

From your President...

Life is a transition from one form to another.
Leo Tolstoy



Dear Colleagues,

Greetings and best wishes! This edition of our newsletter marks a bittersweet transition for Division 16. Bitter because after four years of outstanding leadership and stewardship, our most distinguished colleague, Professor Maria Eduarda Duarte, moves from Division President to Past President. While certainly bitter for me and many of us, the sweet part is that Maria Eduarda will continue to serve as our Past President through 2022. Because of Maria Eduarda's work leading the Division, we are all the better for it. Because of her work organizing the 29th International Congress of Applied Psychology (ICAP) Division 16 program held June 26-30, 2018, and the work of the program review committee led by Richard Young, all who attended experienced an outstanding week in beautiful Montreal. Because of Maria Eduarda's guiding hand, the spirit and action of unity, inclusion, and social justice through education, scholarship, and service – so fundamental to the discipline of counseling psychology – is alive and well. On behalf of the entire Division 16 membership, I extend to Professor Duarte our deepest gratitude and most sincere appreciation for her leadership and collegueship: *Muito obrigado, Maria Eduarda!*

Division 16 at 16

Taking the reins now as President makes me mindful of our division's unique story. Condensing that story here, in the early 2000s a group led by Profs. Fred Leong, Mark Savickas, Richard Young, Itamar Gati, and Paul Pedersen generated a proposal and petition to form a division within IAAP to advance counseling psychology internationally. In 2002, during the 25th ICAP in Singapore, the IAAP Board of Directors approved the formation of the Counseling Division (16) that has for the past 16 years offered a home to scientist-practitioners concerned with the advancement of counseling psychology around the globe. In the years ensuing its founding, Division 16 members have propagated a wealth of scholarly works, practice methods, and vigorous international partnerships on every continent save Antarctica – perhaps the next frontier! It is of interest and importance to note that 2022 will mark the 20th anniversary of the founding of Division 16; certainly, cause for celebration and opportunity to reflect on the division's past achievements, consider its present status, and chart its future at the 30th ICAP in 2022. And if you could not attend the 2018 ICAP, perhaps you will attend the 2020 Centennial Congress of Applied Psychology in Cancún, Mexico and/or the 2022 ICAP in Beijing, China.

Executive Board

With the Division 16 presidency comes the privilege of forming a team to assist in leading and overseeing the activities of the division. I am delighted to announce that the following individuals have agreed to serve on the Division 16 Executive Board:

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COUNSELING DIVISION 16

Lea Ferrari, Italy (Editor, Division 16 Newsletter)
 Zhi-Jin Hou, China
 J.G. Kobus Maree, South Africa
 Mary McMahon, Australia
 Jeff Prince, USA

Executive Board member terms commenced July 1, 2018 after the close of the 29th ICAP in Montreal. Their terms will end in 2022 with the close of the 30th ICAP in Beijing. Please join me in thanking these individuals for their willingness to serve on the Executive Board. And please join me in a special thanks to Lea Ferrari for agreeing to continue her exceptional work as our Newsletter Editor.

Inspiration, Initiatives, and an Invitation

I take my leave for now inspired by the outstanding work of the entire Division 16 membership and, in particular, my predecessors who have served as President of Division 16: Founding President Fred Leong (USA), Richard Young (Canada), Mark Savickas (USA), and Maria Eduarda Duarte (Portugal). With you, they have set a solid foundation for our continuing success. We can and will continue to build on this foundation in the coming years. Some initiatives we can take up to promote advancement of the division include:

Fostering communication among Division 16 membership via:

website development, the Division newsletter under the outstanding editorship of Lea Ferrari, e-mail LIST-SERV development, and social media outlets.

Increasing our presence in IAAP via:

listing member contributions in the IAAP Bulletin/Newsletter and contributing articles and briefs on Division 16-member activities and accomplishments for the IAAP Bulletin/Newsletter.

Continuing division research, scholarship, and publishing activities via:

collaborative projects, conferences, journal articles/special issues and textbooks.

Promoting Division 16 activities and membership via:

encouraging members to announce and publicize the Division in their countries, building a network of Division 16 members who serve as liaisons to their national psychological associations, and distributing our Division 16 newsletter to other related national counseling societies.

Identifying opportunities to collaborate with other professional societies and groups via:

joint conference programs, symposia, research projects, and scholarly works.

Promoting student membership and involvement in Division 16 via:

sponsoring and supporting student research and training activities.

We, of course, all can help to achieve these and other initiatives that will keep Division 16 moving. I invite you to consider and act to advance these Division activities and initiatives in your country context. In this spirit, please send along your newsletter items (e.g., publications, presentations, promotions, and upcoming conferences) to Lea Ferrari (lea.ferrari@unipd.it) and your ideas, suggestions, and comments to me (phartung@neomed.edu). We look forward to hearing from you. I am honored and humbled by the opportunity to work with all of you as Division 16 approaches turning 20 in 2022.

**Wishing you peace, health, and happiness,
 Paul Hartung**



2018 SUMMER EVENTS REPORT

Summary of the 29th ICAP Montreal

by Lea Ferrari

Department of Philosophy, Sociology, Education and Applied Psychology (FISPPA), University of Padova, Italy

Under the guide of the passionate work of our past president Maria Eduarda Duarte an outstanding plethora of presentations allowed all the participants to be part of a vigorous community of scholars. New ideas, methodologies and practices were shared among the participants in a friendly and fruitful wave of energy.

The work of the division opened with the invited keynote of our new president Paul J. Hartung (USA) that discussed *Ten years of life designing: advances and future*

directions. The main points of his talk are summarized in the opening article of this newsletter.

A second invited keynote was the *Narrative semiotics and the career construction interview* by Guðbjörg Vilhjálmisdóttir (Iceland) that discussed the case of a young university student.

Four were the invited plenary congress keynotes (nominating division) on the calendar. First of all thank to Maria Eduarda Duarte (Portugal) "*Work and days*": *the freedoms and the restraints to promote a decent life* that allowed us to reflect on the necessity of adopting a vision that promote a dignified work. Also thank to Charles Chen (Canada) for his talk on *Enriching career Psychology with positive compromise* and to Kobus Maree

(South Africa) for conducting people in a trip in his loved South Africa stressing the importance of *Contextualizing and decontextualizing different approaches to career counseling for use in diverse social contexts: some research findings*. Thanks also to Jerome Rossier (Switzerland) who invited us to open our horizon to sustainability adopting a positive approach that *Use contextual and personal resources to manager our environment constraints and design our lives*. The three invited symposia (nominating division) included *Career development service in the 21st century* coordinated by Zhi-Jin Hou (China), *Career aspects and interventions for a decent work and/or inclusive society* coordinated by Laura Nota (Italy) and *Human action and the future of applied psychology* coordinated by Richard Young (Canada). Other division invited symposia included *Counseling Psychology: Reflecting on the past, envisioning the future* (Co-Chairs: Maria Eduarda Duarte & Paul Hartung, Portugal & USA), *The impact of work in an age of uncertainty* (Co-Chairs: Susan C. Whiston & David L. Blustein, USA), *Resources and needs of migrant and refugee youth: giving voice to different actors in different contexts for a positive and future oriented counseling* (Chair: Teresa Maria Sgaramella, Italy), *Cross-cultural career interventions* (Chair: Frederick Leong, USA), *Career development of marginalized groups: Theoretical and social justice implications* (Chair: Rachel Gali Cinamon, Israel), *Perception of work and the future among low qualified youths in northern and southern countries: first results of an international qualitative research project* (Chairs: Valerie Cohen-Scali & Jacques Poyaud, France), *Life designing interventions (counseling, guidance, education) for decent work and sustainable development* (ESVDC AND UNESCO UNITWIN NETWORK). The liveliness of our section and the relevance of counseling for the quality of life of people across all the world is testified by the many issues covered during the state of art presentations.

Michael Di Mattia (Australia) talked about *A global snapshot of Counselling Psychology: history; challenges and opportunities*; Marcelo Afonso Ribeiro (Brazil) about *Hybrid understanding and intercultural dialogue: A way to construct career counseling contextualized approaches*; Gabriela Aisenson (Argentina) about *Interrogating Life Project concept: Attempting sustainable life-paths and decent social insertions in vulnerable young people*, Lea Ferrari (Italy) about *Career and life designing in children with and without disability: The involvement of parents and teachers*; Marcel Monette (Canada) about *Le conseiller en counseling de carrière comme agent de changement : promouvoir le travail décent*; Hsiu-Lan Shelley Tien (Twain) about *Career themes perceived by young adults: the Viewpoint of Chaos Theory in a Chinese culture*; Nadya Fouad and Romila Singh (USA) about *Engage: Factors that facilitate men and women persisting in engineering*; Susana Almeida Lopes (Portugal) about *Career unbundling: A case study in a law firm*; Keeyeon Bang (Korea) about *History, current status*

and future direction of Counseling Psychology in Korea; Donna Schultheiss, Brittan Davis, and Sneha Pitre (USA) about *Career development of migrants and international students: current status and future directions for theory, research and practice*; Anusha Kassan (Canada) about *Ensuring cultural and social justice responsiveness in assessment with children and adolescents*; Iva Šverko (Croatia) about *Career choice and development in adolescence: The protective and restrictive effects*; Maria Paula Paixão (Portugal) about *Self-determination, identity building and resilience: Implications for the design of career interventions*. In thanking all of the counseling division 16 for the outstanding contribution to the success of the conference we give you appointment to the International Congress of Applied Psychology scheduled to be held in Beijing 2022.



Trying to Connect Science to Solutions: Issues and research paths in career counselling with migrants and refugees from ICAP 2018

by Teresa M. Sgaramella

Department of Philosophy, Sociology, Education and Applied Psychology (FISPPA), University of Padova, Italy

Several researchers and professionals from different countries answered the ICAP 2018 call that is exchange among psychologists from around the world in their common efforts and in this effort, they referred to migration issues. Some research studies were presented on mental health and based on a traditional health promotion approach. Identity issues, the balance in the identification processes with the old and the new group, and a renewed attention to cultural diversity and to quality of life could be also evidenced. Several papers pointed on participation by addressing inclusion and integration issues, in terms of both diversity and belonging, of citizenship, on barriers and supports.

More interestingly, a growing interest could be seen to the voice of persons experiencing the migration processes and related challenges, as well as to members of their living contexts and to stakeholders with an attention to their power to influence, deepen and orient the migration experiences. But working with people having a migration history and refugee backgrounds is a complex task. And because of the complex, dynamic and unpredictable situation of migration issues some priorities for the studies in the next future emerge have been still underlined, namely:

Deepening the comprehension of the complex process of the development of young people with migration and refugee backgrounds (Schultheiss, & Davis, 2015); *Relying on positive approaches* recognizing the uniqueness of individuals with a story of migration and providing a space and emphasize the context, culture, psychosocial factors, personal experiences and subjectivity (Duffy et al., 2016, McMahon, 2014, Savickas, 2012, Savickas, 2013, Watson, 2017);

Preparing to support individuals not only in dealing with mental health problems or marginalization arising as a consequence of their current living conditions (Bemak, & Chung, 2017) but also, and more crucially, to an active participation and towards positive anticipated futures (Abkhezr, et al., 2017).

However, it should be clearly taken in mind that reflecting on challenges, resources and needs of persons with a history of migration should be aimed at dealing with them not as to a “special interest group”. It should be meant, instead, to provide a paradigmatic example of issues and challenges counselors might keep in mind in their practice when working with individuals experiencing complex, at risk life situations; additionally to support counselors in their “effort of finding science-based solutions to counseling practice”. Several presentations provided some key elements to take into account, and highlighted results suggesting the relevance of an integrated perspective, crucial for developing and implementing *culturally responsive counselling interventions* as well as *preventive actions*.

Drawing from general messages launched in some keynote addresses, career counsellors are called to play a role in facilitating wellbeing as well as social and work inclusion for migrants and refugees in different steps of their resettlement; to facilitate their use of personal and contextual resources in *managing environmental constraints and designing their lives* (Jerome Rossier), in supporting social justice (Nancy Arthur) and, by reflecting on the past, contribute to *envisioning the future* (Maria Eduarda Duarte and Paul Hartung). As underlined from the first day of the international congress, *complex situations require complex perspectives and actions*, attention to both the individual in all domains of functioning and to contexts, in order to *find out science-based solutions to counseling practice*.

Fourth Career Construction Institute (CCI) held in Kent Ohio, USA July 24-26, 2018

The Career Construction Institute provides opportunities for career counselors, school counselors, academic advisors, and career advisors to learn and practice Career Construction Counseling using life design dialogues. The institute includes mini-lectures, live demonstrations,

and roundtable discussions that address practice guidelines, common misunderstandings, and opportunities for participants to conduct their own interviews with feedback from Career Construction experts. The Institute faculty are leading experts in career construction counseling and have published numerous journal articles and book chapters on Life Designing Dialogues. A special highlight of the Institute this year was Professor Alvin Leung joining the CCI with a group of colleagues from the Chinese University of Hong Kong as part of their CLAP for Youth program. Also highlighting the Institute, Prof. Paulo Cardoso from University of Évora, Portugal taught a seminar on career construction counseling and presented a fascinating lecture on Innovative Moments in Career Construction Counseling. To learn more about the Career Construction Institute visit: <http://www.careerconstructioninstitute.org>. For career construction and life design resources visit: www.vocopher.com.

Decent work and sustainable development: the perspective of existential psychology for innovation and social inclusion, Florence, Italy, September 21st, 2018

by Annamaria Di Fabio

Department of Education and Psychology
University of Florence, Italy

The One-Day International Conference “Decent work and sustainable development: the perspective of existential psychology for innovation and social inclusion” was held at the University of Florence (Italy) on the September 21st, 2018. The event was organized by the Department of Education and Psychology, University of Florence (Prof. Annamaria Di Fabio) supported by the UNITWIN Network “Life Design Interventions (counseling, guidance, education) for decent work and sustainable development, by the University of Wroclaw and under the patronage of the Municipality of Florence. During the One-Day International Conference four Keynote Lectures were realized: “The perspective of existential psychology” by Jean-Luc Bernaud (Research Centre on Work and Development, CRTD, INETOP-CNAM, Paris, France); “The psychology of sustainability and sustainable development for decent work, innovation and social inclusion: theory, research and practice” by Annamaria Di Fabio (Department of Education and Psychology, University of Florence, Italy); “Don’t worry...be happy: some remarks on happiness and well-being in a sustainable environment” by Moshe Zeidner (Tel-Hai College, Israel); “In search of a theory of contextualization of career counseling for sustainable decent work and inclusion” by Kobus Maree (University of Pretoria, South Africa). The

program of the One-Day International Conference also included some Invited Lecture from different perspectives: “New poverties: strategies to promote inclusion and decent work” by Anna Grimaldi (Responsible for the Social inclusion structure, National Institute for the Analysis of Public Policies – INAPP, Italy) and Paolo Raciti (Researcher National Institute for the Analysis of Public Policies – INAPP, Italy); Alliance for sustainable development: challenges and future perspective” by CNR-ITB Rome, Secretary ASviS, President CPS Regional Institute S. Alessio, Italy); “Services for work as an infrastructure for social innovation. From good practices to sustainable systems” by Pier Giovanni Bresciani (President of the

Italian Society of Work and Organization – SIPLO, Italy); “From healthy perspective in the rehabilitation of architectural heritage to decent and sustainable development” by Emanuele Leporelli and Giovanni Santi (University of Pisa, Italy); “Social agriculture: experimentation of a sustainable inclusion laboratory” by Daniela Pavoncello (Researcher National Institute for the Analysis of Public Policies – INAPP, Italy) and Anna Grimaldi (Responsible for the Social inclusion structure, National Institute for the Analysis of Public Policies – INAPP, Italy). The One-Day International Conference aimed to share several stimuli to offer new opportunities from research to application for decent work and sustainable development.



NEWS FROM THE CD16 MEMBERS



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SOUTH AFRICA

Career counselling: Recent developments in South Africa: Establishment of the South Africa Career Development Association (SACDA)

Sadly, ‘poorer’ people in South Africa rarely receive any career counselling. Where a state-of-the-art, integrated approach is followed, people almost exclusively hail from affluent environments. Such assessments are offered only in a small number of urban centres. Consequently, an urgent need exists for the revamping of career counselling services across South Africa, involving also the development of a competency framework for career development practitioners. To address this need, The South African Career Development Association (SACDA) (Chair: Chris Beukes) was established as the professional body for the regulation of Career Development Practitioners (CDPs) in South Africa. It aims to oversee and facilitate the implementation of the Competency Framework for Career Development Practitioners in South Africa (FCDPSA).

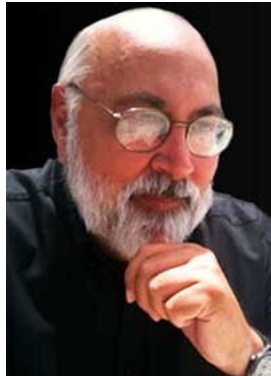
After examining all available competency frameworks for CDPs, the Department of Higher Education and Training (DHET) (2016) contended that “[c]ompetency frameworks for career development practitioners [should] describe the knowledge and skills needed by all levels of the broad field of career development practitioners who work in diverse roles, in diverse settings with diverse client groups” (p. 17). The FCDPSA (DHET, 2016) was subsequently developed, based on these frameworks. It is an exciting example of how best practice international-

ly can be contextualised for use in a local, developing country context. Three related and (to some extent) overlapping types of career development practitioners (CDPs) are being promoted by the FCDPSA.

- a. Entry level career development practitioners (ELCDPs) may collect, evaluate, and provide information (on, for instance, careers, financial aid, educational institutions, and learning programmes) to their clients and refer them to various sources of information.
- b. Advanced level career development practitioners (ALCDPs), while meeting the requirements for ELCDPs, possess further knowledge and skills enabling them to provide career-related advice and guidance and apply career development theories and decision-making models at a higher level. This includes the administration of non-standardised assessments. ALCDPs also help clients with their career and study options and action plans, either in individual or group contexts.
- c. Specialist career development practitioners (SCDPs) meet the requirements for ALCDPs as well as ELCDPs. They provide a professional, specialist service in one or more career development areas such as career counselling, executive coaching, career development research, CDP training, psychometric testing, and outplacement centre development. Typically, SCDPs are registered with professional bodies. Provision is thus made for vocational guidance, career guidance, career development, and career counselling (and life design), depending on the specific context in which the service is delivered. SACDA’s recently established *South African Journal of Career Development* (Editor: Kobus Maree) strives to promote career development in South Africa and Africa as a whole and to ensure that the contextualisation of career development services is prioritised and meets basic scientific criteria.

Mark Savickas Named Fellow, Division 16 IAAP

In recognition of his outstanding and distinguished contributions to applied psychology around the world, the International Association of Applied Psychology awarded Professor Mark Savickas (USA) the distinction of Fellow at the 29th ICAP in Montreal.



Recognized internationally as the Dean of career psychology, Mark is Professor Emeritus and Chair Emeritus, Department of Behavioral Sciences, Northeast Ohio Medical University (NEOMED), and adjunct Professor of Counselor Education, Kent State University. Mark is exceptionally well known and respected both nationally and internationally for his life's work of research, teaching, and practice in career development, counseling, and assessment. Most recently, for the last ten years Mark has led an international career studies research team that has produced a seminal and highly productive new line of science and practice that has in a global context redefined career development as life design. Mark's extensive publication record includes over 150 articles, monographs and book chapters, and 8 books. He has made over 600 presentations to professional groups.

For a combined total of 25 years Mark served as editor-in-chief of two leading journals in career psychology (*Journal of Vocational Behavior* and *The Career Development Quarterly*), while also serving on more than 20 journal editorial boards. Mark was president of IAAP Division 16 from 2010-2014 and has presented over 60 lectures and keynote addresses in more than 15 countries on six continents. He has held visiting professorships at the Universidad Peruana Simon Bolivar (Lima, Peru), the University of Pretoria (South Africa), Loughborough University (United Kingdom), Vrije Universiteit (Brussels, Belgium), University of Lisbon (Portugal), and Warwick University (United Kingdom). Mark was awarded the Doctor Honoris Causa Degree from the

Universidade da Lisboa in Portugal and the Doctor of Education, Honoris Causa from the University of Pretoria, South Africa.

Mark has also received over 20 honors and awards including the Lifetime Achievement Award, NEOMED Alumni Association; the Distinguished Alumni Award, College of Education, Health and Human Services, Kent State University; the Hall of Fame Award, Kent State University; the Leona Tyler Award for Distinguished Contributions to Counseling Psychology and the International Lifetime Achievement Award, which are the most prestigious awards presented by the Counseling Psychology Division of the American Psychological Association; and he has been named to the Ohio Psychological Association's "Hall of History" for contributions to vocational psychology. Mark is also a Charter Fellow, National Career Development Association; a Fellow in the Division of Clinical Psychology, American Psychological Association; a Fellow of the American Counseling Association; a Fellow of the Association for Psychological Science; and a Fellow in the International Psychology Division of the American Psychological Association.

Most importantly, perhaps, as one colleague noted about Mark: "*as a consequence of his unlimited friendliness and warmth, Prof. Mark L. Savickas brought together and engaged different people, coming from various countries, and from various subfields of social and human sciences, in collaborative relationships of sustainable and high quality.*" Mark Savickas clearly represents the best of the discipline of applied psychology and the award of IAAP Fellow further recognizes his outstanding accomplishments and contributions to the field and the people it comprises.

Irish novelist George Moore once said, "*A man travels the world over in search of what he needs, and returns home to find it.*" Mark Savickas has traveled the world. And the world is better for it.

Upcoming meetings

- ◇ **Inaugural SA Career Development Congress, Emperor's Palace, March 27-29, 2019. Launch of *African Journal of Career Development* (Editor: Kobus Maree) and conferral of first professional designations.**
- ◇ **National Career Development Association Global Conference, Houston, Texas, USA June 27-29, 2019**
- ◇ **International Congress of Psychology, Prague, Czech Republic, July 19-24, 2020**
- ◇ **Centennial Congress of Applied Psychology, Cancun, Mexico, December 2020**
- ◇ **30th International Congress of Applied Psychology, Beijing, China, July 2022**



Join the Division 16 at the IAAP

It pays to be a member of IAAP!

Membership is excellent value for money and you receive many direct benefits including:

- A free print subscription to either *Applied Psychology: An International Review* and *Applied Psychology: Health and Well-Being*;
- The IAAP Bulletin and Division Newsletters, plus e-newsletter;
- Additional journals from Wiley are offered to IAAP members at special subscription fees
- The ability to participate in IAAP international conferences and co-sponsored regional meetings at reduced fees;

- IAAP offers 200 free institutional memberships to libraries and departments of psychology from low income countries. A formal request must be sent by the director of the department or the university library to the Secretary General of IAAP, that is, via email

- The IAAP actively welcomes student members. In order to offer the cheapest membership dues possible to students, the student membership package includes online access to both journals but no print copies of the journals or the Bulletin.



To become a member simply visit the website and follow the instructions!

<http://www.iaapsy.org/>

SELECTED PUBLICATIONS

AUSTRALIAN JOURNAL OF CAREER DEVELOPMENT

Volume 27, Issue 1, April 2018

“Correlates of affective commitment in organizational performance: Multi-level perspectives”

Walter Amedzro St-Hilaire & Catherine de la Robertie

“Globally adept citizens?: Varying conceptions of generic graduate attributes by high school career advisers”

Christopher Lewis & Rachel Wilson

“Soft affirmative action lacking traction? An early qualitative exploration of the RecruitAbility Scheme performance within the Australian Public Service”

Damian Mellifont

“Career decisions of international Chinese doctoral students: The influence of the self in the environment”

Myra CY Lee, Mary McMahon, & Mark Watson

“Process description of a dialogue-focused intervention to improve career guidance policy in three schools”

Aniek Draaisma, Frans Meijers, & Marinka Kuijpers

Volume 27, Issue 2, July 2018

Special Issue: Narrative career counselling: A tension between potential, popular appeal, and proof.

Guest Editor: Mary McMahon

“Introduction to the Special Issue”

Mary McMahon

“The role of imagination in emergent career agency”

Heidi Muijen, Reineke Lengelle, Frans Meijers & Wim Wardekker

“Leadership as the construction of one’s own story”

Barbara Smorzewska

“Narrative career therapy: From the problem-saturated story to a preferred story and career path”

Tali Shefer

“Dual-career couple counselling: An elaboration of the life-design paradigm”

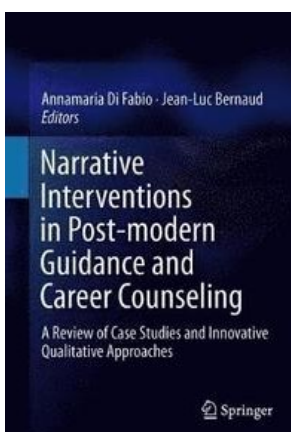
Michael E. Hall

“Advancing a cross-cultural narrative approach to career counselling: The case of Vietnam”

Lan Thi Nguyen, Matthew McDonald, Susan Mate, & Greig Taylor

“My creative element shows my journey’: How can creative practice facilitate self-reflection on career learning from a narrative careers counselling perspective?”

Laura Brammar & Katarina Lezova



Narrative Interventions in Post-modern Guidance and Career Counseling

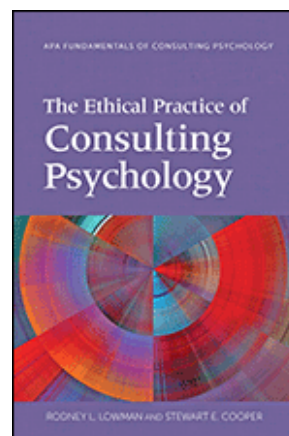
Annamaria Di Fabio and Jean-Luc Bernaud (Eds.)

English

2018

248 pp

ISBN13: 978-3-319-98299-1



The Ethical Practice of Consulting Psychology

Rodney L. Lowman & Stewart E. Cooper

English

2017

167 pp

ISBN: 978-1-4338-2809-6



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