



Asia Pacific Career Development Association

## **APCDA Officers Meeting**

**September 17, 2024**

### **President's Message (Serene)**

- Happy Autumn Festival
- The next Officers Meeting will be at the same time for most of us. Those in the US will be on Standard Time (one hour earlier), but we will not change the meeting time for others.
- Serene expressed gratitude for the team's innovative ideas and suggests more discussion-type webinars in the future

### **Discussion: New Program: The Insight Exchange (Ruchira Tripathi)**

- Purpose
  - The main objective for creating this program is to encourage members to read more research and other quality content on career development practice, as a regular habit. The focused nature will allow members to marinate in a topic and leave the meetings with enhanced understanding.
- Structure
  - The program will be run like a book club and will have monthly meetings. Announce topic 2 months in advance.
  - The group size for every meeting will be limited to 12-15 people
  - Every month there will be an article (perhaps APCDJ article) or book or report of focus. Marinating in ideas.
  - Registration is similar to webinars.
  - Attendees will come to the online discussion having pre-read the text.
  - During the meeting, the discussion will be guided by structured questions.
  - Unstructured questions may also pop up specially regarding clarification of text. The group will try resolve those through their collective understanding of the topic.
  - The expert will not attend the meeting. They can provide their answers in recorded format after the meeting. Author of the article/book OR an expert will be engaged in advance. They will help to answer questions that the group was not able to resolve amongst themselves.
  - Moderator will record a summary for those who missed it.
  - Fees were discussed. Marilyn asked to keep the “free to members, \$10 to non-members” arrangement. Ruchira expressed concern that students would be deterred. Using Member365, that is an unsolvable problem.
- Resources Required
  - The Insight Exchange Host – Ruchira Tripathi
  - Access to zoom account

- List of members who agree to come in as an expert for a session
- Post and monitor the meeting invite for registration on the APCDA website. Technical Editor to edit and upload the zoom content on APCDA website.
- Proposed Run
  - The program can be launched in January 2025 with meetings starting in February.
  - The Insight Exchange can start as a pilot project. Given the take up rate, a decision can be made towards end of the year, if this will continue in 2026 as well.

**Treasurer’s Report – Financial Reports Attached (Nila)**

- Summary with projections to end of year (for planning purposed later at this meeting)

	<b>FY24 Budget</b>	<b>Revised Expected Year End</b>
INCOME (from program)	\$42,120	\$58,918
One-time donation		\$12,000
EXPENSES (from program)	\$71,039	\$64,739
Net Income		-\$5,821

- Conference Income is missing a \$1881 payment from WSG, Singapore
- Perhaps we need to charge more for our conferences, or we need to not give generous discounts to locals
- We charged more in 2019 than we plan to charge in 2025
- We are liquid – we have maintained lower expenses

**Discussion: Internships**

- The budget does not allow for funding paid internships
- Program Committee has arranged for unpaid interns
- According to US law, it is legal for a non-profit to have unpaid interns
- University courses may require a practical experience – in this case, accepting the student to work with us is acceptable as part of the learning experience
- Listing in GCA only means we might have an opportunity to receive requests for an internship
- The benefit of free labor may not be worth the time needed to train them
- We agreed to continue as we have in the past –officially we will not offer unpaid internships, but committee chairs can arrange internships if they wish.

**Discussion: LOEP Pricing (Arun)**

- Current fees:

	<b>Not High Income</b>	<b>High Income</b>
Application Fee	\$200	\$400
Annual Maintenance Fee	\$150	\$300
Audit Fee	\$200	\$400

- Proposed fees:

	<b>Not High income</b>		<b>High Income</b>	
	< 1 year	More than 1 year	< 1 year	More than 1 year

<b>Annual Fee</b>	\$300	\$500	\$600	\$1000
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- Discussion tabled. Allan will meet with Arun and Marilyn to discuss further.

**Discussion: 2025 Conf Pricing for Chinese**

- Prices in current flyer

Prices are shown in USD	In-Person	Virtual
<b>Non-Member</b>	\$310	\$210
<b>Professional Member</b>	\$290	\$190
<b>Student/Retired Member</b>	\$210	\$140

- Zhengzhou professors recommended \$112 as the standard price of a conference in China
- Carry recommends that we provide a deep discount for students in China
- Proposed 2025 APCDA Conference Budget (intended to be a worst-case scenario)

Income	In-Person	Virtual
Ind Intl Reg	\$2,100	\$23,800
Ind Local Reg	\$2,200	\$1,200
Exhibitors	\$0	\$0
Processing Fees	-\$270	-\$1,048
Sponsors	\$3,000	\$0
Scholarships	\$400	\$4,600
<b>Total Income</b>	<b>\$9,880</b>	<b>\$29,752</b>
<b>Expenses</b>		
Meals	\$4,878	
Keynoters	\$3,520	\$1,350
Staff & Officers	\$4,875	
Materials & Supplies	\$1,140	
Services	\$3,620	\$3,100
Software (Whova ,etc.)		\$6,289
Misc other	\$1,000	
<b>Total Expenses</b>	<b>\$19,033</b>	<b>\$10,739</b>
Net income	-\$9,153	\$19,013
<b>Combined Net income</b>		<b>\$9,860</b>

- Assumptions for the above proposed budget:
  - Same # attendees (guests, scholars, paid internationals) this year as last year (67 total)
  - 20 Chinese in-person attendees, 20 Chinese virtual attendees (we believe these estimates are too low)
  - Chinese in-person fee \$110, Chinese virtual fee \$60
- Decision:

Chinese discount	In Person	Virtual
Regular	\$100	\$70

Student	\$200	\$140
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- Note: The approved values are discounts. Most Chinese are non-members. So the discounts from the \$310 fee would mean a cost of \$210 for a professional, and \$110 for a student.
- This passed. The above budget needs to be recomputed with these new values.

### Discussion: Charge for Selected 2024 Conf Recorded Presentations

- Cost for each recorded presentation from 2024 Conference:
  - Option 1: Members: \$10 each, Non-members, \$20 each
  - Option 2: Members \$0, Non-members \$10
  - **Plenary Sessions:**
    - Reinventing Career Development for the 21st Century, *Brian Hutchison*
    - Supporting Young People to Find Success within a Constantly Changing Industrial Landscape, *Matt Tompkins*
    - Shaping Futures: A Roadmap for Transformative and Inclusive Career Guidance in India, *Sachin Kumar, Julian Dhar, Vimala Arunachalam, Reyes PM*
- **Presentations:**
  - Realizing Happenstance Learning Theory in Career Coaching Practice: Seeing the Invisible, *Gin Yong Ong, Weili Zhang, Boon Yong, Kwok, Jeffrey Thng*
  - Career as a Transitional Object and The Career Construction Theory Convergence. *Sini Parampota, Kevin Glavin*
  - Curating a Career Portfolio Rather Than Forging a Career Path: Adapting to Change, *Julie Rosengren*
  - Strength-Based Development versus Weakness Fixing in Career Development, *Huong Man*
  - Career and Corporate Prospects for the Coming of Society 5.0, *Momoko Asaka*
  - Navigating Career Transformation through Systems Psychodynamics, *Samuel Wee*
  - Envisioning Higher Education Student Affairs Professionals as Career Influencers, *Michael Stebleton, Candy Ho*
  - Towards a Skills-Focused Labor Market: Using Technology to Drive a Paradigm Shift, *Brian Hutchison, Nour Alhiyari, Ariyana Radi*
- Decision: Option 2: Members \$0, Non-members \$10

### 2025 Conference Plans

- May 12 – 16: Virtual
- May 23 – 26: In-Person & Virtual
- Keynote Speakers:
  - Dr. Kevin Glavin: Client motivation (confirmed)
  - Professor QIAO Zhihong, Beijing Normal University (confirmed)
  - Professor John Lee Chi-Kin, JP, President / Chair Professor of Curriculum and Instruction of The Education University of Hong Kong (not confirmed)

- a person selected by Zhengzhou University (not yet selected)
- Tours:
  - Friday May 23: Zhengzhou Museum
  - Monday May 26: Career Centers
  - Tuesday May 27: Longmen Grottoes, Shaolin Temple, and Shaolin Zen Show (all day)

**Other**

- Goodbye from Momoko – she will move to co-Chair of News Committee