



Asia Pacific Career Development Association

**APCDA ANNUAL Membership Meeting
June 30, 2015 8 AM-9: 45 AM**

NCCA National Conference

Attendees:

Cheri Butler, USA	Nobuko Hasegawa, Japan
Jongok Hun, Korea	Tasuko Aoki, Japan
Eunmee Hwang, Korea	Lee Richmond, USA
Satomi Chudasama, USA	Marilyn Maze, USA
Seu Chen Wu, Taiwan	Yang Ai, China/USA
Alberto Puertas, USA	Phoenix Ho, Vietnam/USA
Yu-Chen Wang, Taiwan	Shelley Tien, Taiwan
Carla Siojo, Philippines	Diana Bailey, USA
Ellen Weaver-Paquette, USA	Ahmed Mostala, Egypt
Yasuje Ozawa, Japan	Lisa Raufman, USA
Shujiro Mizuno, Japan	Bobbi Floyd, USA
Esther Tan, Singapore	Soonhoon Ahn, USA/Korea
Ivy Liao, Taiwan	Sungsik Ahn, Korea
Andrew Rimington, Australia	Melanie Reinersman, NCCA website editor

Marilyn Maze welcomed the attendees to the Annual Meeting.

- Introduction of Board
 - Officers
 - Shelley Tien, President (Present)
 - Soonhoon Ahn, Past President (Present)
 - Cheri Butler, President-Elect (Present)
 - Roberta Neault, Treasurer
 - Diana Bailey, Secretary (Present)
 - Staff
 - Marilyn Maze, Executive Director (Present)
 - Committee Directors
 - Bylaws & Policies: Martha Russell
 - Membership: Satomi Chudasama (Present)
 - Newsletter Director: Natalie Kauffman
 - Nominations Director: Soonhoon Ahn (Present)
 - Public Relations Director: Lisa Raufman (Present)

- Professional Development Director: Open
 - Research Director: Dr. Yao-Ting Sung
 - Country Directors
 - Australia: Andrew Rimington (Present)
 - Canada: Jessica Isenor
 - China: Dian Gu
 - Guam: Leah Beth Naholowaa
 - India: N.K. Chdha
 - Indonesia: William Gunnawan
 - Japan: Yoshiji Ishikawa
 - Korea: Sungsik Ahn (Present)
 - Macau: Elvo Sou
 - New Zealand: Julie Urbahn
 - Philippines: Carla Siojo (Present)
 - Singapore: Sing Chee Wong
 - Taiwan: Hsiu-Lan Shelley Tien (Present)
 - USA: Ellen Weaver Pacquette (Present)
- Japan Conference Update
 - Schedule and descriptions of programs listed on website
 - Keynoter change: Dr. Deb Osborn replaces Jim Sampson
 - Tours: Hosei University and Nippon Manpower Office
 - Scholarship for one student or recent graduate
- Taiwan Conference Update
 - May 19-21, 2016 in Taipei
 - National Taiwan Normal University
 - Keynote speakers Y. Barry Chung and Shun-Ren Jin
 - Tour of Palace Museum before conference
 - Tour of Vocational Center after conference
- July 28/29 Webinar
 - 10 Tips for Supporting a Globally Mobile Workforce
 - by Dr. Roberta Neault

10:00 PM	Tues, July 28*	US Eastern	12:00 Noon	Wed, July 29	Eastern Australia, Guam
9:00 PM	Tues, July 28*	US Central	11:00 AM	Wed, July 29	Tokyo, Seoul
8:00 PM	Tues, July 28*	US Mountain	10:00 AM	Wed, July 29	China, Philippines, Singapore, Taiwan
7:00 PM	Tues, July 28*	US Pacific	9:00 AM	Wed, July 29	Indonesia, Vietnam

2:00 PM	Wed, July 29	New Zealand	7:30 AM	Wed, July 29	India
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Attendees split into groups to discuss: ***What is the greatest challenge that career development faces in your country?***

A number of themes appeared to resonate in several countries.

- Youth underemployment is one of the most common concerns. The transition from school to work can be difficult. Youth with little education find it very difficult to find jobs, but also many college students are unable to get a foot in the door of the workforce.
- There is a gap between skills students learn in college and skills employers expect from graduates. In some countries, this is related to too many college graduates and not enough vocational students. In all countries, employers are not impressed by the skills of new graduates.
- In some countries, the age of retirement is increasing, which means that older workers are keeping their jobs and reducing the openings at all age levels. It also means that dealing with the aging population in the workforce is a new issue.
- Youth tend to be very technology savvy, but many do not know how to evaluate information. As a result, they are overwhelmed with too much information, but unable to make sense of it and differentiate facts from fiction.
- Technology addiction is increasingly common, partially as a result of the difficulty of finding a job and the increased use of technology, so that some people avoid contact with others and spend long hours on computers.
- There is gender imbalance in the workplace in several countries. Concerns include reentry issues when women attempt to reenter the workforce after raising a family.
- A large number of people in this region seem to be career nomads and see themselves as global citizens. As they move from one country to another looking for the best opportunities, they face adjustment issues in both their new country and when they return home.
- In some countries, there is a lack of quality standards for the training of career development advisors. This leads to many people offering services with little depth of skills.

Other issues seemed to be country-specific:

- In China, people who move from the country to the city experience stress because of the faster pace of life.
- Video resumes are increasingly important, so those who assist with job search now need to be skills in designing, filming, and editing videos.
- In China, government-funded universities are prospering, but those that rely on their own funding are struggling.
- In Taiwan, professors have begun to offer orientation programs for parents of students. The professors attempt to explain the job market to the parents, and provide tips on how to communicate with their students. This helps with communication between generations.
- Also in Taiwan, the low birth rate means that colleges are struggling to find students. Half of the colleges will close by 2035.
- In Japan, daycare is available by lottery. Some women who do not win the lottery must stay home and care for their children because they have no daycare options.
- Singapore now has a Minister for Aging, due to the large aging population.

Some of these issues will be addressed by workshops at the coming conference in Japan. Those that are not included this year will be given a high priority the following year in Taiwan.

Melanie Reinersman, NCDAs website editor, shared unique features of the website that particularly related to APCDA members. Some of these included on-line training, resources, recorded webinars (with the option to earn CEUs), related member features. Melanie also mentioned that the NCDAs website will soon be redesigned and updated.

Marilyn announced several presentations at the conference offered by APCDA members.

Meeting was adjourned at 9:45 AM

Respectfully submitted,

Diana M. Bailey
Recording Secretary