

Curriculum Vitae

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EDUCATION

QUALIFICATIONS:

FULLER THEOLOGICAL SEMINARY, GRADUATE SCHOOL OF PSYCHOLOGY	USA
· Current Doctoral student, Ph.D in Psychological Science (3 rd year)	Since Sep 2017
HARVARD UNIVERSITY, GRADUATE SCHOOL OF EDUCATION	USA
· Certificate of Advanced Study (2 nd year licensure program of M.Ed. in Risk and Prevention)	July 2008
HARVARD UNIVERSITY, GRADUATE SCHOOL OF EDUCATION	USA
· Master of Education in Risk and Prevention - School guidance counseling	June 2007
EXECUTIVE COUNSELING AND TRAINING ACADEMY, Accredited by Swinburne University of Technology, Melbourne.	Singapore 2004 – 2005
· Graduate Certificate of Social Science in Professional Counseling	
NATIONAL INSTITUTE OF EDUCATION, NANYANG TECHNOLOGICAL UNIVERSITY	Singapore
· Postgraduate Diploma of Education (with merit) (Teacher Certification)	1999 – 2000
· <u>Specialization:</u> Chemistry and English language for Secondary and Junior College Levels	
NATIONAL UNIVERSITY OF SINGAPORE Bachelor of Science (Honors) in Chemistry <u>Honors</u> - Second Upper Class Division <u>Majors:</u> Chemistry and English Language	Singapore 1995 – 1999

PROFESSIONAL CERTIFICATIONS:

CLINICAL SUPERVISION CERTIFICATE FOR CAREER PRACTITIONERS - National Career development Association(NCDA), USA	USA June 2016
ADVANCED CERTIFICATE IN TRAINING ADULTS (ACTA) -Institute of Adult Learning(IAL), Workforce Development Agency with Center for Credentialing and Education (CCE)	Singapore May 2016
INSTRUCTOR, GLOBAL CAREER DEVELOPMENT FACILITATOR COURSE -Joint certificate by Institute of Adult Learning, Workforce Development Agency with Center for Credentialing and Education (CCE)	Singapore & USA Oct 2015
GLOBAL CAREER DEVELOPMENT FACILITATOR, Center for Credentialing and Education (CCE) & National Career Development Association	USA June 2013

AWARDS:

THRIVE FELLOWSHIP	
· The Thrive Center for Human Development, Fuller Graduate School of Psychology	2019
ROBERTSON FELLOWSHIP	
· Fuller Theological Seminary Graduate School of Psychology	2017

OVERSEAS POSTGRADUATE SCHOLARSHIP for <i>MASTER'S DEGREE</i>	2006
· Awarded by the Ministry of Education, Singapore	
NOMINATED FOR OUTSTANDING YOUTH IN EDUCATION AWARD 2004	2004
· Nominated by Hwa Chong Junior College, Singapore	
LOCAL MERIT UNDERGRADUATE SCHOLARSHIP (TEACHING)	1995
· Awarded by the Public Service Commission of Singapore	
2009 IDC ENTERPRISE INNOVATION AWARDS – MOE: EDUCATION & CAREER GUIDANCE PORTAL (Project lead)	2009
1. This award honours the top 10 organisations that that demonstrate excellence and achievement in IT in the Asia Pacific region	
OUTSTANDING INNOVATION AWARD - nominated as one of the Educational Programmes Division awards	2010
2. Committee leader leading the team's contribution to an Award-winning education and career guidance portal	
INNOVATIVE RESEARCH AWARD	2010
3. Nominated as one of the Educational Programmes Division research awards 2010	
INNERGY AWARD	2015
Awarded by the Ministry of Education, Singapore	
- How can we help a 21 st Century child thrive in the digital age? – 19 Training videos for teachers on the Cyber Wellness Curriculum.	

PROFESSIONAL EXPERIENCE & LEADERSHIP

RELATIONS SPECIALIST, FULLER CAREER AND PERSONAL DEVELOPMENT OFFICE	USA July 2019-Present
THRIVE RESEARCH FELLOW, FULLER GRADUATE SCHOOL OF PSYCHOLOGY	USA April 2019-Present
MINISTRY OF EDUCATION (MOE), SINGAPORE–STUDENT DEVELOPMENT CURRICULUM DIVISION, GUIDANCE BRANCH (GB)	Singapore 2006-Present Jan 2014-Present

Senior Specialist. Guidance, Education and Career Guidance(ECG)

- **Serving Secretariat member of the SkillsFuture ECG Workgroup reporting to the SkillsFuture Council.** *SkillsFuture is a national initiative and the council is chaired by Deputy Prime Minister. The SkillsFuture ECG workgroup drives and coordinates an integrated and seamless education, career and training service across agencies, ministries and schools for students to adults in Singapore.*
- **Oversees the training and clinical supervision** for newly-recruited ECG Counsellors secondary schools, polytechnics and the Institute of Technical Education, by developing the training and competency framework
- Global Career Development Facilitator (GCDF) –Singapore Instructor; GCDF-NCDA/USA Instructor, co-trainer for three runs of a total of 60 ECG Counsellors.
- Advocacy and communications to key stakeholders on ECG: For example, sent by Ministry to be interviewed for Chinese TV Programme – Good Morning Singapore(2014) & Hello Singapore (2016) on the topic: How can students decide on their educational pathways after their ‘O’/’A’ Level examinations?

Project Lead, Education and Career Guidance (ECG) Committee

Jan 2014-Dec 2015

- Communications and advocacy of ECG to parents, public and stakeholders:
 - *Speaker in Public COMPASS Parents' Seminar- "What bosses want?" - 2014*
 - *Speaker in Public Parents' Seminar in EXCEL FEST, Ministry of Education 2014, "How do students choose secondary schools after the Primary Six milestone?"*
- **MOE Resource person for ASPIRE Review Committee 2:-**
 - Developing Key ECG messages for communications to students, parents and public.
 - Supporting Divisional Director in her representation in the committee to advocate and develop recommendations for policy to introduce ECG Counsellors in schools, junior colleges, PSEIs – this initiative for 100 ECG counsellors was approved as one of the APIRE recommendations in August 2014
 - ASPIRE Post-secondary educational institution(PSEI) ECG Curriculum Taskforce – Developing the PSEI ECG curriculum Syllabus
 - ASPIRE Post-secondary educational institution(PSEI) Engagement and partnerships Taskforce
- Conceptualisation of the Pre-university ECG Curriculum Syllabus launched in 2014
- Consultation with 6 Pilot Junior College EGC teams on the co-construction process to implement the new Pre-University ECG Curriculum

Leader of Cyber Wellness (curriculum) Committee

Jan 2012-Dec 2013

- Advocacy and policy for cyber wellness curriculum implementation
- Writing and presentation of policy papers to senior management and policy makers
- Leader of inter-divisional joint team project with Educational Technology Division, for the co-development of the cyber wellness syllabus (primary to secondary level) for schools
- Preparation of responses for media or public queries to the Ministry of Education
- Supervise and lead the GB Cyber Wellness Team of 4 members

Leader of Research and Info-communications Committee

Jan 2010- Dec 2011

- Build research culture and capacity building within department
- Crafting vision and ensure alignment of divisional research efforts to that at Branch level
- Principal Investigator of Branch Strategic Research project - An examination to the implementation and pedagogy of Sexuality Education in Singapore.
The project was completed and shared at Divisional Research Sharing in 2014 and presented at the poster session in a local conference titled:-
"Sexuality Education: Pedagogies that work"

Leader of Education and Career Guidance(ECG) Committee

Sept 2008-Dec 2010

- Advocacy and policy work for ECG in schools in Singapore – writing policy papers
- Co-lead/Project manager for the award-winning Education and Career guidance portal development project with University of Wisconsin-Madison, Center of education and work, USA (International Award: Stockholm Challenge 2010 for public service excellence:-ECG portal was shortlisted as one of two finalists in the Education Category; Listed as Top 100 projects in Asia-Pacific Innovation and Enterprise list-2009)
- Oversight of ECG Evaluation Research study commissioned to the University of Wisconsin-Madison, USA – 4 Research Studies
- Organisation of the inaugural ECG conference for Singapore teachers (1000pax) & ECG Fair (2000 students)
- Respond to media or public queries
- Supervise a team of 7 members to drive ECG and implementation in schools across Singapore

Consultant in School Consultation team

Sept 2008 – Dec 2014

- Leader of school consultation team with Tanjong Katong Girls' school – provide guidance and capacity-building efforts for school key personnel on a qualitative research project on understanding the motivation of low-progress students (2014-2015)
- Provide consultancy service to school principals and head of departments on guidance programmes in Character and Citizenship Education-Guidance

CARE (Caring Action In Response to Emergency) officer

Sept 2008 - Present

- Trained and deployed as emergency behaviour officers for crisis intervention in schools when need arises (eg. Post-suicide intervention strategies, psychological debriefing for staff, critical incidents)
- Assessment of school's CARE team readiness during emergency simulation exercises

MSG CONFERENCE, SEOUL (Bilingual (English & Korean) conference for college preparation organized by Harvard Graduate Education School professor and students for international school and local students in South Korea)

Seoul, South Korea
July 2008

Seminar Speaker and group facilitator

- Speaker for 5 Colloquium sessions on Career and Values Genogram – Career counseling tool for self and career exploration
- Group facilitator for group counseling and career counseling sessions
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FENWAY HIGH SCHOOL (BOSTON PUBLIC SCHOOL). BOSTON

Boston, USA
Sept 2006-May 2007

Guidance counsellor, Intern

- Individual and group counseling for risk students in grades 8-12, including students in special education programs and from different ethnic groups - Asians, Latinos and African American students.
- Co-teaching in a Psychology elective class; co-led in school's Sister-to-sister Girls' Group programme; started an Asian students' group
- Supported Director of Student Support in areas of student support services such as academic counseling, parents workshops, translation for mandarin-speaking parents, guidance work

MSG CONFERENCE, Virginia

(organized by Harvard Graduate Education School professor and students, in response to the aftermath of National crisis from the mass shooting incident in Virginia Technical University by Korean American student)

Virginia, USA
Dec 2007

Seminar Speaker and group facilitator

- Speaker for 2 Colloquium sessions on Career and Values Genogram – Career counseling tool for self and career exploration
- Group facilitator for group counseling sessions in conference
- Individual career counselling

CLARENCE EDWARDS MIDDLE SCHOOL (BOSTON PUBLIC SCHOOL), CHARLESTOWN,
Student Support Intern, Student Support Office

Boston, USA
Sept 2006-May 2007

- Individual and group counseling for risk students in grades 6-8 across ethnic groups, including students with specialised support, Asian immigrant students, etc
- Organization of Thanksgiving Celebration programme for the Sheltered Immersion English Program students(English as second-language learners' programme)
- Involved in an Action Research Team to improve school-wide attendance issues
- Supported Director of Student Support in areas of student support services such as academic counseling, parents workshops, translation for mandarin-speaking parents, administrative work

MINISTRY OF EDUCATION – EDUCATION PROGRAMS DIVISION/GUIDANCE BRANCH,
Guidance Officer for schools

Singapore
Jan-Aug 2006

- Conducted Group Training for teachers in the Social and Emotional Learning framework
- Provided consultancy to school leadership personnel in areas of guidance & counseling education /crisis interventions.
- Advocacy and policy work for school guidance counseling systems for all schools in Singapore
- Assistant project manager for the Youth Sexual Attitudes and Behavior Research study
- Developing Sexuality Education packages for high school students

HWA CHONG JUNIOR COLLEGE (JC1-JC2)

Singapore
May 2000 – Dec 2005
2005

- ❖ Chemistry lecturer and tutor for Junior College levels at GCE ‘A’ Level
- ❖ Subject Head of Pastoral Care/Affective Consultant
 - Led a team of 13 Civics teachers to advise and take charge of their homeroom students.
 - Assistant to Head of Student Welfare department in areas of discipline, character-building, career guidance and emotional development.
 - Spearheaded the college-wide Student Mentoring Program.
- ❖ Teacher counselor 2004 - 2005
- ❖ Subject Head of Chemistry Department 2003 – 2004
 - Led a team of 18 teachers towards goals to maintain standards as a top college in Singapore.
 - ❖ Spearheaded pilot programs such as the School-based practical assessment (SPA) as a new examination format for practical assessments
- Head, Community Involvement Program (CIP) 2003
- Teacher Coordinator of College Choir 2001 – 2002

NORTHLAND SECONDARY AND PEIYING PRIMARY SCHOOL, Relief Teacher

Mar – May 1995

- Subject Teacher for Normal (Technical), Normal (Academic) & Express classes for English and Moral Education

PROFESSIONAL ASSOCIATIONS MEMBERSHIP

International Association of Education and Vocational Guidance	June 2019-Present
Families in Global Transition	March 2018-Present
American Psychological Association, Graduate Student Affiliate	June 2017 - 2018
· Counseling Psychology Division 52, Society of Vocational Psychology, International counselling group	
· International Psychology Division 17	
Asia-Pacific Career Development Association, Assistant Editor	Sep 2015-2016
National Career Development Association, member	June 2013 – 2016
American Psychological Association, International Affiliate member	Aug 2008- 2013
· Society of Vocational Psychology, member	
American Counseling Association, member	Mar 2007-2008
American School Counselor Association, member	Mar 2008- 2015

RESEARCH EXPERIENCE & CONFERENCE PRESENTATIONS

Tan, E. C. L., Wang, K. T., & Cottrell, A. (2020, August). *A Systematic Review: Current Landscape of Third Culture Kids Empirical Research*. Poster presentation at the American Psychological Association Annual Convention: Washington D.C.

Tan, E. C. L., Wang, K. T., & Cottrell, A. (2020, April). Morning Forum Symposium: *Third Culture Kids: The history and future approach in research*. Paper presentation at 21st Families in Global Transition Conference 2020: Bangkok.

Tan, E. C. L., Kim, J., & Nakkula, M. (2019, September). *The Career and Values Genokeygram. Empower yourself through the Genokey Lens*. Tool presentation at the 43rd International Association of Education and Vocational Guidance (IAEVG) Conference 2019: Bratislava.

Tan, E. C. L., Wang, K. T. (2019, April). *Early-life influences on social-emotional development of Cross-cultural People*. Paper presentation at 21st Families in Global Transition Conference 2019: Bangkok.

Tan, E. C. L., Wang, K. T., & Qi, W. (2018, August). *Career Adaptability, Perfectionism and Social Connectedness of Cross-cultural Adults*. Poster presentation at the American Psychological Association Annual Convention: San Francisco.

Tan, E. C. L., Wang, K. T., & He, P. Y. (2018, March). *The Ideal Believer in the Eyes of Buddhists, Christians and Muslims in China*. Paper presentation at the Mid-Year Conference: Psychology of Religion and Spirituality. Riverside, CA.

Tan, E. C. L. (2016, November). *Development of a more integrative Career Counseling Tool—The Career and Values Genokeygram*. Paper presentation at the Adult Learning Symposium, by Institute of Adult Learning. Singapore.

Tan, E. C. L. (2016, May). *Development of a more integrative Career Counseling Tool—The Career and Values Genokeygram (Peer-reviewed)*. Paper presentation at Asia-Pacific Career Development Association (APCDA) conference. Taipei.

Tan, E. C. L. & Cheng, V. (2016, May) *Overview of Education and Career guidance implementation in Singapore schools*. Paper presentation at Asia-Pacific Career Development Association (APCDA) conference. Taipei.

Ad-hoc Reviews

Journal Articles

Asian Journal of Social Psychology (co-reviewer, 2019)

Psychology of Religion and Spirituality (co-reviewer, 2019)

Presentation at symposium of the “Redesigning Pedagogy Conference” by the National Institute of Singapore, Nanyang Technological University Singapore, Nov2015

Co-Principal Investigator: Pilot study: Evaluation of the Cyber Wellness curriculum on student outcomes

Jan 2013 – Mar 2014

Principal Investigator, Ministry of education, Cyber Wellness; Pilot study: Evaluation of Cyber Wellness curriculum on student outcomes of secondary two students

Principal investigator of Senior Specialist Track Research Funded (SSTRF) project, Ministry of Education, Singapore (Research Fund: ~\$55,000)

Mar 2011- Mar 2012

-Part I: An examination into the implementation of teaching Sexuality Education in Singapore schools
-Part II: Pedagogical strategies that work in teaching Sexuality Education in the Singapore context.

Presented findings and learning points at the Senior specialist research symposium

Oct 2012

Paper Presentation at AERA Conference 2011 – Designing an Education and Career guidance (ECG) portal for primary students in Singapore	Apr 2011
Seminar Speaker at the Annual Gifted Education Conference - Using the Career & Values Genokeygram for career exploration with gifted and high ability learners	Nov 2010
Principal investigator of SSTRF project – Development of a more integrative Career Counseling Tool – The Career and Values Genokeygram	May 2009 – Mar 2010
1. Key Collaborators in research team: <ul style="list-style-type: none"> · Professor Richard Lapan, Chair, Department of Student Development and Pupil Personnel Services, Graduate School of education, of University of Massachusetts, Amherst · Dr. Michael Nakkula, Chair, Department of Human Development Psychology, Graduate School of Education, University of Pennsylvania, USA · Dr. Esther Tan, Professor, School of Human Development & Social Services, Singapore Institute of Management, Singapore; Adjunct Associate Professor, Division of Psychology/ School of Humanities and Social Sciences, National Technological University, Singapore 	
Ministry of Education, Singapore, Education programmes division/Guidance branch/Education and Career Guidance Lead	Sep 2008 – Mar 2010
<ul style="list-style-type: none"> · Oversight of the ECG Evaluation research projects commissioned by MOE to the Center of Education and Work, University of Wisconsin-Madison: · Four research studies: <ul style="list-style-type: none"> <i>i) Identification of career decision-making patterns in Singaporean students</i> <i>ii) Development of career decision-making model that describes Singaporean students</i> <i>iii) Evaluation of the Education and Career guidance (ECG) portal on career decision-making patterns</i> <i>iv) Literature review on career-decision making in Singapore</i> 	
The above studies used variety of research designs/methods including, pre-post quasi-experimental designs, mixed methods analysis, structural equation modelling, etc.	
Summer Research Experience with Boston College: Evaluation of the Curricular Alignment Project Between Boston Public Schools-High School Renewal, Office of Career and Technical Education and the Benjamin Franklin Institute	June- Aug 2008
<ul style="list-style-type: none"> · Member of research team in qualitative research project, led by Principal investigator Professor David Blustein, Boston College, USA 	
Harvard University Year-long Research project:- Academic Identity: The Early High School Model	Sept 2007- May
<ul style="list-style-type: none"> · Member of a 3-member research team led by Principal investigator: Professor Michael Nakkula, Harvard University, USA · Longitudinal Qualitative Research Project funded by The Bill and Melinda Gates Foundation · Presented at the Harvard Students' Conference 2008 	
Harvard University Year-long Action Research project – Addressing school-wide attendance issues in Public schools – Clarence Edwards Middle school	Sept 2006- May 2007
Ministry of Education, Singapore, in collaboration with Health Promotion Board, Singapore -Youth Sexual Attitudes and Behavior Research study	Jan –Aug 2006
<ul style="list-style-type: none"> · Assistant project manager for the Youth Sexual Attitudes and Behavior Research study 	
Ministry of Education, Education programmes Division/Guidance branch , in collaboration with PARB - Youth Sexual Attitudes and Behavior Research study –A Dipstick study	Jan – Mar 2006
<ul style="list-style-type: none"> · Assistant project manager for the Youth Sexual Attitudes and Behavior Research study – Dipstick study in collaboration with PARB, directed by Senior Guidance Specialist, Dr Dennis Kom 	

- National University of Singapore, Chemistry department July 1998–May 1999
- Chemistry Honours Programme - scientific research experience & Thesis: Organic synthesis of a polymerizable surfactant for the potential applications in polymeric bicontinuous microemulsion
- National University of Singapore, English language department Jan – May 1999
- Honours module project: Syntactic Analysis of Singapore English (SE), in the use of the term ‘*then*’ found in Singapore English
- Project Leader for Development of Curriculum Syllabus for Character & Citizenship Education - Cyber Wellness (Secondary) 2014 (Published in NLB) <https://www.moe.gov.sg/docs/default-source/document/education/syllabuses/character-citizenship-education/files/2014-cyber-wellness.pdf> Nov 2013 – Oct 2014
- Project Leader for Development of Curriculum Syllabus development for Character & Citizenship Education area 3- Being ready for the Future (Pre-University) (2016) Jan 2015 - Nov 2016
- [https://www.moe.gov.sg/docs/default-source/document/education/syllabuses/character-citizenship-education/files/2016-character-and-citizenship-education-\(jc\)-syllabus20293533f22f6eceb9b0ff0000fcc945.pdf](https://www.moe.gov.sg/docs/default-source/document/education/syllabuses/character-citizenship-education/files/2016-character-and-citizenship-education-(jc)-syllabus20293533f22f6eceb9b0ff0000fcc945.pdf)

ADDITIONAL INFORMATION

Languages: Proficient in English (spoken and written); Fluent in Mandarin (spoken and written); Fluent in Hokkien Chinese dialect (spoken)

IT skills: Proficient in MS Excel/Powerpoint/Word, exposure to use of SPSS Statistics/AMOS

Other leadership experience: Youth counselor for 13-18 year olds in church youth groups for 7 years; Executive Committee member in church youth groups holding positions ranging from Chairperson, secretary, treasurer, welfare leader, camp chair and etc for 6 years.

Other experience with youths and children: Sunday school teacher for grade 1 children; Children’s speaker for grades 1-6; Phonetics Tutor for grades 4-5.

Certified Professional Trainer: IPAM, UK

Volunteer work: Honorary secretary of Association of Professional Trainers, Singapore (2009- 2014); Mentor of North East Community Development Council Mentoring Programme (Mentoring and career coaching for Professionals Managers Executives Technicians (PMET) (Aug 2010 – Aug 2011)

Community Involvement Coordinator, Hwa Chong Junior College 2000-2004

1. Initiated a project to organise combined concert with Salvation Army Grace Haven teenagers and HCJC Choir. Students learn to interact with each other, sing and dance together, and present performing items such as roller-blading dance, ‘Slam’ dance with pots, pans and dustbins.
2. Oversight of encouraging and approving of 350 student-initiated service-learning projects per year
3. Social Work Camp organisation in collaboration with Care Corner Toa Payoh 2001-2002 to bring >100 students annually to clean one-room flats in Toa-Payoh, outings with elderly, talks from former drug-abusers, talks on love and empathy
4. June holidays Primary school enrichment camps

Volunteer Trip in Cambodia, Pnom Penh, Mar 2012

5. Classroom Teaching in village schools
6. interviews and art work with Third Culture Kids(TCK), who have moved and transited from Philippines to Cambodia with parents, in compilation of stories of adjustment issues of TCKs

Photography Ministry *Drawn by Light*- Adam Road Presbyterian Church (2014-2017)

1. Photographer for events organized, for archival records and year-book publications
2. Photography workshops 101 for beginners & families
3. Photography workshops for Youths with Attention-Deficit-Hyperactive Disorder – Facilitator

Musical experience: Church Choir for 10 years; Piano skills at Grade 5 (Theory Distinction)

Hobbies: Painting, photography, reading, singing, movies, travelling and cultural learning, drama, screenplay