

**PROGRAMME****DAY ONE****TUESDAY 26 APRIL**

- 3.30pm Registration
- 4.45pm Welcome to Country
- 5.00pm CDAA National President Ms **Carole Brown**  
IAEVG President Mr **Lester Oakes**
- 5.15pm **CONFERENCE OPENING**

5.45pm **Interactive Forum:** The Many Voices of Career Development: What are they telling us?  
*Facilitator:* Ms **Ellen Fanning**, Journalist, ABC Television Australia

*Panelists:* Ms **Carole Brown** (CDAA National President); Prof **Jim Bright** (Australian Catholic University); Ms **Suzanne Curyer** (Education Services Australia); Ms **Belinda Everson** (Parent); Ms **Christine Haines** (Miles Morgan Australia); Ms **Mary Kelly** (Queensland University of Technology); Ms **Lydia Najlepszy** (Career practitioner); Dr **Peter McIlveen** (University of Southern Queensland); Mr **Lester Oakes** (IAEVG President); Mr **Peter Tatham** (CICA).

- 7.00pm Welcome Cocktails (Sponsored by Group Training Australia)
- 8.00pm Close

**PROGRAMME****DAY TWO****WEDNESDAY 27 APRIL**

- 8.00am Registration
- 8.40am Welcome - Dr **Mary McMahon** and Mr **Col McCowan** OAM

8.45am **Career Conversations from a Community**  
*Facilitator:* Mr **Col McCowan** OAM

**09:45am-10:45am CONCURRENT SESSIONS 1A - 1G****1A WORKSHOP - HALLA** (Chair: Ms Bernadette Gigliotti)

Career-Related Learning for Children in Primary/First Schools – *Mr Anthony Barnes, Ms Barbara McGowan, Babcock Education and Training, UK*

**1B WORKSHOP - MR 8** (Chair: Ms Jennifer Towler)

Too Old to Work, Too Young to Stop: Meet the career challenges and issues for career practitioners working with older workers – *Ms Arlene Howes, Consultant, Australia*

**1C WORKSHOP - MR 1** (Chair: Ms Lydia Najlepszy)

An Indigenous Approach to Working with Indigenous Families – *Mrs Claire Stirling-Hawkins, Career Services, New Zealand*

**1D WORKSHOP - MR 2** (Chair: Ms Kirsty Mitchell)

It's All In The Mind - Using mindfulness in career counselling – *Dr Marian Kratzing, Career Avenues, Australia*

**1E WORKSHOP - MR 3** (Chair: Mr Col McCowan OAM)

Developing Career Resilience Assisting Law Students in their Transition to a Troubled Professional World – *Assoc Prof Melinda Shirley, Queensland University of Technology, Australia*

**1F RESEARCH - MR 5** (Chair: Prof Nancy Arthur)

**9.45am** Looking Back to Look Forward: Indigenous views for the future of career practice – *Ms Lynette Reid, Auckland University of Technology, New Zealand*

**10.05am** Cross-Cultural Career Development Research: Process and outcomes – *Mrs Catherine Hughes, St Patrick's College, Australia*

**10.25am** Occupational Gender Stereotyping of Black Low Socio-Economic Urban and Rural South African Children – *Prof Mark Watson, Nelson Mandela Metropolitan University, South Africa, Dr Mary McMahon, The University of Queensland, Australia*

**1G RESEARCH - MR 6** (Chair: Assoc Prof Mantak Yuen)

**9.45am** Trends and Issues of Career Education in Korea – *Dr Ji-Leong Lee, Korea Research Institute for Vocational Education and Training, Korea*

**10.05am** New Career Educational Subject: From government ideology to school reality – *Mrs Inga Andreassen, Bergen University College, Norway*

**10.25am** Facilitated Discussion: School-based career programs

10.45am **MORNING TEA**




**PROGRAMME**
**DAY TWO**
**WEDNESDAY 27 APRIL CONT'D**

11.15am	<b>KEYNOTE</b> Unlock the Potential: Career Development in the Queensland Public Service Ms <b>Margaret Allison</b> , Queensland Public Service Commissioner Chair: Ms Jo Shambler
12.15pm	Employer of the Year Award
12.30pm	LUNCH
1.30pm	<b>KEYNOTE</b> Expanding Competence and Managing Dichotomies: Career counselling in a global context Professor <b>Leung Seung Ming (Alvin)</b> , Dean (Faculty of Education), Professor, Department of Educational Psychology, The Chinese University of Hong Kong, China Chair: Dr Mary McMahon
2.30pm	Australian Career Services Judith Leeson Award for Excellence in Career Teaching myfuture Video Competition: Youth Award Presentation - Presented by Ms Vivian Johnson, DEEWR
2.45pm	AFTERNOON TEA
<b>3.15pm - 4.15pm CONCURRENT SESSIONS 2A-2G</b>	
	<b>2A WORKSHOP - HALL A</b> (Chair: Ms Ellen Gibson) Follow-up to lead presentation – <i>Prof Leung Seung Ming (Alvin), The Chinese University of Hong Kong, China</i>
	<b>2B WORKSHOP - MR 8</b> (Chair: Ms Jennifer Towler) Careers Education in Secondary Schools: Everybody's job? – <i>Mrs Saskia Tomlinson, Ms Lesleigh Henderson, University of Waikato, New Zealand</i>
	<b>2C WORKSHOP - MR 1</b> (Chair: Ms Alison Thomson) Lẩu Nghề - Career Hot Pot: What happens when western-style career services are mixed with traditional career practices in Vietnam? – <i>Ms Sheila Chick, Ms Linh Nguyen, Ms Phoenix Ho, RMIT International University, Vietnam</i>
	<b>2D WORKSHOP - MR 2</b> (Chair: Ms Jenni Proctor) A VET Professionals 'Simple' Guide to Incorporating Employability and Industry Skills Training into the Curriculum – <i>Mrs Daniela Ascone, Mrs Michelle Peterson, Ms Mary Licciardo Youth Connect, Australia</i>
	<b>2E WORKSHOP - MR 3</b> (Chair: Ms Ann Evans) Story Crafting: Strategies for facilitating narrative career Counselling – <i>Dr Mary McMahon, The University of Queensland, Australia, Prof Mark Watson, Nelson Mandela Metropolitan University, South Africa</i>
	<b>2F RESEARCH - MR 5</b> (Chair: Prof Nancy Arthur) <b>3.15pm</b> After-School Career Guidance Programme : Its impact on at-risk middle school students' career maturity – <i>Dr Somsak Seedagulrit, Loei Rajabhat University, Thailand</i> <b>3.35pm</b> Career Education as a Site of Oppression and Domination: An engaging myth or a critical reality? – <i>Mr Barrie Irving, University of Otago College of Education, New Zealand</i> <b>3.55pm</b> Connectedness, Potential Career Exploration, Work Habits and Talent Development in Grade 5 Primary Students in Hong Kong – <i>Dr Mantak Yuen, University of Hong Kong, Dr Raymond Chan, Hong Kong Baptist University, Prof Patrick SY Lau, Chinese University of Hong Kong, Mr Peter MK Shea, Hong Kong Council of the Church of Christ in China, Prof Norman C Gysbers, University of Missouri-Columbia, USA</i>
	<b>2G RESEARCH - MR 6</b> (Chair: Prof Mark Watson) <b>3.15pm</b> Is Career Guidance Ready for Social Media? – <i>Ms Jaana Kettunen, Dr Raimo Vuorinen, University of Jyväskylä, Finland</i> <b>3.35pm</b> Parental Perfectionism in Relation to Vocational Development – <i>Mr Mahdi Khasmohammadi, Universiti Putra, Malaysia</i> <b>3.55pm</b> Facilitated Discussion - Internationalisation in Career Development
4.15pm	<b>CDAA Annual General Meeting</b> <b>IAEVG Meetings</b>
5.30pm	Close
7.00pm	Australian Bush Bash at Blue Sky Brewery



**PROGRAMME****DAY THREE****THURSDAY 28 APRIL**

8.40am Announcements - Dr Mary McMahon and Mr Col McCowan OAM

8.45am Group Training Australia Award

9.00am **KEYNOTE**

The Importance of Being Attractive (Literally) to Employers: Aesthetic labour and employee job prospects

Professor **Chris Warhurst**, Professor of Work and Organisational Studies, University of Sydney, Australia

Chair: Ms Kirsty Mitchell

10.00am **KEYNOTE**

Moving From Helping People With Their Careers to Helping People Construct Their Lives Through Work and Relationship: Implications for identity

Professor **Mary Sue Richardson**, Professor in the Department of Applied Psychology in the Steinhardt School of Culture, Education, and Human Development, New York University, USA

Chair: Dr Mary McMahon

11.00am **MORNING TEA**

**11.30am - 12.30pm CONCURRENT SESSIONS 3A-3H**

**3A WORKSHOP - HALLA** (Chair: Mr Peter Tatham)

Follow-up to Lead Presentation – *Prof Chris Warhurst, University of Sydney, Australia*

**3B WORKSHOP - MR 8** (Chair: Ms Ann Evans)

What about International Students? – *Ms Ellen Gibson, Queensland University of Technology, Australia*

**3C WORKSHOP - MR 1** (Chair: Joanne Webster)

Developing Career Resilience in Students Entering Higher Education: An online resource – *Mrs Alison Thomson, Queensland University of Technology, Australia*

**3D WORKSHOP - MR 2** (Chair: Ms Marijke Wright)

Directions for Immigrants: Study groups for internationally educated professionals writing licensing exams – *Mrs Karen Jenkins, Directions for Immigrants, Canada*

**3E WORKSHOP - MR 3** (Chair: Ms Kirsty Mitchell)

Programme Evaluation Toolbox: Effective evaluation principles and strategies in career practice – *Dr Sylvia Nassar-McMillan, North Carolina State University, USA*

**3F RESEARCH - MR 5** (Chair: Dr Dale Furbish)

**11.30am** Between a Rock and a Hard Place: Resistance and the construction of professional identity – *Ms Fiona Douglas, University of Otago, New Zealand*

**11.50am** Certificate IV in Career Development: Do teachers need this qualification? – *Ms Janelle Schloss, Australian Trade Training College, Australia*

**12.10am** Facilitated Discussion - Standards and Professionalism

**3G RESEARCH - MR 6** (Chair: Dr Peter McIlveen)

**11.30am** Narrative in Career Counselling: The untold story – *Prof Robert Pryor, Prof Jim Bright, Australian Catholic University, Australia*

**11.50am** The Consideration of a Constructivist Evaluation Framework in Adult Guidance Practice – *Dr Lucy Hearne, University of Limerick, Ireland*

**12.10am** Facilitated Discussion - Constructivist Influence in Research and Practice

**3H WORKSHOP - MR 7** (Chair: Ms Jennifer Towler)

Choosing a Career: A workbook for high school students – *Dr Nancey Hoare, University of Southern Queensland, Australia*

12.30pm **LUNCH**

**12.45pm POSTER SESSION IN THE EXHIBITION HALL**

Refer to the Poster Programme on page 7.




**PROGRAMME**
**DAY THREE**
**THURSDAY 28 APRIL CONT'D**
**2.30pm - 3.30pm CONCURRENT SESSIONS 4A-4H**
**4A WORKSHOP - HALLA** (Chair: Dr Peter McIlveen)

Follow up to lead presentation – *Prof Mary Sue Richardson, New York University, USA*

**4B WORKSHOP - MR 8** (Chair: Ms Debby Masson)

Career Development Journey of Young People: The value of analogies – *Ms Shauna Quinlivan, Options Your Choices Your Future, Australia*

**4C WORKSHOP - MR 1** (Chair: Ms Carole Brown)

Just in Time Careers Advice - *Ms Christine Scott, National Student Recruitment Manager, The Australian National University (Sponsor)*

**4D WORKSHOP - MR 2** (Chair: Mr Andrew Rimmington)

Harnessing Your Personal Leadership Values - *Dr Sally Rundle, Service Producing Culture Pty Ltd, Australia*

**4E WORKSHOP - MR 3** (Chair: Mr Col McCowan OAM)

Are We Doing OK? How Do We Know? Benchmarking /Evaluating Australian University Career Services – *Mr Col McCowan OAM, Cromach Careers, Australia, Mr Malcolm McKenzie, University of Technology Sydney, Australia and Ms Kirsty Mitchell, Bond University, Australia*

**4F RESEARCH - MR 5** (Chair: Prof Robert Pryor)

**2.30pm** Career Pathways for General Medical Practitioners: Linking life roles, work values and career stage  
*Ms Lesley Piko, The Australian National University, Australia*

**2.50pm** Enhancing Work Engagement through Dialogue and Increasing Psychological Flexibility  
*Mr Robert Styles and Mr Paul Atkins, The Australian National University, Australia*

**3.10pm** Rejection in the Workplace: Implications for career practitioners and employee assistance providers  
*Dr Nikki Penhaligon, University of Southern Queensland, Australia*

**4G RESEARCH - MR 6** (Chair: Dr Mary McMahon)

**2.30pm** Struggling for Space: Narrative methods, identity the crisis of professionalism in career guidance in England – *Dr Hazel Reid, Canterbury Christ Church University, UK*

**2.50pm** International Students' Stories of Career Transitions: Navigating the edges of culture – *Dr Nancy Arthur, University of Calgary, Canada*

**3.10pm** Objectivity and Subjectivity in the Career Stories of Older Women – *Prof Mark Watson, Nelson Mandela Metropolitan University, South Africa, Dr Mary McMahon, The University of Queensland, Australia, Prof Jenny Bimrose, University of Warwick, UK*

**4H WORKSHOP - MR 7** (Chair: Ms Julie Rogan)

The Role Career Practitioners Do and Can Play With People With Disabilities – *Mr Mark Glascodine, Bravo Consulting Group, Australia*

3.30pm AFTERNOON TEA

**4.00pm - 5.00pm CONCURRENT SESSIONS 5A-5H**
**5A WORKSHOP - HALLA** (Chair: Ms Pauline Burke)

Career Counselling for Life Design in a Multicultural World – *Prof Mark Savickas, Northeastern Ohio Universities College of Medicine and Kent State University, USA (Sponsored by ANU)*

**5B WORKSHOP - MR 8** (Chair: Ms Lydia Najjlepszy)

FOCUS - Youth Transition in Action – *Mrs Kerry Leggett and Ms Edwardene Tanaki, Vibe Youth Transition Service, New Zealand*

**5C WORKSHOP - MR 1** (Chair: Ms Wanda Hayes)

Networking, - An Essential Career Management Tool: Experiences from the Career Mentoring Program at the University of Melbourne and from private practice – *Ms Agnes Banyasz, Ms Melania Guzman, The University of Melbourne, Australia and Miss Sue Daniels, Action Focus Pty Ltd, Australia*



**PROGRAMME****DAY THREE****THURSDAY 28 APRIL CONT'D****5D WORKSHOP - MR 2** (Chair: Ms Shauna Quinlivan)

The Biggest Career Transition: Helping older workers to make informed career and life choices – *Ms Joanne Shambler, Department of Public Works, Queensland and Ms Jenni Proctor, Redesign Retirement, Australia*

**5E WORKSHOP - MR 3** (Chair: Ms Rebecca Ambrose)

'Kiwirrkurra Cooking': Incorporating a Career Development Culture in Remote Indigenous Communities – *Miss Jennifer Gleeson, Lifework Career Development, Australia*

**5F RESEARCH - MR 5** (Chair: Dr Peter McIlveen)

**4.00pm** Employability Among Hong Kong University Students: Validating a scale of self-perceived employability – *Dr Rayson Cheung, City University of Hong Kong, Hong Kong*

**4.20pm** International Perspectives on Career Development for Elite Athletes: Benchmarking Australia's Athlete Career and Education Programme – *Mr Lawrie Fabian, Australian Sports Commission, Australia*

**4.40pm** Facilitated Discussion - Career Development: Post School

**5G RESEARCH - MR 6** (Chair: Prof Jim Bright)

**4.00pm** The National Interview Challenge: Design, delivery and evaluation of an interview skills training programme – *Ms Kirsty Mitchell, Bond University, Australia*

**4.20pm** Practitioner Perceptions of the Role of Technology and Social Media in Internet-Based Career Guidance – *Ms Jaana Kettunen and Dr Raimo Vuorinen, University of Jyväskylä, Finland, Prof James Sampson, Florida State University, USA*

**4.40pm** The Role of School Websites in Career Development Practice in New Zealand – *Mrs Val O'Reilly, Kristin School, New Zealand*

**5H WORKSHOP - MR 7** (Chair: Ms Julie Rogan)

Career Development in a Custodial Setting – *Mr Stuart Taylor, Outcare Inc, Australia*

5.00pm Close

7.00pm "Go Troppo" Conference Dinner including CDAA Awards



**PROGRAMME****DAY FOUR****FRIDAY 29 APRIL**

8.45am Art Awards

9.00am 2012 CDAA Conference Promotion

9.15am **KEYNOTE**

The Research Forum: Addressing critical issues to advance Career Development

Professor **Spencer Niles**, Professor and Department Head of Counsellor Education, Counselling Psychology, and Rehabilitation Services at Pennsylvania State University, USA

Chair: Mr Peter Tatham

**9.45am - 10.45am CONCURRENT SESSIONS 6A-6G****6A WORKSHOP - HALL A** (Chair: Ms Ann Evans)Culture-Infused Career Counselling – *Prof Nancy Arthur, University of Calgary and Dr Sandra Collins, Athabasca University, Canada***6B WORKSHOP - MR 8** (Chair: Ms Pauline Burke)The Australian Blueprint for Career Development: A blueprint for its time or a blueprint for the future? – *Ms Christine Haines, Miles Morgan Australia, Australia***6C WORKSHOP - MR 1** (Chair: Ms Kirsty Mitchell)Linking Community with Careers Counselling through VU's Community Gateway – *Ms Christine Mountford, Victoria University, Australia***6D WORKSHOP - MR 2** (Chair: Ms Shauna Quinlivan)Three Tools to Capture Clients' Strengths – *Dr Ann Villiers, Mental Nutrition, Australia***6E WORKSHOP - MR 3** (Chair: Ms Jenni Proctor)Integrating Technology Enabled Services to Support Career Decision-Making – *Ms Julie Urbahn, Career Services, New Zealand***6F RESEARCH - MR 5** (Chair: Dr Raimo Vourinen)**9.45am** The Influence of Professional Standards on New Zealand Career Development Practice – *Dr Dale Furbish, Auckland University of Technology, New Zealand***10.05am** A Longitudinal Evaluation of a Theoretically Derived Adolescent Career Education: The Career Choice Cycle Course – *Dr Lee-Ann Prideaux, Coomera Anglican College, Australia***10.25am** Facilitated Discussion: Career Practice**6G RESEARCH - MR 6** (Chair: Dr Hazel Reid)**9.45am** Researching Patterns of Career Behaviour Chaotically, Constructively, Narratively, Numerately and Beyond – *Prof Robert Pryor, Prof Jim Bright, Australian Catholic University, Australia***10.05am** University Experiences and Job-Search Success for Chinese Undergraduates – *Dr Leili Jin, Tsinghua University, China***10.25am** The Educational Impact of Career Development Learning – *Dr Peter McIlveen, University of Southern Queensland, Australia*

10.45am MORNING TEA

11.15am **KEYNOTE**

Career Development: Retrospective and prospective

Professor **Mark Savickas**, Professor of Behavioural Sciences at the Northeastern Ohio Universities College of Medicine and Adjunct Professor of Counsellor Education at Kent State University, USA (*Sponsored by ANU*)

Chairs: Mr Lester Oakes, President IAEVG, Ms Carole Brown, National President, CDAA

12.30pm Acknowledgements and Conference Close

12.45pm ICE CREAMS





## POSTER PROGRAMME

Posters have been provided with a Poster Board Number. Posters will be on display from Thursday morning, 29 April. Presenters will attend their posters from 12.45pm-2.30pm to provide information on their presentations to delegates.

The following list contains confirmed posters.

1. Work Values of Chinese University Students in Hong Kong, Taiwan and Chinese Mainland: A literature review - *Mr Shui-Wai Wong, Hong Kong Polytechnic University and Dr Mantak Yuen, University of Hong Kong, China*
2. Trytech: A model for early career exploration - *Ms Justine Bradney, Great Southern Institute of Technology, Australia*
3. PACTS - Parents As Career Transition Support Programme. The important role parents play in their child's transition into further training and career pathways - *Ms Mary Licciardo, Mrs Michelle Peterson, Mrs Daniela Ascone, Youth Connect, Australia*
4. Sense of Career Fitness and Decision Making Process - *Mr Wakamatsu Yosuke, Shiga University, Japan*
5. Gen Y and the Workplace: Engagement and retention - *Ms Shauna Quinlivan, Options Your Choices Your Future, Australia*
6. From Assumption to Reality: Working in private practice - *Ms Shauna Quinlivan, Options Your Choices Your Future, Australia*
7. Career Pathways for General Medical Practitioners: Linking life roles, work values and career stage - *Ms Lesley Pliko, The Australian National University, Australia*
8. Psychometric Properties of the Iranian Version of the Speciality Indecision Questionnaire: A preliminary study - *Dr Arash Hadadgar, Medical Education Development Centre, Iran*
9. Relationship Between Occupational Gender Stereotypes and Self-Efficacy Among Female University Students in Japan - *Dr Tomoko Aadachi, Osaka Kyoiku University, Japan*
10. Thinking Styles and Career Coaching - An introduction to using the Hermann Brain Dominance Instrument in career practice - *Miss Lee Miles, Australia*
11. Fostering Career Exploration Among University Students Through a General Education Course in Hong Kong - *Dr Rayson Cheung, Mr Simon Fung, City University of Hong Kong, Hong Kong*
12. Effects of a web-based career planning system on school performance and persistence - *Mrs JoAnn Harris-Bowlsbey and Prof Spencer Niles, Kuder Inc, USA*
13. Transitions of Young People - Findings from my Churchill Fellowship to the UK 2010 - *Mrs Heather Gwilliam, McCarthy Catholic College, Australia*
14. The Journey from Personal Learning Plans to Industry Pathways - *Ms Pam Fletcher and Ms Ann Leenders, Department of Education and Children's Services, South Australia, Australia*
15. Give Your Students the Best Chance of Career Success - *Mr Rupert French, The Job Winners, Australia*
16. Helping Mid Career Workers in Career Transition Identify and Verify their Transferable Skills - *Mr Bernard Bishop, Griffith University, Australia*
17. Family Influence on Middle Childhood Career Development in China: A research rationale - *Ms Jianwei Liu, Dr Mary McMahon, Dr Mia O'Brien, The University of Queensland, Australia*
18. Using a Computer-Based Exploration Tool on Children's Career Development Learning - *Mr Ewald Crause, Prof Mark Watson, Nelson Mandela Metropolitan University, South Africa and Dr Mary McMahon, The University of Queensland, Australia*
19. National Career Development Week: Providing Quality Career Development Resources For Use By Anyone - Qualified or not! - *Ms Karen Penrose, Career Industry Council of Australia*
20. Professional Standards for Career Practitioners - *Ms Bernadette Gigliotti and Mr Peter Tatham, Career Industry Council of Australia*
21. Improving IT Career Awareness through Student Generated Vodcasts - *Dr Laurel Evelyn Dyson, Mr Andrew Litchfield, Ms Marijke Wright and Ms Jessica Frawley, University of Technology, Sydney Australia*
22. The ABCs of the ABCD - *Ms Jeni Anderson, Career Keys, Australia*
23. Guide to Creating a Career Centre - *Ms Wanda Hayes presenting for Peter Bowe, Chris Downey Career Consultant, Australia*
24. Embedding Career Development into Widening Participation - *Ms Mary Kelly and Ms Sandie Bridgland, Queensland University of Technology, Australia*
25. A Whole School Approach to Mental Health and Wellbeing: Where does career education fit in? - *Lydia Najlepszy, Mind Matters Australia*