaching, and management communication, aiming to develop personal strategies enabling individuals to perform to their highest potential in their chosen career. She was a visiting scholar at Columbia Business School, 2013-2014. She is a Certified Executive Coach, a Gallup-Certified Strengths Coach, a Certified Job and Career Transition Coach, and a Certified Job and Development Coach. She is a member of AOM and ICF.

10:00 The Bridge Between

Ballroom

Three career counselors, who come from different parts of the world, will share how happenstance has brought them to Vietnam and how they have applied happenstance learning theory in their career counseling practice with their students.



Jackie Simpson is a career educator with over 25 years experience assisting clients to achieve their career goals and dreams through the transformative process of education. She has extensive experience designing, delivering, managing and evaluating student focused programs in secondary, community and higher education school settings where she assists students and clients to find not only employment but also meaningful careers.

Raised by traditional Vietnamese parents and influenced by radical feminist mentors in the Bay Area, California, USA, **Phoenix Ho** has trained herself to become bilingual and bicultural in Vietnamese and American culture. Her own career development journey took 12 years before she discovered her matched career. As a result, her passion is to enable students to discover their vocational calling and follow their dreams.



Susan Renwick's own career journey has woven a tapestry through both experience and qualifications. The texture comes from experience in a variety of fields including work women's refuges and providing community based culturally appropriate training for Indigenous Australians in a wide variety of different disciplinary areas. The rich color of her interactions across 4 continents always includes the theme of discovery, learning, extending the boundaries and embracing change.

10:40 Coffee Break

Ballroom

7th Breakout Sessions

11:00 A Snapshot of Career Counselling Education in Canada

Kalia 1

Join executive members of the Career Counselors Chapter of the Canadian Counselling & Psychotherapy Association (CCPA). In partnership with the Canadian Career Development Foundation (CCDF), they recently investigated what career counselling skills and knowledge were being offered to students and identified best practices in Canadian career counselor education programs.



Jessica Isevor, M.Ed., CCC, is a Ph.D. student at the University of Ottawa in the Educational Counselling concentration of the Faculty of Education. Jessica also sits on the executive of the Career Counsellors Chapter of the Canadian Counselling & Psychotherapy Association and volunteers with the Canadian Career Development Foundation. Her research interests are in career counselling and professional identity development.

Roberta Neault, Ph.D., CCC, CCDP, GCDFI, serves on the boards of the Asia Pacific Career Development Association and the Career Counsellors Chapter of the Canadian Counseling and Psychotherapy Association. As President of Life Strategies Ltd., home of the fully online Career Management Professional Program, and Associate Dean of the Faculty of Behavioural Sciences at Yorkville University in Canada, international award winner Dr. Neault bridges the silos between academia and business.



11:00 A Single Career Assessment Process That Can Work Effectively Across Cultures

Kalia 2

While many psychometric instruments must be normed for different cultures, card sort self-assessment instruments can work well in different cultures. Four career assessment card sort instruments that have been used in Japan, Korea, Vietnam, China, Egypt, Qatar and Australia will be demonstrated and discussed.



Richard L. Knosdell, MS, NCC, NCCC, GCDFI, is the President of Career Research & Testing, Inc., author of six books, including *Building a Career Development Program: Nine Steps for Effective Implementation* and *From Downsizing to Recovery: Strategic Options for Organizations and Individuals*. Knowdell has taught Career Assessment Techniques at the University of California, San Diego and Employee Career Development for human resource managers at San Jose State University. In 2013 Knowdell received a Centennial Presidential Award from the National Career Development Association.

11:00 Chaos Theory of Careers and the Changing World-of Work: Using Attractors to Plan Effective Interventions

Ballroom

The world-of-work is changing. This can cause anxiety, difficulty making decisions, and feelings of desperation which requires new approaches to career coaching and counseling. This program will focus on incorporating principles of career theory of careers to plan practical interventions for working counselors and coaches.



Brian Hutchison, Ph.D., is currently an Assistant Professor, Coordinator of the School Counseling Program, and International Studies Fellow at the University of Missouri – St. Louis. He received his Ph.D. in Counselor Education & Supervision from Penn State University. His scholarly work is focused on the study of social class bias in the delivery of school counseling interventions, international school and career counseling, counselor feelings of social class dissonance as it applies to their work, and the delivery of career development interventions that incorporate the concept of human agency and social justice as it impacts the career development of underserved and international populations. Brian is an active member of ACA, ACAM, ACES, MoCDA (where he is a past-President), and NCDA (where he serves as Chairperson for the International Career Issues Committee).

11:40 Travel Break

8th Breakout Sessions

12:00 Clinical Supervision of Career Practitioners

Kalia 1

Most Career Practitioners have an administrative supervisor that monitors their performance. While most mental health counselors have clinical supervision as well, few career professionals have such supervision. In this session attendees will learn the difference between the two types of supervision and the importance of providing clinical supervision to career practitioners. Essential skills for a supervisor of Career Practitioners will also be discussed. An outline of NCDA's new Career Practitioner Supervision Training and who might benefit from this training will also be provided.



Cheri Butler is described above.

12:00 Higher Education Curriculum and Career Choices for Differently-abled in India

Kalia 2

This session examines the limitations engrained within the higher education curriculum in India for differently-abled individuals which act as a major restrictive force to inhibit their meaningful participation in career development. The nature of restrictions as imposed by the curricular processes that account for limited participation of differently-abled in various educational streams in higher education will also be discussed. These issues are related to equitable access and quality of education and parallel to be accounted for ensuring the participation of marginal groups of individuals.



Kanchan, PhD, is an assistant professor in the Department of Education, University of Delhi. She teaches postgraduate and research courses in education. Her areas of interest are higher education, educational planning and finance, career development, comparative education, and education in Asia Pacific. Her degree is in Education from the University of Delhi.

12:20 Career Growth in India: Employability of Disabled

Kalia 2

Enhancing employment opportunities for people with disabilities is one of the main concerns of the disability sector in India. This presentation will provide an analysis of the existing policies/programs/schemes related to employment in the government and private organization, their impact with respect to the actual implementation and needs of people with disabilities to employ disabled people and to take proactive measures to employ disabled people that highlight the needs and concerns of disabled people to get a better understanding of the ground realities.



Avinash Kumar, Ph.D., is an Assistant Professor in the Department of Psychology at the University of Delhi. He provides consultation services to GAIL, IOC, NTPC and HPCL and is actively engaged in employee welfare and counseling services with various organizations. He provides Capacity Building consultancy and employee training/management to corporate and other organizations. He conducts research in organizations related to work, leadership and change in Banking, FMCG, Insurance and Defense. He is a member and editorial consultant of the *Indian Journal of Social Science Researches* and the review board for the *International Journal of Organizations & Human Behavior*.

12:00



Shifting From CAREER to CARE in a College Setting

Ballroom

Ed Colozzi will lead a discussion on using his theories in a college setting.

Edward Colozzi is described above.

12:40 Lunch

Ballroom

Afternoon

9th Breakout Sessions

14:00



Shifting From CAREER to CARE with Adults

Kalia 2

Ed Colozzi will lead a discussion on using his theories with adults

Edward Colozzi is described above.

14:00

It Was All Worth It - Reviewing counselor competences in facilitating international degree students in Finland to understand the meanings of their foreign studies.

Ballroom

Results of the research (Vänskä 2012) indicated that the portrait of the competent counselor was constructed by the elements of guidance and situational counseling. There is notable growth of international students attending educational institutions. During their stay in a foreign country international students experience lots of different things. The research in progress (Anttila 2013) based on the interviews of the students from Europe, Africa, Asia and America. Results of the interviews have already indicated that international students have a great need to share their experiences.



Kirsti Vänskä, Ph.D., Principal Lecturer JAMK University of Applied Sciences in Finland, a Teacher Education College.



Helena Anttila, MA (Education), Senior Lecturer, institution/organization: JAMK University of Applied Sciences.

14:40 Travel Break

10th Breakout Sessions

15:00

School Counselors Design Model Comprehensive Career Guidance Programs for All K-12 Students in Guam

Kalia 1

Using the National Career Development Association (NCDA) Career Guidelines and the Career Development Facilitator Program, K-12 counselors are enhancing and enriching career awareness, exploration, and delivery to youth throughout Guam. Benefits, outcomes, and culminating projects of this unique and collaborative professional development certification model will be shared.



Rebecca Dedmond is Director of the Master of Arts in School Counseling Program at The George Washington University where she directs the Freshman Transition Initiative. Her research focus is on Freshman Transition (8th and 9th grades). Working with a team of national experts, she wrote and validated the nationally recognized *Standards for a Freshman Transition Course*, and *Middle Level Transition Standards* that lead youth through adolescence and into high school. Her articles and research on the Initiative appear in professional journals and she conducts numerous workshops and Institutes.

Leah Beth Naholowaa, Ph.D., is the project director of the Advance Studies Enhancement Program at the Guam Department of Education. Born in the Philippines, Leah graduated from the University of Guam with bachelor's degree in Communication and a master's degree in Public Administration. She was instrumental in establishing the Office of Career Development at the University of Guam. Leah also served the GovGuam as the former Director of the Guam Department of Labor. Additionally, she is actively involved in several community organizations in the island.



15:00 Providing Career Exploration Services to Youth and Adults Preparing for Release from Prison or Juvenile Correctional Facilities

Kalia 2

This session will provide an overview of critical elements of career development services for this unique population of men and women. The session outcomes include critical career development assessments, dealing with barriers to employment as well as the exploration of career pathways based on your local labor market and employable options in your country as well as critical planning resources.



Diana Bailey recently retired from the Maryland State of Education, Division of Career and College Readiness currently serves as a consultant to a number of other organizations. Ms. Bailey has been an educator and administrator for more than 30 years. She has extensive experience working with a broad range of special populations in education, occupational training, and employment strategies and accessing STEM career pathways. Ms. Bailey earned an MS from Johns Hopkins University and holds certifications as a Global Career

Development Facilitator/Instructor and Distance Career Counselor. She also holds several National Institute of Corrections certifications including Offender Workforce Development Specialist (OWDS-I) and Master Trainer/OWDS. Ms. Bailey was selected by a national interagency committee for a national award for leadership and policy changes supporting Offender Workforce Development in April 2009.

15:00 Possible Problems and Countermeasures of Happenstance Learning Theory Applied to Vocational Guidance in China: From a College Perspective Ballroom

The dual purpose of this study is to explore the possible problems if we apply Happenstance Learning Theory to Vocational Guidance in China and to analyze the causes of the problems and countermeasures based on the current situation of Chinese Colleges and Universities.



Yang Ai, a Ph.D. student (GRA) in the Department of Counseling and Family Studies from University of Missouri-St. Louis was also a visiting research scholar of Educational Psychology at University of Missouri-St. Louis in 2012. He received his M.A. in Educational Assessment from Wuhan University in China and he used to be a career counselor in Hubei University of Economics. His current area of interest is multicultural career counseling.

15:40 Coffee Break Ballroom

16:00 APCDA Annual Meeting Ballroom

Agenda

- Introduction of the Board
- Awards
- Discussion of proposed Membership Fee Structure changes and vote
- Discussion of proposed Bylaws changes and vote
- Nominations for 2014-2015 Officers

18:00 APCDA Board Meeting: start in Hale Koa Lobby

19:30 Career to CARE: Integrating Spirituality In Career-Life Counseling

(until 21:00)

Ed Colozzi will facilitate an informal dialogue with participants about the role of spirituality in the career-life discernment process, in the context of diverse faith traditions and multicultural settings. This interactive workshop include topics such as definitions of spirituality, spiritual practices such as meditation and prayer, and an opportunity for personal reflection and assessment using Ed's CARE Reflections Inventory ©. Light refreshments will be provided.



Edward Colozzi is described above.

President's Suite, Double-tree Hotel

Wednesday, 21 May

Morning

8:20 Coffee & Rolls

Ballroom

8:50 From Super to Savickas: Theory to Guide Practice

Ballroom

The second half of the 20th century provided a rich heritage of career development theory, beginning with the comprehensive work of Donald E. Super and continuing through the current work of Dr. Mark Savickas. Career development theory will be reviewed and common themes will be extracted that can undergird our current practice in the career guidance field.



JoAnn Harris-Bowsbey has enjoyed a long career in the field of career guidance and development. She began this career as a high school counselor and in the late 1960's she pioneered computer-based career planning. She first developed the *Computerized Vocational Information System (CVIS)*, then developed DISCOVER. When ACT took over responsibility for DISCOVER development, she became the Executive Director of ACT's Educational Technology Center in Maryland. JoAnn wrote three different versions of the Career Development Facilitator curriculum – for schools and workforce centers in the United States, for Japan, and for the U.S. Prison System. She is currently Executive Director for Content Development at Kuder, Inc. and co-author with Dr. Spencer Niles and Dr. Norman Amundson of two best-selling textbooks on career development theory and practice in the United States. A past president of the National Career Development Association, JoAnn has received that organization's highest award – the Eminent Career Award.

9:30 Travel Break

11th Breakout Sessions

9:50 Career Adaptability Scale Applied in Macau

Kalia 1

The purpose of the study was to examine the reliability and validity of the Career Adapt-Ability Scale (CAAS) in Macau. Similar to the CAAS-short form, the CAAS applied in the current study consists of five scales, and each scale consists of eleven items, totaling 55 items. Based on the results, both long and short forms of the CAAS-Macau appear ready for use by researchers and practitioners who wish to measure adaptability resources among middle school and high school students in Macau. Additional specific results will also be shared.



Shuh-Ren Jin trained and earned the Ph.D. in Counseling Psychology from the University of Illinois, Urbana-Champaign. Currently he is a professor at the College of Education in Macau University. He served as the president of Chinese Counseling and Guidance Association in Taiwan. Now he serves on the editorial board of *Asia Pacific Education Review*. His research interest covers career counseling, Chinese culture and counseling, counseling process and outcome, and Counselor education and training.



Hsiu-lan (Shelley) Tien is described above.

9:50 The New Retirement

Kalia 2

When Social Security was created in 1935, the average life span was around 67 years resulting in the retirement age being set at 65. Today the life span is 20-25 years longer and the huge baby boomer population in the US is postponing retirement and in some cases choosing alternative careers for a variety of reasons. This session will explore the changing demographics of the workforce, discuss retirement options and provide worksheets to use for choosing a retirement lifestyle when working with clients in their retirement decisions.



Cheri Butler is described above.

9:50 Student Support and Employment Support at a Small Medical Care University in a Provincial Area of Japan

Ballroom

Our goals are 1) to send into the society medical professionals who can win confidence and respect of patients and 2) to enable our graduating students to pass national licensing examinations and find a job at a medical institution of their choice (i.e., 100% employment rate).



Yoshimitsu Ishihara is the secretary general and manager of the employment support center of Kumamoto Health Science University. He is also head of a regional revitalization subcommittee of the University Consortium Kumamoto. He was previously in research and development for Kaketsuken (a foundation which manufactures vaccines) and has published numerous papers on hepatitis vaccines. He graduated from The Shimane University Graduate School of Agriculture.

10:30 Coffee Break

Ballroom

12th Breakout Sessions

10:50 Alternative Career Pathways of Young Adults in the 21st Century: Moving Across Boundaries and Creating Innovative Social Economy

Kalia 1

In the modern society, there are small-scale, unique, and individual career micro-actions/projects created to express and exemplify alternative career pathways in the 21st century. Such micro actions might be able to develop extendedly to the new career value and life style. This current research is conducted through methods of oral narrative and field participation from six career projects practiced by young adults. Career stories are collected and analyzed, denoting to two pathways-moving across boundary and creating innovative social economy. Finally, the creation of career imaginations and construction of career meanings for young adults will be discussed.



Mei-Ju Lin, received her Ph.D. in Counselor Education from Purdue University in 1994. She is a full professor with interest areas in training of counseling skills, narrative study, and social innovation and career study. She has served as the editor of the *Chinese Annual Report of Guidance and Counseling* (Taiwan) and has also served as an advisory editor and/or ad hoc reviewers of the *Journal of Psychotherapy Research*. She has translated books such as *Helping Skills and Dream Work*. She was awarded the Best Scholarly

Performing Award in Taiwan (2008) and Service/Practice Award (2007) from the Chinese Guidance and Counseling Association in Taiwan.

10:50 Be the Best You Can Be! Aligning Challenge and Capacity to Maximize Career Engagement

Kalia 2



Career engagement involves a strategic alignment of challenge with the individual and organizational capacity to get work done. Learn how this model can help you understand the career dilemmas of recent immigrants, foreign-trained professionals, career practitioners in the midst of sector-wide changes, individuals contemplating retirement, persons with disabilities, and more.

Roberta Neault is described above.

10:50 Current Practices in Ateneo de Manila University Loyola Schools Office of Placement and Career Services

Ballroom

The rise of social media has ushered the “Social Networking Paradigm” (Dey & Real, 2010) in which career centers capitalize on technology to deliver core services. In a world of 24/7 connections, this paper highlights the important role that career development practitioners play in providing not just information—rather, knowledge.



Carmela Siojo is the Director of Loyola Schools Office of Placement & Career Services for Ateneo de Manila University in the Philippines.

Florence Ladion is a Career Counselor in the Loyola Schools Office of Placement & Career Services and a member of the faculty of the Department of Psychology for Ateneo de Manila University,



11:30 Closing Remarks & Submit Evaluation Forms

Ballroom

12:05



Polynesian Cultural Center Tour

Bus leaves at 12:05 from the Tapa Tower Bus Depot of the Hilton Hawaiian Village across Paoa Street from the Hale Koa Hotel

Thursday, 22 May

- 9:30** College Career Center Tour leaves from Doubletree Hotel
- 3:30** Bus returns from College Career Center Tour

Thank You from APCDA

We are grateful to Dick Bolles, a person who has made so many valuable lifetime contributions to the field of career development, and has found it in his heart to support APCDA by attending our conference and presenting two years in a row.

We are grateful to Tanya Bodzin, the first newsletter editor for the *Asia Pacific Career Developments*, for her energy and initiative in establishing this newsletter and assuring communication among us.

We are grateful to Roberta Neault, APCDA Treasurer, for serving as an officer and providing valuable expertise and wisdom in guiding the development of APCDA. Her experience running her own international consulting business has been invaluable to APCDA this year.

We are grateful to Yoshiji Ishikawa, the Japan Country Director, for his wonderful job organizing the Tokyo Conference. He has persistently pursued a location for our conference and worked out the details for us. His work is far from over, but we know our next conference is in good hands with his enthusiastic help.

We would like to thank Ed Colozzi who gave so much of himself to making this conference a success and has been instrumental in arranging the Hawaiian side of our conference. Ed arranged for the Royal Hawaiian Band to play at our reception and arranged for translators for the College Career Center Tour. We would also like to thank Gemma Williams who arranged the college career center tour and helped us with numerous other details.

We would like to thank Dick Knowdell, Program Chair, for arranging to hold this conference at the lovely Hale Koa Hotel.

We would like to thank our dedicated Country Directors who have done an excellent job this past year of reporting about career planning in their own country 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 Directors are:

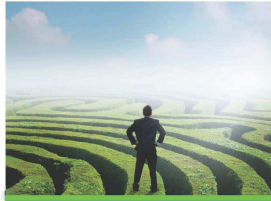
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|-------------|------------------|-----------------|-------------------------|
| • Australia | Andrew Rimington | • Macau | Elvo Sou |
| • Canada | Roberta Neault | • New Zealand | Julie Urbahn |
| • China | Dian Gu | • Peru | Jorge Benites Robles |
| • India | Narender Chadha | • Singapore | Sing Chee Wong |
| • Indonesia | William Gunawan | • Taiwan | Hsiu-Lan "Shelley" Tien |
| • Japan | Yoshiji Ishikawa | • United States | Martha Russell |
| • Korea | Sungsik Ahn | • Vietnam | Chau Nguyen |

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

- | | | | |
|--------------|-------------------|--------------|------------------|
| • Bylaws | Deirdre Pickerell | • Newsletter | Natalie Kauffman |
| • Publicity | Cheri Butler | • Program | Dick Knowdell |
| • Membership | Satomi Chudasama | • Website | Jessie Niu |

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 progress. We are very grateful to our officers for giving so much of their time to this association.

- | | | | |
|-------------------|-------------------------|-------------|----------------|
| • President | Soonhoon Ahn | • Treasurer | Roberta Neault |
| • President-Elect | Hsiu-Lan "Shelley" Tien | • Secretary | Diana Bailey |



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ATTEND OUR PRESENTATIONS!

"Localized Career Guidance for All Ages"

by Bethney Ahrendsen | May 19, 2014, from 1:40-2:40 p.m.

"From Super to Savickas: Theory to Guide Practice"

by Dr. JoAnn Harris-Bowlsbey | May 21, 2014, from 8:50-9:30 a.m.