



Newsletter

of the **International Association for Educational and Vocational Guidance**

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Awards, Awards – and More

IAEVG members are held in high esteem all over the world. From time to time prominent members are honoured in different ways for their outstanding contributions to guidance

Norman Amundson, IAEVG Member, along with *Bill Borgen*, Canada, in October 2005, received Honorary Doctorates of Umeå University, Sweden, for the significant work that they have done at the university over the years. Norm Amundson will also receive the NCDA/CDQ Outstanding Research Contribution Award for 2004.

Sunny S. Hansen, USA, Substitute Member of the IAEVG Board, has received the American Counseling Association's Fellows Award, 2005. This honour is given to members of professional distinction who have been recognized for significant and unique contributions in professional practice, scientific achievement and governance, or teaching and training.

Peter Plant, Denmark, Vice-president of IAEVG was awarded a Lifelong Honorary Membership of the Swedish Guidance Association in October 2004 for his outstanding contributions, over the decades, to the development of Swedish guidance.

Linda Taylor, UK, IAEVG's General Secretary was awarded a Fellowship of the British Institute of Careers Guidance in September 2004. The award is given to long standing members who 'have demonstrated a significant contribution to the guidance community through the development of professional practice'.

Educational and Vocational Guidance Practitioner (EVGP) Competencies

The EVGP competencies consist of a set of core competencies which focus on the knowledge, skills and attitudes needed by all practitioners, and a set of specialized competencies required for some practitioners depending on the nature of their work. NBCC (National Board of Certified Counselors, www.nbcc.org) and IAEVG have agreed to work together on an international accreditation of these competencies

In 1999, IAEVG began the development of a set of international competencies that practitioners need in order to provide quality educational and vocational guidance services. These competencies were validated with a pool of 700 practitioners in a variety of setting, in 38 countries (Argentina, Australia, Austria, Azerbaijan, Belarus, Belgium, Belize, Brazil, Canada, Chile, Colombia, Denmark, Estonia, Finland, France, Gambia, Georgia, Germany, Guatemala, Ireland, Israel, Italy, Japan, Latvia, Mexico, New Zealand, Nigeria, Poland, Slovenia, Spain, Sweden, Switzerland, Togo, United Kingdom, United States, Uruguay, Venezuela, Zimbabwe). The competencies were endorsed and adopted by the IAEVG General Assembly in September, 2003. The Core Competencies are:

1. Demonstrate ethical behaviour and professional conduct in the fulfilment of roles and responsibilities
2. Demonstrate advocacy and leadership in advancing clients learning, career development and personal concerns

3. Demonstrate awareness and appreciation of clients' cultural differences to interact effectively with all populations
4. Integrate theory and research into practice in guidance, career development, counselling, and consultation
5. Skills to design, implement and evaluate guidance and counselling programs and interventions
6. Demonstrate awareness of him/her own capacity and limitations
7. Ability to communicate effectively with colleague or clients, using the appropriate level of language
8. Knowledge of updated information on educational, training, employment trends, labour market, and social issues
9. Social and cross-cultural sensitiveness
10. Skills to cooperate effectively in a team of professionals
11. Demonstrate knowledge of lifelong career development process

Revision of IAEVG Statutes

At an Extraordinary General Assembly on September 15, 2005 in Lisbon, Portugal, the revised Statutes and Policy and Procedures were approved in a unanimous vote, completing 2 years of focused work by the IAEVG Executive Committee and Board. IAEVG Vice-president Bryan Hiebert reports:

Need for Revision of Statutes

There were several factors that combined to indicate that there was a need to revise the Statutes:

1. The Statutes were last revised in 1991. In 2005 the nature of our organization had changed substantially and the needs it was required to address also had changed substantially.
2. There were several elements of the previous version of the statutes (e.g., balloting and voting procedures) that were confusing and cumbersome.
3. The previous version of the Statutes did not allow for systematic succession planning, created the possibility that people with no familiarity with the organization could be thrust into leadership roles, and made it difficult to recruit new people into leadership roles.
4. New technology that did not exist in 1991 permitted options for streamlining processes and making our organization more responsive to member needs.

Nature of the Changes Approved

1. The basic structure of the Executive Committee and Board remained the same, as did the membership categories and voting structure.
2. The governance principles were separated from the operating procedures, the former being retained in the Statutes, and the latter placed in a separate Policy and Procedures document.
3. The election procedure was retained in principle, but the operational details were revised to permit transparent and systematic succession planning and electronic voting by all members, not just those attending a General Assembly.
4. Clauses were added to address contemporary issues such as the need for lifelong guidance, advocacy, and locally tailored guidance services focused on meeting client needs, regardless of age, gender, race, ethnicity, belief, disability or sexual orientation. Also, a clause was added to the Statutes requiring members to sign a declaration that they accept the United Nations Universal Declaration of Human Rights (1948) and agree to adhere to the Ethical Standards of the Association.

Riekie Motz Obituary

Riekie Motz, a substitute member of the IAEVG Board from 1999 until 2003, died on April 10th 2005, aged 52. Since 1990, Riekie had been training career development professionals at the Fontys University in Tilburg, the Netherlands. In 2004, she became a member of the knowledge circle Career Development of the Fontys University. In addition, she participated in several other tasks within this organization, including that of staff representative and member of the Womenlib Committee. In particular, she enjoyed contributing to international projects, e.g. in Africa, and had plans for a sabbatical year to travel and work abroad. Unfortunately, it never got that far. Fontys University has lost a striking and passionate personality that will be remembered.

Annemarie Oomen

International Conference, September 14-16, 2005, Lisbon, Portugal

900 delegates from 60 countries enjoyed the true spirit of Portuguese hospitality at this well-planned conference, under the common theme of '*Careers in Context: New Challenges and Tasks for Guidance and Counselling*'. The keynote speakers were Dr Mark Savickas, USA; Dr Norman Amundson, Canada; and Dr Jean Guichard, France. During the conference, the Instituto de Orientação Profissional (the Portuguese Guidance Institute) celebrated its 80th anniversary. IAEVG congratulates the conference organisers, under the leadership of Prof Helena Rebelo Pinto. A booklet including a CD-ROM with all the contributions is available from rebelopinto@iop.ul.pt

Shaping the Future: connecting career development and workforce development

On April 21-24, 2006, the 3rd International Symposium on Career Development and Public Policy will be held in Sydney, Australia. This is the first such Symposium to be held in the Southern Hemisphere.

This International Symposium is a follow-up event to the first Symposium on public policy and career development held in Ottawa, Canada in 1999, the second held in Vancouver, Canada, in March 2001, and the OECD Bridging the Gap Conference, an international conference held in Toronto, Canada, in October 2003 which showcased the outcomes of the OECD Career Guidance Policy Review and of parallel reviews conducted by the European Commission and the World Bank. The 2006 Symposium, will build on these previous events.

The Symposium will examine and articulate the links between career development and workforce development in order that together they may advance the economic, social and cultural objectives of the nations represented. It will examine public policy issues raised by reviews of career guidance services conducted by the OECD, the European Commission and the World Bank, and explore the application of the OECD/European Commission

(2004) joint publication: 'Career guidance: A handbook for policy makers'.

This Symposium will explore several key issues related to career development and workforce development including human capital and the role of career development; labour supply issues; employability skills and career self-management skills; career development services for workforce development; career services for older workers; and strengthening the evidence and information base for public policy making.

Attendance is by *invitation only* and countries are being invited to nominate a team of not more than four experts drawn from policy, research and practitioner backgrounds to contribute to the Symposium. We expect that many IAEVG members will be representing their country and because we want to ensure that as many countries as possible are represented, we would encourage IAEVG members to assist in this task.

The Symposium is being funded by the Australian Government and the Career Industry Council of Australia has been contracted to conduct the event. The Council is a peak body representing 12 career associations and 4000 career practitioners throughout Australia and amongst other things is currently implementing national standards for career practitioners.

Further information: Col McCowan email: is2006@qut.edu.au, Phone: +61 7 3864 5098, Fax: +61 7 3864 2368; or CICA Executive Officer (Projects), Judith Leeson, AM, Phone: +61 8 8388 8183 or email: vector@adelaide.on.net

Symposium 2006 will follow immediately upon the 15th National Conference of the Australian As-

sociation of Career Counsellors. Over 500 delegates are expected to attend this Conference which will feature an impressive array of international and Australian presenters. Interested in attending the conference from 18-21 April 2006? Visit the AACC website at www.aacc.org.au for further information.

PS (for those interested in career development and public policy):

The International Centre for Career Development and Public Policy (see IAEVG Newsletter # 51, 2005) has issued its first Newsletter, Policy Points (June 2005). Obtainable from jmc@iccdpp.org

Book reviews

Irving, B. & Malik, B. (2005) eds. *Critical Reflections on Career Education and Guidance. Promoting social justice within a global society*. London: Routledge-Falmer ISBN: 0-415-3453-X

'Mind the Gap' says the sonorous voice in the London Underground reminding us of the Gap - societally and otherwise. Minding the Gap is crucial, as the tragic bombings in London, 7th July 2005, proved once again. This very timely book challenges the 'neo-liberal economic rationalist rhetoric, in which everything is subservient to the needs of the market.... (and) presents a restricted picture of how things could, and possibly should, be if the interests of justice and democracy are to be served', as the authors put it.

One of the credos of guidance has been and is that of choice. Free choice, however, was never free for all. Yet, guidance is seen as a lubricant to facilitate transitions from learning to working life on precisely the basis of choice. In this picture the 'right' choice has often been closely related to what is pictured as the realities of the economic world. In this context, guidance these days has to prove its economic benefits to secure public funding. Yet, paid work cannot be and is not the only yardstick by which to measure career paths. Moreover, the emphasis on the individual aspects of choosing mainstream paid careers tends to shift the focus away from the forces of 'underemployment, poverty, homelessness, under-funded welfare services and a degenerating environment', as mentioned in this book. Nonetheless, the official

rhetoric salutes growth figures of the economies, disregarding, by the way, that the natural base for affluent lifestyles is deteriorating.

Career education and guidance will have to take a stand, according to this book. This will challenge the myth of neutrality and impartiality in guidance. Exposing the ideologies of the global labour market to scrutiny gives the users of guidance an opportunity to explore alternative visions and develop their own understanding of what 'career' means to them. It may not be a nice, straightforward paid career in the formal labour market. Voluntary work, part-time work, and even work in the informal economy may turn out to be more promising career pathways, or indeed, the only possible ones. Empowerment is a key concept there. Thus, the role of the guidance practitioner goes beyond that of exploring self and opportunity. It poses questions to globalisation, and it questions economic growth as an end in itself. We could call this Green Guidance. Thus, career guidance enters into the risky areas of social change. How far can guidance go in terms of being an agent for social and economic change, a Trojan Horse in a society that salutes globalisation and capitalism? This important book, with its stimulating articles, questions the present paradigm. Critical reflections are especially important

at a time when one ideology is prevailing. We need this intellectual counterflow. Mind the Gap.

Amundson, N.E., Harris-Bowlsbey & Niles, S.G. (2005). *Essential Elements of Career Counseling. Processes and techniques*. N.J.: Pearson/Merrill Prentice Hall ISBN: 0-13-112271-1

Can career theories help clients? This book, written by some of the most prominent figures in the field, takes the reader by the hand in journeying through the landscape of career counselling theories and practices. Organized around the competencies required by the National Career Develop-

ment Association, the authors take a holistic, life-span approach to their subject, defining career counselling as the process by which a counsellor works collaboratively with clients/students to help them clarify, specify, implement, and adjust to work-related situations, challenges, and changes.

On an even more practical note, an instructional DVD, in which two of the above-mentioned authors demonstrate their skills, takes the viewer through a number of career counselling methods – in practice:

Greenwood, A., Amundson, N. & Niles, S.G. (2005). *Career Counseling: Work in Progress*. N.J.: Merrill Prentice Hall DVD/ISBN: 0-13-192001-4.

The first of its kind, this DVD presents five video case studies of real clients going through the career counselling process, from the first counsel-

ling session through termination, with a view to a variety of career counselling techniques modelled by experts.

Conferences

Counseling Congress of the Americas, Maracaibo, Venezuela, November 28-December 2, 2005

'Encounters and Transformations'

Conference website <http://www.orientaciondelasamericas.org/indexeng.html>.

International IAEVG Conference, April 6-8, 2006, Cuernavaca, Morelos, Mexico

'Counselling and Guidance – Support Alternatives for Human Development'

In Cuernavaca, state of Morelos - South of Mexico City - this conference will analyse alternative aspects of career development and present alternative methods and ways of different guidance programmes.

Panels, Workshops. Tourist programme.

Conference languages: Spanish, English (and French if participation is sufficient).

Organiser: Autonomous University of the State Morelos UAEM, Cuernavaca.

Conference website www.uaem.mx/congresorientacion

2nd Iberoamerican Congress in Counseling, Cuba. May 23-25, 2006

Conference website: http://cedut.freeservers.com/whats_new.html.

Latin American Congress of Counsellors Formation, Venezuela, July 25-28, 2006

Conference web site: http://www.geocities.com/congreso_venezuela/Orientacion.html.

Latin-American countries have signed the Foundational Document and launched the Latin-American Guidance Network (L.G.N), with the support of Argentina, Brazil, Cuba, Puerto Rico, Mexico, Ecuador, Uruguay, Colombia, and Venezuela. The main objective of L.G.N is that counsellors of Latin-America have a virtual site where can share their proposals, ideas, opinions and innovative ideas. Further information: Dr. Julio Gonzalez jgonzale@postgrado.uc.edu.ve or to juli46@mipunto.com

International IAEVG Conference, August 23-25, 2006, Copenhagen, Denmark

'Cross-over: Guidance in Transition'

Cross-over exists in art (fusion music), in food (fusion kitchen), and in other cultural phenomena, such as language, ethnicity, and gender. In a global society, cultures mix. This also applies to career guidance which faces the challenges of becoming increasingly:

- cross-cultural: across cultural barriers
- cross-national: across national boundaries
- cross-medial: across different media, including various forms of ICT
- cross-methodological: across and beyond well-established guidance methods

Participants should be prepared to take active part in continuing workshops, giving feed-back to presentations in a truly cross-over mode, and to focus their inputs sharply on the main conference theme: *cross-over guidance*.

Pre PDI (Professional Development Institute) on Philosophical Guidance & Counselling, 22 AUG 2005.

Organiser: The Joint Council of Danish Guidance Associations (FUE) on behalf of the Nordic Association for Educational and Vocational Guidance (NFUE). Conference website www.iaevgconference2006.dk/

International Conference, June 6-8, 2007, Napoli, Italy

including the General Assembly

International Conference, 18-20 September, 2008, Buenos Aires, Argentina

'The Role of Guidance in Achieving Social Ecology and Ecological Economy'

Conference website www.archipelago.org.ar or contact alopezal@salvador.edu.ar or info@fundovo.com.ar

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