



Workforce of the Future?

September 15-17, 2015

KFC Hall

Tokyo, Japan

www.AsiaPacificCDA.org



Conference Sponsor:



Conference Supporting Associations:

- Career Development Association of New Zealand
- Career Planning & Adult Development Network
- Career Thought Leaders
- Japanese Society for the Study of Career Education
- National Career Development Association

The Asia Pacific Career Development Association is an Affiliate of:



Organizational Members of the Asia Pacific Career Development Association:

- Asia Career Development Association
- Ateneo de Manila University
- Career Consultant Forum of Korea
- Career Development Association of Australia
- Career Planning and Adult Development Network
- Careers New Zealand
- PAC Management Consulting Co., Ltd
- Suzhou Success Partners Consulting Company
- University of Macau



Welcome to the 2015 APCDA Conference in Tokyo, Japan. APCDA is honored to be hosted by the Japan Conference Organizing Committee and by Japan Career Development Association/Asia Career Development Association. We greatly appreciate the warm welcome and enthusiastic support we have received in preparing for this conference and we are certain that you will also feel the warmth and enthusiasm of our friends in Japan, who are eager to make your visit a happy one.

Japan is one of the central countries in the Asia Pacific region so holding our conference in this great country assures an exciting exchange of information. I know that you will learn a great deal from the wonderful presentations by our Japanese hosts as well as many others from around the Asia Pacific region and the world. Career development services are expanding rapidly and changing quickly in our region, and

learning the best practices from each other will help us all to improve client services.

This year's conference attempts to see into the future by focusing on changes in the workforce. Presentations look at changes as a younger generation enters the workforce, diversity in the workforce increases, the types of jobs available shifts, and the new issues are created by globalization and economic trends.

This opportunity is a precious privilege. I hope you will make new friends as you soak up information and ideas from our exciting region.

Hsiu-Lan "Shelley" Tien
APCDA President-Elect

Welcome to Japan. I'm very pleased to be the host at this conference.

APCDA has been gradually developing with it's first conference in Seoul in 2013, then in Honolulu in 2014, and now our conference, which is the 3rd annual APCDA Conference. "Three" has meaning, like "Hop, Step, Jump," and we have a proverb in Japan: "Perseverance prevails ;Three years on a cold stone will make it warm" (perseverance will win in the end).

I anticipate that APCDA will leap and spread more and more in the Asia Pacific region and the world. I and eleven Japanese support staff are happy to host our folks of APCDA with hospitality.

Let's enjoy and exchange for 3 days.

Yoshiji Ishikawa
Japan Country Director



Contents

About APCDA.....	3
Message from the Japanese Organizing Committee	3
Exhibitors.....	3
Tuesday, September 15.....	3
Wednesday, September 16	6
Thursday, September 17.....	24
Thank You from APCDA.....	26

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

Save the Date!
2016 APCDA Conference
Taipei
May 19 - 21, 2016

History

In December, 2009, Soonhoon Ahn visited Dr.



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

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 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 selected the name Asia Pacific Career Development Association with 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 and its second conference was held in Honolulu in 2014. It now has 16 Country/Region Directors and 91 active members.

Message from the Japanese Organizing Committee



Akira Sakai

Welcome to the 2015 APCDA conference!

We, the Japan secretariat team, are really happy to contribute to the event. Also we feel the process of the preparation is itself on the way to create One World among all of us. 21th century is called the century of Asia so that you can find your future during these 3 days.

Please enjoy the Happiness of the Bond(つながりの幸福).

Exhibitors

Please visit the tables and talk with our exhibitors.

Kuder, Inc.

The Kuder software is used by nearly 30,000 sites and 165 million people worldwide who rely on Kuder for evidence-based career assessment, education planning, and guidance resources.

Career Cruising

Career Cruising is a global leader in career development software for people of all ages. No other program offers the fun, intuitive, engaging experience that brings potential to life.

Suzhou Success Partners Consulting

Suzhou Success Partners Consulting helps young Chinese people make career and life decisions based on who they are inside and then focus on finding the best career and personal decisions to drive their pursuit of happiness.

Tuesday, September 15

14:30 **Registration**

15:00 **Welcome by Yoshiji Ishikawa**, Japan Country Director and chair of the Japanese Organizing Committee

Welcome by Hsiu-Lan (Shelley) Tien, President of the Asia Pacific Career Development Association

15:30 **Developing New Policies and Services for Career Development and Counselling by Structured National and International Co-operation** by Raimo Vourinen

Career development and counselling are crucial dimensions of lifelong learning, promoting both social and economic goals. Career development and counselling reduce drop-out, prevent skill mismatches and boost productivity. Evidence indicates that career development is most effective where it is lifelong and progressive and encourages the acquisition of career management skills. Such competences are required by citizens to manage the complex transitions that mark contemporary education, training and working pathways. The responsibility for career development is shared by different ministries and

policies at national and regional levels. This presentation provides an overview of recent global policy initiatives and different models of representative structures which bring together all relevant partners in the field of education, training, employment, youth and social inclusion, including relevant ministries, agencies, experts and employers. Communication with national stakeholders have led to continuous processes of exchange of information on guidance-related initiatives and have resulted in developing measures which make co-operation between ministries more efficient, improve the consistency of service provision across sectors and strengthen the professionalism of services, tools and products.



Dr. Raimo Vuorinen works as the Coordinator of the [European Lifelong Guidance Policy Network, ELGPN](#), in the Finnish Institute for Educational Research at the University of Jyväskylä Finland. In his work he has been focusing on the strategic design, implementation and evaluation of cross-sectoral Lifelong Guidance policies and services. He is an Adjunct associate professor at the Faculty of Social and Human Sciences School of Social Sciences, Gimli University of Iceland, a Research Associate with Florida State University's Techcenter and an International NICEC Fellow. He is also an Executive Board member and Vice-President of the [IAEVG](#), and a Board member of the International Centre for Career Development and Public Policies, [ICCDPP](#).

16:10 **Break**

16:20 **Panel Discussion: Thoughts on Theories: Contemporary Approaches to Supporting the Workforce of the Future** by *Roberta Neault, Nancy Arthur, Mary McMahon, and José Domene*

Since the 2011 publication of a "Thoughts on Theories" *Journal of Employment Counseling* special issue, with contributions from 17 authors, various combinations of those authors/colleagues have collaborated on panel discussions at five conferences. Our overview of contemporary theories continues – join career development thought leaders Drs. Nancy Arthur, Mary McMahon, Jose Domene, and Roberta Neault as they share their "thoughts on theories," recent research, innovative models, and practical approaches to working with diverse clients in increasingly complex global workplaces. Leave with new perspectives on cultural complexity and a culture-infused approach, systemic and contextual influences on career development, and career/employee engagement.



Dr. Roberta Neault is an award-winning career development specialist. Based in Canada and involved with career-related projects and training on six continents, Dr. Neault has travelled/worked in close to 70 countries and has a strong interest in issues related to international/global careers, work-life sustainability, e-learning, psychometric assessment, and career development theories/models. Co-developer of the Career Engagement Model, Dr. Neault co-authored *Career Flow: A Hope-Centered Approach to Career Development*, and contributed the theories chapter to CERIC's *Career Development Practice in Canada*. President of Life Strategies Ltd. and Associate Dean at Yorkville University, Roberta also currently serves as Treasurer of the APCDA.

Dr. Nancy Arthur is a Professor and Associate Dean Research, Werklund School of Education, University of Calgary. Her teaching and research interests focus on preparing professionals for working in global contexts, for social justice, and international work and educational transitions. Nancy co-developed the model of Culture-Infused Career Counselling and she has published extensively and presented nationally and internationally on topics related to multicultural counselling and career development. Nancy is currently involved in a research



project that is examining professional skills for graduates and recommendations for university programs in STEM education. Nancy currently serves on the Board of Governors for the Canadian Career Development Association and the International Association for Educational and Vocational Guidance.



Dr Mary McMahon teaches career development and narrative career counselling in the School of Education at The University of Queensland where she works as a Senior Lecturer. She is interested in the career development of children and adolescents and how young people may be supported by career counselling and career programs. Mary is the co-developer of the internationally known Systems Theory Framework of Career Development. Currently Mary is working on practical applications of her framework including her story-telling approach to career counselling and qualitative assessment instruments.

Dr. José F Domene is a Professor and Canada Research Chair in School to Work Transition in the Faculty of Education at the University of New Brunswick. His primary areas of research are (a) the social and relational contexts of career development, (b) applications of contextual action theory, and (c) professional issues in counselling and counselling psychology in Canada. He also serves as a part-time licensed psychologist at University of New Brunswick Counselling Services, where he provides counselling services to university students and coordinates the Pre-Doctoral Internship Program.



17:00 **Coffee Break**

17:20 **Social Needs for Career Counseling in Japan** by *Meiko (Agnes) Watanabe-Muraoka*



Dr. Agnes M. Watanabe-Muraoka, Professor Emeritus, University of Tsukuba, is a prolific researcher who has spoken at international conferences and published articles in international journals for over 30 years. She worked as a researcher for Japan Institute of Labor in Tokyo and as a college professor at Meijigakuin University, University of Tsukuba, and Rikky University. She developed the first career center at the University of Tsukuba. She worked for 20 years with the Japan Ministry of Education to infuse career education into the educational system where she clarified the concept and rationale for career education and initiated the development of the career education program. She also developed a systematic supervisor training program for GCDF in Japan and currently belongs to the Life Design International Research Team. She earned her doctorate at Pennsylvania State University working under Ed Herr.

18:00 **Break**

18:10 **How to Effectively Utilize a Career Needs Assessment** by *Phil Harrington*

Do key stakeholders — students, their families, educators, and community partners — have systematic input into your career guidance program? Our presentation will showcase a best-practice model for school/community needs assessments to establish baseline and evaluation data for program implementation and improvement. We will share recent outcomes from Rwanda and Abu Dhabi.



Phil Harrington is President & Chief Executive Officer of Kuder, Inc. The Kuder software is used by nearly 30,000 sites and 165 million people worldwide who rely on Kuder for evidence-based career assessment, education planning, and guidance resources. Kuder has created over 120 custom solutions for governments and organizations around the world. Founded in 1997, Kuder has become one of the most respected innovators in the industry, serving as a leading voice and resource for issues surrounding education and career planning. In 2014, Harrington's guidance led Kuder to receive the prestigious President's "E" Award for Exports by U.S. Secretary of Commerce.

18:50 **Reception Sponsored by Kuder with Rakugo (traditional Japanese comedy) Performance** by Kanariya Nuts (*Satoshi Yoda*)



Satoshi Yoda is a human resources consultant and career counselor at Nippon Manpower Co., Ltd. Three years ago, one of his acquaintances take a class in Rakugo. Two years later, one of his classmates recommended that he take a class in English Rakugo. Last month, he performed English Rakugo in San Francisco. Since he had not expected to perform in a foreign country, he was really excited and happy to be able to perform English Rakugo in the USA.

Wednesday, September 16

Morning

8:30 **Coffee & Tea**

Breakout Session 1

9:00 **The Story of an Innovative Recruiting Strategy – when Career Centre Collaborates with Student Recruitment Unit** by *Phoenix Ho, Chau Nguyen, and Le Luong*

Presenters would like to share the story of how collaboration between two completely different units in RMIT University Vietnam, Student Recruitment and Career Centre, has led to win-win results for all stakeholders. It was happenstance in the beginning, when the two friends discussed the exchange of knowledge for staff's professional development. Eventually their collaboration has turned into the two units' strategy and has received approval and praise from upper management for their innovative way of providing culturally appropriate services that yield positive long-term results.



Chau Nguyen has 15 years working experience in the education sector. For ten of these years she has worked as the Student Recruitment Manager at RMIT University Vietnam. The unit acts like the bridge between the university and 400 high schools across Vietnam. Her biggest achievement was her success in leading her team in building strong relationships with those schools' leaders, teachers, and students. Chau's passion includes recruiting through the practice of engaging with the schools and students via useful extra curriculums activities in career orientation.

Le Luong has worked in the education sector since 2003 at RMIT University Vietnam. Her current role provides her opportunities in engaging with schools and government offices to provide support in education and teaching practice. Following the Student Recruitment Unit's strategy, Le Luong has successfully developed and organized a series of Career



Guidance Workshop for more than 800 school administrative leaders and head teachers in Vietnam.



Phoenix Ho was raised by traditional Vietnamese parents and influenced by mentors who came from various backgrounds and countries. Phoenix has trained herself to become Vietnamese and American bilingual and biculturally proficient. Her own career development journey took 12 years before she discovered her vocation. As a result, her passion is to enable youth to discover a career path that makes them happy.

9:00 **Improving the Employability of Mature Aged Workers: An Australian Experience** by *Andrew Rimington*

VECCI first commenced the Grey Matters project in 2005-2006 with Victorian Government funding assistance to respond to issues raised by the First Intergenerational report launched by the Federal Treasurer in 2002 which addressed ageing workforce issues. VECCI has been active over the decade in continuing employer and community awareness of ageing workforce issues. The Victorian Government funded VECCI in the 2010/2011 period through the Grey Matters program to engage more than 250 older workers and provide assistance to be placed in work with over 100 subsequently placed in new jobs. The 2013 research project determined the benefit of this program and also provided analysis of the benefits of interventions such as career development.



Andrew Rimington has over 25 years' experience working for both Commonwealth and State governments in senior management roles in the employment, education & training (EET) program delivery and policy areas. Management of a University Careers Advisory service, complements a consulting and private practice working primarily in career transition and rehabilitation. The current role brings a focus across EET policy nationally through Australian Chamber of Commerce & Industry Committees and Working Groups. Active participation in the Career Development Association of Australia since 1999 includes being a Board member of the National Committee since 2010 and being appointed National President in May 2013 for a 2 year period. This role led to appointment as Australian Director of Australian Pacific Career Development Association.

9:00 **Institutionalized Teacher Training Career Guidance Model in Pakistan- Instilling Hope** by *Raza Abbas*

This paper explores the challenges youth face in Pakistan and how career guidance can create a beam of hope by developing a contextual institutional model leading to employability. A pioneering institutionalized teacher training model of creating hope through career planning and career guidance has been strategically and culturally developed keeping in view the challenges of Pakistani youth and the Asian region. Through this model we are creating hope and developing career guidance counselors who will instill hope amongst the teachers and eventually youth communities. The model involves all keen stakeholders.



Raza Abbas is the founder of professional career counseling and career guidance in Pakistan. He consistently presents at premier global career forums in Africa, Asia, Europe, Middle-East and North America. He has more than a decade of global and national experiences. He is a sought out keynote speaker and has transformed and inspired thousands of youth and employees across the globe.

9:00

A 3D structure of career interests of high school students in Taiwan by *Meng-Ting Hsiao, Jen-Hua Hsueh, Yao-Ting Sung, and Hsin-Lun Liu*

Career interest assessment plays an important role in assisting high school students' decision making for further career choices. The research aims to propose a 3D structure of career interests for high school students in Taiwan and further to build an innovative career interest model. The data were collected from 13,864 Taiwanese junior high school students and 3,140 senior high school students, and then were analyzed through the multidimensional scaling (MDS), cluster analysis and SEM. The results revealed that the proposed structure constituted a three-dimensional bipolar structure (Conventional/ Innovative, Thing/People, Doing/Thinking), 9 main interest types and 36 sub-types, and was a new interest model appropriate for high school students in Taiwan.



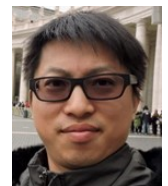
Meng-Ting Hsiao is a researcher at the Research Center for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. Her main research interests are in educational psychology and Career Path Tests.

Jen Hua Hsueh is a doctoral student of Department of Educational Psychology and Counseling, National Taiwan Normal University, Taipei, Taiwan. His main research interests are in item response theory, latent class analysis, and career assessment.



Dr. Yao-Ting Sung is a Professor in Department of Educational Psychology and Counseling, National Taiwan Normal University, Taipei, Taiwan. His main research interests are in Educational Psychology, Psychological and Educational Testing, Computer Assisted Learning, Computer Assisted Testing and Assessment Mixed Methodology, Career Information Analysis and Application. He directs several labs including readability of Cognitively Diagnostic Tests, e-learning, and Career Path Tests.

Hsin-Lun Liu is a programmer in the Research Center for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. He specializes in the development of World Wide Web applications and distributed network applications that are run over HTTP from a web server to a web browser.



9:20

Constructing a Situation-Based Career Interest Assessment for Junior-High-School Students and Examining their Interest Structure by *Yu Wen Cheng, Jeng Shin Wu, Yao-Ting Sung*

This study constructed a Situation-Based Career Interest Assessment (SCIA) that is suitable for applying to junior-high-school students. The assessment framework is based on Holland's theory of vocational interest. The SCIA has acceptable the validity and reliability. Multidimensional scaling analysis, internal correlation, and randomization test showed that the interest structure of adolescents and the relationship among interest

types are only partially consistent with Holland's theory.



Yu Wen Cheng is a researcher in Research Center for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. Her main research interests are in career assessments and career guidance. Her recent publications include the design and application of a situation-based career interest assessment and computerized adaptive career aptitude test.

Jeng Shin Wu is a Researcher in the Research Center for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. His main research interests are in item response theory, structural equation model and diagnostic model.



Dr. Yao-Ting Sung is described above.

9:40 **Travel Break**

Breakout Session 2

9:50 **Soft Skills for the Workforce of the Future through Liberal Arts** by *Sungsik Ahn, Danita Redd, and Lisa Raufman*

Seeking a job as liberal arts students is tough. In this session, participants will be able to gain useful insights and learn effective interventions for individuals majored in liberal arts by reviewing key success factors identified by HR professionals. Within ten years or less, students will be employed in jobs not yet invented. It is predicted that there will be 60% brand new jobs but history proves that predicting what these jobs would be has been very difficult and is often incorrect. On the other hand, research indicates the soft skills needed by the workforce of the future. The presenters will cover breaking research on soft skills needed, share Internet resources, and compile suggestions into a ready-to-use handout for our clients and students.



Sungsik Ahn is an Assistant Manager and Career Counselor at the Career Development Center of Korea University. He completed his master's degree in Career Counseling and now is a Ph.D. student in the Counseling Program of Korea University. He is also a Global Career Development Facilitator (GCDF) and Career Development Facilitator Instructor (CDFI). For his excellence of services at the Center, he received the Minister's Award. His professional interest includes developing university career centers and training career counselors and specialists. He has conducted some career research projects and several of the co-authored articles have been published in such journals as the Career Development Quarterly and the Journal of Employment Counseling. He is also South Korea Country Director of APCDA, and recently became a member of the Class of 2016 NCDL Leadership Academy.

Danita Redd, has been an educator, writer, international volunteer, multi-cultural observer, and student for 30 years. She has worked in the United States, Peru, and Mexico and has delivered school supplies in Egypt. She teaches career development and specializes in the majors of Science, Mathematics, Health Sciences, and Engineering. She is published by the Journal of African Civilizations and has won an award in chemistry. For the last 22 years she has been on the faculty of Moorpark College in California.





Dr. Lisa Raufman is a co-author of *The Career Fitness Program, Exercising Your Options* (Pearson Education Publishers), a popular career book used in community colleges and universities now in its 11th edition. Her college positions have included Faculty Development Coordinator and Dean of Counseling at El Camino College as well as an instructor and a coordinator of Career Centers at two different colleges. She writes a blog for www.CareerThoughtLeaders.com. Her professional organizations include: California Career Development Association (President-elect), National Career Development Association, and APCDA (PR director). She is also past President of Los Padres American Society for Training and Development and the California Community College Counselor's Association.

9:50

Addressing Social Justice through Career Development Practices by Nancy Aurthur and Mary McMahan

Social justice has been receiving increasing attention as a key value to guide career development practice. However, there are often many challenges faced by career development practitioners as they attempt to address social justice with their clients and on their behalf. In our presentation, we will provide examples from research conducted in Canada and Australia to illustrate how career practitioners connected social justice to their roles and how they addressed social and structural inequities that were impacting their clients. We will use these examples to facilitate discussion about practical ways to incorporate social justice into professional roles and practices.

Dr. Nancy Arthur and **Dr. Mary McMahan** are described above.

10:10

Telling stories of career transition through scores and an Integrative Structured Interview process by Mary McMahan and Mark Watson

In today's world of work, it is not uncommon for people to change occupations and to re-engage in learning during their adult lives. This presentation reports on research that used the qualitative Integrative Structured Interview (ISI) Process and the quantitative Self-Directed Search instrument to understand the career transitions of university students who had worked for at least two years prior to returning to study in a different field. Case study examples will illustrate the rich stories told by the participants that provided a contextual and nuanced understanding of their transitions. Suggestions are offered for career counsellors.

Dr. Mary McMahan is described above.

Distinguished Professor **Mark Watson** lectures, writes and practices in the field of career psychology. Mark publishes nationally and internationally in journals and books, sits on the editorial board of several international journals, is co-author of a book on *Career Psychology in the South African Context*, and is co-editor of three new books on career development, counselling and assessment. He is a co-developer of the *My System of Career Influences*, a qualitative career assessment instrument. Professor Watson is a Research Fellow at The University of Warwick in England and an Honorary Professor at The University of Queensland.



9:50

Institutionalizing student-centred Career Guidance practice in secondary schools in Vietnam by Filip Lenaerts, Nguyen Thi Chau, and Nguyen Thi Thuy

Since 2011, the Departments of Education and Training and the Women's Union offices of Nghe An and Quang Nam province have strengthened parents, teachers and

school leaders in guiding secondary students on study and career choices. Through student-centred and gender-sensitive career guidance, students are prepared for the world of work. Throughout the program lessons learned were collected on locally developed career guidance innovations, the role of provincial stakeholders in bridging the local and national level, and the national impact generated through involvement of the Ministry of Education and Training and the Women's Union.



Nguyen Thi Chau has been working in the development sector for the past 18 years including several international NGOs and projects on poverty reduction. In September 2011, she joined VVOB Vietnam as Career Guidance Coordinator. She finds her position with VVOB Vietnam both challenging and interesting, and is convinced that she can substantially contribute to the development of Career Guidance in Vietnam. She considers career guidance as a crucial topic for the sustainable development of her country.

Since October 2008, **Nguyen Thi Thuy** has been in charge of Social Participation in VVOB Vietnam's education programmes. With a background as foreign language teacher and many years of working for development organizations, she has been supporting the Vietnam Women's Union for the last five years to strengthen and innovate parental support and guidance of secondary students within the Vietnamese family and community context.



Filip Lenearts, holding a Master degree in Educational Sciences and a Bachelor degree in Social Work, joined the Vietnam-Belgium Education Project of BTC in 2006 to work on the promotion of active teaching and learning in primary and lower secondary education. In 2010, he joined UNESCO where he worked closely with the Ministry of Education and Training on teacher education and training, education for all and education sector coordination, including support to Vietnam's project proposal on the Vietnam New School Model to the Global Partnership on Education. Filip joined VVOB in 2013 as Programme Advisor to work on two areas that he is passionate about, Career Guidance and Early Childhood Development.

10:10

The Use of Technology in 21st Century Guidance and Counselling Practice to Shape Students for the Future of Work by *Aigbe Matthew Ehigiator and Adomeh Ilu Oghie Cosmas*

The world has seen tremendous changes in all areas of our lives. The great task before career counsellors and those in charge of curriculum design especially in developing economies like Nigeria is to pursue a creation of skills gap in curriculum design and infrastructural development in most developing nations. This paper sought to determine the level of technological awareness of students vis-à-vis counsellors in government secondary schools in the South-South region of Nigeria. Government at the state, local, and federal levels were advised to carry out in-service training for these career counsellors. Counsellors need training to enable them to respond positively to the challenges that technology has brought. Counsellors need to help students adapt to 21st Century technological changes that will affect the future labor market.



Aigbe Matthew Ehigiator is pursuing a PhD in Guidance and counselling from the Ambrose Alli University in Ekpoma. Since securing his 1997 BA(Ed) Bachelors Degree in English Education and Literature, he has been teaching in that capacity. He belongs to two international Associations: Teachers of English as Foreign Language based in the United Kingdom, and

the Higher Education Learning and Teaching Association of South Africa. He has attended international conferences in India, South Africa, Malaysia and the United Kingdom. Presently, he runs a private educational outfit EMNET GLOBAL NETWORK SERVICE with offices in Benin and Abuja in Nigeria.

Professor Adomeh Ilu Oghie Cosmas is presently the Head of Department of the Guidance and Counselling Department of the Ambrose Alli University, Ekpoma in the South South Nigeria. He has authored Books on Guidance and Counselling and has wrote numerous articles on Guidance and counselling. He holds a PhD in Guidance and Counseling from the University of Benin South South Nigeria. He has attended international conferences on counseling in India and Malaysia and is a member of a number of professional associations.



9:50

Development and Validation of a Work Values Scale for Assessing College Students: A Mixed-Method Approach by *Tzu-Ying Cheng, Yung-Tim Chang, Yao-Ting Sung, and Ying-Fang Chen*

The aim of the study was to investigate and establish a Work Value Assembly (WVA) scale suitable for use with college students. The main purpose of the study was first to elucidate the content of work values in contemporary Taiwanese culture, and to establish a structural framework for the work values scale through qualitative research. The second propose was to develop a work values scale based on the work value framework. The scale was initially constructed using qualitative research methodology, classified the 231 sentences into seven dimensions and then 60 items of WVA were developed. Based on formal evaluation results, the WVA scale showed good reliability and validity in measuring the work values of college students.



Tzu-Ying Cheng is a Research Assistant for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. Her main research interests are in psychometrics, scale development and data analysis.

Yung-Tim Chang is a Research Assistant for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. Her main research interests are in psychometrics and scale development.



Dr. Yao-Ting Sung is described above.



Ying-Fang Chen is a Maintenance Engineer for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. Her main research interests are in system development and computer programming.

10:10

Improving the Reliability and Validity of Work Value Scales Through the RRP Scale by *Jeng-Shin Wu, Tzu-Ying Cheng, Yao-Ting Sung, Jia-Ren Tsai, and Kung-Lung Li*

Minnesota Importance Questionnaire (MIQ) and Work Importance Profiler (WIP) are the best-known tools for identifying work values. These two scales used ranking and mathematical transformation to convert ranking data into interval data, which may result in several problems of reliability, validity and data transformation. This study developed a new scale, the Rating, Ranking, and Paired-Comparison Scale (the RRP scale), and demonstrated how the RRP scale can overcome those problems. This study

collected empirical data and showed the RRP scale can actually improve the reliability and validity of the ranking-based WIP scale.

Jeng-Shin Wu, Tzu-Ying Cheng and Dr. Yao-Ting Sung are described above.

Dr. Jia-Ren Tsai is a Postdoctoral Fellow in Research Center for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. His main research interests are measurement models and its applications for both theory and real data analysis.



Kung-Lung Li is a Maintenance Engineer for Psychological and Educational Testing, National Taiwan Normal University, Taipei, Taiwan. He is mainly responsible for system maintenance and development.

10:30

Coffee Break

Breakout Session 3

10:50

Career services for Asian International Students in Japan; Issues, Effects, and Hope for the Future by *Shujun Lu and Michi Mizuno*

Nippon manpower will share the results and unique aspects of career services provided to 10,000 international students, who are mostly from Asian countries. Funded by the government, career services and career counseling were provided to international college students from Asia, who are willing to seek their career in Japan. This session will help you find what the issues are and what could be done for future opportunities.



Shujun Lu holds a Master's degree in Tourism from Rikkyo University and currently provides career services for international college students at Nippon Manpower including job fairs and one-on-one counseling. The service includes job fair (both on-campus and out of campus) and one-to-one career counseling. Shujun attended nearly all the job fair and events and did a survey of over 1,000 career counseling clients during two years.

She was board and raised in Chengdu, China. As an international student who has experienced cultural difficulties searching for a job in Japan, her passion is in helping international students to find their best career in Japan.

Michi Mizuno is the manager of Nippon Manpower and, together with Mr. Tatsuno and Dr. JoAnn Harris Bowsbey, she launched a career counselor training course and certification system in Japan. She holds a Master's degree from Penn State in counseling and has worked as a liaison between the Japan Career Development Association and NCDA. Living in the US and Australia during her youth helped her form cross-cultural sensitivities. Michi's profession is in career counseling, career development within organization, organization development, and diversity management.



10:50

A Study on the Career Anchors of Japanese Women around the Noon of Life by *Keiko Muromatsu*

This paper considers the career anchors of Japanese women who are aged around forty, an age characterized by Jung (1931) as the "Noon of the life." Schein (1975) asserts that a career anchor develops over a number of years through actual work experience, and an individual has one anchor and it remains stable. By looking into

the women's career histories, this study examines the formation of their anchors, the possibility of multiple career anchors within one individual, and the factors that decide the multiplicity of anchors, shedding light on the psychology of these Japanese women.

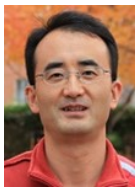


Dr. Keiko Muromatsu is a professor at Toyo University, Japan. She conducts research on midcareer transitions, executive and organizational coaching, and management communication, aiming to develop personal strategies enabling individuals to perform to their highest potential in their chosen career. She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

11:10 **OPEN**

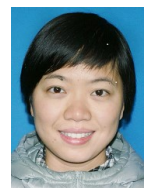
10:50 **Career Counseling in Shanghai: Unremitting Exploration** by *Weiqiao Fan and Xiaolu Zhou*

Over the past decades, profound reforms occurred in economy, education, technology and related fields in mainland China. As one of the most developed cities, as well as “the first mover”, Shanghai witnessed the emergence (1917-1948), the reorientation (1949-1965), the abandonment (1966-1976), and the reemergence and subsequent development of career counseling (since 1977). We review the history of career counseling in Shanghai in education settings since 1980s, from an economic-political perspective, and discuss how stakeholders could work together to promote the development of career counseling in Shanghai.



Dr. Weiqiao Fan's research is located in personality assessment and career development assessment for youth. He has authored or coauthored papers in personality and career assessment in international journals, including *The Career Development Quarterly*, *Journal of Vocational Behavior*, and *Journal of Career Assessment*. His current position is a professor of psychology at Shanghai Normal University, and Deputy Director of Shanghai Institute of Career Education, China. Fan holds a PhD in Psychology from the University of Hong Kong. He has previously worked as a postdoctoral fellow in the Department of Psychology at the Chinese University of Hong Kong.

Dr. Xiaolu Zhou is currently an assistant professor of psychology in the department of Management at Educational College, Shanghai Normal University, as well as a researcher at the Research Institute of International and Comparative Education. Dr. Zhou is interested in the cultural shaping of psychopathology among Chinese, Euro-Canadians and other Asian populations, using cross-national designs in college student and clinical samples. Her secondary interest is in the relation between mental health, personality and career.



11:10 **The change of career education of college students in China: from the Trait and Factor Theory to Adjustment Theory** by *Li Chunyu*

After twenty years of career education for college student in China, the method based on theory of Trait and Factor such as Holland typology confronted the challenge of a developing country, but the method based on Adjustment Theory demonstrated the better performance for solving the problem of career education, especially in the aspect of course and counseling guidance.

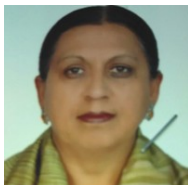


Li Chunyu is currently Director of the College Business department of New Elite Development Plan. He was a graduate student of Chinese Academy of Science and former counselor of Capital Normal University.

10:50

Career Development and Social Justice with Special Reference to Indian Subcontinent
by *Rekha Dayal*

Today's world sees dichotomous opulence of great magnitude which would have been hard to dream of a few years ago. And yet there is also the world of deprivation, destitution and displacement. Overcoming these problems is the central part of the objective of development. Career planning becomes an important pivot in such an exercise in every country. It is particularly important for developing countries like India to career counsel the human resource so that the obstacles in achieving objectives of social justice can be removed. Just as education must be deliberately organized towards national development, there should be planning of this education for the progress of the individual as 'all' educated cannot always lead to growth. Thus human change on a grand scale is needed for transforming a traditional society to a modern economy.



Dr. Rekha Dayal is an Associate Professor at Jesus & Mary College. She graduated in Economics Hons from Hindu College, University of Delhi and did her post-graduation with Shri Ram College of Commerce, University of Delhi. She completed a Post-graduate Diploma in Personnel Management from the Faculty of Management Studies DU. Her PH.D is in Organization Behaviour from the University of Delhi. She has been member of Executive Council and Academic Council of Delhi University. She has presented papers in both national and international conferences, the most recent being at the International Congress of Psychology (ICP – 2013), South Africa.

11:10

STEM Careers and Indian Workforce: Analyzing Current Status and Future Progressions
by *Vandana Gambhir and N.K. Chadha*

Young people with STEM (Science, Technology, Engineering and Mathematics) qualifications are in demand worldwide and are known to have better career prospects. The present study analyzes current status of Indian STEM-skilled workforce and their presence in the global market. It also shares best career development practices and support for educational institutions at all levels to generate STEM talent to meet future challenges.



Dr. Vandana Gambhir Chopra, a research scholar of the Department of Psychology, University of Delhi, is an alumna of Nehru Homoeopathic Medical College and Hospital, India. A gold medalist of University of Delhi, she started her professional career as a physician and is currently working as an Assistant Professor of Psychology at Keshav Mahavidyalaya, Delhi University. Her field of involvement in psychology research work span across psychometric testing, organizational behavior, career competencies, personality psychology, social psychology, competency mapping, positive psychology, consumer behavior and geriatric mental health. In her spare time, she likes to read books on spirituality, exploring dimensions of the human mind.

Dr. Narendar K Chadha 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 **Enhancing Employability Skills through the Career Development Center – A Case Study of Manav Rachna Educational Institutions** by *Chavi Bhargava Sharma*

The presentation explores the functions and utility of Career Development Centers in educational Institutions and presents the case of Manav Rachna Educational Institutions. The Career Development Center is the training arm of Manav Rachna Educational Institutions which looks after the skill enhancement requirements of Higher Education and Schools. Career Development Centers work with a mission of helping students realize their full potential and help them be employable. To achieve this objective Career Development Centers provide coaching on not only basic Employ-ability Skills and Business Communication but also on Personal Productivity Skills (Time Management, Problem solving, Decision making etc.), Quality (Lean, Six Sigma) and Managerial Skills (Performance Management, Effective Coaching, Team Building etc.) which are rated very highly by the corporate world.



Prof (Dr) Chavi Bhargava Sharma is the Dean and Founding Director of Faculty of Management Studies at Manav Rachna International University, Faridabad, India. She is also a Trustee and Secretary of the Dr OP Bhalla Foundation which is dedicated to nation building and philanthropy. She earned a Doctorate in Psychology at Panjab University. She has been trained in Strategic Management and Defense

Studies and is a Fellow and Alumni of the Regional Center for Strategic Studies (RCSS), Colombo in collaboration with Stymson Institute and Washington Institute of Peace and Conflict Studies. She received the prestigious *Scholar of Peace Fellowship* (2004) from Women in Security Conflict Management and Peace, of His Holiness the Dalai Lama Foundation for Universal Peace. She has been involved in Research, Consultancy and Training from the past 23 years and has taken workshops for principals, police personnel, children, youth, and adults on various behavioral, employability and psychological enhancement areas.

11:30 **Travel Break**

Breakout Session 4

11:40 **Leaving hometown for college: its implications for vocational identity development of college students in China** by *Raysen Cheung and Qiuping Jin*

Leaving hometown for college has become a widely common experience for college students in China. We are interested to see how this experience may impact college students' career development, specifically their vocational identity, which is one of the most crucial career development tasks during this life stage. To this end, we will analyze the survey data from approximately 900 college students. Results will be discussed with implications for career services for this group.



Qiuping Jin is currently a PhD student in the Department of Applied Social Sciences of City University of Hong Kong. She earned her bachelor degree from Peking University in Beijing, China. Her current research focus is on vocational identity development of college students in China. She has also taken part in several research projects of career development and intervention evaluation in university settings. She has presented some of her work in international conferences such as the International Congress of Applied Psychology.

Dr. Raysen Cheung is Assistant Professor in the Department of Applied Social Sciences of City University of Hong Kong. He obtained his PhD in Vocational Psychology from Loughborough University in England and has served as a university counsellor specializing in career guidance and counselling in Hong Kong for more than 13 years. Currently, he is researching and teaching in areas of career development, employability and professional counselling. He is a Registered Counselling Psychologist and a Registered Industrial-Organizational Psychologist of the Hong Kong Psychological Society, as well as an Associate Fellow of the Hong Kong Professional Counselling Association.



11:40

Exploring early life experiences and signature strengths of drug abuse inmates by Hsiao Feng Cheng

This study was designed to investigate the context of drug abuse inmates' signature strengths in early life experiences, and to understand career challenges and a sense of hope in the future. The data obtained from semi-structured, 40-60 minute interviews of eight drug abuse inmates were analyzed with content analysis.



Hsiao Feng Cheng is an adjunct assistant professor of the Department of Teacher Education and Careers Service, Nation Taiwan Normal University, and also works for Sindian Drug Abuser Treatment Center, Agency of Correction, Ministry of Justice. She hopes to create more global conversation with the article and continue her commitment to help drug abuse inmates expand their career development.

12:00

Career Challenges for Differently-Abled by Harpreet Bhatia

Being differently-abled should not be an obstacle for entering the world of work. Despite an increase in their employment, it is not easy for differently-abled individuals to plan careers or to find jobs that suit their abilities and talents. The differently-abled have to go to great lengths to prove that their handicap will not affect their ability to deliver. Although many laws have been made to ensure their getting jobs, this is not so on ground. However, there are many jobs that can be done by the physically and mentally challenged, and very effectively! This paper attempts to look into the job options for the differently-abled with special reference to the Indian job scenario.



Dr. Harpreet Bhatia is an Assistant Professor at Keshav Mahavidyalaya, University of Delhi, a founding member of Indian Association of Positive Psychology (IAPP), and a registered practitioner with the Rehabilitation Council of India (RCI). She has taught psychology for the past 8 years and She has been a counselor and psychologist for 20 years and worked with persons of all ages. Dr Bhatia constructed and standardized the Family Environment Scale, co-authored two books with Prof. N.K. Chadha, *Know Yourself* and *Be a Winner*, and is an editor for the book *Perspectives in Positive Psychology*. Dr. Bhatia has also been a part of research projects sponsored by ICMR, UNICEF, and UNIFEM.

11:40

Mental Health Support and Work Life Balance of Workers by *Momoko Asaka*

The ratio of long working hours of Japanese workers stands out in the world. As a result, people with mental health disorder increase, and the disorder of workers in their primes in their 30s-40s is outstanding. It has been 30 years since The Equal Employment Opportunity Law was established, and gender differences in employment continue dissolving. However, approximately 60% of working women retire by their first child delivery and turn into the "Sleeping Workforce". I want to examine problems related to the mental health support of these workers; particularly the challenge to their work life balance realization.



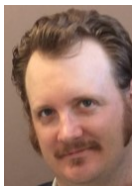
Momoko Asaka is CEO at VeriteWorks Inc. She is a graduate in Arts in Library and Information Science from Keio University, Japan. Momoko is a JCDA Certified Career Development Adviser, a JPA Certified Psychologist, and a Mental Health Legal Adviser. She has been providing career and mental health counseling services for ten 10 years. Currently, Momoko is working on a business with a strong interest in the labor shortage problem by mental health disorders due to overwork and

depression.

12:00

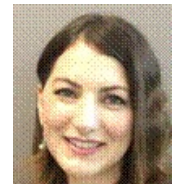
Research and Policy in a Cross-Cultural Context: the Australian Experience in Developing Career Standards in the Kingdom of Saudi Arabia by *Jade Nobbs and Sofia Sunderland*

This presentation explores the challenge and value of performing culturally responsive career policy development. We will offer insights into the techniques used to develop and contextualise careers policy in a cross-cultural context, and how elements of Australian—and other (predominantly Western) nations'—career development policy can be adapted for transference across cultural contexts. This allows deeper understanding of the global relevance of Australian and Western career development policy, and its particular relevance to the context of developing labour markets in the Middle Eastern and Asia-Pacific regions.



Dr Jade Nobbs is research manager at Miles Morgan, leading many projects with a career development focus. He has been integral to Miles Morgan's work in creating national standards for career development in Saudi Arabia. Jade has also conducted a range of other projects engaging with government, industry and the education and training sector, and community organisations, including developmental work in South Africa to create a career development system for disadvantaged youth. Jade has an academic background in the humanities, communications, and cultural studies, and brings a unique approach to issues of career development in the 21st century.

Dr Sophie Sunderland is a senior research consultant at Miles Morgan Australia, and has been a key researcher in Miles Morgan's work in Saudi Arabia, leading and facilitating, as well as co-facilitating, the design and delivery of all workshops delivered in bilingual environments utilizing a range of interactive technology and resources. She has led and contributed to a number of other career development projects including program evaluation, training program development, and policy development. She is also a current Honorary Research Fellow with the School of Humanities at the University of Western Australia.



12:20

Box Lunch in Room 103

Afternoon

Breakout Session 5

14:00 **Portfolio Careers for the Current Student Generation** by *Jon Sakurai-Horita*

While they are in school, many students are involved in classes, part-time jobs, internships, student organizations and an active social life. Multi-tasking is a norm as they use a broad focus of attention in order to participate fully in the variety of activities. Is this counter to the traditional full time positions they are often directed to after graduation? Should they be considering a Portfolio Career to utilize a variety of their skills and interests? Implications of Portfolio Careers for the students and employers will be discussed.



Dr. Jon Sakurai-Horita has been involved in the Career Development field since 1979. In 1996, he left his role as Director of the University of San Francisco Career Center and began his portfolio career. He has worked in University Career Centers, an International outplacement firm, corporate settings, non-profit settings and with private clients. His current roles are Career Counselor in a traditional University Career Center, Career

Management Consultant for an International Outplacement firm, an accounting certificate program and an MBA program and private career development practitioner. In addition to these separate contracts for his services, he is also the Founder and President of a Recruitment firm,

14:00 **Self-reflection or Self-examination at the Time of Life Transition and Crises: When We Encounter Difficulties, Should We Engage in Self-examination?** by *Shujiro Mizuno*

Whenever Japanese encounter difficulties, they tend not to blame the injured party. Instead they, themselves, feel that they did something wrong and continue feeling negative about the incident. The presenter will give narrative stories about Japanese who actively engage in self-reflection and successfully manage to pass the transition and crisis in one's career and life.



Dr. Shujiro Mizuno is a certified clinical psychologist and President of Certified Counselors in Japan. Currently, he is a Professor at the Institute of Moral Science, Education Section.

14:20 **The Effectiveness of Applying Art Material in Career Counseling** by *Hui-Chuang Chu*

The purpose of the study is to investigate in how career counseling can be facilitated with art material. Researchers interviewed participants after they received career counseling with art material. Through qualitative analysis method, the research result tried to figure the effectiveness of art material applying in career counseling so it can be used at appropriate times as a facilitator tool in career counseling. In advance, career counselors can adopt these concepts or art materials such as life-line drawing, structuring a dream world or creating a future life by clays and etc. in their clinical career counseling work.



Hui-Chuang Chu, Assistant professor Department of Educational Psychology and Counseling, National Hsinchu University of Education, Taiwan. She majored in counseling psychology, career counseling and art therapy. She is a licensed counselor and art therapist. Her research interests are related to children, adults and special ethics.

14:00

Transition from Elite Sport: Can Career Advisors Help? by *Lawrie Fabian and Mary McMahon*

Elite athletes manage their sport often in combination with education and work. While athletes build strong identities in their sport, it is also important for them to construct identities related to life after the elite sport. Supporting elite athletes with their education, training and employment options may assist them to lead successful and fulfilling lives beyond their sporting careers. This small scale qualitative research examined transition from sport from the perspectives of Australian elite athletes, retired elite athletes and sport career advisers. Results provide insights into the transition from sport and the support needs of athletes. Suggestions are made for career advisers.

Dr Mary McMahon is described above.

Lawrie Fabian is a Senior Advisor Personal Development, Queensland Academy of Sport, Australia. He joined the Academy in 1995 as Manager of the Athlete Career and Education (ACE) Program. With a background in secondary school physical education, Lawrie has taught in Australia, Switzerland and the United Kingdom and lectured undergraduate and post-graduate students Sport Management and Trends in Elite Athlete Development at three Australian universities. Lawrie pioneered the role of Player Development Manager in the professional sports entertainment arena and has coordinated Melbourne 2006 and Beijing 2008 development squads for Diving Australia and managed Australian teams to World Championship events.



14:20

A Study of Effective Learning on International Internships and International Study Tours at Japanese University: The Significance of Self-Assessment and Risk Management by *Yukari Ando*

Career development in Japanese universities must be encouraged to participate in practical learning programs including internships and study tours. This presentation particularly shows effective learning through international settings for university students. The majority of Japanese students at university tend to stay inside Japan. One of the main reasons may be explained due to a language barrier. The student's self-confidence for English remains very low, nevertheless they learn English at schools for several years. The presenter argues that "subjectivity" is highly problematic. Attitude can be changed by taking part in international setting programs such as internships and study tours.



Yukari Ando is a Specially Appointed Assistant Professor, Global Collaboration Center, Osaka University, Japan. She has served as a Programme Adviser at the Cabinet Office of Japan before joining Osaka University. Her main research interest is international law in general, international protection of human rights in particular. She particularly focuses on the United Nations Human Rights Mechanism and European System. She is a qualified Career Development Counsellor and is highly motivated to supervise international career development for university students. Every year she has organized a study tour that visits United Nations Agencies.

14:00

Japanese "Ichi-Nin-Mae" and the Experiential Learning: To Develop Full-fledged Workers in Youth by *Hiroshi Takahashi*

The purpose of this study is to clarify the relation between "Ichi-nin-mae" and the Experiential Learning (EL) in youth. "Ichi-nin-mae" means characteristics of full-fledged

workers in Japan. There has been a model that “Ichi-nin-mae” behavior and consciousness were formed by EL. However, the model has not represented characteristics in youth. By generational comparison, EL of young people was more relevant to “Ichi-nin-mae” consciousness than to “Ichi-nin-mae” behavior, and “Ichi-nin-mae” consciousness was relevant to “Ichi-nin-mae behavior”. The results suggest that it is more important for young people to make duties meaningful through various activities than to learn skills.



Dr. Hiroshi Takahashi is the head of the Youth Career Research Institute and an advisor to the Japan Career Development Association. He worked for NEC Micro System Co., Ltd. as an engineer, a section chief of the corporate planning development and a career counselor. In his employee experience, he launched a study about a career development process of full-fledged workers and earned his doctorate in psychology at Rissho University. He has been focusing on the Experiential Learning and meaning of work and returning the result of his research to society as a counselor educator and a university lecturer.

14:20

Careers Education for Young People to Solve the Workforce Gender Gap Problem in Provincial Cities in Japan and the UK by Masumi Nagae and Jonathon Moxon

Careers education is said to be one key to solving the attitude gap to careers for young people in the future. We carried out two studies about careers education for students in provincial cities in Japan and the UK. First, we designed and implemented a program to change attitudes to leadership for female college students in Japan. A significant difference was measured before and after the class. Next, we analyzed the cultural and social factors influencing career choices in the UK. Gender-free career choice is also a key to solving the workforce problem of both countries in the future.



Masumi Nagae: Masumi specializes in career design education and career counseling for college students. Her B.A. is in Educational Psychology and her M.S. is in Medical Science. Currently, she is in a doctoral program of Medical Science and social psychology. Masumi is researching the effect of organization development in companies and the effect of career education in K7. She is a member of the Japan Career Development Association, a CDA(Career Development Adviser), and a JAICO (Counselor of Japan Industrial Association).

Jonathon Moxon: A Saga Women's Junior College (Japan) associate professor of English and applied linguistics, Jonathon has led a varied career from a BSc in chemistry to his current position. As head of English at the college, he is responsible for overseeing students' studies and providing guidance for their careers after graduation. He has received JCDA (Japan Career Development Association) training. His research interests are in developing constructive attitudes to career planning, and in group dynamics and cooperative learning in the second language classroom. Both interests can be viewed as a development process of actualizing students' potential. Jonathon is a member of APCDA and the Japan Association of Language.



14:40

Travel Break

Breakout Session 6

14:50

The Career Guidance Process in a Japanese University by Kyiomi Banda

This study aims to develop a Career Identity Work Sheet (Banda, 2015), which tries to

visualize Japanese students' psychological transformation in career development using notions of the Trajectory Equifinality Approach: TEA (Sato, Yasuda, Kanzai & Valsiner, 2014) as a tool of career guidance. Also, this study tries to look into the process of transformation of students' career beliefs through narrative counseling in order to support career construction (Savickas, 2011) for students in higher education.



reformation.

Kiyomi Banda is an associate professor at SANNO University in Tokyo, Japan. She holds a Master of Education and is a doctoral student in Tokyo Gakugei University Graduate School of Education. She successfully enacted a project in career education while at Tokyo Gakugei University. The project was financially supported by the Ministry of Education, Culture, Sports, Science and Technology as one of "Good Practices" of university

15:10

Career Supporting System Focused on Small Medical Care University K.H.S.U. by Yoshimitsu Ishihara and Ayaka Hamamoto

We describe the following 4 points:

1. Introduction and Profile of Kumamoto Health Science University
2. Career supporting curriculum Past and present; Introducing our supporting curriculum in the past and how we changed it.
3. Career supporting system focused on mock interview and consulting, View change of employers and how we correspond.
4. Conclusion, our aims.



Yoshimitsu Ishihara entered KAKETSUKEN (A foundation which manufactures a vaccine. It was established by the Kumamoto health science university.) in 1977 and was assigned to the Research and Development Department. As an experienced manager assistant general manager, he became a person in charge of the manufacturing faculty. In 2007, he moved to the Kumamoto health science university as the secretary general and became head of the regional revitalization subcommittee of the university consortium kumamoto. He is also head of a Career support center. He acquired his CDA (Career Development Adviser) license in 2013.

Ayaka Hamamoto entered Hisamitsu Pharmaceutical in 2009, as Medical representative. In 2011, she moved to Kumamoto health science university as secretary of Prof. Akaike and now she works with the Career support center as career counselor. She acquired her CDA license in 2015 and currently schedules career guidance for all students in the university.



14:50

Depression, Social Supports and Employment during the Transition from Post-Secondary Education into the Workforce by José Domene

In this study, we examined the unique and shared influences of employment status, job satisfaction and supportive social relationships on the trajectories of depressive symptoms of post-secondary students transitioning to work over a three year period. Preliminary results indicated that social support moderated the direction and magnitude of the change in depressive symptom levels over the transition from university into the workforce, which suggests the need for career counsellors to address clients' mental health concerns during the transition from university into the workforce. The results also suggest the need to adapt career development practice with this population.

Dr. Jose Domene is described above.

15:10

Work Choices and Satisfaction Among Chinese University Graduates by *Leili Jin and Qiguang Zhang*

Using a sample of 4670 university graduates from 55 universities in Beijing, the current study intended to examine the association of work choices and satisfaction in a Chinese context. A Binary Logistic regression analysis showed that, after controlling gender, age, family region, major, and university prestige, work location, fields of industry, economic ownership types of employment organizations, starting salary, major-job fit, and job prospects significantly predicted placement satisfaction. Implications for theory and practices will be discussed.



Dr. Leili Jin is a vocational psychologist in the Career Development Center of Tsinghua University and teaches *Career Planning* and *Vocational Psychology* for undergraduates. She obtained her PhD from the Faculty of Education, the University of Hong Kong. Her current interests include the contributions of university experiences to career-related outcomes among Chinese university students, career assessment, and professional identity among Chinese career practitioners.

Dr. Qiguang Zhang is the director of the Career Development Center of Tsinghua University and teaches *Career Guidance* for peer counselors. He obtained his PhD in engineering from Tsinghua University. His current interests include the delivery systems for indigenous career guidance to college students, internship and job-search outcomes, and professional identity among Chinese career practitioners.



14:50

Professional Skills for the Workforce of the Future: Employer Perspectives by *Nancy Arthur, April Dryda, and Lisa Gust*

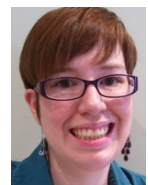
“We want graduates with well-developed skills!!” is what employers say. What kinds of skills do they really want? What kinds of skills make a difference about who gets hired? In this session, we will focus on professional skills, traditionally known as the ‘soft’ skills that are relevant for all workers, regardless of their field of study or employment. From our international review of literature on professional skills, we found some conflicting reports, some surprises, and some very good advice from employers about what they are expecting from university graduates. We will share the key skills identified by employers and discuss the implications for career development practitioners in helping students and workers build their professional skills for the workforce of the future.

Dr. Nancy Aurthur is described above.



April Dryda is a graduate student in the counselling psychology program, Werklund School of Education, University of Calgary. April is currently a member of a research team that is examining professional skills for graduates and recommendations for university programs in STEM education.

Lisa Gust, Graduate Student, Educational Studies in Counselling Psychology, Werklund School of Education, University of Calgary. Lisa's thesis research examines family and cultural influences on career decision-making.



14:50 **Using Sherlock to Measure and Improve Intervention Effectiveness** by *Curtis Fuhriman*

Sherlock identifies and facilitates effective and efficient interventions with at-risk students and creates individual and aggregated classroom, school, or district reports. Sherlock identifies students with specific risk factors, facilitating one-click interventions. Results of program interventions are logged across time, allowing assessment of both individual progress and measurement of the effectiveness of interventions or programs. Sherlock's communication tools enable counselors, teachers and administrators to target messages to students and parents. Sherlock can be implemented in many languages.



Curtis Fuhriman, Director of IntoCareers at the University of Oregon, has professional experience spanning education, business, and software development. After teaching Spanish in public schools and university settings, Curtis worked for Mark Monitor and Thomson Reuters, with a focus on international program management. As Global Service Delivery and Operations Manager, he managed service delivery teams in the US, Eastern Europe, and China, with additional responsibilities for software design and data analytics. Curtis has a Master's degree in Educational Technology from Boise State University and is fluent in French and Spanish. Curtis believes technology is best applied when it supports people-driven solutions.

15:30 **Coffee Break**

15:50 **APCDA Annual Meeting** (All conference attendees are encouraged to attend)

17:00 **APCDA Board Meeting** (APCDA Directors and Officers are requested to attend and members are welcome)

Thursday, September 17

Morning

8:30 **Coffee & Tea**

9:00 **What is Career Counseling For? Promoting Social Maturity through Career Counseling** by *Ryoji Tatsuno*

Career counseling could be a culture-free method for encouraging social maturity. It's power is based on our humanity and a way of being. All human beings want to be accepted and to avoid rejection. "To accept others" means "to be accepted by others." "To reject others" may lead to "to being rejected by others." Even within the mind of a single person, there lies a part of "self" which the person him/herself does not want to "accept." However, such "self" also wants "to be accepted" by the person. Likewise, "unacceptable others" may be a projection of "unacceptable self" on others. Living in an era of intense global competition, we need to realize that excessive competition with a winner and a loser will bring distortion to the society, which even winners have to pay for. It is believed that, like Japan, other Asia-Pacific countries will experience similar social issues and challenges in the near future. Therefore, as a proactive measurement, it would be worthwhile to start introducing career counseling at the various stages of society.



Ryoji Tatsuno is the President of the Japan Career Development Association, Chairman of the Asia Career Development Association, and an advisor to Nippon Manpower Company, Ltd. Since 1999, he has been a committee member in Japan's Ministry of Labor, Health and Welfare (MLHW) Human Development Bureau's research committee for the judgmental criteria on employability. Through his work on numerous policy committees, he has been instrumental in defining career services, career advisor credentialing, and been instrumental in defining career services, career advisor credentialing, and examinations in Japan. He was responsible for developing JCDA's career development advisor training program.

9:40 **Break**

9:50 **Panel Discussion: Career Services in Asia**

Moderated by Cheri Butler with panelist Dr. Yao-Ting Sung from Taiwan, Dr. Narender Chadha from India, and Dr. Weiqiao Fan from China (Shanghai)



Cheri Butler is a career and personal development counselor, coach and educator with more than 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.

Dr. Yao-Ting Sung, Dr. Narender Chadha, and Dr. Weiqiao Fan are described above.

10:30 **Coffee Break**

10:50 **Cognitive Information Processing Theory** by *Deb Osborn*

This session will describe key concepts from the Cognitive Information Processing Approach to Career Problem Solving and Decision Making that are used to help clients and practitioners better understand the content and process of career decision making. Key concepts include the Pyramid of Information Processing Domains (the "knowing" part of decision making) and the CASVE Cycle (the "doing" part of decision making). The session will also describe how the theory is applied in practice, including a three-level differentiated service delivery model and a readiness assessment model. A specific example of service delivery will also be presented.



Dr. Deb Osborn is a Professor of Counseling and Career Development in the Department of Educational Psychology and Learning Systems at Florida State University and a past president of the National Career Development Association. She is part of the team that has developed expertise in the use of cognitive strategies in the design and delivery of career counseling and guidance services and the appropriate use of computer technology in counseling.

11:30 **Closing Remarks by APCDA President Hsui-Lan (Shelley) Tien**

12:00 **Leave for Career Center Tours**

Thank You from APCDA

We are grateful to Yoshiji Ishikawa, our Japan Country Director, for his wonderful job organizing the Tokyo Conference. Many attendees are also grateful to Yoshi for his help with visas. His dedication made this conference possible.

We are grateful to Yoshima Sasaki and Ryoji Tatsuno for the steadfast support provided by the Japan Career Development Association and the Asia Career Development Association. It is through their assistance that we were able to use this wonderful facility in the middle of Tokyo. Although APCDA is unknown in Japan, the excellent reputation of JCDA opened doors for us.

We are grateful that Dr. Yao-Ting Sung initiated the idea of an Asia Pacific association many years ago to facilitate communication among the many nations in this region. It was his vision of what APCDA could become that inspired us to begin the journey.

We want to recognize Dr. Shun-Ren Jin for inspiring generations of Asian career counselors. He was the advisor for our President, Hsiu-Lan (Shelley) Tien, and our keynoter for the 2016 conference, Dr. Y Barry Chung, and many others.

We want to congratulate Singapore for its exciting new legislation that provides a framework for career services in a modern Asian Country. The vision of Sing Chee Wong and others in Singapore is evident in this legislation. While the people tasked with implementing the legislation are quietly avoiding the limelight until they figure out the details, it will be exciting to watch the career planning system they create.

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 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 Directors are:

- | | | | |
|-------------|------------------------|---------------|-----------------------------|
| • Australia | Andrew Rimington | • Macau | Elvo Sou |
| • Canada | Jessica Isenor | • New Zealand | Julie Urbahn |
| • China | Dian Gu | • Philippines | Carla Siojo |
| • Guam | Leah Beth Nawolowaa | • Singapore | Sing Chee Wong |
| • India | Dr. Narender K. Chadha | • Taiwan | Dr. Hsiu-Lan (Shelley) Tien |
| • Indonesia | William Gunnawan | • USA | Martha Russell |
| • Japan | Yoshiji Ishikawa | • Vietnam | Chau Nguyen |
| • Korea | Sungsik Ahn | | |

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 & Policies | Martha Russell | • Public Relations | Lisa Raufman |
| • Membership | Satomi Chudasama | • Research | Dr. Yao-Ting Sung |
| • Newsletter | Natalie Kauffman | | |
| • Nominations | Soonhoon Ahn | | |

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 | Dr. Hsiu-Lan (Shelley) Tien | • Treasurer | Dr. Roberta Neault |
| • President-Elect | Cheri Butler | • Secretary | Diana Bailey |
| • Past President | Soonhoon Ahn | | |