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History of IAEVG 1951 - 2011

Chronicle, Policies and Achievements
of the Global Guidance Community

Bernhard Jenschke



Association Internationale d'Orientation Scolaire et Professionnelle AIOSP
International Association for Educational and Vocational Guidance IAEVG
Internationale Vereinigung für Bildungs- und Berufsberatung IVBBB
Asociación Internacional para la Orientación Educativa y Profesional AIOEP

Maximising the World's Potential through Guidance

The IAEVG Executive Committee endorsed this book as an official IAEVG publication.

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Cover Pictures (from top):

1951 First meeting at the UNESCO office (under the UNESCO sign Hans Hoxter and Emile Lobet)

IAEVG International Seminar, Tokyo 1988

IAEVG Conference, Madrid 1994 with Elvira Repetto and José Marques

IAEVG EC Meeting Paris 1997, from left: Roni Hall, Jean Long, Stuart Conger, Lyn Barham, José Marques, Aart van der Burgh

IAEVG Conference Cape Town, South Africa 2011: Opening ceremony with African musical instruments

Members of current and preceding EC of IAEVG: Suzanne Bultheel, Michel Turcotte, Linda Taylor, Lester Oakes, Karen Schober, Julio Gonzales, Bryan Hiebert and Beatriz Malik

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History of IAEVG

1951 - 2011

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Foreword by the IAEVG President

In an age where forecasting and predicting are an increasingly common occurrence, it is easy to forget the value and importance of historical review. Forecasters are seldom held accountable for their crystal ball gazing, or have moved on to other endeavours well before their forecasts can be tested. Historians however, expose themselves to the critical gaze of their peers who test what is written against their own understanding of events. Forecasters have the luxury of presenting their own, often subjective, views and hypotheses whereas historians have no such latitude

As it is important for families, so it is important for associations such as ours to know our history. This history shows the paths that have been travelled to arrive at where we are today, and acknowledges the many people who have played key roles in creating and growing our association. It provides context for our association and the evolving role that it has played to date, as well as a firm foundation on which to build our future.

The act of gathering and presenting information about the International Association for Educational and Vocational Guidance (IAEVG) over its 60 years of existence has been a major undertaking by Bernhard Jenschke and I warmly thank him and congratulate him for his work which the Executive Committee has endorsed as an official IAEVG publication. In undertaking this task he has created something of value for us all.

Lester Oakes
President IAEVG

Foreword by the Author

As many philosophers have emphasised that a social entity or organisation should know its past and origins to learn how to steer the present and future, I also believe that the memory of an association is a precondition and basis for the ability to steer and structure its future life and development. This concept was my motivation for compiling this publication on the occasion of the 60th anniversary of the association.

Besides a chronological overview of the history, personnel and key events of the association, the policy achievements in strengthening professionalism of guidance over 60 years will document the rise and development of international cooperation in the field of educational and vocational guidance. Thus, with its key contributions to professionalism and collaboration in guidance throughout the world IAEVG developed from its early beginnings as a practitioners' initiative after World War II to a widely recognised global network in the new millennium.

I am aware that my description cannot be seen as the work of a scholar in historical sciences nor does it have pretension to completeness. This would have demanded longer work and investigation in our archives and libraries. Nevertheless, it is my hope that with the historical chronicle and through reprinting important documents on policies and professional developments the reader receives an impression of the vitality of IAEVG and its valuable contributions to career guidance development over the years and across the globe.

The historical part is based on several documents which I found in the archives as well as on reports, publications and personal memories from my longstanding personal service (1983-2007) in the Board and Executive Committee of IAEVG. Main documents used for this purpose are an early publication of the association named VADE-MECUM from 1955, the documentation of the Bonn Congress 1954, a typed manuscript in French by Jacques Schiltz, founding member and Secretary General, which describes in much detail the rise and development of the association from 1958 to 1979, and his brochure 'Vingt Ans d'A.I.O.S.P. 1951-1971'. From 1983 onwards the regularly published Newsletters of the association provided a major source for key dates and activities. In addition, I used the valuable leaflet and a related manuscript Linda Taylor, Secretary General 1999-2011, compiled in collaboration with other members of the Board on the occasion of the 50th anniversary (2001). The Founder and Honorary Member Alec Knook from the Netherlands presented on the association's 50th anniversary a volume including photographs and documents of the 'early days' of the association from which I took a few pictures and documents for the purposes of illustration.

I owe many thanks to Karen Schober for encouragement and kind advice, and to Judith Frübing for her manifold and invaluable practical support in preparing the text for printing. Very special thanks go to Lyn Barham who without any hesitation agreed after my surprising request to take over the task of proof reading as a native English speaker. She did not only just easing the flow into English usage but also improving typographic and presentation standards of the draft.

After the endorsement as an official IAEVG publication by the Executive Committee it is a pleasure for me to present this to the membership of IAEVG and also to all participants of the International IAEVG Conference 2012 in Mannheim, Germany.

Berlin, August 2012

Bernhard Jenschke
Past President IAEVG (1999-2007)

Introduction: The roots of vocational guidance

Vocational guidance as an issue of the labour market and with regard to social problems of special target groups has been a social and political concern since the industrial revolution at the end of the 19th and the beginning of the 20th century. Consequently in many countries, particularly in Europe, services for placement and advice for persons of special occupations, and especially for women, were established by municipalities, charitable organisations or unions. Guidance and counselling on unemployment and suitable vocational choices became more and more necessary for individuals and for the economy as an answer to the increasing demand for skilled workers.

Based on Parsons' important book on the subject¹ and on Muensterberg's study 'Psychologie und Wirtschaftsleben' (Psychology and Economy) (1912)² guidance became a movement and was soon accompanied by psychological assessment. Thus, Psychotechnology (in French 'psychotechnique') became a new field for the application of psychology and Psychotechnological Institutes were established in Germany (Cologne, Berlin, Bonn) as well as in many other European countries (London, Paris, Brussels, Rome, Milan, Madrid, Barcelona and Warsaw).

International cooperation in this field of applied psychology commenced at the first International Conference on Psychotechnology, held in Geneva, 27-28 September 1920, and led to the foundation of the International Association of Psychotechnology. This conference was connected with a preceding course on Vocational Guidance by the newly created Swiss 'Association for Vocational Guidance and the Protection of Apprentices' (1916)³ and dealt with the topic 'Psychotechnology applied to vocational guidance'. This signalled the close relationship of the two fields⁴. The foundation of the International Labour Office (ILO) in 1918 in the context of the Treaty of Versailles, with the aims of work protection and social justice, also marked an important step forward in identifying the role of vocational guidance in this relationship. Later, in 1935, the ILO took in the ideas of the 1920 Geneva conference in its publication 'Problems of Vocational Guidance'. In 1913 the National Vocational Guidance Association (NVGA) was founded in the USA. In Germany a German Commission for Vocational Guidance (Deutscher Ausschuss für Berufsberatung) approved 'guidelines for vocational guidance' in 1912. In 1918 a law committed all the German federal states to establish vocational guidance services in the municipalities and their organisations.

After World War I many countries set up national public guidance services in different settings and within various legislations, sometimes in connection with the employment services and sometimes in the education sector.

The situation after World War II was characterised in many regions by great uncertainty caused by the universal social and economic problems, migration and displacement of millions of people, the need for rehabilitation of invalids and victims of war and the lack of appropriate training and work for the youth. Again, the ILO took the lead with the adoption of the Recommendation No. 87 concerning vocational guidance (1949)⁵. With its definitions, principles and descriptions of methods, organisation of and training for vocational guidance, this recommendation could be seen as the fundamental policy statement for vocational guidance internationally. Also the United Nations Educational, Scientific and Cultural Organisation (UNESCO), the International Education Office (BIE) in Geneva and the World Health Organisation (WHO) identified vocational guidance as one of the main instruments to contribute to solving the multiple social and economic problems. Thus, at that time the ground was prepared for the direction and the course of a closer international cooperation in the field of vocational guidance.

1 Parsons, F. (1909), *Choosing a Vocation*, Boston, Houghton Mifflin

2 Münsterberg, Hugo (1912) *Psychologie und das Wirtschaftsleben. Ein Beitrag zur angewandten Experimental -Psychologie*. Barth, Leipzig

3 Heiniger, Fritz (2003), *Vom Lehrlingspatronat zum Kompetenzzentrum für Berufsberatung – 100 Jahre SVB*, Zürich

4 Newsletter of History of Applied Psychology (2010), IAAP Division 18 (<http://www.iaapsy.org/division18/>)

5 Printed in: *Educational and Vocational Guidance - Bulletin, Special Edition No.53/1992*, p.46 -50

Foundation phase of AIOP 1951-1955

The foundation of the Association

1951 The idea to create an international association for cooperation in the field of vocational guidance stemmed from Hans Z. Hoxter, Youth Employment Officer for the County Borough of East Ham, UK, who - together with Henri Lacroix, Regional Secretary for vocational guidance, Lyon, France, - invited a small group of people working as practitioners

Founder

Hans Z. Hoxter



Foundation meeting 1951, Paris (far left: Hans Hoxter)

or in public services concerned with vocational guidance (see Annex II). The first meeting took place in the International Children's Centre (CIE) in Paris on 27-28 August 1951. Delegates from eleven countries (Austria, Belgium, France, Germany, Ireland, Israel, Italy, The Netherlands, Switzerland, United Kingdom and USA) discussed and prepared the foundation of an association. They were strongly supported by the observers attending from the important international organisations

of ILO, UNESCO and CIE. This was the birth of the '**Association Internationale d'Orientation Professionnelle AIOP**'⁶. A provisional committee was formed and through an act of political correctness (*politesse politique*) by the active initiator Hoxter another person, Prof. Emile Lobet, Belgium, was elected president instead of himself⁷.

President
Emile Lobet

The objectives of the association AIOP were designed to provide guidance professionals with the opportunity to exchange views and gain experiences and to benefit from mutual exchanges through study visits.

1952 The second meeting, held in the historic Alabama room in the City Hall of Geneva in June 1952, consolidated the purposes of the association and described measures to be implemented in order to achieve the association's goals. Namely its tasks included holding international and regional seminars, facilitating international study visits about information on studying and work through a scholarship fund and creating an international central resource for information and documentation on vocational guidance matters. Among the administrative, organisational and technical questions facing the association Brussels was designated as the provisional seat of AIOP. The meeting also appointed two sub-committees, one drafted the Constitution, and the other planned a seminar in Italy. A subsequent meeting held in Paris during the same year dealt mainly with the preparation of the first international seminar to be held in Florence, Italy. The meeting further drafted the Statutes. In addition, the relationship to other international associations (mainly the International Association for Psychotechnology) was clarified to avoid any competition. Thus AIOP only focused on vocational guidance, which also applied to the content of the Florence conference.

AIOP goals

AIOP seat Brussels

1953 During a meeting held on 15 January in Brussels, the Constitution in the form of the Statutes was established. As an annex to the approved statutes a list of the 27 founder members (according to article 4, 2.a of the Statutes) from 12 countries (Austria, Canada, Belgium, Egypt, France, Germany, Luxembourg, The Netherlands, Saar, Switzerland,

Statutes

⁶ As French was the working language in the early years of the association I use for this period the abbreviation AIOP of the French title.

⁷ Super, Donald, (1992), One participant's perspective on the history of IAIEVG, in: Educational and Vocational Guidance 53/1992 (p.44). There it was first officially reported 'that it was something of an accident of history that led to Lobet's election'.

United Kingdom, USA) was attached. Among this list were the names of persons who played a major role in the first phase of the association, including the initiator Hans Z. Hoxter (UK), Emile Lobet (Belgium, first President), Richard Bertrand (Belgium, longstanding Treasurer), Dr. Erich Steuer (Germany, second President), Carlo Lo Gatto (Italy), Jacques Schiltz (Luxembourg, longstanding Secretary General), James Schwar (Switzerland), Florence A. Taylor (UK), Dr. Alec L. C. Knook (Netherlands) and Henri Lacroix (France)⁸. That the representative from UNESCO, Frederik Leasure, was among this list, demonstrated that UNESCO played a kind of godfather-role for the association. This became very important for the future intensive relationship between the two organisations.

27 founder members

The first important professional event took place in Florence/Montecatini, Italy (20-30 April 1953) as the first seminar of AIOP which attracted 104 delegates from 16 countries. This is a clear indication that there was great demand and support for international exchange. Montecatini had a double meaning in the history of the AIOP. First, the administrative structure and the professional aims of the association were established or reconfirmed. During the seminar the first provisional General Assembly strengthened the existing administrative structure through the adoption of the Statutes and appointed the provisional Executive Committee, referred to in the early years as the Bureau (Lobet, Bach, Bertrand, Giraud, Hecht, Hoxter, Knook, Lo Gatto, Schiltz and Schwar). Secondly, besides the administrative arrangements, the seminar discussed in diverse study groups themes of high professional interest and consequently influenced the professional direction of the association. Topics were, for example: the different phases of vocational guidance and its organisation; recruitment, tasks and training of vocational guidance officers; individual case papers or records; problems of guidance for disabled persons and migrants. The representatives of ILO and the Council of Europe contributed with their views on measures for the further development of vocational guidance. The conference approved the policy conclusions and professional recommendations in a common document and officially adopted the ILO Vocational Guidance Recommendation No. 87 (1949) as a guideline for the Association. In addition, questions were raised on free provision of and access to guidance services for all citizens, vocational guidance as a part of medical and teaching professions, and the establishment of international standards for career information. The proceedings were published in Italian⁹, French, English and German. In addition to the professional outcomes, an exposition of information material and films, the cultural and social programme and the friendly hospitality created an extraordinary atmosphere for this first international meeting. In consequence, later, older members always remembered the meeting with a feeling of nostalgia¹⁰ as 'the real starting point of AIOP'.

1st AIOP seminar Montecatini

1st General Assembly

Statutes

ILO Recommendation No. 87, 1949

AIOP published a document on vocational guidance and migration (Archives Box No. 40: L'orientation professionnelle et les migrations. Document No. 1, October 1953).

The rise of the Association

From 24-26 April 1954 during a meeting of the Executive Committee in Paris, President Emile Lobet (Belgium) reported on meetings with different international bodies, describing their interest in vocational guidance and the possibility of closer relationship with AIOP. Most importantly, UNESCO granted the association consultative status, with an annual subvention from 1955. The German representative reported on the planning

1954

UNESCO consultative status

⁸ Alec Knook mentioned in a comment on the Founder member list that only a dozen of this list played a future role in the Association; the rest disappeared after some years of membership.

⁹ Atti del 1. seminario internazionale di orientamento professionale - Italia, Montecatini-Firenze, 20-30 aprile 1953 (Prefazione di Carlo Lo Gatto). (AIOP, Associazione internazionale d'orientamento professionale). (Testo anche in lingua francese, inglese e tedesca) Roma - Ed. a cura Dell' Uncit, Unione Nazionale dei consorzi per l'istruzione tecnica, (1954) (Firenze, Succ. C. Mori Chiari)

¹⁰ Schiltz, J. (1980); (p.3)... «tout cela contribua à cr e une ambiance extraordinaire que les « Anciens » de l' A.I.O.P. se rappellent avec nostalgie.»

process of the International Congress and the 2nd international AIOP Seminar in Bonn which the Federal Republic of Germany had offered to host.

1st AIOP Congress Bonn The 1st International Congress of AIOP in Bonn took place 7-9 September and the 2nd AIOP seminar 10-16 September 1954 was held at the University of Bonn with over 600 participants (470 fully participating and 150 for one day) from 27 countries and with prominent political representation under the patronage of the Federal Minister of Labour, Anton Storch. The Chairman of the congress was the Secretary of State, Dr. Maximilian Sauerborn, and the role of Chairman of the seminar was fulfilled by the President of the Federal Institute for Labour Replacement and Unemployment Insurance, Dr. Scheuble. Not surprisingly the themes of the congress and the seminar were as topical as they are still today: international status of vocational guidance consultants (educational based practitioners and work-based practitioners); vocational guidance and its significance for industry and for medical officers in school and industry; and vocational guidance related to psychology, school and rehabilitation. As outlined in the valuable documentation, the Executive Committee aimed 'to show not only the methods and importance of the AIOP but primarily to convince a large public of the necessity of vocational guidance, especially for juveniles and their introduction to society and to demonstrate the social-political and economic role of vocational guidance'¹¹.

2nd AIOP Seminar The following International Seminar in Bonn lasted seven days and included the following themes: the international situation of vocational guidance in the light of the 1949 ILO Recommendation No.87; the tasks of vocational guidance in the context of vocational training and productivity in industry; the diagnostic methods, especially with regard to psychological aptitude tests and personal interviews; the co-operation of schools and the relations between schools and vocational guidance; the possibilities for practical co-operation of school doctors and medical officers in vocational guidance; vocational guidance applied to cases involving rehabilitation, probation and problems with getting refugees into employment.

More than half of the countries attending used the International Exhibition to showcase their examples of vocational training and guidance, information material and methods, psychological tests and related recent books on the subject. A German vocational exhibition took place alongside the seminar with machines, tools and methods of training of around sixty trades and professions.



From second left: E. Lobet, E. Steuer, H. Hoxter and R. Bertrand

General Assembly and elections During the Bonn seminar a General Assembly was held and the members of the Executive Committee were elected as follows: Emile Lobet, President (together with the additional function of Secretary General), G. Giraud (France) and E. Steuer (Germany) as Vice Presidents, Carlo Lo Gatto (Italy) Secretary of the Executive Committee, Richard Bertrand, Treasurer; Waldemar Bach (Saar) and Jacques Schiltz (Luxembourg) both as Governmental representatives and Hans Hoxter (UK) and James Schwar (Switzerland) as representatives of individual and group members.

¹¹ AIOP (1954), Dokumentation , I. Internationaler Kongress II Internationales Seminar für Berufsberatung, for vocational guidance, d'orientation professionnelle, di orientamento professionale, de orientacion profesional, Bonn. Ed. by Erich Steuer, (page19). There were 2 editions available with different languages, one with German, English, and French, another with German, English, French, Italian, and Spanish. This book contains the proceedings, keynote speeches and historical documents of the first years of AIOP.

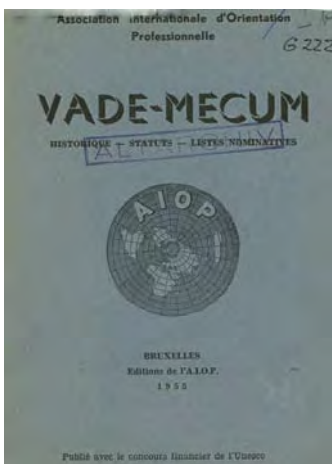
Besides the high-level professional outcomes of the Bonn events, the conference resulted in the permanent supportive memberships of both the German Labour Ministry and the Federal Employment Service. Still today, these memberships continue with remarkably high amounts of financial support.

In November 1954 another conference and meeting of the Executive Committee took place in Saarbruecken. The periodic publication of a Bulletin for practical documentation was decided. The concept of **National Correspondents**, which is still working today, was developed and provisionally introduced. Shortly after this meeting the UNESCO conference at Montevideo, Uruguay, confirmed the status of consultative body upon AIOP and also the financial subvention.

National

Correspondents

UNESCO subvention



A conference and the meeting of the Executive Committee in Luxembourg (27-30 June 1955) described the functioning conditions and tasks of the International Centre for Documentation of Vocational Guidance which was established by AIOP in Brussels. One of the first publications, with the support of UNESCO, was the **Vade-Mecum** (Historique – Statuts – Listes Nominatives)¹² In this booklet a list of international organisations demonstrates the active efforts of the association to establish relationships with these relevant organisations in order to further the role of vocational guidance. A certain number of national correspondents were invited to the meeting to assist defining the role and activities of the national and regional correspondents. This was continued in the Executive Committee meeting in Amsterdam (26-27 September

1955

Documentation Centre

Executive Meeting, Amsterdam

1955) which appointed Nelly Baer (Switzerland) and Pilar Garcia Villegas (Institute for Applied Psychology, Madrid, Spain) to the Executive Committee. During the first half of the 1950s AIOP scholarships regularly supported study visits.

AIOP published: the Bulletin bibliographique, two issues of a Journal 'Revue internationale' (No. 1 and 2) and a bibliography about half a century of vocational guidance including about 3.000 references¹³. The meeting of the Executive Committee in Copenhagen was dedicated to a stronger co-operation with the Scandinavian vocational guidance federation (Nordisk Forbund) which had formulated its ideas and expectations for a closer cooperation of AIOP with UNESCO and the ILO. The Nordic Association for Educational and Vocational Guidance (NAEVG/NFSY) joined AIOP and was accepted as one regional member with a seat in the Executive Committee.

1956

Bibliography and Journal

The Council of Europe granted AIOP consultative status.

Council of Europe

A conference including meetings of the Executive Committee and the General Assembly (3-8 June 1957) took place in Geneva with the assistance of the key international organisations of which many were located in Geneva. On this occasion AIOP was taken onto the special List of Non-governmental Organisations of ILO.

1957

ILO list of NGO

12 AIOP (1955), Vade-Mecum. Historique - Statuts - Listes Nominatives. Editions de l'AIOP. Bruxelles

13 AIOP (1956) .Un Demi-Siècle d' Orientation Professionnelle.Essai de bibliographie generale - Editions l'AIOP, Bruxelles

Consolidation of the Association in the years 1958 until 1971

While the preceding years were characterised by establishing the working methods and ways of cooperation within the Executive Committee, along with communication among the membership and strengthening the contacts to the major international organisations, after this foundation stage, the following period reflects a phase of consolidation of AIOOP as a worldwide association .

1958 On the occasion of the Brussels World Exhibition the association organised, with the Province of Brabant as patron, the 2nd World Congress of AIOOP on **Humanism and Vocational Guidance** in Brussels (17-26 July 1958). In particular, the 456 participants from 27 nations discussed the role of the different actors (parents, educators, social workers and health-based professionals) involved in the process of guidance as well as other related issues of vocational guidance. The OECD subsequently used the conclusions of the congress for a publication on the employment problems of young workers.

*2nd AIOOP Congress
Brussels*

President As the first President Lobet resigned for health reasons, Vice President Dr. Erich Steuer (Germany) was elected President and Jaques Schiltz (Luxembourg) became Secretary General (until a reconfirmation at the next General Assembly). Consequently, the archives of the secretariat were transferred to Luxembourg.

Erich Steuer

The Executive Committee meeting in Saarbruecken-Kirkel, Germany (13-15 November 1958) opened a new stage for AIOOP, with important changes in the leading personnel of AIOOP. Jean Beaussier (France) and Donald Super (USA) were nominated for the positions of Vice Presidents; and Denmark, Greece and Israel became members of the Executive Committee. In addition to a new plan for financing the study visits through a new fund, the Executive Committee dealt with streamlining the publications and future activities of the Association. In addition to the Journal, the Secretary General should publish a Bulletin to inform the members about news of the association. A revision of the Statutes, a concrete road-map for future years' activities and an international commission to study the development of vocational guidance techniques were envisaged. A proactive policy of publicity and recruitment of new members from North America, South America, Africa and Asia was established. In 1958 the association already counted 9 supportive members, most of which were national ministries.

*Publication of
Bulletin*

1959 The International Conference with the theme **Preparation of school children for guidance** and the seminar of AIOOP on **The developmental processes with the view of the profession and the influencing factors of vocational guidance** were prepared by Hans Hoxter and organised in Margate, UK (1-5 May 1959) in conjunction with the annual conference of the National Association of Youth Employment Officers and gathered 500 participants from 37 countries.

*Conference
and seminar
Margate, UK*

The plans for new regulations of the fund for study visits, the amendments to the Statutes and the creation of an international commission to study vocational guidance techniques were realised during this year. The President and the Secretary General travelled to Vienna, Graz, Zagreb, Belgrade and Athens to make contacts with the ministries and counsellors' associations. They also met with high level officers of UNESCO, UNICEF and Council of Europe.

1960 Together with the Ministry of Labour and Social Affairs of Israel, AIOOP organised a seminar in Jerusalem (22 August 1960) which was prepared by the Israeli guidance pioneer Dr. Zev Sardi and attended by 192 participants (46 delegates coming from 14 other countries). It dealt with **Vocational guidance for people with disabilities**. Interesting professional visits and excursions complemented the programme. The proceedings, conclusions and recommendations of the working groups were published in three languages as AIOOP Bulletin No. 5.

Seminar Jerusalem



Congress Jerusalem: (far left) Zev Sardi and Alec Knook, right of speaker: Erich Steuer and Donald Super

During 1960, another important international organisation UNICEF granted consultative status to AIOF. Also, the cooperation with other international bodies was intensive, signalling the increasing professional reputation of the association. AIOF was represented at committees to prepare the following meetings: a session on vocational guidance of the International Union of Family Organisations in the UNESCO building,

*UNICEF
consultative status*

Paris; a conference of NGOs on a world campaign against hunger of the Food and Agriculture Organisation of the United Nations in Rome; a conference on education of the International Bureau of Education (BIE), Geneva; a Congress of the United Nations on the prevention of crime and the treatment of delinquents, London. In addition, the relationship with UNESCO was permanently cemented through participation in diverse meetings and visits with UNESCO officers.

The year 1961 was occupied with the preparation of the 3rd AIOF congress which was to take place in Paris the following year. A conference and preparation meeting was convened in the UNESCO building in April. AIOF further strengthened the relationship to UNESCO and collaborated in two working groups of the NGO committee of UNESCO on the extension of international collaboration in matters of education, science and culture in African countries and on youth facing the modern world - problems of social adaptation of young people and their introduction into economic life. A contract focusing on the latter theme was signed with UNESCO to work on a study on the transition from school to work (with regard to the situation in the USA, North African countries and in France). The Executive Council of UNESCO decided to raise the collaborative status of AIOF to category B (status of information and consultation).

1961

*Contract with
UNESCO*

Bulletins 5 and 6 published the documentation of the Margate conference.

The 3rd International Congress in Paris (16-21 July 1962) on ***Integration of youth in a world of technical and economic acceleration*** was opened by the French Minister of Education in the Palais of UNESCO and the working groups continued in the National Centre of Technology. Among the 570 participants, 320 delegates came from four different continents and 33 countries (17 from Europe, seven from Africa, five from America, four from Asia and Australia). Thus, in comparison to the previous two congresses, the audience was much more diverse including members from countries which have not been represented before: Japan, Ceylon, countries from Africa and Latin America and a strong delegation of 45 members from the USA. Further, 13 major international organisations actively contributed to the working groups and the distribution of congress material in advance. Due to the choice of a topical theme, the attention of the congress in public and in other countries was remarkable.

1962

Congress Paris

During the congress the General Assembly (for the first time convened and organised according to the Statutes) took place in the Palais of UNESCO on 18 July 1962. A new Board was elected which then elected from amongst its members the Executive Committee (Bureau) as following: President Jean Beaussier (France), Vice Presidents Donald Super (USA) and Karl Pardun (Germany), Secretary General Jacques Schiltz

General Assembly

*President
Jean Beaussier*

(Luxembourg), Treasurer Richard Bertrand (Belgium). On 21 July an Extraordinary General Assembly took place to decide on the revision of the Statutes in order to eliminate some deficits and introduce some minor amendments. Especially, Article 2 included personnel of school guidance in the Statutes and potential membership. The increasing membership was noted as proof of the vitality of the association and administrative matters were improved. Among the continuing cooperation with international organisations, collaboration in a session of OECD on the methods of employment forecasts is worthy of mention.

Bulletins No. 7 and 8 were published, including the documentation of the Paris Congress in French in the latter.

1963 Experts discussed the theme ***Influence of the structure of guidance services on the relations to school and the entry into work*** in a seminar in Meersburg, Germany, and distributed a General Meersburg Resolution on the topic which was widely recognised. This experts meeting preceded the international Meersburg regional seminar (23-26.May 1963) and brought together 206 participants mainly from the neighbouring countries Germany, Switzerland and Austria . This meeting was sponsored by the Federal Employment Institute and the German Association of Vocational Guidance (dvb). It was in fact the beginning of a later tradition of similar regional seminars, so called Bodensee Seminars (Lake Konstanz Seminars).

Information days With the International days of school and vocational information in Geneva (9 -11 July 1963) another professional meeting took place this year. On this occasion an Extraordinary General Assembly on 8 July 1963 approved the change of the name of the association in Article 1 of the Statutes to **Association internationale d'orientation scolaire et professionnelle (AIOSP)** or **International Association for Educational and Vocational Guidance (IAEVG)**. Further, Article 6 on the voting rights was revised. Bulletin No. 9 contained the documentation of the Paris conference of 1962 in English, and No. 10 the proceedings of the Meersburg regional seminar.

General Assembly *New name* *of the association* **Association internationale d'orientation scolaire et professionnelle (AIOSP)** or **International Association for Educational and Vocational Guidance (IAEVG)**. Further, Article 6 on the voting rights was revised. Bulletin No. 9 contained the documentation of the Paris conference of 1962 in English, and No. 10 the proceedings of the Meersburg regional seminar.

On the occasion of the 50th anniversary of the National Vocational Guidance Association (later NCDA) in the USA, the President of AIOSP and Secretary General and Treasurer strengthened the relationship with this association and also with the United Nations, UNICEF and the Labour and Education Departments of the American government.

1964 An international study session of 50 experts on ***Relationship of vocational guidance and economy*** was organised in Essen, Germany (9-14 November 1964) to study the problems of restructuring industrial regions because of technological and economic changes and to consider the role guidance could play in those processes. A meeting of the Executive Committee in Lisbon and a conference in Madrid, attended by representatives of the hosting countries, was used to strengthen the contact and the mutual information on matters of vocational guidance in the region. In addition, a seminar with the participation of practitioners and experts from Portugal, Spain and Latin America was planned.

1965 An international study visit (5-13 April 1965) in Sweden with 25 participants from seven countries took place in cooperation with the Swedish Ministries of Labour and Education and the Nordic Guidance Association (NAEVG). It focused on aspects of practical work in educational and vocational guidance. Bulletin No. 12/13 was edited as a double issue with the documentation of the Essen experts' session.

1966 The 5th International AIOSP Seminar (17-22 October 1966) was organised in Vienna, Austria, in cooperation with the Federal Ministry of Social Affairs on ***Vocational guidance and the policies of its work***. It was attended by delegates of 18 European countries and of the USA, Canada and Japan. Along with the general issues of guidance poli-

cies, the meeting discussed the collaboration between the education and labour sectors in guidance matters. During the seminar the General Assembly of AIOSP noted the remarkable progress of the association after the previous assembly four years ago in Paris, notably the growth of membership and the richness of professional meetings and activities. The General Assembly elected José Germain (Spain) as new President and the Vice Presidents Prof. Dr. Donald Super (USA) and Dr. Karl Pardun (Germany), the Secretary General Jaques Schiltz and the Treasurer Richard Bertrand were re-elected.

General Assembly

President

José Germain

The proceedings of the Vienna seminar and the congress of Paris were published in Bulletin No 15 in three languages (French, English and German). It seems that during the previous terms of the Executive Committee it was decided that French, English and German should become the official languages of the association¹⁴.

Official languages:

English, French,

German

Founding member Hans Hoxter, who meanwhile withdrew his active involvement in the association due to personal disappointment at the lack of recognition of his crucial role as initiator and driver of the association in the first years¹⁵, founded the International Round Table for the Advancement of Counselling (IRTAC).

IRTAC founded

The 1st Ibero-American Seminar was organised in Madrid in co-operation with the Institute of Applied Psychology and the Ministries of Education and Science, Labour and Foreign Affairs of Spain and some other cultural institutions of the Ibero-American Region. Participants numbered 400, coming from 27 countries including many from Latin America; under the theme ***Unity and diversity of vocational guidance*** they discussed aspects of psychology, pedagogy, economy and social- and psycho-pedagogy in relation to guidance. This seminar is an important landmark for the growing relationship with this part of the world, which also was demonstrated through 40 new members from this region. Through the participation of an AIOSP representative at the regional Asian conference on educational and vocational guidance, organised by the National Japanese Association in Tokyo (28 August - 2 September 1967) another important contact was strengthened.

1967

Ibero-American Seminar Madrid

Asian conference

Tokyo

Bulletin No 16 published the documentation of the Ibero-American Seminar in French.



Rome 1968: Donald Super and President Germain

An International Seminar on the theme ***Contribution of educational and vocational services for the perception of the problems of youth during the process of education in schools and vocational training*** was held in October 1968 in Rome, Italy, with 330 participants from 25 countries. Delegates also participated in an excursion to Naples.

1968

Seminar Rome

Bulletin No 17 published the documentation of the Ibero-American Seminar in German.

In cooperation with the Autonomous University of Mexico, the Ministry of Public Information and the Guidance and Social Services, AIOSP organised the 4th World Congress in Mexico City. There were 580 delegates from 27 countries mainly, from Latin America but also a notable delegation from USA and Canada, and delegates from Japan, Viet-

1969

Congress Mexico

¹⁴ Schiltz, J. (1980), p.20..editans les trois langues de l'Association."

¹⁵ Founder member Alec Knook wrote in a typed manuscript 'On Hans Hoxter – A personal appreciation' about 'some of the most frustrating experiences of his life' and mentioned the 'defeat' in the first election for President (see above 1951) and later during an election to the Board when Hoxter failed to be elected by 'pure fate of confluence and factors'. And this occurred to a person whom Knook saw as 'the personification of AIOSP' and called 'Mr. AIOSP'.

nam, Uganda and UNESCO participated in the conference. They worked on the theme **Contribution of guidance services regarding the choice of higher education.**

Study visit New York A group of participants from Europe made a stop-over for a study visit in New York (28-30 August 1969) to become informed by Prof. Donald Super on the educational and vocational guidance system in the USA.

Meetings in Geneva, Brussels and Mons It is remarkable that AIOSP had considered already at this early stage the use of modern technology in guidance. During a meeting in Geneva, Switzerland (May 1969), and Brussels and Mons, Belgium, (November 1969) a film developed by Prof. Super and Prof. Miner (USA) under the auspices of AIOSP demonstrated the **Use of the computer in educational and vocational guidance.** In Belgium around 300 practitioners participated in this meeting.

Bulletins No. 18 (Seminar of Rome, in French), No.19 (Seminar of Madrid, in English) and No.20 (Seminar of Rome, in English) and an additional Italian issue of the Rome documentation were edited and distributed.

1970 In cooperation with the Ministry of Labour and the Yugoslavian Association of Vocational Guidance the 7th International Seminar took place in Belgrade, Yugoslavia. The theme focused on **Information and guidance in relation to vocational training and the needs of work and employment.**



IAEVG Seminar Belgrade 1970

General Assembly During the seminar a General Assembly was held and a new Executive Committee was elected: Prof. Dr. José Germain President, Vice Presidents: Prof. Dr. Donald Super (USA) and Dr. Karl Pardun (Germany) and Jacques Schuiltz (Secretary General) and Richard Bertrand (Treasurer) were re-elected. The representation in the Board was enlarged through new members from Yugoslavia (Miss Branca Brancic), Canada (Miss Myrne Nevison), Japan (Dr. Kihachi Fujimoto) and Switzerland (Dr. Paul Frey). Other members elected for the Board were Jean Long (France), Dr. Ennio Tozzi (Italy) and Gunnar Olde-rin (Sweden).

Annotated Bibliography A contract with UNESCO made possible a study to develop an Annotated Bibliography on Educational and Vocational Guidance in two volumes in French¹⁶.

1971 Although it was the **20th anniversary of AIOSP**, surprisingly no international meeting could be organised during this year. However, active collaboration with the major international organisations continued. Besides the contract with UNESCO to support the publication of Bulletins, another contract with UNESCO was achieved to elaborate a study on Recent concepts of educational and vocational guidance. Additionally, negotiations took place with UNESCO in Paris by President Germain and Vice President Super on a scientific study The use of the computer in educational and vocational guidance, which was planned to be published in 1973.

Contracts with UNESCO

Also in this year, a Bibliographical study on educational and vocational guidance was finalised for the International Office of Education (BIE) in Geneva.

The Executive Committee met twice (in July in Liege and in December in Paris) and two Bulletins were edited: No 23 (Congress in Mexico, in French and English); No 24 (Seminar in Belgrade, in German).

¹⁶ For this publication mentioned in Schiltz report as 'Etude bibliographique sur l'orientation scolaire et professionnelle (2 volumes)' and later in IAEVG publicity leaflets (as Annotated bibliography) no reference could be found in spite of intensive search.

Summary of the first 20 years (1951 – 1971)

On the occasion of the 20th anniversary of the association an important special publication was edited by the Secretary General Jacques Schiltz: *Vingt Ans d'AIOSP 1951-1971*¹⁷. It contains valuable information on the members of the Board and the Executive Committee, the network of National Correspondents, an overview on the membership, and an abstract of the association's history. In addition, the list of professional meetings and publications, the number of completed scholarships and a list of the co-operating international organisations provides proof of the continuous development of AIOSP. As well as the chronological description of the life of the association year by year, it is worth aggregating the figures of this publication to give a summary of the activities and the professional development of the association during the first 20 years; this demonstrates how the association realised its objectives stated in Article 3 of the Statutes.

In overview, the objectives of AIOSP were designed to provide guidance professionals with an opportunity to exchange views and experiences. The association realised this vision by promoting international and regional seminars and facilitating international exchanges of information on study and work, as well as through the creation of an internationally accessible resource on careers and vocational guidance.

The first objective to foster **international communication and exchange** of professional knowledge was realised through international meetings such as congresses, seminars, conferences and study visits as following: Four major congresses were organised in Bonn (1954), Brussels (1958), Paris (1962) and Mexico (1969). Eight professional seminars took place in Montecatini (1953), Margate (1959), Jerusalem (1960), Meersburg (1963), Vienna (1966), Madrid (1967), Rome (1968) and Belgrade (1970). Considering the number of participants and the high level professional content, some of the seminars could easily be compared with the congresses. In addition, five study visits (Geneva 1963, Essen 1964, Stockholm 1965, New York 1969, Geneva, Brussels and Mons 1969) and seven conferences were conducted.

The second objective focused on the **collection and distribution of information** pertaining to educational and vocational guidance. This was realised through various publications. In 1953 a survey was published on 'Vocational guidance and migrants', in 1954 the Proceedings of the important seminar in Montecatini¹⁸ and of the 1st Congress in Bonn¹⁹. A booklet called 'Vade-Mecum' (1955, in French) contains a profound article by the President Emile Lobet on 'Vocational guidance in the new world - role and definition' and describes the foundation, history and activities of the association until 1955. The booklet also includes the Statutes, information on membership development and the relationships with international bodies. In addition, the bibliography 'Un Demi-siecle d'orientation professionnelle', four editions of a 'Revue internationale' (1956-1957) and Nos. 1-23 of the Bulletin were published up to 1971.

The third objective concerned the **training and further training of practitioners** through scholarships to enable study visits in other countries or to participate in professional meetings. For this purpose a 'Fund for scholarships and research' was created in 1954 through donations by various countries and organisations, and 30 scholarships were granted to counsellors from Germany, Belgium, Spain, United Kingdom, Greece, Israel, Luxembourg, Philippines, Portugal, Switzerland, and Yugoslavia.

The fourth objective referred to the promotion of vocational guidance through the **cooperation with international governmental and non-governmental organisations**. The fulfilment of this objective played an important role in the life of the association through intensive contacts and visits to the major international organisations. As a benefit of these efforts the United Nations Economic and Social Council (ECOSOC), UNESCO, UNICEF and the Council of Europe granted AIOSP consultative status and the association was placed on the ILO special list of NGOs. To support its information and publication policy, AIOSP received an annual subvention from the UNESCO, which constitutes a special added value of this co-operation. In addition, contracts with UNESCO enabled the association to elaborate four professional studies. Delegates of AIOSP took part

17 AIOSP (1971), *Vingt Ans d'A.I.O.S.P. 1951-1971*, Editor Jacques Schiltz, Luxembourg (also in English and German language)

18 Atti del 1. seminario internazionale di orientamento professionale - Italia, Montecatini-Firenze, 20-30 aprile 1953 (Prefazione di Carlo Lo Gatto). (AIOSP, Association internationale d'orientation professionnelle). Roma - Ed. a cura Dell' Unit, Union Nationale dei consortia per l'intrusion technisa, (1954) (Firenze). These proceedings were also available in French, English and German.

19 AIOSP (1954), Dokumentation, I. Internationaler Kongress II. Internationales Seminar für Berufsberatung, for vocational guidance, d'orientation professionnelle, di orientamento professionale, de orientacion profesional, Bonn. Ed. by Erich Steuer,

and cooperated actively in 60 meetings of international organisations (UNESCO, International Education Office, OECD, ILO, and United Nations) and in meetings of NGOs and national associations. In turn, delegates of these organisations (including of the European Commission) collaborated in conferences and seminars of AIOSP.

The **Centre de documentation** de l'AIOSP which was mentioned several times in the early documents seems to have been more a virtual than a physical centre. But all the activities served the idea of the founders that AIOSP, through its framework of activities, should become a resource for professional information on educational and vocational guidance.

In the 20 years after its foundation AIOSP had thus developed to a well recognised international association which gained great reputation in the community of professionals and relevant political authorities in the member countries as well as in all the relevant international organisations.

Development of the Association to maturity 1972-1998

1972 An international colloquium (including a meeting of the Executive Committee and Board) was organised in Jouy-en-Josas, France, on the theme ***The training of guidance counsellors*** with more than 50 experts from 20 countries and the continents of Europe, America, Asia and Africa.

1973 The 5th World Congress of AIOSP (19-24 August.1973) took place in cooperation with the University Laval in Quebec, Canada. With 1300 participants from 40 countries it was the biggest congress held by the association since then. Participants discussed ***Career and person – liberation or alienation*** in 53 working groups. On this occasion, the University Laval awarded President José Germain with the title 'doctor honoris causa'. During this congress a meeting of the Executive Committee and Board took place. Bulletin No. 25 distributed the proceedings of the colloquium in Jouy-en-Josas (in French) on the training of counsellors.

1974 A seminar planned to be held in Lisbon had to be postponed to the following year. Also the planned General Assembly was anticipated to have wider participation if held in conjunction with a bigger international meeting. AIOSP held only meetings of the Executive Committee in Luxembourg (3-4 August 1971) and of the Executive Committee and Board in Paris (15 December 1971).

1975 The postponed International Seminar in Lisbon was held under the title ***Guidance 1975 and in a short time perspective*** (5 September 1975) and assembled 300 delegates from 25 countries. During the preceding General Assembly a new Board and Executive Committee was elected. The new Board comprised the members Bertrand, Fujimoto, Gagnon, Germain, Leimar, Long, Neubert, Schaefer, Schiltz, Super, Tarbuk, Tozzi, and Villegas. Elected to the Board for the first time were Dr. Alfred Neubert and Joachim Schaefer from Germany, Dr. Pilar Garcia Villegas from Spain, Aurel Gagnon from Canada, Dragan Tarbuk from Yugoslavia and Tord Leimar from Scandinavia. Prof. Donald Super (USA) who had served 15 years as Vice President was elected President, Ennio Tozzi (Italy), Joachim Schaefer (Germany) and Jean Long (France) were elected Vice Presidents. Jacques Schiltz was reconfirmed in two functions both as Secretary General and as Treasurer.

During a Board meeting in Duesseldorf-Mettmann, Germany (November 1975) a new initiative was introduced to improve information flows amongst the members. For this purpose INFO-AIOSP containing a poll on the interests of the members of the association was distributed in December.

Professor Dr. José Germain was nominated Honorary President. As this special function or title of membership was not expressively mentioned in the Statutes, it seemed that the Board nominated him an Honorary Member and (as obviously had been the case with Jean Beaussier earlier) simply used this title because of the previous function as President²⁰.

*José Germain
Honorary President*

The German speaking countries organised a regional seminar in Neustift (South Tirol, Italy) on **Educational and vocational guidance in international perspective** (29 -30 May 1975).

*Seminar Neustift,
Italy*

Bulletin No 28 published the proceedings of the Quebec congress in German; Bulletin No 29 contained these proceedings in English and French and additionally the outcomes of the Lisbon seminar.

During the 6th World Congress in Salerno, Italy, 300 participants from about 50 countries discussed the theme **The socio-economic conditions of guidance for the youth**.

1976
*Congress Salerno,
Italy*

AIOSP signed a further contract with UNESCO for a study on 'Guidance functions of the curriculum'. The Board met once and the Executive Committee twice this year. It appointed four commissions for professional improvement drawing upon the members of the Board: one dealing with financial matters (Knook and Neubert) and another with the organisation of meetings, seminars, congresses (Long, Super and Tozzi). In addition, a scientific commission for congresses was set up (Bingham, Dupont and Marques) as well as a commission for publications (Schaefer, Schiltz, Neubert and Leimar).

*Professional
improvement*

The membership in the Asian region increased remarkably through the **Asian Regional Association for Vocational and Educational Guidance ARAVEG** which became a member of AIOSP. At that time, ARAVEG covered the following countries: Pakistan, Republic of China (Taiwan), Iran, Malaysia, Philippines, Sri Lanka and Thailand.

*Asian association
ARAVEG*

Publications this year included Bulletin No. 30, with articles on guidance in Belgium, Germany, Africa, Scandinavia in general and Denmark and Yugoslavia in particular, and the second edition of INFO-AIOSP.

In cooperation with the Federal Employment Institute of Germany the 9th international seminar was organised in Nuremberg (30 August-2 September 1977) with a limited number of 74 experts from 21 countries. This seminar coincided with the 50th Anniversary of the German Labour Administration and dealt with **Delivery of vocational guidance, guidance for special groups, and diagnosis of aptitudes with the assistance of a computer**. During this seminar the Canadian computer-aided skills assessment programme 'Choices' was demonstrated via the first intercontinental internet communication.

1977
Seminar Nuremberg

*Intercontinental
online communication*

A new contract with UNESCO led to a research study on the **Evaluation of the contents of the school curricula in respect to educational and vocational guidance**. In August 1977 AIOSP again made contact with the UNESCO to develop a research study on **The guidance functions of the curriculum as seen in two developed and in two developing countries**. It was carried out by Busshoff, L., Pellerano, J., Super, D. and A. Watts and published during this year.

UNESCO studies

As one of the many communication contacts of the association's officers with international bodies as well as with members at a national level, President Donald Super attended the 50th anniversary of the German Association for Vocational Guidance (dvb) in Berlin. This occasion included the demonstration of the recently developed guidance approach in a Career Information Centre (BIZ) using the concept of self-information and audiovisual aids. This concept was later not only introduced in all the German employment offices but became popular in many other European countries. During this

20 In the first edition of the Newsletter (1984), edited by the new Secretary General Roni Hall, three Honorary Presidents were listed: Jean Beaussier, José Germain and Donald Super.

visit President Donald Super invited the author of this book to join AIOSP and to contribute to its work.

Bulletin No 31 was published by the new editor Joachim Schaefer in a new format.

1978 An international conference took place in Athens, Greece, in cooperation with the Greek Ministry of Labour and the Ministry of Culture and Sciences and the Employment Service OAED, gathering 320 participants from 22 countries. The general theme was **Vocational guidance in respect to entry into the world of work.**

Conference Athens

UNESCO study The cooperation with UNESCO still continued in a fruitful way. The evaluation study on the contents of the curriculum was finalised and published. An international study for UNESCO '**Guidance and the School Curriculum**' carried out by José Ferreira Marques (Portugal) Anthony Watts (UK) Perin Mehta (India) and Donald Super (USA), was published in Cambridge.

Bulletin No 32 was published in three languages (German, English and French) and contained the documentation of the Nuremberg seminar.

1979 Two major international meetings of the association took place: The international seminar on **Guidance and the curriculum** was organised in Cambridge, UK (July 1979).

Seminar Cambridge, United Kingdom

Congress Koenigstein, Germany

The 7th World Congress in Koenigstein, Germany (2-7 September 1979) focussed on **Youth in transition from training to work – a challenge for the counsellor.** This second world congress in Germany organized by the Federal Employment Agency and the German Association for Guidance (dvh) was attended by 450 participants from 31 countries. According to the tradition professional excursions and an exiting social programme was offered including a boat-trip on the river Rhine.

New stage of AIOSP

General Assembly

This year opened a new stage of the association's life because some of the 'old guard' members retired from the Board: the founding members and long-standing officers Jacques Schiltz, Richard Bertrand and Alec Knook, and also Tord Leimar and Dragan Tarbuk. At the General Assembly during the congress in Koenigstein, Germany, President Donald Super was re-elected, Joachim Schaefer (Germany) became Secretary General and Dr. Pilar Garcia Villegas (Spain) replaced him as Vice President and Franz Bissig (Switzerland) became Treasurer. New members of the Board were Kathleen Hall (UK), José Ferreira Marques (Portugal), Stig Persson (Sweden), Josefina Santamaria (Philippines) and Stefanska Zlatanowska (Yugoslavia). During the Assembly it was reported that the financial situation of the association became weak. While in former times about 70% of the budget had been covered by subventions of ministries, universities or protective members this share has decreased under 50%. UNESCO subventions had to be used only for the Bulletin and promoting international meetings.

1980 The 8th World Congress of IAEVG²¹ took place in Manila, Philippines, with the title **Towards a collaborative approach for an integrated system of guidance services for career development.** Another major event was the international seminar in Ottawa, Canada (15-18 September 1980), on **Methods and policies of guidance and counselling in the field of employment** which hosted 865 participants from many countries. A further IAEVG seminar was held in Rimini, Italy.

Congress Manila, Philippines

Seminars Ottawa and Rimini

1981 A meeting was held in Barga, Italy. A booklet²² with the IAEVG Statutes, the Regula-

21 Previously the author used mainly the abbreviation AIOSP as in the first years French seemed to be the prevailing language in the Association, Later English became more and more dominant as the working language and IAEVG was mostly used in the documents the author used as sources. The language problems within the international communication are humorously sketched by Donald Super in his historical review 'One participants perspective on the history of IAEVG' on the occasion of the IAEVG 40th anniversary in Bulletin No 53/1992.

22 AIOSP (1981), Statutes –Statuts –Satzung, edited by Joachim Schaefer and Detlev Perrey, Nuremberg

ons for National Correspondents and the Financial Regulations was published in the three official languages and 500 copies were distributed to the membership.

Madrid hosted the 2nd Ibero-American Seminar for educational and vocational guidance. The **Glossary of guidance terms** in English, French and German was published as Bulletin No. 38.

1982

*Seminar Madrid
Glossary*

The 9th IAEVG World Congress on **Career Guidance in a time of crisis** was organised in cooperation with the Italian association (Dr. Ennio Tozzi) in Florence and Barga, Italy (Sept.1983). Delegates numbered 426 from 25 countries (South, Central and North America, Europe, Asia and Africa) at this event. Among many professional presentations and workshops Dr. Osahko (UNESCO) presented the key note during the opening session in the Hall of the Five hundred in the famous Palazzo Vecchio.

1983

*Congress Florence/
Barga, Italy*

The General Assembly (23 September 1983) elected the new Board, from which was chosen an Executive Committee comprised of: President Jean Long (France), Vice Presidents Dr.Ennio Tozzi (Italy), Dr.Pilar GarciaVillegas (Spain) and Prof. Dr.William Bingham (USA), Secretary General Kathleen Veronica Hall (always known as Roni Hall, Northern Ireland), and Treasurer Dr. Aart van der Burgh (Netherlands). Other Board members were: Stuart Conger (Canada), Jean Francois Guyo (France), Dr. Bernhard Jenschke (Germany), Prof. Dr. Ferreira Marques, Dr. Alfred Neubert, Stig Persson (Sweden) and Prof. Dr.Takeshi Senzaki (Japan).

*General Assembly
President Jean Long*

The General assembly also approved a Resolution urging governments of the nations represented at the conference 'to broaden and enlarge the vocational guidance facilities to cope with the ever increasing demands arising in this time of crises'²³.

Policy Resolution

Prof. Donald Super was acclaimed by the Board of Directors an Honorary President.

*Honorary President
Prof. Donald Super*

Board member Bernhard Jenschke (Germany) was appointed to reorganise the publications and became the editor of the Bulletin. From this time on the Bulletin was published regularly twice a year in a new format and design under the title **Educational and Vocational Guidance – Bulletin** and developed into a professional journal²⁴.

*Reorganization of
publications**Journal*

The Secretary General Roni Hall became responsible for editing the **Newsletter** which reported twice a year on new developments within the association and internationally. A list of experts should be developed after collection of information about members with special skills and knowledge available for tasks throughout the association.

Newsletter

The importance of the cooperation with UNESCO was documented in the report of UNESCO to its Septennial Conference. There it was mentioned that from 1976 to 1983 IAEVG, with National Correspondents in 41 countries, had received financial subventions totalling 34.966 US\$ to support publications and conferences. The documentation resulting from these meetings has provided useful information on guidance and counselling, particularly in preparing three UNESCO regional seminars in Jordan, 1982; a European seminar in Hamburg, Germany, 1981; and a regional seminar for Latin America and the Caribbean region, in Argentina. This report concluded that the above events, financially assisted by UNESCO, have been of substantial benefit to UNESCO's work in the field of guidance and counselling²⁵.

*Cooperation with
UNESCO*

In cooperation with the Association of Vocational Counsellors in Israel an international conference in Jerusalem, Israel (30 March-4 April 1984) under the lead of Prof. Krausz and Prof. William Siegel attracted about 200 participants from many countries. Active contributors included the two Honorary Presidents, Prof. Jean Beaussier and Prof. Donald Super, and the pioneer of guidance in Israel, Dr. Zev Sardi.

1984

*Conference
Jerusalem*

23 IAEVG News No 1, 1984. The Florence statement is also printed in the sector 'Policy documents' of this publication.

24 This new full title of the Journal will not be used in this text, only as the shorter term 'Bulletin'.

25 UNESCO, Septennial Report to the General Unesco Conference, Paris 1983 (Twenty-second Session)

In January 1984 the association had to grieve the death of its Vice President Dr. Pilar Garcia Villegas who also served as President of the Spanish Association AEOEP. During the Board meeting in Jerusalem it was decided that the election of a new Vice President to replace Pilar Villegas should be made by a postal ballot in order to enable all Board members to vote.

Relationship IAEVG with IRTAC Hans Hoxter had founded the International Round Table for the Advancement of Counselling IRTAC in 1966 after his withdrawal from the active participation in the association. Since then, IRTAC had organised almost every year a Round Table in cooperation with a hosting country. Following from discussions in Barga, it seemed necessary to develop better communications on publications and events between the two associations in order to avoid duplication or overlapping. Thus, informal meetings with Hans Hoxter, Prof. Martin and Nathan Deen, editor of the IRTAC Journal, the International Journal for the Advancement of Counselling, took place and the relationship of IAEVG to IRTAC continued to be discussed in Board meetings.

List of experts Through a questionnaire members were asked to indicate their specific expertise, research interests and areas of professional knowledge, from which a list of experts could be compiled and distributed. This list was intended to help identify cross-national support when needed.

Seminar Dublin An international IAEVG seminar took place in Dublin, Ireland (10-13 September 1984) on the topic ***The future of work and leisure*** with 160 participants.

Ibero-American Seminar, Mexico The 3rd Ibero-American Seminar for Educational and Vocational Guidance (20 -22 September 1984) was organised in Morelia, Mexico, and further developed the topics of the 2nd Ibero-American seminar in 1982 in Madrid. Thus, it dealt with the ***Situation of guidance in developing countries***. President Jean Long delivered a keynote.

Conference Deventer, Netherlands Through contacts initiated during the World Congress in Florence/Barga, a small group of German speaking members of neighbouring countries (from the Netherlands, Germany, Liechtenstein, South Tirol and Switzerland) met for a regional conference in Deventer, Netherlands (20-23 November 1984) to discuss the topics ***Image of guidance and training and working conditions of counsellors***. Two issues of both the Bulletin and the Newsletter were published in the three official languages of the association.

Honorary President Beaussier died In December the association had to mourn the unexpected death of Honorary President Jean Beaussier who had been still actively involved in the Jerusalem conference.

1985 *Executive Meeting, Belfast* An Executive Committee meeting held in Belfast, Northern Ireland (27 April 1985) also provided an opportunity to discuss guidance matters with university personnel, teachers and careers officers from Ulster. As Dr. Jenschke (Germany) was elected Vice President by the Board he was formally welcomed into the Executive Committee. Dr. Elvira Repetto, Spain, had been co-opted to the Board to represent the Spanish speaking community in the association.



From left: van der Burgh, Tozzi, Bingham, Jenschke, Hall

The 10th IAEVG Congress (23-28 September 1985) (including a Board meeting) took place in Dubrovnik, Yugoslavia, in cooperation with the Federation of Guidance Associations in Yugoslavia and with UNESCO. This Congress gathered 250 participants from 25 countries to discuss the theme **Educational reform and vocational guidance**. A new contract with UNESCO enabled a research study concerning **Educational and vocational guidance as a means of increasing mobility in educational systems**.

Congress Dubrovnik

An international study seminar in cooperation with the German Federal Employment Institute, the Berlin Senate and the European Centre for the Development of Vocational Training CEDEFOP (June 1986) was organised in Berlin (West), Germany. Vice President Jenschke initiated the cooperation with CEDEFOP on the occasion of the seminar, which continued in the following years and built a strong pillar of the association's future link to the European Union (EU). Around 100 experts from 18 countries discussed **The transition from school to working life**. CEDEFOP published a summary of the seminar in its 'Flash' series. The detailed outcomes of the seminar were published by IAEVG in a double issue of the Bulletin (Nos.45 & 46). During the Berlin seminar a Board meeting was held. The Board noted with pride the public announcement on the day of the Board meeting that Secretary General Kathleen (Roni) Hall was awarded a Member of the British Empire (MBE) for her extraordinary engagement in vocational guidance in the UK and internationally.

1986
Study seminar Berlin
Cooperation with CEDEFOP



President J. Long, B. Jenschke, M. DeViell, W. Bingham, R. Hall

In Buenos Aires the 4th Ibero-American Seminar (31 October-2 November 1986) was held under the theme **Development in areas of vocational guidance** with more than 300 participants, most of them from South and Middle America, but among them Honorary President Prof. Donald Super, President Jean Long and Dr. Elvira Repetto. A Latin-American Guidance Association was founded during the seminar.

Ibero-American Seminar, Buenos Aires

IAEVG also furthered links to countries in the former Eastern Bloc. The Secretary General Roni Hall contributed to a seminar in Prague (November 1986) on themes related to 'Guidance both inside and outside schools'.

An IAEVG regional seminar in Bolzano, Italy (October 1986) was organised by the German speaking guidance community (as a Lake Konstanz seminar) and Vice President Jenschke represented IAEVG. He also addressed the German conference on the occasion of the 30th anniversary of the German Guidance Association (dvb) in Bonn.

Seminar Bolzano, Italy

The Glossary of guidance terms was revised by a small working group under the lead of Prof. María Luisa Rodríguez Moreno (Spain).

Glossary

The intensity of the cooperation with UNESCO, especially by President Jean Long, was marked by his election to the NGO Standing Committee of UNESCO. The UNESCO research study **Educational and Vocational Guidance as a means of increasing mobility in educational systems**, carried out under the lead of Donald Super, was published and distributed. A new contract on **A cross-cultural analysis of guidance in the transition from school to work** was signed and carried out.

NGO Committee of UNESCO
Studies for UNESCO

Honorary President José Germain died The Executive Committee meeting in Amsterdam (5-6 December 1986) undertook a re-examination of the Statutes and the drafting of Bye-Laws. Founding member Dr. Alec L. Knook (Netherlands) was appointed Archivist of the association and the Archives were located at the University of Lausanne. The association had to grieve the death of the Honorary President José Germain.

1987 The 12th World Congress of IAEVG (because of wrong numbering an 11th congress was missed) was organised by the French Guidance Associations ACOP and SNES in Annecy, France (20-25 September 1987) with the theme ***Roles of guidance during the social and vocational integration for youth***. This Congress attracted 1200 participants from all parts of the world.

General Assembly The General Assembly took place on 23-24 September 1987. A new Board was elected with Bingham (USA), Van der Burgh (Netherlands), Conger (Canada), Hall (UK), Jenschke (Germany), Ferreira Marques (Portugal), Prof. Dr. Elvira Repetto (Spain) and Tozzi (Italy) at the first ballot, and at the second Mathilda Guido Lavallo (Argentina), Sveto Marusic (Yugoslavia), Jean Pellerano (France), Stig Persson (Sweden) and Prof. Dr. Takeshi Senzaki (Japan). The new Executive Committee consisted of: President Prof. William Bingham; Vice Presidents: Ennio Tozzi, Bernhard Jenschke, José Ferreira Marques; Secretary General: Roni Hall; Treasurer: Aart van der Burgh.

President William Bingham

Guidelines for national associations Executive Committee meetings took place in Paris (March) and Amsterdam (December). A document *Suggestions for National Associations*, offering guidelines for their work, and a draft Policy Statement were distributed prior to the General Assembly for discussion during the meeting. The list of experts with special competences was also updated. The year also saw the final revision and distribution of the *Guidance Glossary*, now expanded under the lead of Prof. Dr. María Luisa Rodríguez Moreno (Spain) to include the fourth language, Spanish.

Glossary

UNESCO Congress, Berlin At the 2nd World Congress on Technical and Vocational Training of UNESCO in Berlin (East), Vice President Bernhard Jenschke represented the association with a contribution on guidance and vocational training. A research study funded through a contract with UNESCO and led by William Bingham, on ***Suggestions for policy regarding the integration of young people into working life*** was published.

UNESCO study

1988 In January 1988 the National Career Development Association (NCDA) of the USA (formerly the National Vocational Guidance Association), one of the biggest member association of IAEVG, celebrated its 75th anniversary in Orlando, Florida, with the presence of many IAEVG officers. With its foundation in 1913 NCDA was the first scientific society dedicated to vocational guidance. Honorary President Donald Super received an award for the longest continuous membership (since 1934) in NCDA.

Cooperation with NCDA

Congress Stockholm, Sweden The main professional event of IAEVG in 1988 was the 13th World Congress in Stockholm, Sweden (1-5 August 1988) organised by the Nordic Association for Educational and Vocational Guidance in cooperation with the Swedish Labour Market Board, the Swedish Board of Education, the Stockholm Teacher's Training College. Delegates numbering 700, from 23 countries, attended the event dedicated to ***Future Guidance with Regard to Changes and Development***. Besides the excellent social events, one highlight of hospitality was an evening all non-Scandinavian participants were invited to spend with Swedish colleagues in their private homes.

Seminar Tokyo, Japan An IAEVG Seminar on the theme ***Life career development and guidance services through the lifespan in the changing world*** took place in Tokyo, Japan (31 October-5 November 1988) organised by the Japanese Association under the lead of Board member Prof. Takeshi Senzaki; about 250 participants mainly from East Asian countries heard keynote speakers from IAEVG: President Bingham, Vice President Jenschke and Prof. Edwin Herr and Prof. Sunny Sundal Hansen, both USA.



Dancing in the Stockholm home of Stig Persson (right)

To relieve the Secretary General, Vice President Jenschke (with the staff in his office) took over the editing and printing of the Newsletter from January 1988 from No.10 onwards. In addition, No. 11 was also first issued in Spanish language. Bulletin No.48 dealt mainly with the use of computers in guidance and the lectures of the Anancy World Congress.

Newsletter in Spanish

A smaller meeting took place in Italy in cooperation with the University of Camerino.

Meeting Camerino, Italy

An international IAEVG conference was held in Edinburgh, UK (1- 6 July 1989) in cooperation with Napier College on **Helping the vulnerable minorities**. There were 160 delegates from 9 countries.

1989

A Teleconference on computers in career guidance was held on 28-29 June 1989, organised by the National Institute for Careers Education and Counselling (NICEC; led by IAEVG member Tony Watts) and Florida State University (led by IAEVG member James Sampson). This teleconference continued the discussion on the important role of computer assistance in guidance which had already begun during the IAEVG meeting in Nuremberg in 1977.

Conference Edinburgh, UK

Following earlier discussions, a small committee was established under the lead of Tony Watts for IAEVG to explore closer liaison with IRTAC about common interests (conferences, publications) and possible collaboration. A range of options was considered, but the end result was the identification of some areas of collaboration, rather than integration. From that time both associations continued to maintain good relations which resulted in common activities with UNESCO some years later. No. 49 of the Bulletin was distributed.

Liaison with IRTAC

The Glossary in five languages (additionally in Italian) was printed and distributed²⁶.

Glossary

The 14 th World Congress of IAEVG was organised by La Corporation Professionnelle des Conseillers et Counsellères d'Orientation du Quebec and the Canadian Guidance and Counselling Association in Montreal (13-17 August 1990) with the theme **Counselling for a global economy**. The attendance of approximately 1000 people from 40 different countries was overwhelming. Participants discussed training for global interdependence, culture and multiculturalism, the needs of special populations and counselling for personal flexibility, in addition to guidance-related issues. During the congress a Board meeting took place. Nos.50 and 51 of the Journal Bulletin were edited.

1990
Congress Montreal

A new European Association for Guidance with the name Euro-Orientation was founded by Gérard Marnette and became an association member of IAEVG. Due to the strong commitment of European members to IAEVG, Euro-Orientation was not able to develop successfully and finally disappeared after a few years.

Euro Orientation

The International IAEVG Conference took place in the Faculty of Psychology of the University of Lisbon (9-13 September 1991) with the title **Career Guidance services for the 90s**. Among the 450 participants, 250 came from other European countries, Africa and the Americas. The **40th anniversary of the association** was celebrated during the conference with a Round Table. Former Presidents Donald Super and Jean Long and the current President José Marques, together with Board members Elvira Repetto and Tashiki Senzaki, discussed 40 years of IAEVG and the years ahead.

1991
Conference Lisbon, Portugal

²⁶ IAEVG (1989) Educational and Vocational Guidance – Glossaire-Glossary-Glossar-Glosario-Glossario (edited by Ennio Tozzi)

- General Assembly* During the conference the General Assembly elected a new Board and decided changes to the Statutes, Financial Regulations and the auditing procedures. Prof. José Ferreira Marques (Portugal) was elected President, Bernhard Jenschke, Roni Hall and Stuart Conger became Vice Presidents, Aart van der Burgh remained as Treasurer and Dr. James Chamberlain (Ireland) became Secretary General. Stu Conger took over the general editorship of the Newsletter from Bernhard Jenschke. Other elected Board members were Prof. Dr. Edwin Herr (USA), Jean Pellerano (France), Prof. Dr. Peter Plant (Denmark), Elvira Repetto (Spain), Takeshi Senzaki (Japan), Ennio Tozzi (Italy) and Gèrard Marnette (Belgium).
- Revision of statutes*
- President Ferreira Marques*
- Cooperation with Eastern European countries* The fundamental political change in the world through the fall of the Berlin wall and the fall of the Iron Curtain in 1989 opened new opportunities to integrate or re-integrate into the international guidance community those countries which before had been hindered by political or ideological boundaries. Consequently, Vice President Jenschke undertook consultancy work especially in Poland, as did other IAEVG members in Eastern European countries. He was also invited to Siberia in June 1991 by the University of Kemerovo, Russia to run a seminar on career guidance. The new Russian member of the association translated the Statutes and the IAEVG Glossary into Russian.
- UNESCO subvention suspended* Regrettably, the association lost the yearly subvention from UNESCO for its publications through a change in the subvention policy; this impacted adversely on the financial situation of the association. Study visits could no longer be supported by the association but the European Union organised such visits within Europe, financed through its own programmes. As the editorial work for the Bulletin and the printing and distribution of the Newsletter had always been done voluntarily by Dr. Jenschke and the staff of his office in Berlin, only the printing costs of the professional Journal needed to be financed from the resources of the association.
- 1992** An IAEVG conference on ***Guidance in a Changing World*** was organised in Puerto de la Cruz, Tenerife, Spain, together with the Spanish Guidance Association AEOEP and the Territorial Delegation of AEOEP of the Canary Islands. It was attended by 300 participants, many from South and Central America.
- Conference Tenerife, Spain*
- Seminar San Marino* Another smaller seminar with only 40 experts from 15 countries was held in San Marino (8-11 October 1992) in cooperation with the Associazione Psicologi Sammarinesi; the topic was ***Self-conscience and Guidance***. A Board meeting followed the event.
- Conference Manual* IAEVG provided member associations with a Conference Manual, drafted by Stu Conger, to give them advice on how to plan and organise an IAEVG conference or seminar or a similar national guidance event.
- European conference* A European conference on ***Options and limitations of the use and developments of new technologies in guidance***, with presentations on data banks, marketing systems and learning programmes of guidance, was organised by the German Federal Employment Institute in Nuremberg (25-27 November 1992). It was attended by 250 participants (among them many IAEVG members) from 25 European and North American countries.
- Montreal Fund* Immediate Past President William Bingham visited the People's Republic of China on an educational mission for UNESCO to offer information on career guidance in July 1992. This visit was financed by the World Bank.
- A share of the profits of the 1990 Montreal World Congress was used to create a 1000 Can\$ IAEVG Montreal International Fund to assist professional seminars in economically depressed countries.
- Vice President Bernhard Jenschke made a contribution on behalf of IAEVG at a Council of Europe conference in Parma on 'Access to Higher Education - Guidance, Choice and Opportunity' .

Bulletin No. 53 commemorated the 40th anniversary of IAEVG in a special issue and published an appendix with important documents on guidance of the major international organisations as well as a table of contents of the Bulletin issues from 1979-1992²⁷. *Special Bulletin with guidance documents*

The annual International IAEVG Conference took place in Budapest (3-5 October 1993) on **Guidance and Counselling for Employment and Employability**. It was organised by the Department of Psychology of the Lorand Eötvös University, under the leadership of Prof. Dr. Magda Ritoók. During the conference a Board meeting was held in Budapest following a previous meeting in Berlin/Zeuthen (March 1992). **1993**
Conference Budapest

Members of the Executive Committee represented IAEVG at numerous professional meetings of international organisations: President Marques on the conference of the European Foundation for the Improvement of Living and Working on 'Improving Counselling Services for the Unemployed' in Dublin; Vice President Jenschke on the Educational Research Colloquy of the Council of Europe in Ghent and at the UNEVOC International Advisory Committee TVE meeting in Berlin. Bernhard Jenschke was also invited by the Governor of Wisconsin, USA, to consult on vocational guidance and training and represented IAEVG at the annual convention of the school counsellors association in La Crosse, Wisconsin. Secretary General Jim Chamberlain presented a paper on 'Gender Equality' to the Council of Europe meeting in Strasbourg. *Representation at international events*

The 15th International Congress in Madrid, Spain, chose the theme **Human Resources, Guidance and the Labour Market**. **1994**
Congress Madrid, Spain

IAEVG secured a contract from UNESCO to conduct a study on Vocational Guidance for Equal Access and Opportunity for Girls and Women in Technical and Vocational Education. Prof. Ferreira Marques (Portugal), Dr Jenschke (Germany) and Stu Conger (Canada) met in March with the Head of the Education Section Dr. Colin Power and other UNESCO representatives in Paris to discuss details of the contract and the role and contributions of IAEVG as an NGO with consultative status. During 1994 UNEVOC/UNESCO published an important book, elaborated by Vice President Stu Conger (Canada) on **Policies and Guidelines for Educational and Vocational Guidance** with recommendations for educational and vocational guidance policies and programmes within VET²⁸. *Cooperation with UNESCO*



J. Marques, S. Conger, C. Power (UNESCO), B. Jenschke, J. Long

During 1994 UNEVOC/UNESCO published an important book, elaborated by Vice President Stu Conger (Canada) on **Policies and Guidelines for Educational and Vocational Guidance** with recommendations for educational and vocational guidance policies and programmes within VET²⁸.

Besides the important relationships with international bodies IAEVG was also professionally represented at various conferences: President José Marques represented IAEVG at the Asian Regional Association for Vocational and Educational Guidance (ARAVEG) meeting with a keynote speech in Tokyo, Japan; Vice President Bernhard Jenschke attended and addressed a guidance seminar in Malta and Vice President Stu Conger gave a number of presentations and workshops to the Queensland Guidance and Counselling Association in Australia. *ARAVEG conference, Tokyo*

A draft new Mission Statement of IAEVG was circulated in the Newsletter No. 19/1994

²⁷ Educational and Vocational Guidance – Special Edition 53/1992 (Editor Bernhard Jenschke); the documents concerning vocational guidance were approved by international bodies like ILO, UNESCO, Council of Europe, European Commission. A Systemized Table of Content of the IAEVG Journal 'Educational and Vocational Guidance –Bulletin' covers the Issues 33/1979 – 52/1991. This issue also contents the humorous contribution of Donald Super 'One participant's perspective on the history of IAEVG'.

²⁸ Conger, D. Stuart (1994), Policies and Guidelines for Educational and Vocational Guidance, Studies on Technical and Vocational Education 1 (UNEVOC/UNESCO) Paris

Statutes to open up a discussion among the members. The Statutes of IAEVG with Financial Regulations, as revised in the General Assembly 1991, were finally published in four languages (English, French, German and Spanish) and distributed to the members.

Policy Statement No. 21 of the Newsletter published an important professional position statement elaborated by the Executive Committee on **Guidance in Education, Work, Lifelong Learning, Equity and Mobility** for discussion among the members. It demonstrates the professional structure of guidance that IAEVG stands for.

Two issues of the IAEVG Bulletin Nos.55 and 56 and four issues of the Newsletter (in 4 languages) as well as an updated publicity leaflet for the association were published.

Honorary President Donald Super died IAEVG had to grieve the death of its Honorary President Donald Super who passed away on 21 June 1994 at the age of 84.

1995 The 16th IAEVG Congress (7-10 August 1995) took place in Stockholm, Sweden, under the headline **Career Guidance in Context** with over 500 delegates from 36 countries throughout the world.

General Assembly The General Assembly in Stockholm approved two important policy statements, the Ethical Standards and the Mission Statement²⁹ of IAEVG. The Ethical Standards were

Mission Statement Ethical Standards developed by the Ethics Committee of IAEVG consisting of Prof. Edwin Herr as chair (USA), Drs. Aart van der Burgh (Netherlands) and Prof. Peter Plant (Denmark). Before the approval of the General Assembly the document had been modified through intensive consultation with the membership during an 18 month long process.

In remembrance of the deaths of the four prominent members Prof. Donald Super (USA), Prof. Kinhachi Fujimoto (Japan), Prof. Karl Seifert (Austria) and of the long-standing Secretary General Jacques Schiltz the General Assembly held a minute's silence.

Super Memorial Fund



Honorary President Donald Super with B. Jenschke 1991

And, the Donald E Super Memorial Fund of IAEVG was inaugurated to honour the extraordinary contribution of Donald Super to career guidance around the world and to the IAEVG.

The newly elected Board consisted of José Marques, Aart van der Burgh, Stu Conger, Bernhard Jenschke, Jean-Luc Brun (France), James Chamberlain, Naoki Tsukuda (Japan), Peter Plant, Tahir Salie (South Africa), Elvira Repetto, Rob Stokes (UK) and Ennio Tozzi.

The Executive Committee was re-confirmed with the exception that Elvira Repetto was newly elected as Vice President (as Roni Hall became a Special Advisor to the Board). Roni Hall later generously assumed the post of Acting Secretary General until 1997 because of the illness of James Chamberlain.

Honorary Members J. Long and A. Knook Jean Long (Vice President 1975-83 and President 1983-1987) and Founder and long-standing Board Member Alec Knook were unanimously designated Honorary Members.

NCCA conference IAEVG co-sponsored the National Career Development Association (NCCA) conference on **Careers in a global economy** (5-8 July 1995) in San Francisco, USA at which prominent members of IAEVG contributed with presentations. This co-sponsorship marked a new level of collaboration of the two associations.

²⁹ Both documents are published in four languages in: Educational and Vocational Guidance - Bulletin 58/1996 and are included in the Annex of this publication.

An International IAEVG Seminar (1-4 November 1995) was held in Buenos Aires, Argentina, in cooperation with the Argentine guidance associations APORA and AOUNAR on **Guidance and Socio-cultural Changes**. About 500 delegates from 14 different countries attend the event, which also hosted a Board meeting. *Seminar Buenos Aires*

An International Seminar with the title **Guidance for a new age** was held in Dublin (8-12 July 1996) in co-operation with University College Dublin. Attendance included 170 delegates from 31 countries and all continents (Africa, North and South America, Asia, Australia and Europe). At this time, Dr. James Chamberlain was already seriously ill but he chaired the seminar with great courage and effectiveness. **1996** *Seminar Dublin, Ireland*

The large volume of the Proceedings of the Lisbon congress 1991 (567 pages) was finally printed and made available for purchase.

A seminar on ethics in guidance was initiated by the Nordic Association for Educational and Vocational Guidance and took place in Gothenburg, Sweden, in June 1996. Delegates compared national ethical standards with the IAEVG Ethical Standards, the latter having been translated by Peter Plant into Danish and 10,000 copies distributed in the Danish professional journal. *Ethics in guidance*

A Board meeting in El Escorial, near Madrid, dealt with the relocation of the Archives from Lausanne to Mannheim, Germany, the establishment of an IAEVG internet homepage, the IAEVG logo and the smooth running of the secretariat.

IAEVG members had contributed 6494 US \$ to the Donald Super Memorial Fund, of which 5000 US \$ were allocated for a special Super memorial issue of the Bulletin.

The comparative study carried out by IAEVG members for UNEVOC/UNESCO on Vocational **Guidance for Equal Access and Opportunity for Girls and Women in Technical and Vocational Education**³⁰ was published with a Foreword by President Jose Marques and Vice President Stu Conger. *UNESCO study*

OECD demonstrated its interest in career guidance by publishing a book 'Mapping the Future – Young People and Career Guidance' by Caroline St. John-Brooks with the assistance of IAEVG member Tony Watts, Director of NICEC, UK.

Brasov, Romania, provided the venue for the IAEVG Conference (22-24 September 1997) with the topic **Career: Chance or Planning?** It was organised by the Institute of Educational Sciences, Bucharest under the lead of Miha Jigau. The 247 delegates from 36 countries received a book with all professional papers of the conference. **1997** *Conference Brasov, Romania*

During the Romanian conference the Board of Directors appointed Lyn Barham as Acting Secretary General until the General Assembly 1999 while Roni Hall remained Special Adviser to the Board. Representatives of the Council of Europe (Dr. Vorbeck) and of UNESCO (Mrs Arnold) emphasised in the meeting the need to strengthen mutual relationships. The internet activities for an IAEVG homepage were approved.

The Archives were relocated from University of Lausanne to the Guidance Training College of the German Federal Employment Institute in Mannheim. *Archives in Mannheim*

IAEVG was represented by a keynote speech by Vice President Bernhard Jenschke at the conference of the Asian Regional Association for Career Development ARACD (formerly ARAVEG) in Taipei, Taiwan (November 1997) which had 240 participants. A translation of the Ethical Standards into Chinese had been arranged by ARACD, preceded by a translation into Japanese. *ARACD conference Taipei*

IAEVG had to grieve the death of the former Secretary General Dr. James Chamberlain on 27 September 1997.

³⁰ Miller, Juliet V. / Vetter, Louise (1996), Vocational Guidance for Equal Access and Opportunity for Girls and Women in Technical and Vocational Education, UNEVOC Studies in Technical and Vocational Education 6; Ed. By UNESCO (Paris)

- 1998** A winter IAEVG conference (5-8 February 1998) was organised in Tampere, Finland, by the Finnish and Nordic Counsellors' Associations under the lead of Heli Piikkala. In the midst of snow and ice 550 delegates from 33 countries benefited from discussions on the theme **Light and dark: counsellors for uncertain times**. In addition to the professional keynotes and presentations, IAEVG offered a 'leadership seminar for the development of guidance' led by Vice President Stu Conger on the basis of the recommendations made in the recent UNESCO and OECD publications on guidance policies.
- Conference Tampere, Finland*
- Affiliated conferences* Two conferences were recognised as affiliated to IAEVG and took place in the USA ('Reshaping career development' by NCDA, 1-3 July 1998) and in Israel ('Border-free employment and careers', 15-18 November 1998 by the Association of Vocational and Career Counselling Israel).
- UNESCO conference on Higher Education* According to a collective agreement signed in advance, IAEVG contributed to the UNESCO World Conference on Higher Education (October 1998) with fundamental recommendations on the role and structure of guidance within Higher Education. IAEVG was represented at the conference by Jean-Luc Brun (France), Raoul van Esbroeck (Belgium), José Ferreira Marques (Portugal) and Stu Conger (Canada).

Global challenges in the new millennium (1999 – 2011)

- 1999** This year saw two major IAEVG conferences and marked a new phase of the association's life with important professional initiatives and activities and enlarged collaborative ventures on career development and public policy with UNESCO and other organisations.
- Conference New Zealand* The first conference to take place in New Zealand was organised by Career Services Rapuara (19-21 January 1999) in Wellington. The 230 participants, of which 60 had travelled from 15 different countries, discussed the theme **Turning Points - Managing Career Change**. Career Services Rapuara Chief Executive, Lester Oakes, arranged an impressive traditional welcome ceremony by the heads of the Maori community in the new Te Papa National Museum of New Zealand. This conference strengthened contacts in this region of the world.
- Conference Warwick, UK* The second IAEVG conference with the General Assembly was organised by the Institute of Career Guidance in Warwick, UK (4 -7 August 1999) with the theme **Lifelong Career Guidance for Lifetime Career Development**. The professional content and the entertaining social programme attracted 480 delegates of whom about 40% came from 30 other countries.
- General Assembly* Following the four-year legislative period, the 17th General Assembly elected the Board of Directors. Subsequently, the seven positions of the Executive Committee were distributed as follows: President Bernhard Jenschke (Germany); Vice Presidents: Bryan Hiebert (Canada), Peter Plant (Denmark), and Elvira Repetto Talavera (Spain); Secretary General: Linda Taylor (UK) and Treasurer: Lyn Barham (UK). Other Board members were Diana Beatriz Aisenon (Argentina), Jean-Luc Brun (France), Raoul van Esbroeck (Belgium), Sasa Niklanovic (Slovenia), Lester Oakes (New Zealand), Mark Savickas (USA) and Naoki Tsukuda (Japan).
- President Bernhard Jenschke*

President Jenschke underlined in a message to the members the **Future challenges for guidance** and IAEVG characterising the main social and economic changes and challenges which influence the role of guidance: the impacts of globalisation, the information society, the ageing society, the changes in work and career and the disorientation and social insecurity through world-wide migration and unemployment. He outlined IAEVG's contribution to meet these challenges. Further, he combined this address with gratitude to the outgoing Board members, especially Past President José Ferreira Marques, Vice President Stu Conger and the longstanding Treasurer Aart van der Burgh, who did exceptional work in consolidating the Association's finances, and also Edwin Herr for his valuable work in the Ethics Committee.

In addition, an important policy statement on the need for development of internationally recognised **Counsellor Qualification Standards**³¹ for vocational guidance was proposed by the President and subsequently approved by the General Assembly. Prof. Dr. Elvira Repetto Talavera (Spain) was appointed to chair and co-ordinate the international working committee to develop these qualification standards. *Policy Statement*

For her outstanding professional contribution and service to IAEVG, Roni Hall (Secretary General 1989 -1991, Vice President 1991- 1995, and additionally Acting Secretary 1995-97) was awarded honorary membership of IAEVG. *Honorary Member
Roni Hall*

The Board had agreed that from the year 2001 the IAEVG Journal (until now referred to as the 'Bulletin') would be upgraded to a peer refereed professional Journal under the new title 'International Journal for Educational and Vocational Guidance'. Prof. Raoul van Esbroeck took over the editorship of the journal from Dr. Jenschke who had edited the Educational and Vocational Guidance – Bulletin since 1983. *Journal editor
Raoul van Esbroeck*

Prof. Peter Plant who was awarded Career Counsellor of the Year in Denmark became the new editor of the Newsletter, replacing Stu Conger who had served as editor 1991-1999 and developed the Newsletter to a highly regarded communication instrument for the association. *Newsletter editor
Peter Plant*

At the request of UNESCO, IAEVG through Stuart Conger prepared a 10-page document on the future of guidance as a reference document for the 2nd International Congress on Technical and Vocational Education in Seoul (26-30 April 1999) where Vice President Conger represented IAEVG.

It later became a major part of the new Vice-President Dr. Bryan Hiebert's portfolio to manage the interface between IAEVG and other international agencies. After the first meeting of the Executive Committee in Paris in the fall of 1999, Dr. Jenschke and Prof. Dr. Hiebert made contact with officials in UNESCO to which IAEVG held long-lasting continuous relations, and with which research and policy work had been conducted until recently under the leadership of Stu Conger. That meeting resulted in continuing interactions with UNESCO officials and several contracts which raised the profile of IAEVG. First of these was an IAEVG proposal for a revision of the Guidance chapter of the UNESCO 1974 'Revised Recommendation for Technical and Vocational Education' which was welcomed by Dr. Quian Tang, Director of the Division of Secondary and Vocational Education. It is worth mentioning that Bryan Hiebert generously donated to IAEVG his entire future honorarium (a total amount of around \$ US 25,000) received for his research and training work for UNESCO which provided a remarkable revenue stream for the association. *B. Hiebert contact
person to UNESCO*

IAEVG further collaborated in the preparation of the First **International Symposium on Career Development and Public Policy** initiated and hosted by the Canadian Career Development Foundation in Ottawa, Canada (1-4 May 1999). The proceedings of this event, including important theme papers and country reports, were published as a book³². *International
Symposium*

An IAEVG affiliated international conference was on **Career Guidance – Which Way now?** organised in Bled, Slovenia (5-7 May 1999) in which many IAEVG officers and members participated. Another IAEVG affiliated event was the NCDA conference in Portland, USA (30 June-2 July 1999) on **Best Practices in Career Development across Cultures**. *Affiliated
conferences*

IAEVG had to mourn the death of Stig Persson (1924-1999), prominent representative of the Nordic Association for Educational and Vocational Guidance NAEVG and organiser of the 1988 Stockholm conference.

31 Both documents were published in the Newsletter of IAEVG, No 36/October 1999 and the latter is included in the section 'Policy documents' of this publication.

32 Making Waves: Career Development and Public Policy, International Symposium 1999 - Papers, Proceedings and Strategies (2000), Editors: Hiebert, Bryan and Bezanson, Lynne; Canadian Career Development Foundation, Ottawa

2000 The Millennium year brought three international IAEVG conferences which was unique in the history of the association: ‘down under’ in Perth (Australia), in the heart of Europe in Berlin (Germany) and in South America in Valencia, Carabobo (Venezuela). These conferences were not only special because of their wide distribution throughout different continents of the globe but also in the high number of individual participants and participating countries which were attracted by the exceptional level of professional contributions.

Conference Perth, Australia The International Career Conference in 2000 in Perth, Australia entitled **Creating Links** (2- 5 April 2000) enabled important intercultural and professional links between the 400 delegates attending from Australia, East Asia and the Pacific Region, Europe and North America as well as crucial links between organisations. At the request of OECD representative Richard Sweet, the IAEVG President arranged a meeting of experts from OECD countries present in Perth to discuss the idea and feasibility for an international project to survey career guidance policies in the OECD member states. This conceptual meeting was, in fact, the birth of the important programme of OECD reviews in which IAEVG played an active expert role over several years. The documentation of this conference was later distributed on CD, a new, economic way of quick and modern publication.

Congress Berlin, Germany The second professional event was the International Vocational Guidance Conference in Berlin, Germany, with the theme **Guidance for Education, Career and Employment – New Challenges** (30 August-1 September 2000). Following congresses in Bonn and Koenigstein in 1954 and 1979, this was the third IAEVG congress in Germany, which now took place in the new capital of the reunited country. It was hosted by the German Federal Employment Institute (BA) in collaboration with the Federal Institute of Vocational Training (BIBB) and organised by Bernhard Jenschke and his team in the BA. The participation rate of 850 people representing 51 countries from all continents was overwhelming. The European Union particularly supported the participation of Middle and Eastern European countries through organising a meeting of the representatives of the National Resource Centres for Vocational Guidance (NRCVG network within the Leonardo da Vinci programme) alongside the conference. Before the conference started, excursions to schools, companies, training and guidance centres were offered. The opening addresses of the Secretary of State of the Labour Ministry, of the Presidents of the hosting institutions and of IAEVG as well as of an EU representative, together with the keynotes, all demonstrated the high professional level and relevance of guidance for public policy. Keynote addresses were delivered by Dr. Eddy Lee, Director of ILO, on ‘The Future of Work’, Prof. Karl-Heinz Geissler (Germany) on ‘Learning Future and Qualification’, Lynne Bezanson (Canada) about the wonderful narrative on Alley Cat wisdom and Prof. Vance Peavy on ‘New Visions for Counselling in the 21st century’. In addition, other important contributions to guidance policy from international perspectives enriched the conference (among them from representatives of OECD, UNESCO, EU). They were soon published in a printed documentation³³ in German and English and the professional contributions, in excess of a hundred, in the original languages were all uploaded on a conference website. The conference, with the quality of the professional contents, the organisational provisions and the accompanying social events, was reported in the association’s Newsletter (No.39, November 2000) as ‘a milestone in IAEVG’s history’.

Honorary Members Aart van der Burgh and Stuart Conger During the conference the longstanding Treasurer Drs Aart van der Burgh (The Netherlands) and former Vice President Stuart Conger (Canada), who could not be present as he was caring for his wife Joyce, were awarded with honorary memberships both for their extraordinary contributions to the professional promotion of guidance development and the financial security of the IAEVG.

³³ Jenschke, B. ed.(2000), *Beraten für Bildung, Beruf und Beschäftigung – Neue Herausforderungen, Dokumentation, Internationale Konferenz für Berufsberatung, Berlin.* (in German and English)

At the third professional IAEVG meeting, the World Congress on Guidance and Counselling in Valencia, Carabobo, Venezuela (7-11 November 2000), 750 delegates from 14 countries (mainly from South and Central America) discussed an ***Intercultural Vision of Guidance: Different Paradigms***. They unanimously approved a Declaration of the World Congress on Guidance and Counselling emphasising the right to guidance for everyone, and its fundamental role within all social contexts in a rapidly changing world. The delegates also proposed a catalogue of actions needed to improve the practice of guidance³⁴.

Congress Valencia, Venezuela

Policy Declaration

IAEVG further strengthened the commitment to effective co-operation with UNESCO by providing a requested input paper on guidance for the Revised Recommendations concerning Technical and Vocational Education (TVE). This UNESCO Recommendation was adopted in 2001. In addition, the IAEVG submitted a general paper outlining possible topics of collaboration in the future which was welcomed by the UNESCO Director of TVE, Dr. Quian Tang.

Cooperation with UNESCO

The European Union, with which IAEVG members and the association itself had multiple relationships, published the ***Memorandum on Lifelong Learning*** including a very important policy chapter Rethinking guidance and counselling on the role of guidance as an important component to facilitate societal changes towards the knowledge society and the learning society. All these documents, including the policy statements and activities of OECD, UNESCO and IAEVG, demonstrated that guidance was high on the political agenda at the turn of the millennium.

European Union

Besides the intensive collaboration with the main international organisations such as the European Union, UNESCO, ILO, OECD, and the Council of Europe, other efforts of the Board and Executive Committee focused on better communication and exchange with the members of the associations.

The international Counsellor Resource Centre CRC (www.crccanada.org) had originally been a joint venture between Canadian Career Development Foundation CCDF and Human Resource Development Canada developed under the guidance of Michel Turcotte; in cooperation with IAEVG this website was extended to become an international vehicle for professional development through expanding the CRC for the benefit of career development practitioners internationally and to open it for new resources from other countries. The site is organized around four main themes:

Counsellor Resource Centre CRC

1. Helping yourself (dealing with professional development of counsellors).
2. Helping clients (providing users with a series of 'Tool Boxes').
3. Helping Each Other (fostering communication amongst practitioners and experts)
4. Helping for the future (helping counsellors keeping up-to-date with economic and labour market trends and with new tools and services for practice).

To foster the use of the CRC an 'Annotation guide for IAEVG National Correspondents' was distributed among the IAEVG membership.

The IAEVG webpage (www.iaevg.org) was launched in April 2000 after intensive work by Bryan Hiebert and Michel Turcotte, who served as the association's webmaster. Above all, the website was intended to provide a quick and easy way to access information about IAEVG. Therefore, the site contains the Mission, Statutes and objectives of the IAEVG, membership information, a listing of IAEVG conferences, a synopsis of the articles in the IAEVG Newsletter, and the list of contents of the International Journal for Educational and Vocational Guidance (IJEVG).

IAEVG website

In this year IAEVG grieved the sudden death of Joachim Schaefer (1929 – 2000) who served IAEVG as longstanding Board member, Vice President, Secretary General, editor of the Bulletin and organiser of the Koenigstein World Congress 1979.

³⁴ This Declaration is printed in the section 'Policy documents' of this publication.

2001 IAEVG celebrated its **50th Anniversary** with two big conferences, one in Vancouver, Canada and the other at the birthplace of the association in Paris, France, as well as with the distribution of the first issues of the International Journal for Educational and Vocational Guidance (IJEVG) as a Donald Super Memorial Issue.

Conference Vancouver, Canada

The first IAEVG 50th Anniversary conference was celebrated under the banner **Going for Gold – Celebrating Excellence** in Vancouver, Canada (6 -9 March 2001). This conference was organised by Judy Lynn Archer in cooperation with IAEVG, the Canadian Counselling Association, the Labour Market and Career Information Association of British Columbia and ASPECT (BC’s community-based trainers). It was supported by Human Resource Development Canada (the Canadian Federal Labour Ministry) and hosted about 1000 participants. The sub-theme ‘Celebrating Excellence’ ran through the entire conference programme and the 174 concurrent sessions by presenting excellent guidance programme developments, innovative products, supporting technologies, new service delivery models or new research approaches. For the first time, Mandarin became the third conference language alongside English and French.



Laudation for Honorary Membership of Stuart Conger

International Symposium

In conjunction with the Vancouver conference, the **2nd International Symposium on Career Development and Public Policy** (5- 6 March 2001) took place and gathered 17 country teams of senior policy makers and professionals involving many IAEVG members as well as representatives of international and multinational organisations such as the World Bank, ILO, EU, OECD and IAEVG³⁵.

Conference Paris, France

The second 50th IAEVG Anniversary Conference in Paris, France (18-21 September 2001) was organised by the French Professional Guidance Association ACOP-F and by SNES (the major trade union in this field) under the patronage of the Ministry of Education. In the Main Hall of the famous UNESCO building and the old traditional buildings of the venerable Sorbonne University, around 1700 participants from 50 countries gathered for the biggest meeting since the foundation of IAEVG. Under the title **Guidance: Constraints and Freedom** the participants discussed the situation of guidance in a globalised world.

The delegates, led by President Bernhard Jenschke, showed great appreciation and warmth in welcoming as honorary guest the 93 year-old AIOF Founder Member Hans Hoxter, Honorary Life President of the International Association of Counselling which meanwhile had united with IRTAC. As pictures show, his personal attendan-



IAEVG founder H. Hoxter with B. Jenschke

35 A nice idea was to ask the participants to compose a poem of her/his symposium’s experience. The author as IAEVG president began his poem as following: *IAEVG since fifty years - we are going ahead / and web constantly the international net./ To further quality guidance, to develop the world’s potentials,/ those are our goals – the association’s essentials...*

ce at this event may be seen as a final reconciliation with his 'brainchild', the IAEVG. This was also confirmed through the productive on-going co-operation with the International Association for Counselling and its President Prof. Dr. William Borgen. IAEVG members also greatly appreciated the valuable gift of a volume with many photographs as a kind of illustrated history of the association, created by another Founder member Dr. Alec Knook, who regrettably could not personally attend the event. A Presidential Round Table formed by the former and current Presidents Jean Long, José Ferreira Marques and Bernhard Jenschke reflected on the roots and developments of the association in view of the future challenges for career guidance. The thoughts of former President Prof. William Bingham had to be read because of the terrible terrorist attack in the USA a few days before the conference, which prevented many colleagues from North America and elsewhere from attending the celebratory conference. As a mark of respect to all those who had died and suffered, a minute's silence was held at the opening ceremony.

On the occasion of the 50th Anniversary the Board of Directors adopted the **IAEVG Declaration on Educational and Vocational Guidance**, an important policy document proposed by President Jenschke and developed through communication with the Board members. This declaration was announced during the presidential address at the beginning and - thanks to the organisers - printed and distributed in French, English and Spanish during the congress. It was welcomed by all participants as it was considered the most important conference policy outcome and 'a first action of the international guidance community as an advocate, on behalf of the guidance community and their clients, towards policy-makers. In this declaration IAEVG takes a strong stand on what quality guidance should entail and gives the necessary guidelines to the authorities on their role in ensuring such quality guidance'³⁶. The Declaration was widely distributed and sent by the President to all major international organisations and bodies and by the National Correspondents to their national governments and responsible authorities and was well appreciated by guidance policy makers.

*Paris IAEVG
Policy Declaration*

All participants received a leaflet with a brief history of IAEVG compiled by Secretary General Linda Taylor entitled '**IAEVG – The First 50 Years: Maximising the World's Potential through Guidance**'. Those attending the Paris 50th Anniversary conference received as a special gift the IAEVG Glossary on CD-Rom in 4 languages which the French Careers Information Service ONISEP had produced.

*50th anniversary
leaflet*

Another professional highlight of the year was the launch of the first edition of the association's enhanced journal, renamed **International Journal for Educational and Vocational Guidance IJEVG**. This was initiated with a special Donald Super memorial double issue,³⁷ which is dedicated to the memory of Donald E. Super and to the international impact of his work. It recognises his leadership in the association and in theory and practice of career development all over the world.

*First IJEVG as Super
Memorial issue*

The editor Raoul van Esbroeck had expended great effort to succeed in negotiating with the well known publishing house Kluwer Academic Publishers (Netherlands) to publish it as a refereed scientific journal supported by an editorial board of internationally known experts. The editor achieved a highly beneficial agreement for the association which included providing each IAEVG member with a copy as part of their existing subscription.

The Asian Regional Association for Career Development ARACD held its 9th conference in Singapore (10-13 March 2001) with the theme **Integrating living and learning in work**. It was attended by President Jenschke who delivered a keynote speech on 'New challenges in career guidance – answers of the international guidance community'.

*ARACD conference
Singapore*

36 Van Esbroeck, Raoul (2002). 'Introduction to the Paris 2001 Declaration on Educational and Vocational Guidance', in: IJEVG Vol.2,2, where the Declaration in English, French and German is also published (as previously in the Newsletter No.42/November 2001).

37 IJEVG, Vol.1, Issue 1-2, 2001

Strengthening liaison with Brazil IAEVG President Jenschke was invited to a colloquium organised by the guidance group of the University of Sao Paulo, Brazil, under the lead of Prof. Yvette Lehmann. Dr. Jenschke contributed as a member of a Round Table on guidance policy issues in front of a large audience of policy makers and practitioners emphasising the concentration of all efforts to promote career guidance among the political authorities by founding a National Guidance Forum. Later he also gave a keynote address at the yearly annual conference of the Brazil Counsellors Association ABOB in Valinhos (13 October 2001) and ran a seminar in the University of Floriana. Through these activities the liaison of IAEVG with the lusophone part of South America was strengthened.

UNESCO study by IAC and IAEVG UNESCO and ILO published a joint booklet on Technical and Vocational Education and Training for the Twenty-first Century to which IAEVG had contributed a position paper addressed to UNESCO.

Vice President Bryan Hiebert and William Borgen (President of the International Association for Counseling) developed and edited a monograph on behalf of UNESCO ***Technical and Vocational Education and Training in the Twenty-first Century: New Roles and Challenges for Guidance and Counselling*** (published in 2002 by the UNESCO). In addition, Bryan Hiebert (for IAEVG) and William Borgen (for International Association for Counseling) were working in cooperation with UNESCO's Section on Technical and Vocational Education, TVE, during 2001-2002 to develop a work plan elaborating the scope and sequences for a training programme for career development practitioners and policy makers to increase the service delivery in developing countries. This cooperation again demonstrated the good relationship between the two associations.

ILO IAEVG continued to cooperate with ILO by Verena Flubacher and in an ILO work group for a Youth Careers Guidance Manual through the person of Treasurer Lyn Barham.

Cooperation with OECD The OECD project for a Career Guidance Policy Review, initiated during the Perth IAEVG conference, came into operation. A number of OECD countries (the final number was



EC meets OECD: Plant, Sweet, Jenschke, Watts, Taylor, Hiebert, sitting: Repetto and Barham

14) were now participating in what were termed country reviews during 2001-2003, detailing main aspects of national guidance policy. IAEVG had already taken part in the conceptual meeting in Paris (with Bryan Hiebert, Bernhard Jenschke, Peter Plant attending) and continued to be closely involved in the further activities. Prominent members of IAEVG were the authors of commissioned papers for OECD: Peter Pant (quality of guidance), John McCarthy (skills and training of counsellors), Lynne Bezanson (local career and information services), and Tony Watts (information and communication technology).

Honorary Member Roni Hall died IAEVG mourned the death of Honorary Member Kathleen Veronica (Roni) Hall (1925 - 2001). The association paid great tribute to her excellent service in IAEVG and the warmth and inspiration she gave to the international guidance community.

2002 *Conference Warsaw, Poland* The annual IAEVG conference which took place in Warsaw, Poland (29-31 May 2002) was organised by the Association of School and Vocational Counsellors of Poland SDSIZ, under the leadership of Wojtek Kreft. The theme ***Counsellor: profession, passion or calling?*** drew 470 participants from 36 countries; the hosts provided a wonderful conference with warm Polish hospitality and an extensive professional programme. During the conference reception President Dr. Bernhard Jenschke and IAEVG member Prof. Dr.

Bernd-Joachim Ertelt were awarded Honorary Membership of SDSIZ, the Polish Guidance Association, for their contribution to developing a modern Polish guidance system. Regrettably, the Polish senior guidance leader and promoter of the conference, Prof. Dr. Wanda Rachalska, who had been connected with IAEVG since the Berlin Seminar in 1986, died a few months before the event. The conference paid tribute to her merits and honoured her with a minute's silence.

The proceedings of the conference are available on CD and in two printed volumes, one with presentations in Polish and the second with papers in English³⁸.

A second IAEVG conference took place in Wellington, New Zealand (28 -30 November 2002) under the direction of Lester Oakes on the theme ***Pushing the Boundaries: The Heightened Role of Career Planning in Knowledge Societies***. The organisers provided the 430 participants from 13 countries (from the host country plus Europe, USA, Canada, Australia, and Asia) with enjoyable Maori welcome and farewell ceremonies. IAEVG's President expressed appreciation for the high quality of contributions and 'the warm atmosphere of the conference that made this professional event a wonderful experience for every participant'.

*Conference
New Zealand*

The IAEVG Executive Committee met in Paris with the leaders of the National Board for Certified Counsellors (NBCC) based in the USA, to establish mutual understanding and to discuss potential links with the IAEVG project on Qualification Standards in order to create a future credential.

Meeting with NBCC

A ***First International Conference on Guidance, Counselling and Youth Development*** in Africa was organised by the Primary Education Section of UNESCO with the assistance of the International Association of Counselling (IAC) in Nairobi, Kenya (22-26 April 2002) and attended by conference delegates from 31 African countries. The aim of the congress was the establishment of an African Association building on the 'Movement for Guidance, Counselling and Youth Development' initiated in 1994 which focused on a holistic approach to guidance to meet the challenges of the educational, vocational and health problems in many African countries. The 'Movement for Guidance, Counselling and Youth Development' provided the framework for the training of 8000 trainers, and produced training materials. In addition to the IAC, IAEVG was invited to the conference to support the foundation of an African Association. IAC President Bill Borgen sponsored the research day and IAEVG President Bernhard Jenschke supported the drafting of the Statutes and of a Code of Ethics for the new association. This was another good example of the fruitful cooperation between IAC and IAEVG. During the formal founding ceremony of the ***African Association of Guidance and Counselling (AAGC)*** Dan-Bush Bhusumane (University of Botswana) was elected president and IAEVG member Richard Okeke (Cameroon) became a member of the Executive Committee (IAEVG Newsletter No. 44).

*UNESCO African
Conference, Kenya*

African Association

In 2002 the European Commission created an ***EU Guidance Experts Group*** with many IAEVG members involved; this group substituted for a planned European Guidance Forum which could not be established. IAEVG became a partner organisation and President Bernhard Jenschke represented IAEVG in the Experts Group continuously from its foundation in 2002 until it was superseded by the European Lifelong Guidance Policy Network ELGPN in 2007.

*EU Guidance
Experts Group*

During the year 2002 the OECD Career Guidance Policy Review continued with 14 participating countries. The European Union, CEDEFOP and the World Bank all linked to this project in order to include other countries in a parallel reviewing process. IAEVG supported the World Bank with professional contacts in Chile, Russia, Philippines, Poland, South Africa and Turkey.

*OECD guidance
policy reviews*

In a letter of intent to Lynne Bezanson (CCDF) IAEVG supported the plan of the founda-

38 Kalinowska, E., Kargulowa A., Wojtasik, B. ed. (2003). Counsellor – Profession, Passion, Calling? Papers presented at the IAEVG-AIOSP World Congress, May 29-31 2002, Warsaw, Poland, Vol. II, Wrocław

tion of a new International Centre for Career Development and Public Policy ICCDPP.

In a meeting in March NCDA President-elect Spencer Niles and IAEVG President Jenschke agreed to increase collaboration between the two associations and explored relevant ideas, among them a joint professional conference which was later realised as a joint symposium in 2004.

INETOP Award



J. Marques with CNAM Medal, B. Jenschke and J. Long

IAEVG has been represented by José Ferreira Marques in the Technical Committee of the French counsellor training college Institut National d'Étude du Travail et d'Orientation Professionnelle (INETOP) which is part of the Conservatoire National des Arts et Métiers (CNAM). In 2002 he was awarded with the Medal of CNAM for his service and excellent contributions when he handed this representation of IAEVG over to Raoul van Esbroeck. For many years José Ferreira Marques had also represented IAEVG at the World Forum of Psychological Associations in connection with the Internati-

onal Association for Applied Psychology.

Vice President Peter Plant represented IAEVG at the biannual Nordic Career Guidance Conference on the Faroe Islands and gave a keynote address related to the theme 'Lifelong Learning and Lifelong Guidance'.

The association had to grieve the sudden death of Prof. Vance Peavy (1929-2002), who was a prominent Canadian IAEVG member and always an active conference presenter in his role as the so-called 'father of socio-dynamic constructivist counselling'.

*Founder Member
Hans Hoxter died*

Regrettably, IAEVG founder member Dr. Hans Hoxter also died in November this year at the age of 93, following an accident. Secretary General Linda Taylor and Treasurer Lyn Barham accompanied President Bernhard Jenschke to an official celebration at London University in June 2003 where he and the IAC President, Prof. William Borgen, honoured Dr. Hans Hoxter as the 'founder of the modern guidance movement'.

*2003
Conference Bern,
Switzerland*

The International IAEVG Conference together with the General Assembly of IAEVG was held in the splendid capital Bern of Switzerland (3-6 September 2003) on the theme **Quality Development in Vocational Counselling and Training**. This impressive conference with internationally known speakers of the highest standard and a Final Round Table on Quality and Qualification in Guidance attracted 768 participants from 56 countries. It was organised under the leadership of Roland Kunz by a committee of the **Swiss Association for Career Guidance (SVB)** a longstanding member of IAEVG which concurrently celebrated its 100th Anniversary. On this occasion Dr. Fritz Heiniger, the former Secretary General of SVB and longstanding supporter of IAEVG, wrote the history of the Swiss association which was presented to the participants and is a valuable source of information about the development of career guidance not only in Switzerland but also across Europe³⁹.

SVB anniversary

General Assembly

During the General Assembly on 4 September 2003 a new Board was elected. Re-elected as President: Bernhard Jenschke (Germany); Vice Presidents: Bryan Hiebert (Canada), Peter Plant (Denmark) and Lester Oakes (New Zealand); Treasurer: Lyn

³⁹ Heiniger, Fritz (2003), Vom Lehrlingspatronat zum Kompetenzzentrum für Berufsberatung – 100 Jahre SVB. Mit einem Exkurs von René Zihlmann, Zürich

Barham; Secretary General: Linda Taylor. Other Board members: Raoul van Esbroeck (Belgium), Julio Gonzales (Venezuela), Beatriz Malik (Spain), Sasa Niklanovic (Slovenia), Mark Savickas (USA), Michel Turcotte (Canada), Agnes Watanabe–Muraoka (Japan).

A professional milestone in the association's history occurred when the General Assembly endorsed a Competence Framework entitled the **International Competencies for Educational and Vocational Guidance Practitioners**. This framework had been developed through a three-year process of intensive global research and cooperation under the leadership of former Vice President Prof. Elvira Repetto (Spain)⁴⁰.

At the General Assembly, Past President Prof. José Ferreira Marques was awarded Honorary Membership of IAEVG for his outstanding contribution to guidance and counselling around the world and to IAEVG.

The State University in La Plata, Argentina, organised an Ibero-American Congress entitled **Actual scenario of the challenges for career guidance** with about 500 delegates from Central and South America. Board Member Julio Gonzales and President Bernhard Jenschke represented IAEVG, the latter giving a keynote address on 'International perspectives of guidance and the challenges in a changing world'.

President Jenschke and Vice President Hiebert contributed as members of the Steering Committee in planning the International Career Guidance and Public Policy Conference in Toronto (6-8 October 2003). This conference of 109 experts from 26 countries was sponsored by OECD and the government of Canada, and was jointly held in association with the European Commission, the World Bank and IAEVG which was represented in Toronto by Vice President Hiebert. The proceedings of this OECD-sponsored conference were published in a book⁴¹.

A significant additional outcome of this conference was the decision to work towards founding an International Centre of Career Development and Public Policy (ICCDPP).

Under the aegis of UNESCO, Bryan Hiebert carried out career development training for counsellors and trainers in Technical and Vocational Education and Training (TVET) in Nigeria and developed a career guidance policy and advocacy document, which was later published on the UNESCO publication platform (TVETipedia⁴²).

The 75th Anniversary of the French training institute for counsellors Institut National d'Etude du Travail et d'Orientation (INETOP) was marked by an international colloquium **Guidance: Past-Present-Future** in Paris (19-20 December 2003) which was attended by 350 participants from many countries. President Jenschke represented IAEVG with a keynote address on 'Educational and Vocational Guidance in an international context'⁴³.

This year's IAEVG conference was organised by the Spanish Association of Guidance and Psychopedagogy (Galicia) and the University A Coruña in A Coruña, Spain (15-17 September 2004) and addressed the topic **Guidance and social inclusion**. It was

40 The IAEVG International Competencies and the recommendations of the accompanying background document for the General Assembly are printed in the section 'Professional developments' of this publication. The scientific methods and the development process in detail of the International Competencies are later described in a special monograph of the Journal: Repetto, Elvira Ed. (2008) International competencies for educational and vocational guidance practitioners: an IAEVG trans-national study, in: IJEVG Vol.8(3) November 2008.

41 OECD (2004). Career Guidance and Public Policy: Bridging the Gap. Paris: Organisation for Economic Co-operation and Development, Paris

42 http://www.unevoc.unesco.org/twiki_front.php

43 Jenschke, Bernhard (2003). Educational and Vocational Guidance in an international context in: Actes du colloque international – Orientation, passé, présent, avenir; L'orientation scolaire et professionnelle 2005/Vol.34/Hors-série. This contribution gives an overview about the positions of the main international organisations like OECD, ILO, UNESCO and EU on the role of guidance and the professional initiatives of IAEVG at the beginning of the century.

attended by 278 people from 32 countries. Keynote speakers included IAEVG Vice Presidents Bryan Hiebert and Peter Plant whose keynote contribution focused on the theme of 'Solving, Preventing, Coping: Guidance and Social Inclusion'.

IAEVG/ NCDASymposium San Francisco, USA For more than two years IAEVG and NCDAS had worked intensively on the plan to organise a joint professional meeting in the USA which Spencer Niles (Pennsylvania State University) finally proposed should be a collaborative pre-conference activity for the 2004 NCDAS Conference in San Francisco. The Presidents and Boards of the two associations agreed to hold an IAEVG-NCDAS Symposium in order to examine **International Perspectives on Career Development**. Board Member Raoul van Esbroeck took the lead in the preparations for IAEVG and Edwin Herr and Spencer Niles for NCDAS. The Symposium was chaired by Raoul van Esbroeck (IAEVG) and Edwin Herr (NCDAS). It became 'in line with ancient Greek tradition a gathering of career development specialists from all over the world that would engage in constructive discussion about the worldwide phenomena of career development and related support activities'. This extraordinary professional event was attended by 121 selected experts from 44 countries and structured around seven thematic discussion groups. The high quality outcomes of the Symposium were simultaneously published in special issues of the journals of both associations, the International Journal for Educational and Vocational Guidance IJEVG and the Career Development Quarterly CDQ.⁴⁴ A specially arranged system allowed the respective members of both associations to order a copy of the journal they would not normally receive as part of their membership benefit.

EU Experts Group IAEVG further continued to collaborate through some of its members in the EU Guidance Experts Group. One important outcome of the experts group was the book **Career Guidance: A Handbook for Policy Makers** which was published in 2004 jointly by the European Commission and OECD. It contains a range of guidance policy options to meet national, regional and local needs and became a fundamental resource for career development. The book has been translated into many languages.

EU Guidance Resolution Another important outcome of the European cooperation was the EU Council Resolution in 2004 on Strengthening Policies, Systems and Practices in the field of Lifelong Career Guidance in Europe. This resolution on guidance was the first ever to be passed in the EU by the Council of European Ministers of Education. The need for co-operation with IAEVG is explicitly mentioned in this resolution, which is an important reference point for the recognition of the association itself.

ILO recommendation In June 2004 the International Labour Organisation ILO in Geneva approved the **Recommendation concerning human resources development: Education, training and lifelong learning**. This important document included a special section on guidance. Although not formally involved as a NGO in the decision making process of ILO, IAEVG had earlier submitted to the ILO office some proposals concerning the formulation of this part. This document replaced the ILO Recommendation No.150 from 1975 and appeared as an up-dated high level international policy statement which governments and social partners had to take seriously and were expected to implement.

ICCDPP launched The **International Centre of Career Development and Public Policy (ICCDPP)** was officially launched this year and located at the CEDEFOP offices in Brussels. The decision to create such a resource centre had been made during the Toronto OECD/Canada conference in 2002. IAEVG restated its interest in the project, which had already been expressed in 2002 to Lynne Besanzon (Canadian Career Development Foundation, CCDF). In a letter of intent to David Fretwell of the World Bank (January 2004) IAEVG signalled its willingness to co-sponsor this initiative. It confirmed that 'IAEVG is very much in favour to support and collaborate in its capacity with such an international centre in

⁴⁴ IJEVG, Vol.5, Issue 2; 2005. and The Career Development Quarterly CDQ, Vol.54, issue 1, Sept. 2005
In the Introduction of these special 'International issues' the history of the symposium is described in more detail.

seeking institutional partnership and bringing in the professional knowledge, expertise and the network of our international membership'. A longstanding IAEVG member and well-known guidance expert John McCarthy (Ireland) became Director of ICCDPP.

In October 2004 Vice President Peter Plant edited the **50th issue of the Newsletter** which by now was distributed electronically in the 4 languages English, French, German and Spanish three times a year to the readership all over the world.

A Gold Medal with Diamond Pin for International Leadership in Career Development was awarded to Lynne Bezanson, Executive Director of CCDF, Ottawa, and Phil Jarvis, Vice President National Life/Work Centre, Ottawa, and co-ordinator of The Real Game Series. This award had been created and sponsored by former IAEVG Vice President Stu Conger.

*Gold Medal for
Lynne Bezanson and
Phil Jarvis*

The annual International IAEVG Conference took place in Lisbon, Portugal (14 -16 September 2005). It was arranged under the leadership of Prof. Helena Rebelo Pinto in cooperation with the Institute for Career Guidance and Counselling which celebrated its 80th Anniversary, the Faculties of the Universities of Lisbon, Coimbra, Minho and Évora, the Portuguese Career Guidance and Counselling Association, the Institute for Employment and Professional Training and the Ministry of Education. This well prepared conference entitled **Career in Context: New Challenges and Tasks for Guidance and Counselling** attracted 900 participants from 60 countries. A meeting for lusophone delegates was arranged to promote guidance in their countries. The proceedings were published in print and on CD-Rom.

2005
*Conference Lisbon,
Portugal*

During 2003 and 2004 the Executive Committee together with the Board of Directors worked on reviewing the Statutes of the association. The result of this process was circulated to the membership in advance of the Lisbon conference, and the new statutes were formally approved through a unanimous vote at the Extraordinary General Assembly in Lisbon. What was new in the revised Statutes? The governance principles were separated from the operating procedures, the former being retained in the Statutes and the latter placed in a separate document under the title Policies and Procedures. The election procedure was retained in principle, but the operational details were revised to permit transparent and systematic succession planning and electronic voting for all members, not just for those present at a General Assembly. Important clauses were added to address contemporary issues such as need for lifelong guidance, advocacy and clients' needs. In addition, a clause was introduced that requires members to sign a **commitment to the United Nations Universal Declaration of Human Rights** (1948) as well as to agree to adhere to the Ethical Standards of IAEVG.

*Extraordinary
General Assembly*

Revision of Statutes

*Policies and
Procedures*

Through a partnership agreement with the Canadian Career Development Foundation (CCDF) and the friendly and generous co-operation of its co-directors Lynne Besanzon and Sareena Hopkins, an IAEVG Administration Centre was established in CCDF headquarters in Ottawa and the core membership services were delivered professionally from the Centre from January 2005. This was made possible through intensive preparation by Treasurer Lyn Barham and Sareena Hopkins. The new Administration Centre enabled membership communication with personal contact points, improved IT services including a password-controlled members-only area on the website, electronic invoices and receipts, and electronic access to the IAEVG Journal IJEVG. This was a big step forward in professionalising the administration of IAEVG.

*Administration
Centre, Ottawa*

A contract with the National Board of Certified Counsellors (NBCC) brought to fruition an important cooperative project for the international accreditation of IAEVG's International Counsellor Competencies which had been endorsed in 2003. The contract was for the establishment of a certificate called **Educational and Vocational Guidance Practitioner (EVGP)**, which it was agreed in principle in September 2005 and would be lar-

NBCC contract

EVGP Certification

gely delivered for IAEVG by NBCC.

The IAEVG Executive met with the ICCDPP leader, John McCarthy, to establish mutually supportive working relationships between the two organisations. Board member Lester Oakes was appointed a member of the steering group of ICCDPP.

Founder member Alec Knook died The Association mourned the death of Dr. Alec Knook (1911-2005), one of the founders of IAEVG in Paris, 1951. The obituary reported that he was honoured to be called 'Mr. Vocational Guidance' in an interview with the prominent Dutch psychological journal 'De Psycholoog' in 1991.

2006 Two major conferences of the association were held in Central America and in Europe.
Conference Cuernavaca, Mexico The first took place in Cuernavaca, Morelos, Mexico (6-8 April 2006). It was organised under the lead of Daniel Pellycer by the Autonomous University of the State of Morelos, UAEM, Cuernavaca and the Mexican Association AMPCO and attracted about 320 participants from 20 countries, mainly from South, Central and North America and Europe.



Opening Conference: Daniel Pellycer right of Bernhard Jenschke

The topic ***Counselling and Guidance – Support Alternatives for Human Development*** was discussed in Spanish and English and the documentation was delivered on a CD-Rom.

The second International IAEVG Conference took place in Copenhagen, Denmark (23-25 August 2006) and was organised by the Danish Counsellor Association under the title

Conference Copenhagen, Denmark ***Cross-over: Guidance in Transition*** with events on both sides of the Oresund, the stretch of water that divides Denmark from Sweden. Key-notes, presentations, workshops and cross-national study visits in Denmark and Sweden focused on the concept of cross-over phenomena. Participants numbered 300 and came from all over the globe.

Gold Medal for Bernhard Jenschke During the Copenhagen conference Dr. Bernhard Jenschke was awarded the Gold Medal and Diamond Pin for International Leadership in Career Development. This was the third award of this honour (after Lynne Bezanson and Phillip S. Jarvis in 2004). Sareena Hopkins read the laudation on behalf of Stu Conger, the initiator and sponsor of the award, who was not able to be present.

EVGP Credential launched IAEVG officially launched the **Educational and Vocational Guidance Practitioner EVGP** Credential at this conference as a way for practitioners to gain recognition for the competencies they had acquired. Vice President Bryan Hiebert underlined that the EVGP credential represents the culmination of more than 8 years of focused work by the IAEVG Board of Directors and the various partners involved in the project. Applications through the webpage became possible from 2007.

EU conference Finland Another important Conference on the occasion of the Finnish EU Presidency was held in Jyväskylä, central Finland (6-7 November 2006) on the theme ***Stepping Stones: Conference on Lifelong Guidance Policies and Systems***. Representatives from most EU Member states and other European countries, New Zealand and the USA, including many members of IAEVG, were assembled to discuss and promote the links between guidance and policy-making.

Latin American conferences Two more conferences took place in Latin America: 2nd Ibero-american Congress in Counselling, Cuba (23-25 May 2006) and the IAEVG affiliated Latin American Congress

of Counsellors Formation, Venezuela (25-28 July 2006) in which many IAEVG members were also involved.

Vice-President Lester Oakes of New Zealand resigned from the Executive Committee in August 2006 and was replaced by Michel Turcotte from Canada.

The Executive Committee started to prepare the General Assembly and the electronic voting system with a series of articles in the Newsletter. This was part of IAEVG's strategy to ensure that members were aware of what they need to do to exercise their vote in 2007, and to stand as a candidate for the Board.

Prof. Bryan Hiebert was awarded with the Gold medal and Diamond Pin for international leadership. Stu Conger personally handed it over to Bryan Hiebert during the Executive Committee meeting in Ottawa, Canada. *Gold Medal for Bryan Hiebert*

IAEVG had to grieve the death of Prof. Dr. William C. Bingham (1924-2006) a long-standing Board member, Vice President and President of IAEVG and former professor at the Rutgers University Graduate School of Education. Besides his various roles at an international level, he had also served as President of the National Career Development Association NCDA, USA. *Former President William Bingham died*

The International IAEVG Conference was held in Padova, Italy (4-6 September 2007) in cooperation with the Psychological Laboratorio La.R.I.O.S of the Università degli Studi di Padova under the leadership of Prof. Dr. Salvatore Soresi and Dr. Laura Nota and the Italian Association for Vocational Guidance SIO. The conference was attended by 700 people from over 30 countries. The Padova University, founded in 1222, is one of the most ancient universities in Europe. Some conference sessions were hosted in the 'Anatomic Theatre' where Galileo Galilei and Niccolò Copernicus had delivered lectures. The theme of the Conference was **Guidance and Diversity: Research and Applications** and covered theoretical strands on research models, guidance practice and discussions on current issues, particularly the management of diversity in an educational and vocational context. **2007 Conference Padova, Italy**

A collaborative pre-conference joint IAEVG-SVP-NCDA Symposium, **Vocational Psychology and Career Guidance Practice in International Partnerships** preceded the IAEVG International Conference (3 September 2007) and was organised by the University of Padova together with the IAEVG (under the lead of Board Member Raoul van Esbroeck), the Society for Vocational Psychology (SVP, USA) and the National Career Development Association (NCDA, USA) around eight thematic discussion groups on the role of vocational psychology in career guidance. This high level symposium was the second joint scientific event of IAEVG after the San Francisco Symposium in 2004. *IAEVG-SVP-NCDA Symposium*

The Padova conference also hosted the IAEVG General Assembly 2007 at which the results of the electronic elections for the Board and the Executive were officially announced. The introduction of electronic voting had been the major task of the Executive Committee during 2007. For the first time in its 56-year history all IAEVG members were able to vote in Board Elections via the newly developed internet electronic voting system. It had been a strategic goal of IAEVG to widen the members' involvement in the organisation and these new election procedures facilitated the highest ever number of candidates for Board and Executive positions, as well as the highest ever number of members voting in elections. As a result all continents were represented on the Board, providing good international visibility for IAEVG. The new elected members were: Executive Committee: President: Bryan Hiebert (Canada); Vice Presidents: Lester Oakes (New Zealand), Karen Schober (Germany) and Julio Gonzales (Venezuela); Secretary General: Linda Taylor (United Kingdom); Treasurer: Michel Turcotte (Canada). Other Full Board members: Beatriz Malik (Spain), Diana Beatriz Aisenson (Argentina), Suzanne Bultheel (France); Raoul van Esbroeck (Belgium), Sasa Niklanovic (Slovenia); Mark Savickas (USA), Raimo Vuorinen (Finland). *General Assembly President Bryan Hiebert*

The new President Bryan Hiebert thanked the outgoing President Bernhard Jenschke for his work as President over the past eight years, and for the 24 years he has served as a Board member, as a Vice President and President, where he had worked tirelessly on behalf of IAEVG.



New IAEVG Board on the stage in Padova 2007

Journal Editor and Board Member Prof. Raoul van Esbroeck continued his successful editorial work and negotiated a new contract for the IAEVG with the new publisher (Springer) which allowed direct online access to the Journal for all members, both individuals and associations.

Newsletter editors
S. Bultheel, B. Malik

The editorship of the IAEVG Newsletter was handed over in 2007 when Vice President and Editor Peter Plant retired after successfully producing the Newsletter for 8 years. The new Newsletter Editors were Board Members Dr. Beatriz Malik (Spain) and Suzanne Bultheel (France). Their first Newsletter No. 59 was the first one to be produced in colour.

President Bryan Hiebert continued the training for counsellors and teachers in Bahrain and Nigeria on behalf of UNESCO throughout the years 2007, 2008 and 2009.

A new approach to Executive meetings was adopted through two teleconferences held in October and November 2007. This type of meeting saves money and recognises IAEVG's commitment towards a greener approach to communication.

Contact persons to international organisations

The Executive Committee and Board appointed the following members as special contact points to different international organisations: UNESCO: Suzanne Bultheel; International Labour Organisation (ILO): Karen Schober; European Union (EU; including ELGPN): Karen Schober and Raimo Vuorinen; OECD: Linda Taylor; NBCC: Bryan Hiebert ICCDPP: Lester Oakes; Council of Europe: Sasa Niklanovic supported by Graziana Boscato; World Association of Public Employment Services (WAPES): Karen Schober

ELGPN founded

The **European Lifelong Guidance Policy Network ELGPN** was formally established by the EU member states in December 2007. Continuing the collaborative work in the EU Guidance Experts Group IAEVG has been officially appointed a partner organisation of ELGPN.

2008
Conference
Buenos Aires

The IAEVG International Conference 2008 on the theme ***The role of guidance in achieving social ecology and ecological economy*** was organised by IAEVG in cooperation with the Universidad del Salvador (USAL), the Fundación OVO (Orientación de las Vocaciones y las Ocupaciones), the Asociación de Psicólogos de Buenos Aires (APBA), Horwarth Argentina. It was held in Buenos Aires, Argentina (18-20 September 2008). Prof. Alfredo Lopes Alonso and Prof. Silvia Gelvan de Vensten welcomed the 300 plus delegates attending from over 25 countries. The theme of the conference and the discussions in the meeting offered a rare opportunity for participants to venture beyond the traditional role of guidance focussing on career development and life planning and to address issues related to advocacy and social justice.

At the initiative of Vice President Julio Gonzales (Venezuela) a Latin-American Counselling Day was celebrated on April 27 with a symposium related to guidance and counselling in Latin-America at the University of Carabobo, Venezuela. A meeting with authorities from the Ministry of Higher Education discussed the Venezuelan government's proposal for a System of Access to Higher Education. *Latin American Counselling Day*

Another conference involving many IAEVG members dealt with **Professionalisation of career guidance and European mobility – chance and challenge**, organised by the University of Applied Labour Studies of the Federal Employment Agency (BA). It was held in Mannheim, Germany (7-18 April 2008)⁴⁵. *Conference on Professionalisation*

The American Psychology Association (APA) - division 17 of Counselling Psychology - founded an award for the '2008 Distinguished Contributions to the International Advancement of the Counseling Profession'. Among the honoured personalities were two prominent IAEVG members, Prof. Jean Guichard (France) and Prof. Raoul van Esbroeck (Belgium). To recognize the considerable contribution by Dr. Bernhard Jenschke to the work of IAEVG and guidance in the world over more than 30 years the Board of Directors awarded him Honorary Lifetime Membership of the Association. *NCEA awards J. Guichard R. van Esbroeck Honorary Member Bernhard Jenschke*

Secretary General Linda Taylor was mentioned in the Queen's birthday honours list and awarded the Order of the British Empire (OBE) for public and voluntary service to young people including her engagement in IAEVG. *Linda Taylor OBE*

The first IAEVG International Conference in 2009 was held in Jyväskylä, Finland, under the title **Coherence, Co-operation and Quality in Guidance and Counselling** (3-5 June 2009). It was organized by the University of Jyväskylä and a committee under the lead of Prof. Dr. Jouni Välijärvi in cooperation with the National Board of Education, the Ministry of Education and the Ministry of Employment and Economy and focused on guidance provision as a systemic entity taking into account both guidance practice and policy. The 300 participants from 32 countries who assembled in Finland experienced a high level of professional presentations and great hospitality. Further details and papers are available at <http://ktl.jyu.fi/ktl/iaevg2009fin>. **2009 Conference Jyväskylä, Finland**

On the occasion of the Jyväskylä conference the Executive Committee published an important policy statement on the value of career guidance in times of economic crisis: **Light and Dark Times – The Value of Career Guidance in an Economic Crisis**⁴⁶. With this statement IAEVG, as the largest worldwide guidance practitioners association, appealed to providers, practitioners and policy makers to increase their efforts to provide a service that helps people overcome the impacts of the current economic crisis, adapt to the rapid changes in the labour market and to contribute to the long-term societal and economic outcomes of guidance. *Policy Statement*



Huiling Peng (Taiwan), Hopkins, Gonzales, Hiebert, Bultheel, Vuorinen, Niklanovic, front: Taylor, Oakes, Schober, Malik

A second IAEVG International Conference on **Transforming Careers - Unleashing Potential** took place in Wellington, New Zealand (19-21 November 2009) and was organised by Career Services Rapuara (New Zealand) in association with the Careers Practitioner Association of New Zealand (CPANZ) and the Career and Transition Educators (CATE). *Conference New Zealand*

⁴⁵ Meanwhile a book with the main contributions of this conference was published: Kraatz, S., Ertelt, B.-J. eds. (2011), *Professionalisation of Career Guidance in Europe – Training- Guidance Research - Service - Organisation and Mobility*, Tübingen

⁴⁶ This policy statement is printed in the section Policy Documents of this publication.

Over 800 career professionals attended this conference, from 30 countries, making it the largest careers event ever held in Austral-Asia. At the opening of this conference the deputy prime minister, the Honourable Bill English, congratulated Lester Oakes as the incoming IAEVG President.

International Symposium Preceding the Wellington Conference, New Zealand hosted the Fifth International Symposium for Career Guidance and Public Policy (17-18 November 2009) which dealt with the following priority issues: 'Transformation technology', 'Prove it works', 'Culture counts' and 'Role of Citizen'. The symposium participants approved and published a communiqué addressed to policy makers stating the measures which needed to be taken by public policy in these areas.

Conference on e-guidance Another conference with many IAEVG members involved was the 6th European Conference in e-guidance (16-17 September 2009) which was held in Riga, Latvia, alongside an ELGPN Plenary session.

President Lester Oakes In November 2009 President Bryan Hiebert retired from his post as President for health reasons and the Board agreed that Lester Oakes should succeed him as President since he had the second highest number of votes in the last election. Bryan Hiebert remained an active member of the IAEVG Executive Committee and continued to work for UNESCO on behalf of IAEVG in Bahrain and Nigeria in undertaking further training programmes and introducing students to life planning and contemporary theories of career development.

Cooperation with ILO, WAPES and UNESCO In June 2009 Vice-President Karen Schober attended the International Labour Congress of ILO in Geneva which discussed issues around the global economic crisis. The senior member-state representatives and delegates in attendance initiated a Job Pact and fostered ILO's Decent Work Agenda. Karen Schober also had the opportunity to present IAEVG's mission and potential contribution as well as the 'Jyväskylä Statement on the value of guidance during the economic crisis' to ILO staff.

Vice President Karen Schober attended several World Association of Public Employment Services (WAPES) meetings including the WAPES World Congress in May in Dubrovnik, Croatia, where she provided an IAEVG exhibition stand. Through the involvement with WAPES, IAEVG is able to offer its members free access to the WAPES newsletter as an additional member benefit.

Secretary General Suzanne Bultheel, as IAEVG's lead contact with UNESCO, is in regular contact with representatives of UNESCO in Paris, promoting the benefits of guidance in supporting that organisation to achieve its goals. She strengthened IAEVG's relationship with UNESCO through face to face and e-meetings of the NGO-UNESCO liaison committee and the 'Education for All' committee.

R. van Esbroeck retired as editor IJEVG Board Member Prof. Dr. Raoul van Esbroeck retired as editor of the IJEVG and recommended IAEVG member Prof. Dr. Jerome Rossier as successor. Since 2000 Raoul van Esbroeck had worked tirelessly to maintain the high quality of the publication and ensure that the articles published were topical and relevant to developments in guidance theory and practice. Through his great engagement with the Journal and many other activities as Board Member, including the leadership and organisation of the IAEVG-NCDA-SVP Joint Symposia, he had contributed greatly to increasing the scientific profile of the association. It should also be mentioned that over the years he had donated to IAEVG the entire honorarium for his editorial work paid by the publisher, which gave considerable benefit to the finances of the association. For his tremendous work, the Board and members of IAEVG expressed deep gratitude.

New editor Jerome Rossier Prof. Jerome Rossier (Switzerland) has been the new IJEVG editor and chair of the Editorial Board since 2010. The journal is meanwhile indexed and abstracted in Academic OneFile, Current Abstracts, Educational Management Abstracts, Educational Research Abstracts Online (ERA), ERIC System Database, Gale, Google Scholar, Multicultural Education Abstracts, OCLC, PsycINFO, SCOPUS, Sociology of Education Abstracts, Studies

on Women & Gender Abstracts, Summon by Serial Solutions, Technical Education & Training Abstracts, TOC Premier, VOCED. In addition, the Journal will be indexed and abstracted from this year on in the following Thomson Reuters products and services: the Social Sciences Citation Index, the Journal Citation Reports/Social Sciences Edition, and the Current Contents/Social and Behavioral Sciences Social Sciences Citation Index. This prestigious recognition by Thomson Reuters is likely to have a very important impact on our journal, making it more widely accessible by the wider scientific community.

As the conclusion of intensive work and consultations by the Executive Committee and the Board, the Revised IAEVG Statutes 2010 as well as a revised version of the Policies and Procedures were adopted by the membership via electronic voting. Major changes related to the terms of office of the President, the Executive Committee and Board members, and the eligibility of National Associations and other organisations to numbers of votes and free accesses to the Journal. The current Statutes are available on the IAEVG website (www.iaevg.org).

The Promise Foundation, led by Dr. Gideon Arulmani, and IAEVG jointly organised the **International Jiva Conference Career - A Celebration of Life** in Bangalore, India (8-10 October 2010) at which 440 delegates from 31 foreign countries and from every Federal State in India were present. Dr. Arulmani presented his proposal of a career guidance model contextualised and adapted to the Indian situation named 'Jiva', which means 'Life' in most Indian languages. The aim of this model is to develop through culturally relevant career counselling services the necessary resources of support that career and livelihood planning of Indian young people need. Thus, the aim of this model and of the conference was stated in the following sentence: 'To draw the wisdom and experiences of different cultures together to consider both universal and specific principles for guidance and counselling that are socially and economically relevant to the contemporary situation'. Conference Patron Prof. Anthony Watts summed up: 'It has been a conference in which East has met West, and in which we have all been enriched by the encounter. It is important that we find ways of sustaining it.' Full details of the speeches and presentations can be found at <http://www.jivacareer.org/conference.html>. During the Bangalore conference, the National Correspondents' meeting and the Membership Forum, including country reports and regional updates, were the best attended such meetings in IAEVG's history.

A third collaborative NCDIA-IAEVG-SVP Symposium (following 2004 in San Francisco and 2007 in Padua) took place San Francisco (28-29 June 2010). It was prepared by the National Career Development Association (NCDIA, USA), the Society for Vocational Psychology (SVP) and IAEVG. Raoul van Esbroeck again led the planning and the collaboration on behalf of IAEVG. The symposium titled **Bridging International Perspectives of Career Development** focused on educational and vocational guidance and career development from an international perspective.

The International Committee of NCDIA acknowledged Dr. Raoul Van Esbroeck with a special award for his contributions to the advancement of career development, career guidance and counselling internationally. During this year Prof. Van Esbroeck had edited together with James Athanasou the important **International Handbook of Career Guidance**⁴⁷ which contains a comprehensive review on career guidance, covering not only the background of vocational guidance but also the key issues across career guidance policy, processes, practices and procedures. The handbook features contributions from more than 30 leading authorities in the field from Asia, Africa, America, Australasia and Europe (including many IAEVG members) who also offer valuable directions for future research.

47 Athanasou, James A.; Esbroeck, Raoul van (2010), *International Handbook of Career Guidance*, (Springer Netherlands)

Cooperations and contacts Vice President Karen Schober attended meetings of the WAPES Managerial Board in Nuremberg, Germany, and a WAPES Seminar on 'Global Crisis: The Role of European PES'. It was organised by the European Section of WAPES in Kiev, Ukraine, in January 2010 and addressed labour market measures and skills development for vulnerable groups, using PES human resources and staff training. During this meeting she visited the Ukraine Staff Training Institute of the State Employment Service, where most of the training provision for employment counselling is provided.

To strengthen the liaison with UNESCO/UNEVOC Bryan Hiebert and Karen Schober drafted several articles on career development for the UNEVOC Online Resource 'TVETipedia' for practitioners in the field of vocational education and training around the world (www.tvetipedia.org/).

The 90th anniversary of Career Guidance in the Czech Republic was celebrated at an International conference in Prague (3-5 November 2010) „Career and Vocational Guidance in a Rapidly Changing World“ with delegates from 12 countries. Vice-President Karen Schober, Past President Dr. Bernhard Jenschke and Board Member Dr. Raimo Vuorinen introduced the IAEVG Ethical Standards (1995), the IAEVG International Competencies for Guidance Practitioners (2003) and the IAEVG Credential for Educational and Vocational Guidance Practitioners EVGP (2007).

Honorary Member Jean Long died IAEVG felt deep sorrow at the death of its former President Jean Long (1919-2010) who died in May 2010 at the age of 91. The Association expressed its grateful recognition for his service as longstanding Board member, Vice President, President and his tireless work with UNESCO.

2011 *Conference Cairns, Australia* The Career Development Association of Australia CDAA (under the leadership of Dr Mary McMahan and Col McCowan) organised an international conference in association with IAEVG in Cairns, Australia (26-29 April 2011). The theme of the conference ***What's it all about? Career development: Retrospective and prospective*** attracted 400 delegates from 19 countries who came to the tropical north of Australia for this conference. Besides four IAEVG Board Members (Lester Oakes, Raimo Vuorinen, Mark Savickas as a keynote speaker and Suzanne Bultheel), many other IAEVG members attended the conference playing important roles in profiling our association at this international event which also constituted the annual conference of CDAA.

Congress CapeTown, South Africa 60th anniversary



New and previous Secretary General: S. Bultheel and L. Taylor with birthday cake

The year 2011 saw the very first international IAEVG Conference in Africa. Under the banner ***Career Guidance and Development Practices around the World*** the celebration of the **60th Anniversary of IAEVG** took place in Cape Town, South Africa (19-21 October 2011). It attracted 550 delegates from 31 countries, including 100 IAEVG members from around the world. The Cape Town conference followed a string of IAEVG conferences held in the southern hemisphere – Argentina (2008), New Zealand (2002 and 2009), India (2010), Australia (2000 and 2011) which is a sign of the growing worldwide interest in career guidance theory and practice and demonstrates the richness of individual and organisational membership within IAEVG. All these recent conferences strongly reflected the culture of the host country and put guidance into a cultural context. On the last day of the Cape Town conference the 60th Anniversary of the associati-

on was celebrated in a highly successful panel discussion entitled IAEVG - 60 Years of Leadership, chaired by President Lester Oakes with senior IAEVG members on the panel.

During this conference the IAEVG General Assembly was held and the results of the preceding electronic Board elections were announced: President: Lester Oakes (New Zealand); Vice Presidents: Raimo Vuorinen (Finland), Karen Schober (Germany), Beatriz Malik (Spain); Secretary General: Susanne Bultheel (France); Treasurer: Michel Turcotte (Canada). Other Board Members: Nancy Arthur (Canada), Rachel Mulvey (UK), Gideon Arulmani (India), Jane Goodman (USA), Julio Gonzales (Venezuela), William Borgen (Canada) and Leonardo Evangelista (Italy). *General Assembly*

Following a proposal and preparatory work by Vice President Julio Gonzales, a new electronic communication and publication tool of IAEVG **Guidance Perspectives Around the World (GPAW)** was launched on the IAEVG website for access by the general public. It allows all members of the association to communicate publications in their native language. Vice President Julio González (Venezuela) became the chair of the Editorial Committee. *New IAEVG online platform*

In December 2011 the 6th International Symposium on Career Development and Public Policy was hosted in Budapest, Hungary, with participation of the IAEVG Board (including the President and two Vice Presidents) and other members. The **Symposium Communiqué** recommended that through ICCDPP and IAEVG links should be strengthened between the European network ELGPN and other symposium countries, to enable the strong collaborative structures and processes within ELGPN to be enriched by practices from countries outside Europe, for their mutual benefit. This recommendation included IAEVG as an indispensable partner and link for the global exchange of policy developments and practical experience beyond the European region⁴⁸. *International Symposium*

In 2011 the association's Journal IJEVG was accepted on the list of the Social Science Citation Index (SSCI). This reconfirmed the remarkable recognition of the high scientific quality of the journal which has always been the focus of the first editor Prof. Raoul van Esbroeck and also of his successor Dr. Jerome Rossier.

A longstanding IAEVG member Prof. Dr. Jean Guichard, former Director of INETOP (France) and Professor at the Sorbonne University, was awarded with a 'doctor honoris causa' by the Lisbon University to acknowledge his contributions to guidance research.

Concluding remarks on the first decade of the new millennium

As you recall the first decade of the new millennium, you may rightly recognise that IAEVG has met the various challenges for an association which has committed itself to advocate for high quality career guidance provision for all citizens in all parts of the world.

In the Paris IAEVG Declaration (2001) and the policy statement on Guidance in times of crisis (2009) IAEVG called on governments and other related authorities to acknowledge the fundamental right to guidance and its delivery by qualified practitioners, and the need to respond to all relevant social and economic developments through proper provision of guidance services. The structure and content of the necessary qualification of practitioners was later described in the International IAEVG Competencies for Guidance Practitioners endorsed in 2003. These found wide acceptance by many national authorities and associations, and influenced the future debate on quality assurance within guidance and counselling nationally and internationally. Additionally, they led to the EVGP as the IAEVG international credential for practitioners.

⁴⁸ The Communiqué and further information on the event is available on: <http://www.iccdpp.org/Symposia/IS2011Hungary/tabid/251/Default.aspx>

Another important point is the regular involvement of IAEVG as matter of course in all major guidance activities regarding policy analysis and developments. Here the OECD review, the European Lifelong Guidance Policy Network with its thematic activities and the on-going and extensive cooperation with UNESCO, ILO, EU, Council of Europe and other relevant international bodies should all be mentioned. The direct collaborations with events like the International Symposia on Guidance and Public Policy and the joint IAEVG-NCDA-SVP International Symposia provide the highest professional recognition of the considerable role of IAEVG in scientific scholarship. IAEVG and many of its well recognised members became sought-after partners in all guidance matters.

In this context the Association has also experienced enrichment and enlargement into a global network through its own professional conferences and activities in all continents. This is not only a sign of the growing worldwide interest in career guidance theory and practice but also a demonstration of the breadth and richness of the individual and organisational membership within IAEVG. Through these global activities of the association, new culturally sensitive approaches are considered, in line with concerns for social justice and diversity.

Besides these points of enrichment and enlargement of IAEVG into a global network, improvements in membership communication through Membership Forums with National Correspondents, the IAEVG website, the Newsletter and the refereed Journal provide information on topical guidance matters around the globe. The International Journal for Educational and Vocational Guidance (IJEVG) with 11 volumes, each three issues in the years 2000-2011, attracts contributions from eminent scholars around the world, and has thus become a highly recognised international guidance periodical. The IAEVG Administration Centre in Ottawa, Canada, hosted and expertly managed by the Canadian Career Development Foundation (CCDF), delivers professional administration and membership services. In 2007 the first IAEVG electronic voting system was launched, which now enables all members to participate in the election of the bodies of the association. The development of progressive strategic planning by the Executive Committee and Board of Directors has also given the organisation focus and direction.

Acknowledging that membership figures change through the years and do not really reflect the breadth of the association and its multiplicity of impacts, it is nevertheless worth mentioning that in 2011 IAEVG counted a membership of 274 active members representing an estimated total of 22,793 individuals (40 institutions, 42 National Associations with their individual members, 3 supportive and 189 individual members) and spans more than 50 countries over 6 continents (Africa, Asia, Europe, North America, South and Central America and Oceania).

Looking back over the 60 years of IAEVG's life it is obvious that the Association has not been determined by the figures of the membership but by the personal engagement of those members and the leadership of its chief personnel. IAEVG and its successful history is not imaginable without the ambitious plans, the personal commitment and the innovative inspirations of voluntary hard working personalities, and the respectful relationship and fruitful friendships among the active members. The Association can look forward to sustainable development if this spirit continues into the future. With these assets IAEVG can meet the challenges of the new millennium and remains committed to 'Maximising the World's Potential through Guidance'.



Key documents of IAEVG's guidance policy and promotion of professionalisation

I. Policy Documents

1. IAEVG Mission Statement

Approved by the IAEVG General Assembly Stockholm, Sweden, 8. August 1995

Aims of Guidance

The following principles constitute over-arching considerations related to the provision of guidance services.

1. Educational and vocational guidance, including career development, is a life-long process. Although historically most guidance services have been offered during the years of formal education or at the point of transition into training or employment, changing world conditions make it imperative that educational and vocational guidance services be provided throughout the life span, life-long and life-wide.
2. All people, regardless of age, gender, race, ethnicity, belief, disability, or sexual orientation, are entitled to educational and vocational guidance services from a competent practitioner, irrespective of their employment status, occupation level, geographic remoteness, the mode of compensation they receive, or whether they participate within or outside the formal labour market.
3. Educational and vocational guidance services can be offered through a variety of agencies, including (but not restricted to) schools, colleges and universities, community agencies, government departments, public employment services, trade unions, and private enterprises.
4. Those who need guidance should receive it from competent practitioners. In addition to preservice professional training, in-service training, and continuing education are essential for professionals that seek to offer competent and up-to-date guidance services.
5. The guidance practitioners' responsibilities to the client may not always be discharged fully by direct service to the individual. Therefore, practitioners have the right and duty to engage in advocacy with those who influence and control the range and number of opportunities available to clients.

Following from the above general principles, the aims of educational and vocational guidance are to assist people in making their personal decisions about learning and work. This is achieved by helping them to:

1. Understand and appreciate their needs, values, skills, and abilities in the context of the dynamic relationship between people and their environments;
2. Relate effectively with others;
3. Explore career alternatives;
4. Develop appropriate plans for educational and career management; and
5. Integrate successfully into society and the labour market.

Therefore the Mission of IAEVG is to:

1. Advocate that all people who need and want educational and vocational guidance and counselling can receive it from a competent and recognised professional;
2. Work towards addressing diversity and social justice issues in education and work;
3. Work with policy makers to achieve a basic quality standard of service;
4. Recommend minimum qualifications that all educational and vocational guidance practitioners should have;
5. Support the development of methods for evaluating guidance and counselling;
6. Assist in the areas of research, practice, and policy development for the preparation of appropriate and effective methods and materials for guidance;
7. Promote the adoption of, and adherence to, a code of ethics for guidance practitioners in accordance with the IAEVG Ethical Standards.

2. AIOSP Appeal to the Governments

Approved by the General Assembly Florence, Italy 1983

AIOSP

Septembre 1983

The General Assembly convened at the XI World Congress on vocational guidance in Florence 23rd of September 1983 wishes to bring to the attention of the governments of the participating countries the following:

1. There exists an undeniable and inseparable link between school and training on the one hand and the world of work on the other.
2. The bridging and linking procedure between the above mentioned stages in the human lifespan should be entrusted to a professional and specialised body viz. vocational guidance in its broadest sense with all its amenities.
3. We the General Assembly agree that in times of crisis, and never more than now, unemployment and the threat thereof is disastrous for the people involved especially the young.
4. The General Assembly therefore urges the Governments of the nations represented here to broaden and enlarge the vocational guidance facilities to cope with the ever increasing demands arising in this time of crisis.
5. The General Assembly herewith charges the Board of Directors to bring this motion with the utmost speed both to the attention of Governments and established international bodies and to all other agencies concerned with employment and its related problems.
6. We formally propose this motion.

*Bringham
Kuroc
Jensche
Reynolds
Kerlet
Bissif*

3. Policy Position Statement of the Executive Committee 1994



of the **International Association for Educational and Vocational Guidance**
Number 21

November, 1994

Newsletter

Guidance in Education, Work, Lifelong Learning, Equity and Mobility

The following position statement on Guidance is being considered by the Executive Committee of IAEVG. Please write to your national correspondent if you would like to comment on it

The process of helping people come to understand their full potential, to examine the opportunities in their present and future environments for the use of their talents in the labour market, and to prepare plans for their personal, educational and vocational development.

Through guidance the individual is expected to develop: Work values and an appreciation of the salience of work to one's persona; Ability to manage one's own life; Planfulness or future perspective; Exploration of educational and employment opportunities; Information about education and work; Decision making knowledge and skills; Skills of reflection on, and learning from, experience; and, Reality orientation to self, and self-in-environment.

Guidance is a partner in education.

Education is one of the most important foundations for the development of human potential, and the preparation of a satisfying and rewarding life. Guidance is a program, and not a dollop of information about education and labour market conditions. As Gysbers has described it, the guidance program within education has four components:

The guidance curriculum is at the centre of the developmental part of the guidance program. It should occupy a pivotal role in the schools. It should link the school to the economic system, the needs of pupils to the needs of the wider society, and the individual student's present to his or her future.

The course should be designed to develop the skills, knowledge and attitudes which will enable students to make and implement career decisions both now and in the future. It has four main components:

Self-awareness - acquiring an understanding of the distinctive characteristics (abilities, skills, interests, values) that define who one is and the person one wishes to become;

Opportunity awareness - acquiring understanding of the world of work, the opportunities it provides, the demands those opportunities make, and the rewards and satisfactions they offer;

Decision learning - acquiring skills for making career decisions;

Transition learning - acquiring skills for implementing career decisions and managing career transitions.

The activities of the individual planning component are provided for all students and are intended to assist them in the development and implementation of their personal, educational, and career plans. They help students to understand and monitor their growth and development and to take action on their next steps, educationally or vocationally. The activities of this component are delivered either on a group or individual basis with students and parents.

The purpose of the responsive services component is to provide special help to students who are facing problems that interfere with their healthy personal, social, educational, or career development. It includes the provision of preventative responses to the students who are on the brink of choosing an unhealthy or inappropriate solution to

their problems or of being unable to cope with a situation. Remedial interventions also are provided for students who have already made unwise choices or have not coped well with problem situations. This component includes such activities as individual and small group counselling, consulting with staff and parents, and referring students and families to other specialists or programs.

System Support includes activities necessary to support the other three components, and activities implemented by guidance staff that support other educational programs. Support that the guidance program needs includes such activities as staff development, community resource development, budget, facilities, and policy support. Support that the guidance staff provides to other programs includes the system related aspects of the individual planning activities (e.g., student course selection), linkage with special education programs, and guidance-related administrative assignments.

Guidance is a partner in employment services, and at work

Workers, and would-be workers, need employment counselling to help them: determine their own labour market related talents; identify work for which they are most suited; unlearn self-defeating behaviours that may impede the success of their job search; learn job search and employment interview skills; establish goals for learning new skills; and, overcome the depressive reactions to job loss and get on with searching.

It is not unusual for workers who have performed essentially labouring tasks to decide that it is time to take

responsibility for their own career, and to seek opportunities to progress within the firm. Employers, for their part, often see signs that their workers have more talents than they are fully using. The employers should see these signs as a opportunities to provide career guidance to the employees so that they may personally and professionally develop within their occupation for the benefit of the employer, themselves, and the economy.

Guidance is a partner in life long learning.

Adults are keen learners given the opportunity to gain knowledge and skill that they believe will aid them in the present and the future. Many adults who want training, and for whom training is available in one form or another want to take advantage of the opportunity but are uncertain of their learning abilities, of proper study habits, and of the courses that would be most appropriate for them considering their own characteristics and the opportunity structure of the labour market. The same type of guidance services recommended for the educational system is required in the adult training system.

Guidance is a partner in equity.

Girls, women, ethnic minorities, and other populations for whom Unesco advocates equity within education and the workplace often need guidance to help them overcome the psychological effects of neglect and subjugation over many years. Too often, they have come to accept, however subtly, the biases of their culture that they are incapable of taking an equal role.

Furthermore, when their ambitions are awakened they need to overcome many systemic and institutional barriers. Guidance can generate and sustain their motivation, as well as help them determine the paths that they should pursue and to develop the personal, social, educational and vocational skills and attitudes to achieve. Counsellors who know these individuals and the populations can also advocate on their behalf with the authorities in educational and other institutions.

Guidance is a partner in mobility

Millions of the world's citizens are moving from country to country and from continent to continent in search of a safer and better life. When they reach the "promised land" they typically find that their problems have just begun because they must adjust to a new country that has a different language, culture, religious tradition, educational system, employment practices, social systems, etc.

Guidance is not concerned with only one of these systems, but in contrast, is concerned with the whole person in the whole society, and thus the counsellor is the most qualified to understand the problems of the migrants when it comes to learning the life skills of the new culture, while retaining the values of their upbringing, and to help the people chart new courses for their lives in the new cultures. At the same time the counsellors are able to advocate on behalf of the migrants with the educational, social, and employment systems.

Each organization that provides guidance services should have clear statements of Guidance:

- 1 Policies for educational, training, social and employment services
- 2 The "outcomes" that students and citizens have a right to achieve as a result of guidance
- 3 The minimum training standards for guidance counsellors
- 4 The necessary organization supports to the guidance service
- 5 Methods of evaluating guidance services
- 6 Minimum standards for the facilities, materials, etc, used in guidance.

The Chinese Vocational Guidance Association

by Zhang Weiyuan, Department of Education, University of Edinburgh, 10 Buccleuch Place Edinburgh EH8 9JT, UK

The Chinese Vocational Guidance Association (CVGA) was set up in November, 1993 in Beijing. This is the first national and professional vocational association in Chinese history. The aims of CVGA are to implement socialist educational policies, to help people choose and get suitable jobs, and to help employed people to become happier in their work, to make employees express fully their abilities in their work, and to make employers recruit qualified workers, and to make every one contribute to the Chinese society.

The objectives of the national Vocational Guidance Association are to promote communication between persons and organizations in vocational guidance, carry out vocational guidance research, develop vocational guidance practice, train vocational guidance providers, learn advanced vocational guidance experience from foreign countries, and to strengthen international exchange and cooperation.

CVGA has 83 regional organizations and 133 members. Professor Jin Yimin, a dean of the Educational Science College of the East China Normal University in Shanghai was elected president of CVGA. The committee of counsellors are constituted by Wen Youxin, secretary-general of the Chinese Vocational and Technical Education Association, Wan Wenzhan, a director of the elementary education section of the China State Education Commission, Zhang Xiaojian, a director of the employment section of the China Labour Department, Shen Yunren, an academic member of the Central Institute of Educational Sciences, Lan Hongsheng, a vice director of the Beijing Education Bureau, and Yu Dali, a vice director of the People's Government in the Dong Cheng district of Beijing.

The CVGA secretariat is set up in a Vocational Guidance Office of the Centre of Educational Research in the Dong Cheng district of Beijing.

4. Declaration of World Congress 2000 Valencia, Venezuela

DECLARATION OF THE WORLD CONGRESS GUIDANCE AND COUNSELING VALENCIA-VENEZUELA 2000

In Valencia, Venezuela, on the ninth day of the month of November 2000, the counselor participants in the world congress of guidance and counseling declare:

In a rapidly changing world human beings are exposed to a multitude of situations that they cannot overcome by themselves; however, those situations are part of their reality. Also, sometimes they are not able to understand and appreciate their personal capabilities and limitations due to a lack of opportunities.

For that reason, it is vital to reflect on the future of guidance and counseling and its role in the development of humanity. Therefore, it is necessary to know what tools we have to produce changes that facilitate for everyone the ability to find a helping hand to assist them to build their life project and to achieve personal and social development. This is the principal reason to have a counseling profession.

The essence of a counseling profession is the practice of helping; it is understood as a shared journey that encourages the other person's responsibility for his or her processes of growth, development, and problem solving in all contexts. The profession is founded on respect for different ways of living that are found in any community.

Counseling is a continuing process throughout the lifespan. Everyone has the right to have access to counseling according to their needs; Therefore, the following principles should be **ensured**:

- a- To contribute to well-being and quality of life with dignity for individuals which is benefiting for social organizations and the society as a whole.
- b- To promote human growth in a holistic way so people can participate more fully in the social life of their context.
- c- To incorporate respect for human dignity and the ethic that values cultural differences and personal worldviews.
- d- To promote equality of opportunities and open ways for an adequate careers development.
- e- To increase every person's capacity to adapt creatively to new situations.
- f- To enable people to make choices and decisions autonomously in creating their own ways of living and in finding suitable chances in the labor markets
- g- To contribute to people's ability to live in peace, justice, and equality within the world community.

The systems that provide the context in which counseling is practiced are: Educational, social-community, labor markets and organizations. **Each context** should be understood to include the following areas: Vocational-occupational, educational, diversity, focus on prevention, actual support and problem solving, and human development.

In order to develop the practice of professional counseling, the following **actions** must be considered:

- a- To promote the construction of a legal frame that guarantees the autonomous exercise of the profession and the ownership of professional knowledge in counseling.
- b- To foster counselors' commitment to quality standards and code of ethics.
- c- To make possible to disseminate counseling experiences and initiatives across different communication means.
- d- To work in interdisciplinary ways to create transdisciplinary counseling projects and models that respond to social needs in each context experiencing political, economic, and sociocultural changes.
- e- To stimulate and sustain training and continuing' professional development for counselors in order to improve professional performance.
- f- To develop strategies for professional performance that encourage recognition of the functions of counselors by political and social decision makers.
- g- To foster and facilitate research, scientific interchanges, and the continuing evaluation of professional practice.

5. The Paris 2001 IAEVG Declaration on Educational and Vocational Guidance

Adopted by the Board of Directors of IAEVG in Paris, September 17th, 2001,
on the occasion of the 50th anniversary of IAEVG

Effective educational and vocational guidance and counselling can assist individuals to understand their talents and potential and enable them to plan the appropriate steps to develop essential skills that will lead to personal, educational, economic and social advancement for the individual, family, community and nation. Quality educational and vocational guidance, counselling and management is a regular and continuous process, it is not a single intervention. It accompanies and enhances life-long and life wide learning and helps individuals to avoid or shorten periods of unemployment. Educational and vocational guidance and counselling contributes to equality of opportunity. High quality educational and vocational counselling not only aids the personal development and career opportunities of every individual, but also contributes to wider social, economic and sustainable development as a whole.

The International Association for Educational and Vocational Guidance declares the following features of guidance and counselling services to be essential in meeting personal, social and economic development needs and to encourage further sustainable development in a knowledge-based society.

- ◆ Each person - regardless of gender, education, race, religion, age or occupational status - should have free and easy access to educational and vocational guidance so that their individual capabilities and skills can be identified and developed to enable them to undertake adequate education, vocational training and employment, to adapt to changing individual and social life situations and to participate fully in the social and economic life of their community.
- ◆ Special target groups, e.g. persons with disabilities and social disadvantages, should be provided with career counselling that uses appropriate methods and counselling that take into account their particular needs and communication requirement.
- ◆ Educational and vocational guidance providers should meet recognised quality standards of counsellor training and service delivery.
- ◆ Educational and vocational guidance services provided must guarantee impartiality and confidentiality and should proceed with the voluntary and active participation of their clients.
- ◆ Everyone who needs and wants educational and vocational guidance and counselling should have access to it based on need and from a competent and professionally recognised counsellor, whose profession is founded on the respect for human dignity and for different ways of living within communities.
- ◆ All educational and vocational guidance counsellors should have specified competencies and participate in continuing professional development programmes to enhance their skills and keep their professional knowledge up-to-date.
- ◆ As the training and performance of counsellors has to be supervised, the effectiveness of guidance services should be monitored through regular evaluation and relevant research studies.
- ◆ All counsellors and agencies providing educational and vocational guidance and counselling should be committed to recognised quality standards and endorse and follow a code of ethics in accordance with the 1995 IAEVG Ethical Standards.

The International Association for Educational and Vocational Guidance urges governments or other agencies responsible for promoting human resource development to ensure the establishment and maintenance of adequate educational and vocational guidance services in accordance with the above policies.

6. Light and Dark Times – The Value of Career Guidance in an Economic Crisis

Jyväskylä, Finland, June 5th 2009

On the occasion of the International IAEVG-Conference “Coherence, Cooperation and Quality in Career Guidance”, the IAEVG Executive Committee publishes the following press release/statement, on the value of career guidance in times of economic crisis:

The latter part of the 20 century and the beginning of this century produced a prolonged period of economic prosperity in many countries around the world. However, at the end of the first decade of the 21st century the world is unexpectedly experiencing a deep recession, similar to that experienced in the late 1920's. The threat of job loss, unemployment, vocational dequalification, poverty and social exclusion has already affected a growing number of the world's population. The impact of the ongoing crisis on people's lives, their personal, educational and vocational career development, as well as their social inclusion and active participation in society is very serious and will affect the social and political stability in many countries for years to come.

Career Guidance and vocational counselling, based on personal need, interests and abilities, is primarily designed to assist individuals in shaping and managing their careers throughout their lives. However, careers guidance also has a vital role to play in maintaining a highly qualified and economically viable society, as well as playing an important role in supporting sustainable economic growth and social stability.

In recognition of the potential positive effect of guidance, the then European Ministers of Education, signed a resolution in 2008, which highlighted the positive impact of careers guidance on the functioning and efficiency of the educational system, the labour market and on active citizenship and social inclusion.

Since then the challenges faced by practitioners and providers of career guidance have multiplied and they now face an increasing task directly arising from the current economic crisis. Whilst they are not in a position to create new jobs or training opportunities and are powerless to alter the overall economic and financial situation, they can help to address the expanding and changing needs of the growing numbers of clients and customers that approach them for guidance and counselling, at this particularly difficult time in their lives. To provide the support and confidence building that many clients will seek, it will be important for countries to be prepared in terms of having sufficient resources available to meet the need, as well as ensuring that they have enough qualified and competent guidance practitioners available to help unsupported individuals to cope with the problems they face.

AIOSP/IAEVG, as the largest worldwide guidance practitioners association, appeals to providers, practitioners and policy makers, to increase their efforts to provide a service that helps people overcome the impact of the current crisis, adapt to the rapid changes in the labour market and to contribute to the long-term societal and economic outcomes of economically focussed guidance.

II. Professional Developments

1. Ethical Standards

Approved by the IAEVG General Assembly Stockholm, Sweden , 8. August 1995

Preamble

The International Association for Educational and Vocational Guidance is committed to the global provision of educational and vocational guidance processes, that are of high quality, provided by competent and recognized professionals, and designed to facilitate the personal choices and decisions of persons of all ages as they anticipate, prepare for, enter into, face and cope with the dynamics of the labour market and the workplace. The IAEVG mission statement, a separate document to which the ethical standards cited here relate, details the multiple ways by which the Association discharges its responsibilities on behalf of the quality of the practitioners of educational and vocational guidance in their training and qualifications; in the development and provision of methods and materials pertinent to the provision of educational and vocational counseling for persons of different ages and settings; in the conduct of research and development; and in the advocacy of client needs for educational and vocational guidance with governments and institutions.

The commitments of IAEVG members to its mission, as a professional organization concerned with the provision of quality services, research, and advocacy on behalf of personal educational and vocational choices, requires adherence to a public code of ethics that guides the actions of practitioners, provides evaluative criteria for self-assessments and peer evaluation regarding the quality of the practitioner role, and informs the public of expected standards of professional practices and behaviour. These ethical standards are consistent in essence with the ethical statements of colleagues in related professional areas who also are concerned with providing assistance to persons preparing for or engaged in work, training and education. Thus, the ethical standards of IAEVG, like those of members in other educational, scientific, and professional organizations, are dedicated to the enhancement of the worth, dignity, potential and uniqueness of those persons whom IAEVG members serve.

Ethical standards, such as those which follow, identify minimum essentials by which to gauge ethical behaviour. They cannot address every possible ethical conflict that IAEVG members experience in their nation or culture. Thus, the Ethical Standards provided below are intended to stimulate the self development of IAEVG members in their ethical behaviour and the creation of local and regional statements of ethical standards for which these standards may provide direction and advice.

Ethical Standards

Ethical Responsibilities to Clients

1. Members of IAEVG accept the primary obligation to respect the dignity of each person to whom educational and vocational guidance services are rendered. This obligation includes acceptance of the rights of the individual to make independent choices, to take responsibility for decisions reached, to engage in self-direction and self-development, and to preserve confidentiality. It also includes practitioner responsibility to be current with laws and policies that pertain to client rights.
2. Members of IAEVG do recognize the obligation to provide equal opportunities in educational and vocational guidance without prejudice to persons of diversity in social status or educational background, gender, race, ethnicity, religious beliefs, sexual orientation, or disability and avoid all forms of related discriminations.
3. Members of IAEVG are sensitive to the total needs of clients (educational, vocational, personal and social) as they interact to affect the planning for or the adjustment to education and training, occupations, and careers and should refer to relevant experts if their own competency does not meet the client's need.
4. Members of IAEVG inform clients, orally or in writing, of the purposes, goals, techniques, policies and ethical standards under which educational and vocational guidance is provided, conditions in which consultation with other professionals might occur, and legal or policy constraints which relate to how services are provided. Any limits on confidentiality set by others will be discussed with the client before proceeding to put him or her in the position to choose personal responses to such limits and involvement. Disclosing

of confi-dential information needs the client's expressed consent.

5. Members of IAEVG enhance client's independent actions and therefore refrain from consciously dictating or coercing client choices, values, lifestyles, plans, or beliefs (e.g., general views on economic life) that represent the counsellor's or other people's, but not the client's personal orientation or perspective. However, in situations where clients hold antisocial values that are of danger to themselves or others, it may be necessary for the counsellor to indicate what his/her professional values are and to what extent he/she supports social conventions.
6. Members of IAEVG provide explanations of the content, purposes, and results of tests in language that is understandable to clients. Such practitioners use relevant standards to select, administer, and interpret assessment techniques. They recognize that emerging techniques, e.g. computer-based testing or career guidance programs, require periodic training and continuing familiarity with the professional literature in administration, scoring, and interpretation.
7. Members of IAEVG promote the benefits, to clients, of new techniques and appropriate computer applications when research or evaluation warrant such use. The counsellor/practitioner ensures that the use of computer applications or other techniques are appropriate for the individual needs of the client, that the client understands how to use the technique or process involved, and that follow-up counseling assistance is provided. IAEVG members further ensure that members of under-represented groups have equal access to the best techniques available to computer technologies, and to non-discriminatory, current and accurate information within whatever techniques are used.
8. IAEVG members, in representing their professional competencies, training and experience to individual clients as well as to organizations for which consultation is requested, provide information that is clear accurate and relevant and does not include misleading or deceptive materials.
9. Members of IAEVG avoid conflicts of interests which compromise the best interests of their clients when they engage concurrently in the career counseling of clients, serve as representatives of paid employment exchanges or as paid recruiters or intermediaries for training facilities. Where potential conflicts of interests occur, they should be made known to the client.
10. Members of IAEVG make appropriate referral when their professional assistance cannot be provided or continued.

Attitudes to Colleagues and Professional Associates

1. IAEVG members contribute to development and maintenance of cooperative relationships with professional colleagues and administrators in order to facilitate the provision of optimal educational and vocational guidance.
2. IAEVG members are responsible for informing colleagues and administrators about aspects of the provision of educational and vocational guidance such as confidentiality and privacy guidelines.
3. IAEVG members will provide professional colleagues and administrators with accurate, objective, concise and relevant information about the needs and outcomes of educational and vocational guidance for evaluative or other purposes.
4. IAEVG members cooperate with their professional colleagues in implementing the Ethical Standards in the procedures and practices of their work setting. When direct information raises doubts as to the ethical behaviour of professional colleagues, whether IAEVG members or not, the member should discuss such concerns with the colleague or use available institutional channels to rectify the condition.
5. In cases of conflict between professional ethical standards and directives or non-cooperation of an employee, IAEVG members will seek to consult directly with responsible administrators about the implications of such conflicts and seek ways by which to eliminate them.

Attitudes to Government and Other Community Agencies

1. If necessary, IAEVG members will advocate for and assist in the development of educational and vocational guidance services that are ethically rendered and relevant to client needs in cooperation with policy-makers, legislators or administrative personnel.
2. IAEVG members are aware of and inform administrators, legislators and others of the accepted qualifica-

tions and training expectations of competent practitioners of educational and vocational guidance and counseling services.

3. IAEVG members actively cooperate with agencies, organizations and individuals in other institutions or in the community so as to meet the needs and provide services to clients.

Responsibilities to Research and Related Processes

1. IAEVG members who have the appropriate training and skills to do so, acknowledge their responsibility to conduct research and report findings using procedures that are consistent with the accepted ethical and scientific standards of educational and psychological research practices. When client data are used for statistical, evaluative, research or program planning purposes, the IAEVG member ensures the confidentiality of the identity of individual clients.
2. IAEVG members acknowledge their responsibility to share in the improvement of educational and vocational guidance by sharing skills, knowledge and expertise with colleagues and with professional associations, such as IAEVG.

Responsibilities as an Individual Practitioner

1. IAEVG members obtain the initial training and maintain a process of continuous learning in those areas of knowledge and skills required by the profession to be a qualified and competent practitioner of educational and vocational guidance.
2. IAEVG members function within the boundaries of their training and experience and refer to other professional persons, clients for whom the practitioner is not prepared to assist. Each IAEVG member accepts the consequences of his or her professional actions and does so within the conscious and deliberate application of ethical guidelines.
3. IAEVG members continue to reflect in their practice both the humanistic principles that underlie ethical behaviour as well as attention to the changing social and political questions that have ethical implications for practice. These include such questions as who are my clients (students, workers, employers, society as a whole) and what are the ethical issues of importance in these relationships? How do different forms of intervention (individual counselling, group work, computer-assisted programs, consultation with management in behalf of workers) differ in ethical concerns? How should educational and vocational guidance services ethically respond to the global tensions between economic and environmental issues in the working lives and workplaces of clients?
4. IAEVG members are responsible for monitoring and maintaining their professional competencies and obtaining training on a periodic basis to ensure that they are able to provide competent services to cultural diverse clients and to effectively use new theories and intervention techniques, computer applications, and assessment processes. IAEVG members strive to be current with innovations and trends in the contexts and content of educational and vocational guidance and counseling and do so with an acknowledgement that professional and personal experiences and growth go on throughout one's career.
5. IAEVG members seek and participate in regular supervision by which to increase the knowledge and skills required to effectively discharge their professional responsibilities and to develop goals for continued learning.
6. IAEVG members are aware of their values and attitudes, in order to remain discrete and objective in the help they provide to clients. In particular, they avoid all forms of racial, sexual, and age stereotyping and discrimination.
7. IAEVG members, in cases where ethical issues are unclear or ambiguous, will consult in a confidential manner with a professional association or colleagues to attempt to clarify the issue or develop strategies to rectify the conditions that caused the problem. Failing that possibility, practitioners should directly contact the Secretary General of IAEVG to seek clarification, advice or to file a question of professional ethics.

2. Declaration of Counsellor Qualification Standards

Declaration approved by the IAEVG General Assembly at Warwick, England, 5th August, 1999

In many countries you may find national requirements for training, further training and supervision of counsellors. Currently there are no relevant internationally recognised standards for guidance counsellors.

The Mission statement of IAEVG declares that IAEVG should "advocate that all citizens can receive educational and vocational counselling from a competent and recognised professional" and that IAEVG should therefore "recommend the essential training and other qualifications that all counsellors in educational and vocational guidance should have."

Also the IAEVG Ethical Standards call for special qualifications standards and declare as an ethical responsibility:

- ◆ that IAEVG members are aware of and inform administrators, legislators and others of the accepted qualifications and training expectations of competent practitioners of educational and vocational guidance and counselling services and
- ◆ that IAEVG members obtain the initial training and maintain a process of continuous learning in those areas of knowledge and skills required by the profession to be qualified and competent practitioner of educational and vocational guidance.
- ◆ Further, IAEVG members are responsible for monitoring and maintaining their professional competencies and obtain training on a periodic basis to ensure that they are able to provide competent services to cultural diverse clients and to effectively use new theories and intervention techniques, computer applications and assessment processes.

With reference to the demands of the Mission paper and the Ethical Standards, the Board of Directors submits to the General Assembly the proposal to establish a committee to draft such quality standards under consideration

- ◆ that the development of social and economic conditions and cultural values are heterogeneous in various countries and need different recognition and reflection
- ◆ that for different target groups and different guidance tasks different qualifications are necessary (teaching career education, individual counselling, counselling for students, minorities, multicultural groups, persons with disabilities and disadvantaged, older persons)
- ◆ that basic guidance counsellors qualification should connect career planning aspects with the aspects which occur in the labour market.
- ◆ that special tasks and functions need specialised training in areas as such: counselling techniques; career, educational and labour market information; assessment techniques to measure skills, abilities, aptitudes, interests, values, and personality; needs assessment techniques; computer and Internet systems of guidance; organising career development programmes; teaching job search techniques; establishing linkages with community-based organisations; and, public relations techniques to promote career development activities and services.
- ◆ that in many countries other specialists (psychologists, sociologists, social workers and others) work as counsellors and have to complete their qualification with the relevant competencies.

International standards are increasingly important as not only the transparency and opening of borders between countries more and more facilitate mobility of persons for education or employment but also on-line career counselling can be provided across national boundaries.

The General Assembly of IAEVG declares an urgent need for internationally recognised qualification standards, and therefore establishes a committee consisting of members from different regions in the world to elaborate a draft of such standards.

With setting up such Counsellor Qualifications Standards (CQS) IAEVG wants to ensure the quality of guidance and counselling delivery and further the process of professionalisation in different countries according to their level of the development of guidance.

The Board of Directors should nominate and call the members of the Counsellor Qualification Standards committee, receive their draft and monitor it, and submit the result to the next General Assembly.

3. International Competencies for Educational and Vocational Guidance Practitioners

Approved by the General Assembly, Bern 2003

When the General Assembly approved the IAEVG Competencies Framework in Bern, 4th September 2003, it had at hand the final report prepared by Elvira Repetto, Beatriz Malik, Paula Ferrer and Bryan Hiebert on the four year project to create International Competencies for Educational and Vocational Guidance Practitioners including the context, aims and methods, the results, next steps, recommendations and a bibliography.

In 1999, the IAEVG General Assembly unanimously agreed to begin an initiative to create International Counsellor Qualification Standards. As the initiative unfolded, the advisory committee thought it was more in keeping with the mandate of the IAEVG to focus on educational and vocational guidance practitioners, rather than counsellors, especially seeing as counselling was only one of several functions performed by educational and vocational guidance practitioners. Furthermore, many Board members thought that IAEVG was not in a position to dictate international standards but it could declare what it thought were the competencies required in order for educational and vocational guidance practitioners to deliver quality services to clients. Therefore, the name of the initiative has changed to reflect these decisions.

In the following only the Recommendations and the Competence Catalogue is excerpted from the report.

Recommendations

The primary aim of this project was to develop a set of international competencies that practitioners need in order to provide quality educational and vocational guidance services. We validated the set of competencies with a large pool of practitioners working in a variety of different jobs in different countries. Based on the research described in this report, the project team, supported by the Executive Committee and the Board of Directors of IAEVG, make the following recommendations.

1. That the General Assembly endorse the competency framework outlined in this report
2. That the General Assembly authorize the Board of Directors and the Executive Committee to continue to explore ways to develop:
 - ◆ meaningful training programs to help practitioners acquire the competencies
 - ◆ mechanisms for providing recognition of competency attainment
 - ◆ procedures for implementing the competencies, such as:
 - ⇒ ensuring proper translation (adaptation) of the competencies into national languages (in order to avoid possible misunderstandings due to differences in educational and vocational training cultures, guidance terminology, guidance training, service provision, etc),
 - ⇒ national endorsement of the competencies by professional associations, government organizations, and other relevant bodies (acknowledging that some adaptation of the standards may be necessary in order to address unique national needs),
 - ⇒ meetings with educational and other authorities suggesting that the competencies become part of guidance training programmes,
 - ◆ materials to promote the *International competencies*, e.g., leaflets, electronic versions on websites, conference presentations, seminars, etc.

Competency Framework

Core Competencies

- C1 Demonstrate appropriate ethical behavior and professional conduct in the fulfillment of roles and responsibilities
- C2 Demonstrate advocacy and leadership in advancing clients learning, career development and personal concerns
- C3 Demonstrate awareness and appreciation of clients' cultural differences to interact effectively with all populations
- C4 Integrate theory and research into practice in guidance, career development, counselling, and consultation
- C5 Skills to design, implement and evaluate guidance and counselling programs and interventions
- C6 Demonstrate awareness of him/her own capacity and limitations
- C7 Ability to communicate effectively with colleagues or clients, using the appropriate level of language
- C8 Knowledge of updated information on educational, training, employment trends, labor market, and social issues
- C9 Social and cross-cultural sensitiveness
- C10 Skills to cooperate effectively in a team of professionals
- C11 Demonstrate knowledge of lifelong career development process

Specialized Competencies

1. Assessment: Analysis of the characteristics and needs of the individual group to whom the program is addressed, and also of the context where they are inserted, including all agents involved. The aim is to integrate and evaluate data from inventories, tests, interviews, scales and other techniques that measure an individual's abilities, aptitudes, barriers, life roles, interests, personality, values, attitudes, educational achievements, skills and other relevant information. This specialization includes the related but distinct competency of test interpretation, that is, explaining to a client the results of an assessment and their implications.

- 1.1. Accurately and thoroughly conceptualize and diagnose clients' needs based on different assessment tools and techniques
- 1.2. Use the data derived from assessment appropriately and according to the situation
- 1.3. Identify situations requiring referral to specialized services
- 1.4. Facilitate effective referral by means of initiating contacts between referral sources and individuals
- 1.5. Maintain up-to-date listings of referral sources
- 1.6. Conduct a needs assessment of the clients' contexts

2. Educational Guidance: Assisting individuals to select courses, make educational plans, overcome learning difficulties, and prepare for post-secondary education, training or entry into the workforce. Guidance is often done in large groups, in contrast to counselling which is more often done with individuals or small groups.

- 2.1. Demonstrate concern for students' potential and the skills to facilitate its achievement
- 2.2. Guide individuals and groups of students to develop educational plans
- 2.3. Assist students in their decision making process
- 2.4. Assist students to improve their self-awareness
- 2.5. Assist students in their course selection
- 2.6. Assist students to overcome learning difficulties
- 2.7. Motivate and help students to take part in international exchange programs
- 2.8. Consult with parents on their children's educational progress and development

- 2.9. Assist teachers to improve teaching methodologies
- 2.10. Assist teachers to implement guidance within the curriculum:

3. Career Development: Fostering the attitudes, beliefs, and competencies that facilitate mastery of vocational development tasks, the ability to plan and adaptation to work-role transitions over the life-span. It typically uses a developmental model.

- 3.1. Knowledge of career developmental issues and the dynamics of vocational behavior
- 3.2. Demonstrate knowledge of pertinent legal factors and their implications for career development
- 3.3. Plan, design and implement lifelong career development programs and interventions
- 3.4. Knowledge of decision making and transition models to prepare and plan for transitional stages: School to work transition, Career shifts, Retirement, Job dismissing, Downsizing.
- 3.5. Identify influencing factors (family, friends, educational and financial opportunities) and biased attitudes (that stereotype others by gender, race, age and culture) in career decision making
- 3.6. Assist individuals in setting goals, identifying strategies to reach them, and continually reassess their goals, values, interest and career decisions
- 3.7. Knowledge of state and local referral services or agencies for job, financial, social and personal issues
- 3.8. Knowledge of career planning materials and computer-based career information systems, the Internet, and other online resources
- 3.9. Skills to use these career development resources and techniques appropriately
- 3.10. Skills to use career development resources designed to meet the needs of specific groups (migrants, ethnic groups and at risk populations)
- 3.11. Help clients to build their career and life project:

4. Counselling: Prompting self-reflection to clarify self-concepts, identify options, make decisions, and resolve difficulties.

- 4.1. Understand the main factors related to the personal development of clients and the dynamics of their individual behavior
- 4.2. Demonstrate empathy, respect and a constructive relationship with the client
- 4.3. Use individual counselling techniques
- 4.4. Use group counselling techniques
- 4.5. Address the needs of at-risk students
- 4.6. Assist clients in:
 - 4.6.1. Prevention of personal problems
 - 4.6.2. Personality development
 - 4.6.3. Personal problem solving
 - 4.6.4. Decision making
 - 4.6.5. Sexual identity
 - 4.6.6. Social skills
 - 4.6.7. Health education
 - 4.6.8. Use of leisure time
- 4.7. Help clients to develop a personal life plan
- 4.8. Detection and referral of cases to other specialized services:

5. Information Management: Collecting, organizing, maintaining, and disseminating information pertinent to education, training, occupations, and employment opportunities; coaching clients in its effective use.

- 5.1. Knowledge of legislation, pertaining to education, training, and work at local, national and international level
- 5.2. Knowledge of equivalence of degrees and professional qualifications obtained in different countries
- 5.3. Collect, organize, disseminate and provide up-to-date career, educational and personal/social information on:
 - 5.3.1. Education and training
 - 5.3.2. Occupational information
 - 5.3.3. Employment opportunities
 - 5.3.4. Others (Health, Leisure...)
- 5.4. Use Information Technologies to provide educational and occupational information (Data-bases, Computer-based educational and career guidance programs and the Internet)
- 5.5. Assist clients to access and use educational and occupational information in a meaningful way

6. Consultation and Coordination: Providing information, guidance, and professional advice to parents, teachers, school administrators, and employers who wish to facilitate the educational progress and career development of their charges. Organizing and managing school and community personnel to create referral sources for students regarding programs, services and networks.

- 6.1. Consult with parents, teachers, tutors, social workers, administrators and other agents to enhance their work with students
- 6.2. Demonstrate interpersonal skills needed to create and maintain consultation relationships, goals, and desired behavior change
- 6.3. Demonstrate skills in working with organizations (universities, business, municipalities and other institutions)
- 6.4. Interpret and explain concepts and new information effectively
- 6.5. Coordinate school and community personnel to bring together resources for students
- 6.6. Use an effective referral process for assisting students and others to use special programs, services, and networks
- 6.7. Skills to coordinate and stimulate the student's creativity to built their own programs (studies and work)
- 6.8. Skills to build up a good image as a professional

7. Research and Evaluation: Studying issues related to guidance and counselling, such as learning processes, vocational behaviour and its development, values, etc. Examining the effectiveness of interventions.

- 7.1. Knowledge of research methodologies, data gathering and analysis techniques.
- 7.2. Promote research projects in relation to guidance and counselling
- 7.3. Use presentation methods to report the outcomes of the research
- 7.4. Interpret the results of this research
- 7.5. Integrate the results of this research into the guidance and counselling practice
- 7.6. Evaluate guidance programs and interventions, applying up-to date techniques and program evaluation models
- 7.7. Keep up-to date with current research findings

8. Program and Service Management: Designing, implementing, supervising and evaluating interventions to address the needs of a target population.

- 8.1. Identify target populations
- 8.2. Conduct needs assessment
- 8.3. Inventory resources relevant to program planning and implementation
- 8.4. Knowledge about relevant current literature, trends and issues
- 8.5. Promote community awareness of the programs and services
- 8.6. Manage (design, implement, supervise) programs and interventions
- 8.7. Evaluate effectiveness of the interventions
- 8.8. Use results to effect program enhancement by recommending institutional/agency improvements
- 8.9. Skills to organize and manage the educational, counseling, guidance and placement services
- 8.10. Manage and supervise personnel
- 8.11. Promote staff development

9. Community Capacity Building: Encouraging collaboration between community partners to assess human capital and community needs, as well as developing plans to address the economic, social, educational, and employment goals of the community.

- 9.1. Skills to develop relationships with key community partners
- 9.2. Conduct analysis of human and material resources
- 9.3. Conduct needs assessment of the community
- 9.4. Work with the community to effectively use these resources to meet their needs
- 9.5. Work with community to develop, implement, and evaluate action plans to address economic, social, educational and employment goals
- 9.6. Work with local, national and international resource networks for educational and vocational guidance (e.g. IAEVG)

10. Placement: Supporting individuals in their efforts to obtain occupational positions by teaching job search skills and creating employment opportunities.

- 10.1. Coach clients in work search strategies
- 10.2. Use of the Internet in the job search process
- 10.3. Present work opportunities to clients and facilitate their appropriate job selection
- 10.4. Liaison with employers and with education and training providers to obtain information on the opportunities they offer
- 10.5. Consult with policy makers
- 10.6. Follow-up on placement suggestions
- 10.7. Match individuals to particular vacancies in employment, education or training
- 10.8. Support clients with employment maintenance

4. The Educational and Vocational Guidance Practitioner Credential, EVGP

Acknowledging Professional Competence

The EVGP is one way to formally acknowledge the competencies of people working in the field of educational and vocational guidance. To obtain the EVGP Certificate, applicants must demonstrate mastery of all of the Core Competencies and one or more sets of Specialized Competencies. The certificate indicates all of the specialization areas where an applicant has demonstrated competence.

The EVGP application process acknowledges that people can acquire competence through formal education and training, but also through other means (e.g. on the job training, mentoring, self-managed learning, etc.). Thus, in cases where no documentation of formal training exists, a competency review completed by two qualified people may be submitted as evidence that an acceptable level of mastery has been achieved. The process for the competency review, and the relevant forms, are included in the application package. There are two ways to apply for the EVGP.

- **Option 1** involves taking IAEVG endorsed training that is geared specifically to the core competencies or one of the areas of specialization in the IAEVG Competency Framework. The Administrator of the approved training program will have a list of approved courses and details on which competencies are covered in each course.
- **Option 2** involves providing official transcripts of training that has been completed in each of the areas in the IAEVG Competency Framework. Most applicants who have participated in IAEVG endorsed training will likely end up using a combination of both options, providing evidence of having completed the training program(s) plus evidence of training that has taken place outside of the current IAEVG endorsed training program.

For both options, the process begins by downloading the application package, available from the IAEVG website, by following the link: www.aiosp.org >> [About IAEVG](#) >> [Credential](#)

Or from:

<http://www.cce-global.org/review-management/evgp>

The application package contains background information on the EVGP, a description of the IAEVG Competency Framework, a schedule of costs and a detailed explanation of the application process.

Training Institutions: Pre-Approval of Program and Courses

Organizations involved in preparing practitioners to work in the field of educational and vocational guidance can apply to have their curriculum pre-approved as meeting one or more of the EVGP competency areas named above. An organization completes a program/course assessment form for each training experience (course, series of workshops, etc.) to be reviewed, indicating the competencies covered in that course in sufficient depth to provide a basic entrance level of competence for course participants. The organization then submits the program assessment and supporting documentation to the IAEVG Administrative Centre, along with the appropriate application fee. Costs vary depending on the number of courses or programmes submitted for review. Details are provided on the IAEVG web site.

Application forms and instructions for practitioners can be obtained from:

Center for Credentialing and Education

<http://www.cce-global.org/review-management/evgp>

Application forms and instructions for training providers wanting pre-approval of their programs as qualifying participants for the EVGP can be obtained from the IAEVG web site, or from the IAEVG Administration Centre at the addresses below.

Because internet access and access to electronic forms of official documents is still sporadic in many countries, the application form must be completed on paper and sent via post along with supporting documentation. Currently, the application process cannot be completed on line.

Applications can be processed in any of the four official languages of our organization, **French, English, German, or Spanish.**

Professional associations are welcome to use the EVGP as a basis for certification in their home locale. Details for establishing a mechanism to do this are available from the IAEVG Administrative Centre.

Contact for the EVGP:

IAEVG ADMINISTRATION CENTRE

c/o Canadian Career Development Foundation

119 Ross Avenue, Suite 202,
Ottawa, Ontario K1Y 0N6 CANADA

Tel: +613 729-6164 Fax: +613 729-3515

E-mail: Info@iaevg.org or membership@iaevg.org

Visit our web site:

French: www.aiosp.org

English: www.iaevg.org

German: www.iaevg.org

Spanish: www.aioep.org

5. Professional Studies , Research and Training

- 1956 AIOP, Un Demi-Siècle d' Orientation Professionnelle. Essai de bibliographie generale. Editions de l'A.I.O.P. Buxelles 1956
- 1953 AIOP, L'orientation professionnelle et les migrations. Document no. 1, Octobre 1953 (mimeographed)
- 1961 Youth facing the modern world- the transition from school to work
- 1970 Annotated Bibliography on Educational and Vocational Guidance" (2 volumes in French)
- 1971 Recent conceptions of educational and vocational guidance (in French)
- 1970 The Use of the computer in educational and vocational guidance
- 1977 Busshoff, L., Pellerano, J., Super, D. and A. Watts: The guidance functions of the curriculum as seen in two developed and in two developing countries,
- 1978 Ferreira Marques, J., Mehta, P., Super D., Watts, A., Guidance and the School Curriculum, Cambridge (England)
- 1986 Super, Donald, Educational and vocational guidance as a means of increasing mobility in educational systems. Paris
- Bingham, William C., A cross-cultural analysis of guidance in the transition from school to work. Paris
- 1987 Bingham, William C., Suggestions for policy, regarding the integration of young people into working life. Paris 1987
- 1994 Conger, Stuart: Policies and Guidelines for Educational and Vocational Guidance. UNEVOC Studies in Technical and Vocational Education No.1, Paris (Editions in English and Chinese)
- 1995 Miller, Juliet V., Vetter, Louise: Vocational Guidance for Equal Access and Opportunity for Girls and Women in Technical and Vocational Education, UNEVOC Studies in Technical and Vocational Education 6; Ed. By UNESCO (Paris)
- 2002 Borgen, William and Hiebert, Bryan: Technical and Vocational Education and Training in the Twenty-first Century: New Roles and Challenges for Guidance and Counselling (for UNESCO)
- 2003 Training program for careers guidance workers and policy makers in developing countries for UNESCO (Joint project between IAEVG and IAC)
- Career development training for counsellors and teachers in Technical and Vocational Education and Training in Nigeria (by Bryan Hiebert).
- Career guidance policy and advocacy document for UNESCO (published on TVETipedia)
- 2007 - 2008: Career development training on behalf of UNESCO for counsellors and teachers in Technical and Vocational Education and Training in Bahrain (by Bryan Hiebert).

Annex I: Facts and Data

1. Founder members 1951*

Association Internationale d'Orientation Professionnelle (A.I.O.P.)

Liste des membres fondateurs

(annexe aux Statuts de l'A.I.O.P., janvier 1953)

- M. ABRAHAM Louis, Secrétaire d'orientation professionnelle, Place de la Madeleine, 25, Paris 8e (France).
- M. BELL Hugh, Dean of Students, Chico State College, Chico-Calif. (U.S.A.).
- M. BERTRAND Richard, Directeur du Centre provincial d'O.P. de Charleroi, rue de Loverval, 18a, Châtelet (Belgique).
- M. FASSIAUX Yvan, Conseiller d'orientation professionnelle, Attaché au Gouvernement provincial, rue Breydel, 11, Bruxelles (Belgique).
- M. GILLE René, Directeur du Centre d'O.P. de la Seine, rue du Renard, 20, Paris 4e (France).
- M. GIRAUD, G., Inspecteur principal de l'Enseignement technique, rue Vauquelin, 10, Paris 5e (France).
- M. HASCALL Edward O., Educational Specialist Guidance and Testing (American Schools in Europe), Kaiserallee 4, Karlsruhe/Baden (République fédérale d'Allemagne).
- Dr HECHT Fritz, Oberregierungsrat, Bundesanstalt für Arbeitsvermittlung Nürnberg (République fédérale d'Allemagne).
- M. HOXTER Hans Z., Youth Employment Officer, High Street Sth, 22 London E.6 (Angleterre).
- Dr KNOOK Ary, Psychologue au Ministère des Affaires Sociales, Zeestraat, La Haye (Pays-Bas).
- M. LACROIX Henri, Secrétaire d'orientation professionnelle, avenue Valioud, 67, Ste Foy-lès-Lyon (Rhône) (France).
- M. LEASURE Frederick, Représentant de l'UNESCO, avenue Kléber, 19, Paris (France).
- M. LESSARD, Benoit, i.c. Frère Daniel-François, Conseiller d'O.P. Shawinigan (Canada).
- M. LOBET Emile, Conseiller à l'orientation professionnelle au Ministère de l'Instruction publique, Chargé de cours à l'Université de Liège, rue Jean Robie, 77, Bruxelles (Belgique).
- M. LO GATTO Carlo, Chef de Division au Ministero della Pubblica Istruzione, Via Filippo Casini, 6, Roma (Italie).
- M. MAQUET M., Inspecteur des Centres d'O.P. de la Province de Liège, rue des Trixhes, 210, Ougrée (Belgique).

*Copied from Vade-Mecum as is no. Annex I.2 List of cooperating international organizations

- M. NACHAAT Amal, Attaché au Ministère des Affaires Etrangères, Le Caire (Egypte).
- Dr PFEIFFER Englebert et Mme PFEIFFER Rosa, conseillers d'O.P., Hohenstaufengasse, 1, Vienne (Autriche).
- Mlle PUTZ Maria, Attachée au Ministerium für Arbeit und Wohlfahrt, Saarbrücken (Sarre).
- M. SCHILTZ Jacques, S/Commissaire à l'Office National du Travail, Luxembourg (Grand-Duché de Luxembourg).
- M. SCHWAR James, Inspecteur scolaire et Directeur O.P. pour le canton de Vaud, Ch. Fleurettes, 36, Lausanne (Suisse).
- Dr STEUER Erich, Ministerialrat, Bundesministerium für Arbeit, Bonn 12 (République fédérale d'Allemagne).
- M. STREM George, Professeur au Chico State College, Chico-Calif. (U.S.A.).
- Miss TAYLOR Florence, County Vocational Guidance Officer, County Hall, Kingston-upon-Thames (Angleterre).
- M. WALLIN Michel, Conseiller aux Relations internationales au Ministère du Travail et de la Prévoyance sociale, rue Lambert, 2, Bruxelles (Belgique).
- M. WILWERTZ Paul, Conseiller d'Etat du Grand-Duché de Luxembourg, Commissaire du Gouvernement à l'Office National du Travail, Luxembourg (Grand-Duché de Luxembourg).
- Miss WOOD Irène, Youth Employment Officer to the Borough of Ealing, Castlebar Rd, 24 London W.5 (Angleterre).

2. List of Cooperating International Organizations 1955

LISTE DES ORGANISATIONS INTERNATIONALES EN RELATION AVEC L'A.I.O.P.

- Agence européenne de Productivité, Paris
- Association internationale pour le Progrès social, Bruxelles
- Bureau international d'Education (B.I.E.), Genève
- Bureau international du Travail (B.I.T.), Genève
- Campagne européenne de la Jeunesse, Paris
- Centre international de l'Enfance (C.I.E.), Paris
- Comité intergouvernemental pour les migrations européennes, Genève
- Conseil de l'Europe, Strasbourg
- Fédération française des travailleurs sociaux, Paris
- Fédération mondiale des anciens combattants (F.M.A.C.), Paris
- Haute Autorité de la Communauté européenne du Charbon et de l'acier (C.E.C.A.), Luxembourg
- Haut commissariat aux réfugiés, Genève
- International Council of Nursing, Londres
- Jeunesses européennes fédéralistes, Paris
- Mouvement européen de coopération économique (O.E.C.E.), Paris
- Office européen des Nations Unies (O.N.U.), Genève
- Organisation Mondiale de la Santé (O.M.S.), Genève
- UNESCO, Paris
- Union des Organisations non gouvernementales, Bruxelles
- World Assembly of Youth (W.A.Y.), Paris

3. IAEVG Presidents 1951 - 2011



**Prof. Dr. Emile Lobet,
Belgium (1951-58)**



**Prof. Dr. William C Bingham,
USA (1987-91)**



**Dr. Erich Steuer, Germany
(1958-62)**



**Prof. Dr. José Ferreira Marques,
Portugal (1991-1999)**

**Prof. Dr. Jean Beaussier,
France (1962-66)**



**Dr. Bernhard Jenschke, Germany
(1999-2007)**



**Prof. Dr. José Germain, Spain
(1966-75)**



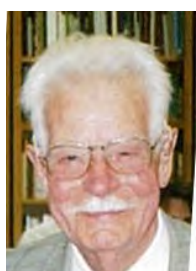
**Prof. Dr. Bryan Hiebert, Canada
(2007 - 2009)**



**Prof. Dr. Donald E Super, USA
(1975-83)**



**Lester Oakes, New Zealand
(since 2009)**



**Jean Long, France
(1983-87)**

4. Conferences and Seminars of IAEVG

- 1953 1st seminar of AIOF in Florence/Montecatini (Italy) on themes: The different phases of vocational guidance and its organisation – Recruitment, tasks and training of Vocational Guidance Officers – Individual case papers or records – Problems of guidance for disabled persons and migrants
- 1954 1st International Congress of AIOF in Bonn
 2nd AIOF seminar, Bonn (Germany); Six themes: International Status of Vocational Guidance Consultant (educational based practitioners and work-based practitioners), Vocational Guidance and its Significance for Industry and for Medical Officers in School and Industry and Vocational Guidance related to Psychology, School and Rehabilitation
- 1958 2nd World Congress of AIOF in Brussels (Belgium) on Humanism and Vocational Guidance
- 1959 International Conference of AIOF in Margate (United Kingdom) on Preparation of school children for guidance
 3rd Seminar in Margate on the developmental processes with the view of the profession and the influencing factors of vocational guidance
- 1960 4th AIOF Seminar in Jerusalem (Israel) on Vocational guidance for people with disabilities
- 1962 3rd International Congress in Paris on Integration of youth in a world of technical and economic acceleration
- 1963 AIOF Experts Seminar in Meersburg (Germany) on Influence of the structure of guidance services on the relations to school and the entry into work
 Regional Lake Konstanz Seminar of German speaking countries on Relationship between vocational guidance and school
- 1964 International experts study session/visit in Essen (Germany) on Relationship of vocational guidance and economy
- 1966 5th International AIOF Seminar in Vienna (Austria) on Vocational guidance and the policies of its work
- 1967 1st Ibero-American Seminar in Madrid (Spain) on Unity and diversity of vocational Guidance
- 1968 International Seminar in Rome (Italy) on Contribution of the educational and vocational services for the perception of the problems of youth during the process of education in schools and vocational training
- 1969 4th World Congress in Mexico City (Mexico) on Contribution of guidance services regarding the choice of higher education
 Meetings in Geneva, Switzerland (May 1969), and Brussels and Mons (Belgium) on the Use of the computer in educational and vocational guidance
- 1970 International Seminar in Belgrade (Yugoslavia) on Information and guidance in relation to vocational training and the needs of work and employment
- 1972 International experts colloquium in Jouy-en-Josas (France) on The training of guidance counsellors
- 1973 5th World Congress of AIOF in Quebec (Canada) on Career and person – liberation or alienation
- 1975 International Seminar in Lisbon on Guidance 1975 and in a short time perspective
 Regional seminar of German speaking countries in Neustift (South Tirol, Italy) on Educational and vocational guidance in international perspective
- 1976 6th IAEVG World Congress in Salerno (Italy) on The socio-economic conditions of guidance for the youth
- 1977 9th International Seminar in Nuernberg (Germany) on Actual organisation of vocational guidance, guidance for special groups, diagnosis of aptitudes with the assistance of a computer
- 1978 International IAEVG Conference in Athens (Greece) on Vocational guidance in respect to the entrance

into the world of work

- 1979 International seminar in Cambridge (UK) on Guidance and the curriculum
7th World Congress in Koenigstein (Germany) on The youth on the transition from training to work – a challenge for the counsellor
- 1980 8th World Congress of IAEVG in Manila (Philippines) on Towards a collaborative approach of an integrated system of guidance services for career development
International seminar in Ottawa (Canada) on Methods and policies of guidance and counselling in the field of employment
IAEVG seminar in Rimini (Italy)
- 1981 Conference in Barga (Italy)
- 1982 2nd Ibero-American Seminar in Madrid (Spain) on Educational and vocational guidance
- 1983 9th World Congress in Florence and Barga (Italy) on Career guidance in a time of crisis
- 1984 International IAEVG conference in Jerusalem (Israel) on The development of human resources in the rapidly changing society
IAEVG seminar in Dublin/Ireland on The future of work and leisure
3rd Ibero-American Seminar for Educational and vocational guidance in Morelia (Mexico)
Regional conference of German speaking countries in Deventer/Netherlands on Image of guidance and training and working conditions of counsellors
- 1985 10th IAEVG World Congress in Dubrovnik (Yugoslavia) on Educational Reform and Vocational Guidance
- 1986 International IAEVG study seminar in Berlin (West)/Germany on The Transition from School to Working Life
4th Ibero-American Seminar in Buenos Aires on Development in areas of vocational guidance
Regional seminar of German speaking countries in Bolzano, Italy
- 1987 12th IAEVG World Congress in Annecy (France) on Roles of guidance during the social and vocational integration for youth
- 1988 13th IAEVG World Congress in Stockholm (Sweden) on The impact of technology, educational change and economic trends on guidance today and in the future
IAEVG Seminar in Tokyo (Japan) on Life Career Development and Guidance Services through the Life-span in the Changing World
- 1989 IAEVG conference in Edinburgh (UK) on Helping the Vulnerable Minorities
- 1990 14th World Congress of IAEVG in Montreal (Canada) on Counselling for a global economy
- 1991 International IAEVG in Lisbon (Portugal) on Career Guidance Services for the 90's
- 1992 1992 IAEVG conference in Puerto de la Cruz, Tenerife (Spain) on Guidance in a Changing World
Seminar in San Marino (Italy) on Self-confidence and guidance
- 1993 International IAEVG Conference in Budapest on Guidance and Counselling for Employment and Employability
- 1994 15th International IAEVG Congress in Madrid (Spain) on Human Resources, Guidance and the Labour Market
- 1995 16th Congress and General Assembly in Stockholm (Sweden) on Career Guidance in Context
International IAEVG Seminar in Buenos Aires (Argentina) on Guidance and Socio-cultural Changes
- 1996 International Seminar in Dublin on Guidance for a new age
- 1997 IAEVG Conference in Brasov (Romania) on: Career: Chance or Planning?

- 1998 IAEVG winter conference in Tampere (Finland) on “Light and Dark: Counsellors for Uncertain Times”
- 1999 Conference in Wellington (New Zealand) on Turning Points - Managing Career Change
IAEVG conference in Warwick (UK) on Lifelong Career Guidance for Lifetime Career Development
- 2000 International IAEVG Career Conference in Perth (Australia) on Creating Links
International Conference Berlin (Germany) on Guidance for Education, Career and Employment – New Challenges
World Congress on Guidance and Counselling in Valencia/Carabobo (Venezuela) on Intercultural Vision of Guidance: Different Paradigms
- 2001 50th Anniversary Conference in Vancouver (Canada) on Going for Gold – Celebrating Excellence
50th IAEVG Anniversary Conference in Paris (France) on Guidance: Constraints and Freedom
- 2002 IAEVG International conference in Warsaw (Poland) on Counsellor: profession, passion or calling
IAEVG conference in Wellington (New Zealand) on Pushing the Boundaries: The Heightened Role of Career Planning in Knowledge Societies
- 2003 IAEVG International Conference in Bern (Switzerland) on Quality Development in Vocational Counselling and Training
- 2004 International IAEVG Conference in La Coruna (Spain) on Guidance and Social Inclusion
1st IAEVG-NCDA Symposium San Francisco (USA) on International Perspectives on Career Development
- 2005 International IAEVG Conference in Lisbon/Portugal on Career in Context
New Challenges and Tasks for Guidance and Counselling
- 2006 International IAEVG Conference in Cuernavaca, Morelos (Mexico) on Counselling and Guidance – Support Alternatives for Human Development
International IAEVG Conference in Copenhagen (Denmark) on Cross over: Guidance in Transition
- 2007 International IAEVG Conference in Padova (Italy) on Guidance and Diversity
2nd IAEVG-SVP-NCDA Symposium in Padova on Vocational Psychology and Career Guidance Practice in International Partnerships
- 2007 International Conference 2008 in Buenos Aires (Argentina) on The Role of Guidance in Achieving Social Ecology and Ecological Economy
- 2008 International Conference in Jyväskylä (Finland) on Coherence, Co-operation and Quality in Guidance and Counselling
- 2009 International Conference 2009 in Wellington (New Zealand) on Transforming Careers - Unleashing Potential
- 2010 International Jiva Conference in Bangalore (India) on Educational and Career Guidance
3rd NCDA-IAEVG-SVP Symposium in San Francisco on Bridging International Perspectives of Career Development
- 2011 International conference in Cairns (Australia) on What’s it all about? Career development: Retrospective and prospective
International Conference in Cape Town (South Africa) on Career Guidance and Development Practices around the World

Annex II: Voices and Impressions

Invitation for the Preparatory Meeting for the 1st International Conference on Vocational Guidance

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County Borough of East Ham

EDUCATION COMMITTEE.

YOUTH EMPLOYMENT OFFICE,
EDUCATION OFFICE 22-24, HIGH STREET SOUTH,
TOWN HALL ANNEX
BARKING ROAD
EAST HAM, E.6.
LONDON. 1st August, 1951.

W. T. DAVIES.

RE PREPARATORY COMMITTEE -
INTERNATIONAL CONFERENCE ON VOCATIONAL GUIDANCE.

I am writing on behalf of my colleague Monsieur Henri Lacroix, Regional Secretary for Vocational Guidance of the Academie de Lyon, Lyon, France, and an international group of Vocational Guidance Counsellors, to invite your representative to be present as Observer at a meeting to be held in Paris, on Monday, 27th and Tuesday, 28th August, 1951. The object of our meeting is to discuss the programme of our first International Conference on Vocational Guidance which we hope to arrange for next year with a view to facilitate interchange of information on the techniques employed in various countries and to compare the methods used at the present time and discuss their scope. We would very much appreciate the attendance of your representative at our preliminary meeting and are looking forward to getting into touch with Vocational Guidance Officers of your country.

Yours faithfully,
H. Z. - Hoxter
H. Z. HOXTER.
YOUTH EMPLOYMENT OFFICER.

Dear Sir,

His Excellency,
The Minister of Education,
Ministry of Education,
Royal Dutch Government,
The Hague,
HOLLAND.

Ministerie van O.K. & W.
INGEKOMEN:
- 4 AUG 1951
CORR. NO.

dH

Donald E. Super (USA), Honorary President of IAEVG: One participant's perspective on the history of IAEVG

(from: AIOSP/IAEVG/IVSBB (ed.), Educational and Vocational Guidance. Special Edition, 53/1992)

Our history began long after that of educational and vocational guidance, career guidance, careers guidance. In America the movement began in 1909 with the publication of a book on the subject (Parsons, 1909) and, in Europe the field began to develop with the work of Christiaens in Brussels in 1912 (Keller and Viteles, 1937, pp. 292 and 297). The concern with the welfare of youth that the Industrial Revolution had fostered had begun to bear fruit in the development of vocational guidance services first in social agencies and then in the schools in the USA, and first in government offices related to the school system in European countries. But it was not until after the First World War that stronger national movements provided the base for international activity, and after the Second World War that a firm foundation was laid for an international association that linked what had been sporadic conferences into regular meetings, professional publications, and of course the structure of officers and committees necessary for continuity. Thus IAEVG was founded in 1953, after preliminary conferences in the years immediately preceding, 1951 and 1952. Our founding year, as formalized in the chronology *Twenty Years of Vocational Guidance* (Schiltz, 1971), is thus 1951, and 1991 is that of our 40th Anniversary.

As our early chronology is well recorded in the 1971 pamphlet, and appears as such in this publication, this writer's function is to comment on the history of our Association as he has seen it since he first became active, that is, since 1958 at the Brussels Congress that coincided with a World's Fair and, from a personal standpoint, with the beginning of a year as a Fulbright Professor at the Institute of Psychology of the University of Paris and at the National Institute for the Study and Work (National Conservatory of Arts and Crafts). It was at the Brussels Congress that Professor Lobet (University of Brussels), our first president, rotated out of office, having held the presidency since the founding of the Association in 1953 and the elections of 1954. It may perhaps be recorded now that some of the principals are no longer "on stage" that it was something of an accident of history that led to Lobe's election, for it is recognized by those who were there that the actual work of organizing the beginnings of IAEVG was done by Hans Hoxter of the United Kingdom. Lobet had nominated Hoxter for the presidency at the organizing meeting, and Hoxter, recognizing that as a working counselor he lacked the status that the professorship at Brussels bestowed upon Lobet, modestly said: "Oh, but Professor, you should be President", to which Lobet responded "I accept" and the issue was considered thus informally settled.

There was a general belief that leadership of the Association should rotate among the active countries. The strength of the vocational guidance services in the Federal Republic of Germany, the holding of the first Congress in Bonn (1954), and the role played by a number of active German members led to the election of Dr. Steuer as President. Steuer was of course more proficient in his own language than in others (as had been true of Lobet), and this strengthened the place of Germany in the Association's affairs. But the work of IAEVG had been going on in French for seven years (1951-58), not many other Europeans were then fluent in German although the multilingual abilities of the then new Secretary-General, Jacques Schiltz of Luxembourg, were invaluable to the Association. As things developed, however, the lesser linguistic skills of the writer were frequently called into play: his then residence in Paris, his familiarity with several Western and Eastern European languages, his ability to guess and to improvise, and chance, led President Steuer to turn to him when Schiltz was not close by: thus a sixth-generation American became quickly involved as the Bridger of IAEVG's Linguistic gaps. Election to the Vice Presidency in 1959 to some degree legitimized this role.

It was Schiltz, the quiet and efficient civil servant, who really kept IAEVG going during the years from 1958 to 1962. In that last year Jean Beaussier of France was elected President, not only because he had served as Vice-President under Steuer, but also with the impetus of the Paris Congress of 1962 of which he, well-supported by French colleagues whom he skillfully drafted and organized, had been the prime mover. He and Steuer had never been close, but the transition in the presidency was very smooth. The Paris Congress was a great success at that time, for the period of post-WW II austerity was finally over, "le Grand Charles" had done a great deal to brighten Paris, and le Petit Bonaparte of a Beaussier ran IAEVG's French troops, not to Moscow and defeat, but to Vienna and Sachertorte! The conquest was enjoyed by all, save for one embarrassing incident from which we quickly recovered.

This was a linguistic event, which is recounted here, lightheartedly and in friendly spirit, as an example of problems of international communication. At a general meeting an interpreter, a volunteer from the Labor Ministry who was not a professional, had some difficulty with English translation, leading a British participant to protest bluntly from the floor, demanding a better translator. Silent consternation followed, as the interpreter, reminding the assembly that he was not a professional, but that he was a volunteer, walked out, deeply offended. No one on the platform acted: memory does not come up with the name of the chairman at this transition from the Beausseier to the German presidency, from one Latino phone to another. The writer, thinking that an Anglophone owed it to his ilk to save the day, rose from the floor and as an Anglophone apologized to the Austrian hosts for the undiplomatic action of his protesting fellow-linguist, and suggested that the meeting proceed with another volunteer. Who this was is not now clear, but it should be recorded that the offending and defending Anglophones have ever since been the best of friends. Germany's presidency was a smooth one, under the leadership of a distinguished scholar, practitioner, and gentleman, one whose French was as good as his Spanish, and whose English was better than he was willing to admit - a characteristic, it seems, of Latino-phones! The Mexico City Congress was memorable for the perspectives it gave us on rapidly changing Latin America, on its culture, and on the graciousness of its hosts. Sadly, that graciousness was not manifested also by some of our members who, uninvited to a reception in a suburban home to which the Board had been asked, "crashed the gate" and quickly disposed of the refreshments provided (the writer's linguistic skills fail him at this point, and he is unable to use the gatecrashers' native language to describe them). Eheu, nos miseros!

Quebec: lovely city for a Congress, wonderful Quebecois hospitality - mais, quelles manières de ne mettre, sur les tables du Banquet, que le drapeau de cette province sans celui du pays! On nous imposait le français ... revanche d'enfant! And now it is the writer who risks being rude, but a bit of frankness in some international affairs may help in others. Montreal in 1990 did better!

Salerno in 1976: the "fine Italian hand" of and Seminars, the truly bilingual and functionally quadrilingual (or is it five?) Ennio Tozzi was manifest in this meeting. The content was as good as never, and the cultural events what one would expect of our Italian hosts. And here the writer learned another lesson in international communication, for after the Mayor of Amalfi and Chamber of Commerce Secretary had welcomed us to their city he was so carried away by Italian hospitality that he dared to respond (as President) in Italian - and for his courage was later rewarded by the real and enduring friendship of one of the local hosts.

Koenigstein in 1979, like the Nuernberg Seminar of 1977, helped us to see what a well-organized and staffed vocational guidance service can accomplish. Illness forced the writer, still President, to miss the Manila Congress. But he did get to his final Congress, with the splendid pageantry of the Palazzo della Signoria and the quiet and comfort of Barga, where the Presidency was assumed by Jean Long of France. But it is too easy, in a memoir such as this, to fail to mention some other high spots, such as the Seminars in Jerusalem in 1960, Rome in 1968, Belgrade in 1970 (with old friends like Branka Brancic, who at the Rome Seminar had been acclaimed as "la Bella Inglesa" by admirers at the Banquet who had failed to realize that she was a Serbian Bosnian! ... and many new friends). Lisbon in 1975, not long after the Carnation Revolution, a favorite city for many of us, Cambridge and my own College in 1979, Dublin and the "luck" and warmth, and insights, of the Irish in 1984. And here I must record the dismal failure of a compatriot at Dublin, and invited speaker, who had not done his homework, who spent more time shopping than in the Seminar meetings, and who "fell flat on his face", metaphorically, when at the lectern.

And here, having risked offending too many good people, and having sung the praises of others, and omitting recent events of which he has been a less faithful participant and observer with energies expended elsewhere, these meanderings in the byways of history should stop. If they did not, the writer might not dare to show his face in Lisbon, and that IS a Congress he does not want to miss!

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**History of IAEVG 1951 – 2011
Chronicle, Policies and Achievements of the Global Guidance
Community**

The International Association for Educational and Vocational Guidance IAEVG/ AIOSP developed from its early beginnings as a practitioners' initiative after World War II to a widely recognised global network in the new millennium.

This publication documents the rise and development of international cooperation in the field of educational and vocational guidance from 1951 to 2011 and gives a chronological overview of the history, personnel and key events of IAEVG and describes the policy achievements in strengthening professionalism of guidance. The historical part is based on several documents which the author found in the archives as well as on reports, publications and personal memories from his longstanding service in the Board and Executive Committee of IAEVG.

Through the historical chronicle and the reprinting of important documents on policies and professional developments of the association the reader receives an impression of the vitality of IAEVG and its valuable contributions to guidance and career development over the years and across the globe.

Key words

IAEVG – AIOSP – guidance policy – professionalism of guidance – educational and career guidance – history of guidance - international cooperation

About the author

Bernhard Jenschke holds a doctoral degree in Philosophy from the University in Munich and has been working in the guidance field for more than 40 years, last as head of the career guidance services of the PES in the German Federal States Berlin and Brandenburg. He supported the establishment of career education in German schools and developed the wide spread concept of a Career Information Centre (BIZ) based on the idea of activating clients through self-search and use of information technology. He worked as international expert for ILO, OECD, Council of Europe and the European Union. The author has contributed to the international cooperation in serving the IAEVG since 1983 as member of the Board of Directors, Vice President and President of IAEVG. He is a co-founder of the German National Guidance Forum and a member of the German delegation of the European Guidance Policy Network ELGPN.

What is IAEVG?

The International Association for Educational and Vocational Guidance (IAEVG) is a vibrant global professional community with a proud history spanning more than 60 years. With about 23,000 members from some 50 countries in six continents, it is the only international association for educational and vocational guidance practitioners and career practitioner associations.

Global Professional Leadership

A central aim of educational and vocational guidance is to assist individuals in managing their learning and work. This is achieved by helping people to:

- understand and appreciate their skills and abilities;
- relate effectively with others;
- explore career alternatives;
- develop appropriate plans for learning and work;
- integrate successfully into society and the labour market.

IAEVG promotes equitable access to quality educational and vocational guidance services through:

- increased professional dialogue and exchange;
- rigour in ethical standards, training and ongoing professional development;
- leading edge research;
- the development of innovative resources and approaches;
- evaluation and accountability measures; and
- visionary leadership.

More information about IAEVG activities, services and membership:
www.iaevg.org

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