

## COLLOQUE DE CAMBRIDGE - Mars 1990

Lors du colloque qui s'est tenu à Cambridge en mars 1990 et qui traitait des relations entre les universités et les employeurs, plusieurs recommandations ont été faites. Nous les reproduisons ci-dessous en les groupant suivant qu'elles s'adressent aux employeurs ou aux conseillers à l'orientation.

### 1 *Recommandations aux employeurs*

Les participants ont suggéré que les employeurs étudient la possibilité de créer, en collaboration avec FEDORA, une version européenne de l'"Association of Graduate Recruiters" britannique.

D'autre part, ils considèrent comme utile d'encourager les employeurs à élaborer une documentation relative à la formation professionnelle et aux méthodes de recrutement propres à chaque pays de la Communauté, ainsi qu'à diffuser cette documentation auprès des universités européennes. Pour être adéquate, cette documentation devrait comporter un glossaire des termes professionnels employés, ainsi qu'une liste des équivalences à établir entre les qualifications exigées dans chaque pays. Enfin, ils souhaitent que d'autres colloques soient organisés en Angleterre pour

les entreprises d'Europe Continentale (et ce en collaboration avec "The Association of Graduates Recruiters") et dans les pays continentaux pour les entreprises britanniques, et ce afin de permettre aux employeurs d'entrer en contact avec les conseillers à l'orientation universitaire.

### 2 *Recommandations aux conseillers d'orientation universitaire*

Les participants au Colloque proposent que FEDORA tente de définir un éventail de services ainsi que d'activités d'orientation professionnelle et de placement de diplômés qui pourrait être diffusé au niveau de la Communauté comme modèle de base adéquat.

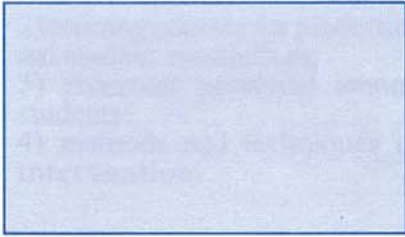
Le besoin se fait de plus en plus sentir de diffuser à l'intention des étudiants (avec la collaboration de la Communauté Européenne) des informations relatives aux possibilités de stage, à l'évolution du marché de l'emploi et aux modalités de recrutement de diplômés. Cette documentation devrait également aborder des questions plus pratiques que soulèvent les échanges: logement, conditions de vie, ... Compte tenu de leur importance dans le déroulement de la formation universitaire, les participants au Collo-

que recommandent de développer et d'élargir en dehors des frontières nationales les programmes de développement des expériences de travail. Il leur semble également intéressant de prévoir la publication d'un bulletin permanent d'information destiné aux étudiants.

Il font la proposition d'encourager les étudiants et les institutions d'enseignement supérieur à inscrire dans les programmes de cours l'étude d'autres langues et d'autres cultures européennes.

Ils recommandent également d'envisager la création d'un programme "paneuropéen" de formation destiné aux conseillers à l'orientation concernés par les programmes d'échanges mis en place par la Communauté. Ce programme aurait pour objectif d'améliorer la connaissance des différents systèmes d'enseignement, des modèles d'orientation, de l'évolution des offres d'emploi et de la situation du marché du travail pour les diplômés.

Dès l'ouverture des travaux du Colloque, il a été suggéré de constituer un groupe de travail regroupant pour une part des membres de FEDORA et pour l'autre quelques employeurs. Ce groupe devrait permettre de mener à



bien la réalisation de quelques unes des propositions.

Les participants s'accordent sur la nécessité, pour tous les membres de FEDORA, de se faire part de l'existence de publications et documents, locaux ou nationaux, qu'ils éditent et qui présentent un intérêt professionnel pour les collègues européens. Cette information peut être transmise via le "Newsletter" de FEDORA.

Chaque membre peut s'adresser au secrétariat de l'Association pour obtenir une copie du fichier "Mailing" - sous forme d'étiquettes ou sur disquette - afin de faire parvenir directement des renseignements aux autres membres.

Keith Dugdale, Président de l'AGCAS au Royaume Uni, propose à ceux qui en feront la demande, une formation à l'AGCAS: soit en les intégrant aux associés, soit en organisant un cours spécial destiné aux membres de FEDORA.

La liste des publications du "Central Services Unit for Graduate Careers Advisory Services" britannique devrait être envoyée à tous les membres non britannique de FEDORA.

Enfin, AGCAS se propose d'étudier la possibilité de mettre à la disposition de tous les membres, la base de données qui sera prochainement mise en service, présentant les publications sur les différentes carrières.

## A new psyche

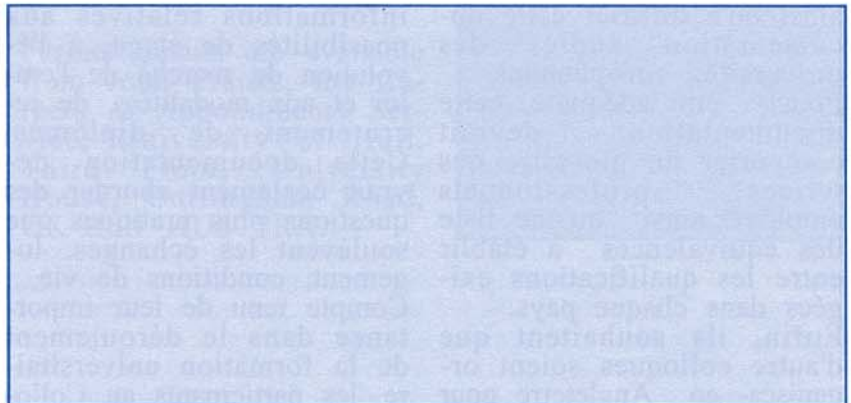
PSYCHE, which stands for Psychological Counselling in Higher Education, had its inaugural meeting on May 8th in Amsterdam. This is a new subgroup of FEDORA which, as its name implies, is concerned with issues in therapy and counselling in higher education. We would like to extend our gratitude to the Dutch National Institute of Psychology who partially sponsored this our first meeting and hosted it in the Free University of Amsterdam, on the 8th - 10th May.

The purpose of the meeting was to take an overview of counselling provision in each member state and to look at issues which are important in the light of the impending approach of 1992, such as equality of provision, training and qualifications. Despite the diversity of backgrounds we found that we all had similar, but not quite the same, perspectives which led to very fruitful discussions on the concept of therapeutic counselling and the different modes of current provision ranging from hospital treatment to a non-tradition of counselling in the southern member states.

Those present included: Mme Christine Pradel-Lanson (France); Professor Paolo Valerio (Italy); Dr. Peter A.W. Figge (Germany); Trine Fredtoft (Denmark); Annette McGee (Ireland); Carain Trom-Sypkens (Netherlands). Jhr Drs. H.G. Van de Poll was our Dutch organiser, whilst Elsa Bell (UK) and Dr. Gerhart Rott (Germany) were the two counsellors who had conceived this gathering way back at the second European conference in Delphi, in 1988. Whilst they endeavoured to have a representative from each member state, we missed our colleagues from Portugal, Spain and Greece and now have located a contact in Belgium.

We have established a sub-committee who will continue to investigate pertinent matters and now feel it is important to find funding in order to promote activities. In 1991 we hope to have a meeting immediately after the major conference meeting in Berlin as a follow up to our present one. We are also in the process of planning a special conference on psychological counselling in higher education.

Annette McGEE



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## COURSES AND CONFERENCES

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### **Announcing a Symposium - "University Careers and Counselling Centres"**

"AVENUES", the Greek Counselling and Research Centre on Education Professions and Employment, is organizing, with the help of FEDORA, a two-day Symposium in Thessaloniki, Greece in May 1991. Note that participation is free.

The aims of the Symposium are: (1) to show how the students' needs (psycho-social, educational) can be served by a University Careers and Counselling Centre; (2) to inform the University community in Greece of the different roles such a Centre can play (educational/vocational guidance, link between Higher Education and employment, research and training opportunities); (3) to present, compare and contrast current practices and experi-

ences in different Universities or countries of the EEC; (4) to demonstrate new developments in the use of computer-assisted guidance and (5) to suggest ways in which such Centres can be funded by the EC and other organizations.

FEDORA's real interest in supporting a new organization like "AVENUES" is reflected by the fact that T.Raban, J.M.Burnet, H.Augenstein, P.Plant and P.Benedetto have kindly agreed to be the main speakers at this Symposium. For further information, registration and assistance please contact: AVENUES, 24 Alexandrou Soutsou Str., 10671 Athens, Greece, (Tel/fax 01-36307739).

Stephanos TZEPOGLOU

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### **Student Counselling Services: Historical Development and Methods - a comparison.**

#### **22nd Convention of the Italian Psychological Association. 29 May - 1 June 1991, San Marino**

Professor Paolo Valerio, head of the counselling Centre for University Students of Naples University, has organized within the 22nd convention of Italian

Psychologists, a Round Table aimed at promoting contact between professionals involved in Psychological Counselling for University Students.

The Round Table will be focused on the following topics:

1) general aspects of the systems of counselling and guidance in Italy;

- 2) training courses for professional student counsellors;
- 3) recurrent problems among students;
- 4) methods and techniques of intervention.

Prof. Paolo Valerio



## **British Council Course: Careers Counselling and Placement Services within Higher Education: August 1991**

The British Council and the Association of Graduate Careers Advisory Services (AGCAS) in the UK and Ireland are organising a two-week international seminar on Careers Counselling and Placement Services within Higher Education: policy and practice. It will take place at Worcester College, Oxford from 18 - 29 August 1991.

Its purpose is to bring together professionals in this

field to discuss different models of careers counselling, offer practical assistance to those proposing to set up such services and consider current issues concerned with the supply of and demand for graduates.

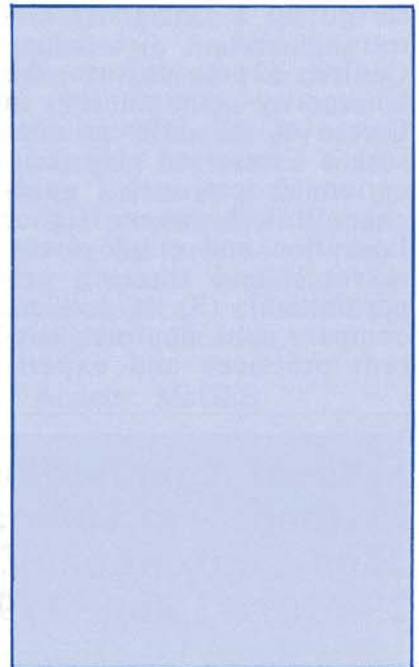
Further details and application forms can be obtained from your nearest British Council office or from the Courses Department, The British Council, 10 Spring Gardens, London SW1A 2BN.

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## **AGCAS Biennial Conference**

AGCAS, the Association of Graduate Careers Advisory Services in the UK and Ireland, is holding its biennial conference at the University of Hull from 3rd - 6th September 1991. Any FEDORA member is very welcome to attend and there will be an introductory programme for foreign visitors.

Further details are available from John Franks, the Careers & Appointments Service, University of Hull, Third Floor, University House, Cottingham Road, UK-Hull HU6 7RX.



## Fedora / Employers Group

One of the recommendations of the Conference held at Cambridge last March was the establishment of a permanent working group of FEDORA members and employers who would look at ways in which FEDORA and employers could work together and plan follow-up activities from the Cambridge Conference.

The Executive Committee agreed to organise this group and appointed three of its members (Jean-Marie Burnet of the Université Catholique de Louvain, Tony Raban of Cambridge University and Alfredo Razzano of the RUI Foundation) together with three of the sponsors of the Cambridge Conference (Peter Forbes of STC/ICL, Laurie Graham of Procter & Gamble and Dick Shervington of Price Waterhouse) as founder members of the Group.

A preliminary meeting was held in Brussels in August and invitations were sent to all FEDORA members asking for other volunteers. As a result, five more FEDORA members were added - Heinz Augenstein of the University of the Saarland, Colette Aungier of Trinity College Dublin, José Ezraty of the Association Bernard Gregory, George Tsatsas of the Moraitis School, Athens and Daan Vunderink of the University of Amsterdam.

We are at present seeking to expand the employer membership by adding some employers from continental

countries. The next meeting will be held in Louvain-la-Neuve in April.

The basic objectives of the Group are to improve relations between employers and student advisers both nationally and at European Community level and to achieve dissemination of the maximum amount of information to the widest possible audience in order to help students make informed decisions.

All the employers felt that their commitment to the Group was in terms of a general long-term improvement of the system rather than any short-term commercial return.

As a matter of policy, it was agreed that the Group should concentrate on very concrete projects.

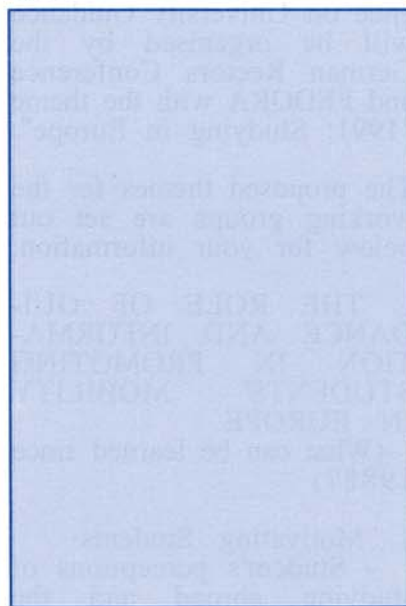
The first priority is the organisation of a further Conference. It will probably be held in March 1992 at Louvain-la-Neuve in Belgium. It was felt that it was important to expand and move forward from the theme of the Cambridge conference and also to respond to the interests of potential participants. We are therefore asking FEDORA members for their views about possible themes for this conference.

Another area of activity is the need to improve the dissemination to student advisers of information from employers about their needs and their recruitment po-

licies.

It has been agreed that we will organise a pilot test in which information supplied by the employer members of the Group will be circulated to a selected sample of student advisory services with a short questionnaire asking whether they found such information helpful, how they could make use of it and whether they would like to see a system set up to expand the circulation of employer information.

If you have ideas for the theme of the next conference on relationships between student advisors and employers, please get in touch either with Tony Raban at Cambridge or with Jean-Marie Burnet at Louvain-la-Neuve. In the meantime, please note that the Conference will take place: we will let you have exact dates as soon as possible.



## EXECUTIVE COMMITTEE REPORT

The Executive Committee met at the University of Konstanz in August. It also held a meeting with the organisers of the Berlin Conference.

The most important items of business are all reported separately in this issue of the Newsletter - the setting up of the FEDORA/Employers Group, the programme for the Berlin Conference, the progress on the FEDORA Directory and the Avenues Project in Greece.

The Committee also discussed the procedure for electing the new Committee which will take place next year. Committees are elec-

ted for a period of three years and the present Committee was elected by the Founder Members in October 1988. Under the FEDORA Constitution the formal election must take place at a General Assembly which will be held during the Berlin Conference. However, the Executive Committee has agreed a procedure whereby members in each country will hold a preliminary informal ballot to nominate their candidates.

Each member of the present Committee will be responsible for organising this ballot in his or her country and you should already have received details. You will be

able to vote in the preliminary procedure and, if you are not able to attend the General Assembly in Berlin, you will still be able to vote by proxy.

We have also altered slightly the procedure for application for membership. Until now, applications had to be sent to the Committee member for the candidate's country. In future all applications should be sent directly to the Administrative Secretary at Louvain-la-Neuve (Boite Postale 55, B-1348 Louvain-la-Neuve, Belgique). If you are encouraging your colleagues to apply, please tell them to send their forms to Belgium.

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### Fourth European Conference on University Guidance. Berlin 3th-5th July 1991.

As has already been announced, the next Conference on University Guidance will be organised by the German Rectors Conference and FEDORA with the theme "1991: Studying in Europe".

The proposed themes for the working groups are set out below for your information.

#### I. THE ROLE OF GUIDANCE AND INFORMATION IN PROMOTING STUDENTS' MOBILITY IN EUROPE

(What can be learned since 1988?)

1. Motivating Students  
- Student's perceptions of studying abroad and the

image of mobility programmes.

- Facilitating and obstructing factors in student views.  
- Which students tend to go, which ones tend to stay at home?

2. Overcoming obstacles  
- Language handicaps and orientation programmes.  
- Short-term studies like International Courses in English

- Accommodation and integration on/off campus.

3. Personal and Academic Counselling  
- Credit transfers vs. "integrated studies abroad"  
- Counselling and tutoring

for students

- "Free movers" vs. participants in programmes.  
- Counselling for returning students

4. Peripheral Conditions  
- Is there sufficient information for the counselling/guidance service?

- Cooperation of different institutions within the universities/countries.

- Bureaucratic and financial impediments (grants, scholarships).

5. Labour Market for students and graduates

6. Suggestions for further improvements

## II. STUDIES AND COUNSELLING IN THE UNIVERSITIES

### 1. General aspects of the systems of Counselling and Guidance

- Laws and higher-educational points of references
- Tasks and structures

### 2. The Local Counselling/Guidance Services of the Universities

- Academic counselling as a duty of professors
- The central university-services:

- \* historical development
- \* self-assessment of counsellors and the consequences of it for their work.
- Cooperation with other counselling/guidance services (schools, careers advisory services, therapeutic counselling services etc.).

## III. COUNSELLING METHODS AND CONCEPTS

These themes are central to the way in which counsellors and advisors work.

The intention is that we should work in a meaningful yet structured way without being too prescriptive and allowing for a variety of concepts and methods. This fruitful exchange of ideas and experiences within the conference will enable members to understand theoretical, institutional, and cultural influences on counselling practice and give an opportunity to consider ways of developing. Ideas can be crystallized into three central and interlinked themes, which will give an opportunity for study at levels most appropriate for conference members:

### 1. Concepts and methods of Personal counselling

- Theoretical background (specifically in respect of psychotherapeutic explanation and interventions).

- How student counselling concepts reflect, in practice and theory, the connection between experiencing emotions, cognition and behaviour.

- Influence of specific conditions on counselling concepts, e.g. the clients' stage of emotional development (prolonged adolescence) and environment (university).

### 2. Crisis intervention (e.g. change of subject, 'drop out', or suspension of studies, examination failure, acute personal crisis.)

- Differentiation between university members concerned in counselling and guidance (university teachers, students, counsellors, career advisors).

- Concepts of intervention and treatment.

- Pattern and scope of support.

### 3. Preventative and developmental aspects

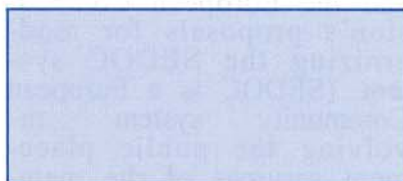
- Orientation programmes to facilitate entry to university

- Concepts of 'tutoring'.

- Support in improving study competence and in coping with academic demands.

- Counselling and advice before leaving university (e.g. jobs application skills training), the emotional impact of learning.

Barbara M-L Steiger



## Publications available in Italy.

Continuing our series on publications which may be of interest to members, Lucia Berta has compiled this list of Italian journals and magazines.

### 1. L'UNIVERSITA' ITALIANA

Periodico della Conferenza Permanente dei Rettori delle Università Italiane  
Via Vittoria, 64  
00187 ROMA  
tel. \*\*39-6-6785797

### 2. UNIVERSITAS

Studi e documentazione di vita Universitaria  
EDIUN COOPERGION  
Via Atto Tigri, 5  
00197 ROMA  
Tel. \*\*39-6-3221196

### 3. UNIVERSITA' PROGETTO

Mensile di legislazione e documentazione  
Via Leopoldo Serra, 31  
00153 ROMA  
tel. \*\*39-6-5543449

### 4. CAMPUS

Mensile di informazione sull'Università  
Corso Italia 22  
20122 MILANO  
tel. \*\*39-2-80291  
Fax \*\*39-2-8052832

### 5. UNIVERSITA'

Bollettino di informazione: Università, Ricerca universitaria, diritto allo Studio, orientamento  
Regione Toscana, Edizioni Giunta Regionale Toscana  
Via di Novoli, 26  
50127 FIRENZE

### 6. IMMAGINA

Periodico sulle attività del-

## The European Commission's research project on graduate placement and mobility

The European Commission recently carried out a research project on the ways in which new graduates find jobs in the different member-states of the European Community. The Project was directed by Tony Raban of the Cambridge University Careers Service and carried out by the UK's Central Services Unit for Graduate Careers Services in conjunction with the Liaison Committee of European Rectors Conferences in Brussels, using a network of National Correspondents in each country (several of whom were FEDORA members).

The purpose of the Project was to investigate the mechanisms commonly used by graduates in getting their first jobs, the role played in this process by the institutions of higher education and other bodies and to make recommendations to the European Commission about what sort of information could be circulated between institutions of higher education to facilitate greater mobility of young graduates within the EC.

In particular the Project looked at the possible relationship between institutions of higher education and the European Commission's proposals for modernizing the SEDOC system. (SEDOC is a European Community system involving the public placement services of the mem-

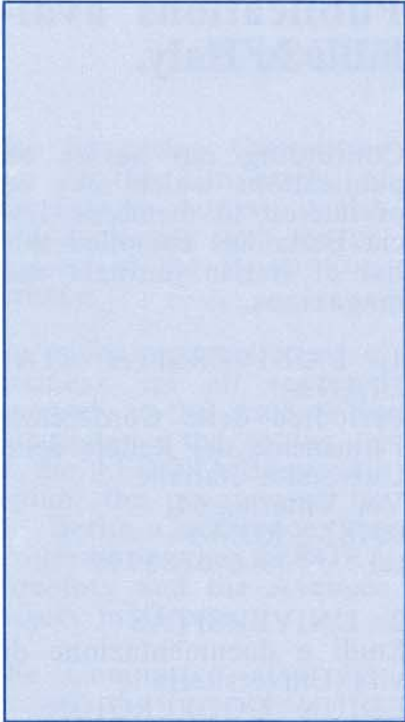
ber-states for the exchange of information about vacancies and job-seekers).

A questionnaire was circulated to all EC universities and certain other institutions of higher education (total 660) and a response rate of 63% was obtained. It was clear from the findings that a majority of universities are already to some extent involved in helping their graduates find jobs.

There was widespread agreement that students and young graduates are increasingly interested in mobility within the EC and that measures were needed to promote this which would involve the universities themselves.

The Commission intend to publish the Report in the Spring of 1991 and they have also set up a small Working Group to make more detailed proposals for implementing the efficacy of the Report.

Tony RABAN



l'Istituto Studi Universitari  
Via Pantano, 26  
20122 MILANO  
tel. \*\*39-2-806097  
Fax. \*\*39-2-8900193

7. ORIENTAMENTO E  
INFORMAZIONE PER  
L'UNIVERSITA'  
Foglio informativo dell'ISU  
sulle attività dello I.U.L.M.  
Via F.D. Guerrazzi, 10  
20145 MILANO  
tel. \*\*39-2-314550

8. QUADERNI DELL'O-  
RIENTAMENTO  
Studi, Ricerche, Atti di con-  
vegni.  
Università degli Studi di  
Camerino - Ufficio Speri-  
mentazione Didattica  
Via XX Settembre, 15  
62032 CAMERINO

9. ATENEAPOLI  
Quindicinale di Informa-  
zione Universitaria  
Via Tribunali, 362  
80138 NAPOLI  
tel. \*\*39-81-291401  
Fax. \*\*35-81-446654