

Maximising the world's potential through guidance



# Newsletter

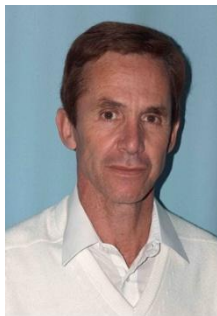
of the International Association for Educational and Vocational Guidance

Number 76, February 2015

## Editorial

Dear IAEVG member,

This issue of the Newsletter is a special and packed number, which testifies to the vibrancy of our association, its ongoing growth but also the growing excitement about the journal in Europe.



**Annamaria Di Fabio and Kobus Maree**

Many initiatives are now coming to fruition; a few of which are elaborated below. The European Doctoral Programme. NOLOC (the only association for career professionals in the Netherlands, counting about 2700 members in 2014) joining the IAEVG in 2014 – a development which has significantly increased the collective IAEVG membership in 2014. The increase in the impact factor of the scholarly journal of our Association (the *International Journal for Educational and Vocational Guidance*), with Jerome Rossier from Switzerland at the helm. We commend Jerome and his editorial board but also everyone else involved in the management of the journal for their sterling efforts over the past number of years. The journal is increasingly receiving global attention and recognition. The global scientific Conferences where the prominence, standing and value of our

Association are continuously affirmed and underlined.

Regarding forthcoming Conferences, we wish to highlight, among others, the upcoming World Conference due to take place in Florence, Italy, from 4 to 6 June 2015 under the presidency of the new UNESCO Chair on Lifelong Guidance and Counseling, Jean Guichard. As you are aware, this Chair was founded in Poland at the end of 2013 (as a result of Jean's sterling efforts) and the 2015 IAEVG Conference which will be held in Tsukuba, Japan, from 18 to 21 September, 2015. We sincerely hope the New Year (2015) will witness continued growth and expansion in our association. Furthermore, we look forward to sustained and growing collaboration between both researchers and practitioners at all levels.

In conclusion: Let us continue to strive without fail towards the realization of the common, meaningful and important goal that unites, inspires and motivates us, namely: Maximizing the world's potential through guidance.

**Annamaria Di Fabio and Jacobus Gideon Maree,  
General Editors**

## IAEVG President's column

Sometimes it's easy and sometimes it's hard to write this column and I'm really pleased to say that this time it's as easy as it's ever been! How is this? Well, to begin with Annamaria and Kobus have set the scene wonderfully with their editorial and then the breadth and depth of articles in this newsletter speak for themselves.

Over recent times the Board has questioned whether the newsletter is the best way to convey news of happenings within our international community to you, our members, when we have the capacity to distribute items in a much more timely manner as they become available. There are a range of things that we do communicate directly to you where time is of importance and I think that there is further opportunity to this. However, one powerful advantage that the newsletter offers is for us all to see, in one place at one time, the incredible breadth of activity that our members are involved in. This latest newsletter does exactly that.

While we continue to bring you a range of regular member publications and conference opportunities we are also working behind the

scenes on a major rebuild of our website and preparing for our elections which will take place in the middle of this year. Several members of the current board will be stepping down, myself included, and I encourage you to consider offering yourself for election. Following the elections the formal 'changing of the guard' will take place at our conference in Tsukuba, Japan in September.



**Lester Oakes**

2015 has much to offer. Grasp it with both hands!!  
Lester

**Lester Oakes**  
President IAEVG

## EUROPEAN COMMISSION FUNDS EUROPEAN DOCTORAL PROGRAMME

As of October 1st 2013, the European Commission is funding a project to set up a European doctoral school specializing on Career Guidance and Counselling for three years. As a joint project of higher education institutions from 15 European countries, the programme shall be open for doctoral researchers from all of Europe.

The project is a joint venture of the European Society for Vocational Designing and Career Counseling (ESVDC) and the Network for Innovation in Career Guidance and Counselling in Europe (NICE), which is funded by the Erasmus programme from 2009-2015. It is led by ESVDC board member Laura Nota from the University of Padua and Johannes Katsarov, Coordinator of NICE, together with 5 colleagues: Valérie Cohen-Scali from CNAM-INETOP in Paris, Rachel Mulvey from the University of East London, Jérôme Rossier from the University of Lausanne, Rie Thomsen from the Aarhus University in Copenhagen, and Peter Weber from the Heidelberg University.

Until September 2016, the project consortium will conduct three summer schools to provide international doctoral training and networking opportunities to about 25 doctoral researchers. The first summer school will be hosted by the University of Padua in September 2014. Aspiring researchers will be able to discuss their research approaches and findings with peers and professors from many different disciplinary

backgrounds, including psychology, sociology, economics, and educational science.

Additionally, workshops will be offered to introduce the participants to state-of-the-art research methods and innovative theories, giving them the chance to expand their perspectives and their capacity for interdisciplinary research. Further training will support the doctoral researchers in developing their transversal skills and the management of international research projects.

Finally, the summer schools will be embedded in the development of a European Research Agenda for the field of career guidance and counselling. The goal is to establish international research networks in Europe – involving doctoral researchers – which deal with important and challenging research questions linked to innovation in career guidance and counselling.

List of partners/ involved researchers.

*Scientific committee:*

Prof. Dr. Laura Nota, University of Padua  
Johannes Katsarov, Network for Innovation in Career Guidance and Counselling in Europe  
Prof. Dr. Valerie Cohen-Scali, CNAM-INETOP Paris  
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Prof. Dr. Jérôme Rossier, University of Lausanne

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Prof. Dr. Bernd Joachim Ertelt, University of  
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## CAREER COUNSELING BEHIND THE DYKES. ABOUT CAREER COUNSELING IN THE NETHERLANDS AND NOLOC, THE DUTCH ASSOCIATION FOR CAREER PROFESSIONALS

This year NOLOC, made an important step forward in their international orientation by acquiring a collective membership of IAEVG.

We gratefully take the opportunity offered by the editors of the Newsletter to give a brief impression of what is going on in the field of career guidance and counseling behind our famous dykes and to present our association.

First we will give some background information about our country sketching the playground of our professionals and association.

### *Political and economic situation*

The Dutch government is a compromising one in a country with many political parties. Since two years we have a government consisting of social democrats and neoliberals all under influence from populist left and right-wing parties.

The Dutch were confronted with big cuttings in the national budget. We are still dealing with a hesitating economy with a small recovery expected for 2014 (0.5 growth instead of an average of 2.0 over the last two decennia), and a slight increasing consumer and producer trust.

In 2012 and 2013 we had a shrinking economy. Organizations are transferring and downsizing to small and flexible organizations and hiring people if necessary.

### *Labour market*

The Dutch Census (CBS) counted 684.000 unemployed persons in March 2014 on a total workforce of 8 mil., 454.000 receiving an unemployment compensation from the government. We count about 800.000 freelancers and this category is still growing indicating (more often poor) self-employment. We expect a slowly improving economy without a same growth of jobs because of an increasing labour productivity and labour participation.

In the near future unemployment is expected to be the most substantial in the sectors: government, health care and welfare and services, especially finance. As in many other industrialised countries labour market is tough at the moment for young career starters and senior workers. The Dutch government is working on several new initiatives to facilitate job entries and for these categories.

### *What is happening in the profession of career coaching?*

The government used to provide abundant funds for subsidized career counselling for the ill and unemployed workers. Drastic budget cuts has a strong impact on the career coaching and counseling branch.

Many freelance coaches are forced to change their business approach.

This leads, on one end to creative new business models providing innovative services and for some of them broadening their business with other related HR services and for others developing super specialization such as, career coaching for autistic persons, high talented clients or people suffering or recovering from cancer.

On the other end it brings many freelance coaches in serious financial trouble. This also leads to a sharp drop of the market prices of their services.

### *About our association*

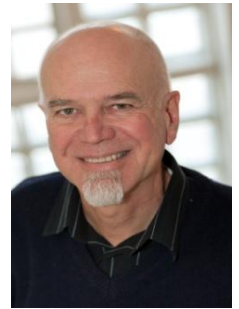
NOLOC is the only association for career professionals in the Netherlands and counts about 2700 members in 2014. The NOLOC members are working as career coach, outplacement consultant, re-integration specialist or school-career counselor. More than 50% of the NOLOC members is independent professional or entrepreneur and the other part of the membership is employee working in development or so called job mobility centers of companies, (semi)-public organizations or in consulting firms. The present organization was established in 2004 after a successful merger of NOLOC, the Dutch order of career counselors and outplacement consultants, est. 1992 and VBA, the Dutch association of vocational counselors since 1985. NOLOC is directed by a board, which is presided by Mrs. Ester Leibbrand. The board is assisted by a professional office and supported by a several specialized committees, which carry out the board strategy.

NOLOC is an active and lively association that aims to improve the professional level of their members by organising workshops and lectures, a national congress, and facilitating “Quality

Circles”. Members of these circles gather frequently to discuss new developed methods, books and articles.

All NOLOC members receive LoopbaanVisie (CareerVision), independent Dutch journal for career professionals.

An important action this year was the realisation of an intensified cooperation between CMI, the independent Institute for Career Certification and NOLOC in order to stimulate the certification of Dutch career coaches and counselors.



**Gert van Brussel**

The NOLOC board aims to present oneself as the right partner in the field of career development in the Netherlands. This supposes a solid orientation on the global environment and a clear view on the professional developments abroad. NOLOC also wants to be visible over the country borders

and be present on international level when appropriate and relevant.



In addition, NOLOC thinks it is important to stimulate interest and enthusiasm of their members for the international aspect.

So the board decided to install a committee International Affairs in 2010 in order to further and promote the international aspect. This committee formulated a set of specific tasks and activities such as, gathering information about developments in the domain of career guidance and counseling on scientific and theoretical level as well as practice, setting up a network of relevant contacts and sources. But also providing possible interesting information about career development theory and practice in the Netherlands to our colleagues in other countries and support career development in places where this is needed internationally.

**Gert van Brussel**  
**Chair committee International Affairs NOLOC,**  
**the Netherlands**

## 2014 IAEVG CONFERENCE IN QUÈBEC, CANADA, JUNE 4 – 6, 2014



The Association's 2014 Conference held in Québec City (Canada), an initiative of the Québec regulatory college for guidance and career counselors (OCCOQ), supported by Québec association of community-based organizations for employability development (RQuODE), has been considered both by organizers and delegates as a huge success! Over 1250 participants from 33 countries and 5 continents were welcomed in a warm and friendly gathering for a clockwork-tuned and most interesting program.

IAEVG's President, Lester Oakes, underlined that we had two very successful conferences in a row organized in French, greatly pleasing the President of OCCOQ, Laurent Matte, and the event's program coordinator, Michel Turcotte. The two are most engaged in maintaining enrichment of our international professional community through francophone thought, research, and practice.

*"At the intersection of personal, community and worklife realities",* nearly 200 workshops, symposiums, paper sessions and posters were presented in French, English and Spanish for three days. Daily plenary sessions presented points of view from Québec (Prof. Geneviève Fournier), then North America (Prof. Norm Amundson from Canada and Prof. Spencer Niles from the USA) and finally worldwide (Prof. Rachel Mulvey, United Kingdom, Prof. Julio Gonzales, Venezuela, Prof. Gideon Arulmani, India, Prof. Vincent Guillon, France, with facilitators Prof. Liette Goyer, Canada and M. Lester Oakes, New Zealand).

All documents including program, presentations, pictures and press coverage can be accessed on the conference website [www.aiosp-congres2014-quebec.ca](http://www.aiosp-congres2014-quebec.ca).

**Laurent Matte**  
Chair of the 2014 IAEVG conference,  
President of OCCOQ

## HAVING AN IMPACT – UNDERSTANDING THE FOOTPRINT OF THE INTERNATIONAL JOURNAL FOR EDUCATIONAL AND VOCATIONAL GUIDANCE

We recently received word from Springer, the *IJEVG*'s publisher, that our impact factor has increased over the last year from .500 to .966. The *IJEVG* has received an impact factor since 2011, and this number changes based on how often the *Journal* is cited by other researchers in the two previous years. In 2011, it was .852 with 93 citations; in 2012, it decreased to .500 with 108 citations; and in 2013, it increased to .966 with 104 citations. The increase in impact factor is an accomplishment of which our editorial team is proud, and is evidence of a smooth collaboration with the Springer production team in the last few years, as well. But the effects of the impact factor give rise to a cautionary tale.

The impact factor has been the primary means of ranking scientific journals for about 55 years, since their first publication by (now) Thomson Reuters Journal Citation Report. According to Springer (n.d.), impact factors reflect the standard and foundation of a journal's reputation. This number, recalculated annually, marks the impact – or importance – that a journal has had in the past year, especially when compared with other journals in the same field (Springer, n.d.).

To understand the mathematical significance of this number, one must realize how an impact factor is calculated. In a given year, the impact factor equals the number of citations counted in that year for articles published in the previous

two years (Springer, n.d.). This means that 2013's impact factor is a ratio of the number of citations in 2013 made for articles or editorials published in the *IJEVG* in 2011 and 2012 divided by the number of articles published in 2011 and 2012.

In terms of practical significance, this means that, in the last year, the citation importance of our most recent articles has surpassed that of other major journals in our field, notably, the *British Journal of Guidance and Counselling* (.750), the *Journal of Counseling and Development* (.810), the *Journal of Employment Counseling* (.512), and the *Journal of Career Development* (.846). We are on par with other journals in the field, such as the *The Career Development Quarterly* (.942).

However, impact factors should be interpreted with extreme caution, and some people are very critical of their use, for example, in judging the voracity of the scientific literature and in procuring grant funding (e.g., Stephen, 2012). Despite the degree of importance placed on these numbers, there are other factors that may influence the changes that a particular journal sees from year to year, such as academic practice, publisher trends, and individual article impact, among others.

Academic practices, such as citing one's own recent work, or citing a majority of works older than the last two years in a recently published paper, can stimulate increases or decreases for a particular journal's impact factor. Publishers using Online First publication features may also promote an increase in a journal's impact factor. Because Online First articles are accessible more quickly than their paper versions, it may make it more likely that citations of these articles will appear in works published within the 2-year time frame in which a given year's impact factor is calculated.

Additionally, if a publisher's or a journal's submission policies change to admit a greater or lesser number of articles in a given year, this could also increase the number of citations possible, but it could also affect the over

calculation – for better or worse – due to a change in the denominator in the equation mentioned above. Finally, if an individual article becomes widely cited soon after its publication, either due to the innovation or controversy it inspires, this article may positively skew the number of citations of that journal and increase the impact factor for a given period.

In our case, the list of the Top 10 Article Downloads in 2013 shows a majority from the last three years (see the table below).

Additionally we have published several special issues in the two years preceding our 2013 impact factor: 11(2) in conjunction with the JIVA conference in India, 11(3) after our joint conference with the *Australian Career Development Association*, and 12(1) after our joint conference with the *National Career Development Association (USA)*. These special issues included six articles each, which changed both the number of citation possibilities and the denominator in the equation mentioned above. Having access to current material from the Online First publication of articles, more citation possibilities from special issues, and the download (and citation) of our most recent material has likely contributed to the recent increase in our impact factor.

To conclude, there is some controversy in the consideration of the importance of impact factors and the academic consequences these may have. However, they do remain the main standard by which the quality of a journal is judged. Understanding how the impact factor is calculated, as well as what factors may influence this number, helps to put this number into perspective for our and other journals.

We plan to continue publishing regular and special issues in the *IJEVG* that stimulate scientific thinking and research in the field in order to maintain the high quality our readers have come to expect. We hope that this will continue to result in a high impact factor for our *Journal* and continue to expand our readership worldwide.

## 4.2 Top 10 Article Downloads

Title	Author	Volume	Issue	Year	Article Requests 2013 (Jan to Nov)
The Relationship Between Career Competencies, Career Identity, Motivation And Quality Of Choice	FRANS MEIJERS	13	1	2013	677
Job Search Motivation Of Part-Time Or Unemployed Japanese College Graduates	TOSHIKI SHIRAI	13	2	2013	507
Validation Of The Short Form Of The Career Development Inventory With An Iranian High School Sample	AHMAD SADEGHI	11	1	2011	361
Acceptance And Commitment Therapy (Act) As A Career Counselling Strategy	PETER MCILVEEN	12	3	2012	333
Story Crafting: Strategies For Facilitating Narrative Career Counselling	MARY MCMAHON	12	3	2012	331
The Influence Of Self-Concept, Parenting Style And Individualismcollectivism On Career Maturity In Australia	CATHERINE HUGHES	11	3	2011	308
The Value Of Failing In Career Development: A Chaos Theory Perspective	ROBERT PRYOR	12	1	2012	290
Using Qualitative Assessment In Career Counselling	MARY MCMAHON	2	1	2002	280
Emotional Intelligence, Personality Traits And Career Decision Difficulties	ANNAMARIA DI FABIO	9	2	2009	268
Career Learning And Development: A Social Constructivist Model For The Twenty-First Century	BARBARA BASSOT	12	1	2012	257

(Source: SpringerLink)

**Sarah Stauffer and Jérôme Rossier**  
Institute of Psychology,  
University of Lausanne, Switzerland

## UPCOMING CONFERENCES

### 2015 UNESCO Chair on *Lifelong Guidance and Counseling* Conference, Florence, Italy, June, 4-6, 2015

The UNESCO Chair on *Lifelong Guidance and Counseling* is organizing an International Conference in Florence (Italy) from June 4 to 6, 2015. The presidents of the Conference are Jean Guichard (Head of the UNESCO CHAIR University of Wroclaw, Poland & CNAM, Paris, France) and Annamaria Di Fabio (University of Florence, Italy).

The Conference is organized thanks to the collaboration with Violetta Drabik-Podgórna and Marek Podgórný, the Chair coordinators in Poland, Institute of Pedagogy, University of Wroclaw.

The Conference theme is as follow: **“How can career and life designing interventions contribute to a fair and sustainable development and to the implementation of decent work over the world ?”**.

This conference follows the important conclusions of the UNESCO Chair's inaugural conference, held in November, 2013 at the

University of Wroclaw (Poland). It was underlined that the major purpose of our work should be to develop career interventions (career guidance, counseling, career education), that promote a fair and sustainable development and the implementation of decent work all over the world.

The topic that will be addressed in the International Conference of UNESCO Chair on *Lifelong Guidance and Counseling* in Florence is as follow: early in the 20th century, when social workers and theoreticians formed the profession of vocational guidance, they debated the ultimate purpose of guidance or its “finality.” Of course they all agreed that the proximate goal was to help people find matching occupations or professions. But: what of the ultimate goal? Some professionals thought the ultimate goal was to contribute to the efficiency of an industrial economy.

Nevertheless, most commentators concluded that the ultimate goal of vocational guidance was to contribute to the Progressive Movement in building societies that were both wealthier and more socially fair, not just efficient.

Vocational guidance has evolved during the 20th century in connection with the transformation of the work organizations and of the scientific approaches to human subjects. It now supports individuals who – as they work in flexible organizations and live in increasingly liquid societies – must think about designing their work paths and lives rather than just matching people to work functions or positions. But has its ultimate goal remained true to its Progressive goal? It is now critical that the profession revisits and further articulates the ultimate goal of career counselling. Do career interventions still pursue the finality of improving the common good of humanity? If so, how can career and life designing interventions contribute to the development of decent work in a sustainable and fair world economy? If the ultimate goal of life and career designing remains true to its roots, we must reaffirm its importance and advocate for its social value.

The organization of the Conference in Florence includes three keynote lectures by a representative of UNESCO, a representative of International Labor Organization (ILO) and a professor, David Blustein (Boston College, USA), experts in the issues that will be addressed by the Conference.

Furthermore several workshops will be held in parallel. Participants in these workshops will

encounter in three occasions to work together on one of the following topics:

- o A. "Training for practitioners, implement research and build up tools for a fair and sustainable human development";

- o B. "Training for practitioners, implement research and build up tools to develop decent work all over the world".

A moderator leads each workshop that includes also a reporter. The latter will present a summary of the works in the final session of the conference. During these workshops, some participants will have some short presentations contributing to the debate of the group.

This Florence Conference should be followed by a second one on the same topic in 2016, in Wroclaw, when this city will be the European Capital of Culture. As a further objective, UNESCO Chair on *Lifelong Guidance and Counseling* intends to create a huge UNITWIN research network (26 universities are already interested) at this conference.

To register, contact Annamaria Di Fabio.

Email: [adifabio@psico.unifi.it](mailto:adifabio@psico.unifi.it)

We are looking forward to meeting you in June 2015 in Florence!

*Jean Guichard*

**UNESCO CHAIR University of Wroclaw, Poland & CNAM, Paris, France**

*Annamaria Di Fabio*

**University of Florence, Italy**

## 2015 IAEVG Conference in Tsukuba, Japan, September 18-21, 2015

The next international conference of the IAEVG will take place in Tsukuba from September 18 to 21, 2015, Japan with the conference theme: **"Restructuring Careers Over Unexpected Powerful Forces"**.



**Conference Venue, EPOCHAL TSUKUBA**

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**We have attractive programs on following nine thematic fields as below! For more detail, please visit our official website.**

(<http://www.iaevgconf2015.jp/>)

Nine Thematic Fields: **1.** Delivery Systems for Lifelong Career Guidance to All Citizens. **2.** Career Counseling Approaches to Empower People who are Discouraged and Disenfranchised **3.** Public Policy for Diversity. **4.** Education: Pathways that Lead Individuals to Construct Career and Life. **5.** Call to Action: Addressing for People who are Socially Isolated, the Needs of NEETs, and Youth Unemployment. **6.** Community Action: Collaboration Among Stakeholders in Building Partnerships.



7. Assessment, Measurement, and Evaluation: What We Know Works. 8. Professional Development: Preparation and Training for the Career Teacher and Practitioner. 9. Restructuring Careers under Promising Practices

**Six Keynotes:** Nancy Arthur (Canada), Bernhard Jenschke (Germany), Bryan Dik (USA), Takeshi Senzaki (Japan), Reiko Kosugi (Japan) and Teruyuki Fujita (Japan)

**ARACD/IAEVG Joint Session:** ARACD is an abbreviation for Asia Regional Association for Career Development. There will be an ARACD/IAEVG Joint Session on the first day, September 18. Speakers are Lui Hah Wah Elena (Singapore), H. Muhamad Surya (Indonesia), Hyuncheol Kim (Korea), Darryl Takizo Yagi (USA), Gideon Arulmani (India) and Hideo Shimomura (Japan).

**The Proposal Submission:** The deadline of the proposal submission was extended to February 28, 2015. Please go to submission page to submit your proposal.

**The Registration page:** To join the conference, please complete the registration which is available at the official website.

**Accommodation:** We arrange several accommodations around the Tsukuba International Congress Center (EPOCHAL TSUKUBA), the venue for the 2015 IAEVG international conference.

**After the conference:** Japan has many attractive sightseeing destinations. Please enjoy our conference and have a nice stay!



Photo in Asakusa

We hope to see you soon in Tsukuba, Japan.

**Takao Mimura**  
Chair of Planning Committee of the 2015  
IAEVG International Conference  
Waseda University

*ICS Convention Design, Inc.*

## RESOURCES

***The Oxford Handbook of the psychology of working.* David L. Blustein (Ed.).  
NY: Oxford University Press, 2013. ISBN: 978-0199758791.**

Far beyond work, workers and organizations, and its mainstream psychology, *The Oxford Handbook of the Psychology of Working*, edited by David Blustein, is a major book in the vocational psychology and career counseling areas, which represents a new paradigm to think and intervene in this important field of our lives. David Blustein's past work was preparing us for years for this magnificent book. Strongly conceptually based, within a critical approach, this book addresses the main aspects of working with a sound scientist-practitioner approach.

For this purpose, David Blustein was able to have the contribution of a group of authors, which combines the experience of names that made history in these domains, as also young researchers.

From this book the panorama of vocational psychology will be not the same, helping us to envision the future with clarity and hope.

**Eduardo Santos**  
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***We really appreciate these contributions to make the Newsletter available in many languages.***