

# Newsletter

Winter 2006

## Message from the President

Welcome to the Winter 2006 edition of our Newsletter.

With the symposium on guidance and counselling in higher education in Krakow earlier this year FEDORA gained a voice within the European Higher Education Area. The country reports produced for this event were an important step in establishing our place in this process. Our recent congress in Vilnius signified another step in this direction. The ***"FEDORA Charter on Guidance and Counselling within the European Higher Education Area"***, which is now finalized and can be found below, was very well accepted by the Executive Committee. It will help establish FEDORA as an important stakeholder in lifelong learning and the new lifelong guidance network of national fora. In addition, UNESCO is interested in working with FEDORA in the follow-up process of the World Declaration on Higher Education.

We recently held a very successful congress in Vilnius, Lithuania. The topic was ***"Professional Challenges: Guidance and Counselling within the European Higher Education Area"***. I would like to thank all those who helped make this conference a success. I am especially grateful to Jolanta Vaiciunaite, Vaiva Repsyte and their colleagues of the local team for the wonderful organisation and their kind hospitality as well as to the steering committee and Nicole Leray, Geneviève Laviolette and Margaret Dane for their work in preparation of this event. Another huge thank you goes to Ján Figel, Commissioner for Education, Training, Culture and Multilingualism, European Commission, Andy Gibbs, representative of the EUA and Prof. Anastassios Stalikas for enriching our congress with their keynote lectures. Of course I would also like to thank the workshop chairs and co-chairs, the participants in the panel discussion and the 100+ participants for their contributions. The presentations used during the congress are available on the website ([www.fedora.eu.org](http://www.fedora.eu.org)) and the work on the congress publication is underway.

The most important outcomes of the general assembly held during the congress were the elections of the new executive committee (EC) and change of statutes. All candidates have been confirmed and the new EC has been elected, though elections of a new president were postponed until the next EC meeting in Brussels in February. The Executive Committee now officially includes national coordinators from the new member states.

As far as a change in the statutes is concerned, the general assembly (GA) agreed to change article 15. The article has been reworded so that it won't be necessary to change the statutes every time new countries join the EU. Article 5 of the statutes was not changed by the general assembly. There was a strong feeling among the membership that any change in this respect needs more thorough reflection. Members of organisations under an associate membership are not entitled to be elected to the EC nor to vote at the GA. However, associate membership for universities and organisations continues to allow 5 persons to participate in any FEDORA event at the same registration price as a full member. They can also participate in all activities of FEDORA including the working groups and their coordinating committees. The decision not to change article 5 does not hinder achievement of the general objective which has been agreed upon by the overall membership and by the EC to build a federal component into FEDORA by inviting national organisations to become associate members.

The conference proceedings of last year's Summer University in Cyprus are now available in printed form and on CD-ROM. Members who wish to order a copy can do so by using the inclosed order form.

### Events in 2007

The next PSYCHE conference ***"Crossing Internal and External Borders. Practices for Effective Psychological Counselling in European Higher Education"*** takes place at the University of Crete, Rethymnon, Greece, Sept 5-8 2007. Further information can be found online at [www.psyche2007.org](http://www.psyche2007.org). Summer 2007 will also see a conference by the Employment and Careers Guidance Group.

Since this is my last message as FEDORA President, I would like to take the opportunity to thank all members of the Executive Committee for their work and support during the last three years. I would like to pay special tribute to my colleagues of the Executive Board, Per Andersen, Martine Pagès and Louis de Vos. My best wishes go to the next EC and the future development of FEDORA.

Finally, I would like to thank all members of FEDORA for their devotion to our network and I wish you and your families a happy Christmas and a successful and enjoyable new year.

**Gerhart Rott - President**

# 9th FEDORA Congress

Vilnius - October 2006

The 9th FEDORA congress was opened in Vilnius on the 22nd October by Jan Figel, Commissioner for Education, Training, Culture and Multilingualism, European Commission, Ms Roma Zakaitiené, the Lithuanian Minister of Education and Science, Prof. Benediktas Juodka, Rector of Vilnius University, and Dr Gerhart Rott, President of FEDORA.

In their opening addresses they stressed the importance of Higher Education in Europe and the building up of transparent, effective systems and agreements to ensure that European students and graduates can benefit from the many opportunities and programmes, offered to them in the European Higher Education Area.

In addition, if Europe is to succeed in meeting the ambitious goals, agreed on in Lisbon and to ensure a competitive knowledge based Europe by 2010, the vital role of the Bologna process was emphasised. They also welcomed the important work of the members of FEDORA; guidance and counselling, helping students and graduates to succeed, is becoming increasingly important. They identified further cooperation in this area as being instrumental to realising the vision of a coherent European market for higher education.

Over 3 days, more than 100 professionals in the field of guidance and counselling, discussed and presented examples of best practices in the field, sharing important information and exchanging ideas.

The conference also decided on a charter, calling for a common European code of conduct, standards and training for people, working in the field of guidance and counselling students and underlining the importance of sufficient provision of resources for this area. This charter was finalized in November and presented for the Commission and the European University Association. It is expected to be an important contribution to the ongoing discussion on how best to work towards achieving the ambitious goals in the Bologna process and the European Higher Education Area, such as facilitating our students in their endeavour to obtain new competences and skills.

# Future Events

**“SIXTH INTERNATIONAL CONFERENCE ON HIGHER EDUCATION AND DISABILITY”**

**AUSTRIA JULY 2007**

The **“Sixth International Conference on Higher Education and Disability”** will take place in Innsbruck / Austria from July 24-27, 2007.

The theme is **“MILESTONE2007: Sharing International Resources on the Road to Inclusion”**

FEDORA and especially the Working Group “Disabilities and Special Needs” is supporting this conference. All colleagues working in this field are invited to attend and present their activities, programmes and projects.

More details: <http://www.unotrac.org>

**EAIE 2007 TRAINING PROGRAMME LAUNCHED**

**See enclosed advert for further information**

The EAIE has recently launched its 2007 training course programme. Several of their courses should be of interest to your FEDORA members - in particular, 'Advising International Students' (now in its 10th consecutive year).

The course information is available at:  
[www.eaie.org/training](http://www.eaie.org/training).

**IS THERE A EUROPEAN  
GRADUATE RECRUITMENT MARKET?  
20-23 JUNE 2007**

**LANCASTER UNIVERSITY, UNITED KINGDOM**

**See enclosed advert for further information**

Programme and conference fees will be released shortly. However early registration is advised due to limited places available. To register interest as a delegate or participant please email:  
[careers@lancaster.ac.uk](mailto:careers@lancaster.ac.uk)

# Is there a European Graduate Recruitment Market?



Organised by the  
FEDORA Employment &  
Careers Guidance Group (FECG)

A conference for all graduate recruiters, higher education educators and support staff interested in the European graduate employment and employability agenda

**20th-23rd June, 2007, Lancaster University, United Kingdom**

The following themes will be addressed...

- **Is there really a European graduate recruitment market?**
- How has the Bologna Declaration progressed?
- **How can European Universities assist European graduate recruiters?**
- How do employers recruit from the European talent pool?
- **What views do employers have on the Bologna Declaration?**
- How can recruiters and Universities help each other?
- **Is Europe relevant to smaller and medium-sized employers?**
- Are there new skill-sets required of the European graduate?
- **Is there a role for Europe in supporting student enterprise?**

Speakers will represent:

- Multi-national employers
- Small and Medium-sized recruiters
- Global Service Centres
- European Recruitment Agencies
- Policy makers
- Careers practitioners and educators
- Business intermediaries
- Researchers & centres of excellence
- European Commission
- Work experience providers

A full programme  
of networking, social  
events & excursions  
is included

Enquiries from sponsors  
and exhibitors  
are welcome

Programme and conference fees will be released shortly.  
However early registration is advised due to limited places available.

To register interest as a delegate or participant please email:

**careers@lancaster.ac.uk**







*European  
Association for  
International  
Education*

**Make professional  
development your priority –  
join an EAIE training course  
in 2007!**

**Learn, practise, network**

# EAIE training courses 2007

**Topics include:**  
credential evaluation  
intercultural communication  
management skills  
communication skills  
marketing and recruitment  
student advising

**For details and  
registration:  
[www.eaie.org/training](http://www.eaie.org/training)**

# FEDORA Objectives and Development

## Report to Congress 2006 (edited)

I would like to give you an overview of FEDORA's activities during the last three years since we met in Odense

FEDORA is a voluntary network that relies on the commitment of its members. Understandably, this makes it sometimes more difficult for us to develop a functional organisation. Still, I nevertheless feel that we were successful for the most part in managing the tasks that we set ourselves.

A strengths and weaknesses analysis provided by Per Andersen, and a description of the organisational framework by Louis de Vos at our first EC meeting, helped us develop our strategic objectives more clearly in the following areas:

- Stabilizing our Working Group structure and ensuring a wide participation

- Developing a dialogue with the new member states

- Developing a strong communication network within FEDORA

- Continuing the development of FEDORA events

- Taking care of the operational competence of FEDORA

- Improving the relationship with external professional organisations

One of our aims was to stabilize the structure of our working groups. This was achieved by introducing the new working group structure that had already been developed by the previous Executive Committee. We now have four distinct working groups:

- Disability & Special Needs

- Educational Guidance & Counselling

- Employment and Careers Guidance and Psychological Counselling in Higher Education (PSYCHE).

It is now clear to the membership that there is open access to the Working Groups, but it is strongly recommended to choose only one group.

Each Working Group is now managed by a coordinating committee chosen by all active members of the Working Group for a specified time

to ensure that the group can operate as effectively as possible.

The Educational Guidance & Counselling group is still in progress; Per Andersen is building up a focus there. During the last year we encouraged joint meetings to increase the cooperation between the Executive Committee and the Working Group coordinators.

We picked up the strong commitment of the last congress in Odense to develop a dialogue with the expected new EU member states by welcoming new colleagues from these states into our network. Since the accession of the new member states, we have put a special focus on their needs and on cooperation possibilities at our events. In addition, we have already held FEDORA events in some of these countries such as Cyprus, Poland and Lithuania. Finally, we co-opted one member each from Lithuania, Poland and Cyprus to the Executive Committee as permanent guests until the next election. The exchange of experience and information with colleagues from the new member states helped us broaden our body of knowledge within FEDORA. At the same time I hope we were able to give something back to them, especially in countries where the guidance and counselling sector is just developing. At this point I would like to take the opportunity to thank Michael Katzensteiner for his work as liaison with the members from the new member states.

To establish a communication network within FEDORA, the newsletter which we publish 3 or 4 times a year played an important role. Special thanks go to the editors Loretta Jennings and Nicole Leray. I would also like to take this opportunity to thank Nicole Leray and Geneviève Laviolette for their decisive role in keeping up the bilingualism of our network by always being willing to provide the necessary French translations.

Also vital in this were the national coordinators who were responsible for communicating ideas and decisions of the Executive Committee to the membership and for communicating national developments back to the EC. An essential tool in this was the national reports which were already introduced by the previous EC. All the communication tools and especially the webpage

were organized by the Communication & Technology group, which was coordinated by Juha Lahti. I would like to express my thanks to Juha Lahti for all his work. For the specialized professional fields the working groups played a valuable role, which we have tried to acknowledge as much as possible. We have also taken steps to spread the results of our work and events to the wider professional public. To this end, we successfully included the FEDORA publications in the International Library System. The URL can be found in the written report.

An important tool of and focus in our work within FEDORA is the development of events such as this congress. These not only help to intensify internal communications but also to connect with the wider professional community and the general public. The last three years have seen a number of successful FEDORA conferences. One such event was the joint conference of the Employment and Careers Guidance group and Summer University in Stoke Poges in 2004. Initially the group planned to hold the conference in Warsaw but had to relocate due to a lack of funding. I would like to thank Sarah Vandeveld and her colleagues of the Employment group for organizing the event.

Another successful event was the PSYCHE conference in Groningen in 2005. I am grateful to Ton Boekhorst and his colleagues for their hospitality. Also in 2005 we had the Summer University in Cyprus. This event was especially important as it was the first conference held in one of the new member states. My thanks go to Anna Zembyla-Kalli and Paula Ferrer-Sama for all their efforts in the organization. In the run-up to this congress we held a symposium on guidance and counselling in Krakow earlier this year. It was an important step in the preparation for this conference today and I would like to thank Malgorzata Kalaska for her efforts and commitment in the organisation and realisation of the symposium. Finally, I am grateful to Jolanta Vaiciunaite, Vaiva Repsyte and their colleagues for hosting our present congress.

Running a voluntary organisation is always a challenge and there's still work to be done to enhance our operational competence. During the last three years we have taken a few steps in this direction on a more technical level. Our website is now hosted by Pat Lynch of Supreme Designs, since Graduate Prospects were no longer able to maintain the FEDORA webpage. Per Andersen,

Juha Lahti, Gerry Tynan and Pat Lynch are currently working on developing an internet-based database and will continue to do so in the future to ensure that we will have a fully functional membership database soon.

For a professional organisation like FEDORA that wants to speak up for the professional community it is essential to have strong links to other organisations working in the field of higher education and guidance and counselling. We continued our relationship with the European Commission, which was already established by past Executive Committees. Members of the Executive Board have met regularly with members of the Commission. Since higher education is developing in a globalised context, Margaret Dane and I have tried to establish closer ties with UNESCO during the term of office of the previous Executive Committee. In 2005 our efforts were finally successful and FEDORA may now officially use the term "NGO in operational relations with UNESCO" to describe our organisation's connection to UNESCO. We are also happy to have enhanced our relationship with the European University Association (EUA) as an organisation working with and inside universities. In addition, we have started to connect with other European organisations such as EAIE (European Association for International Education). and worldwide organisations such as IAC (International Association for Counselling) and IAEVG (International Association for Educational and Vocational Guidance).

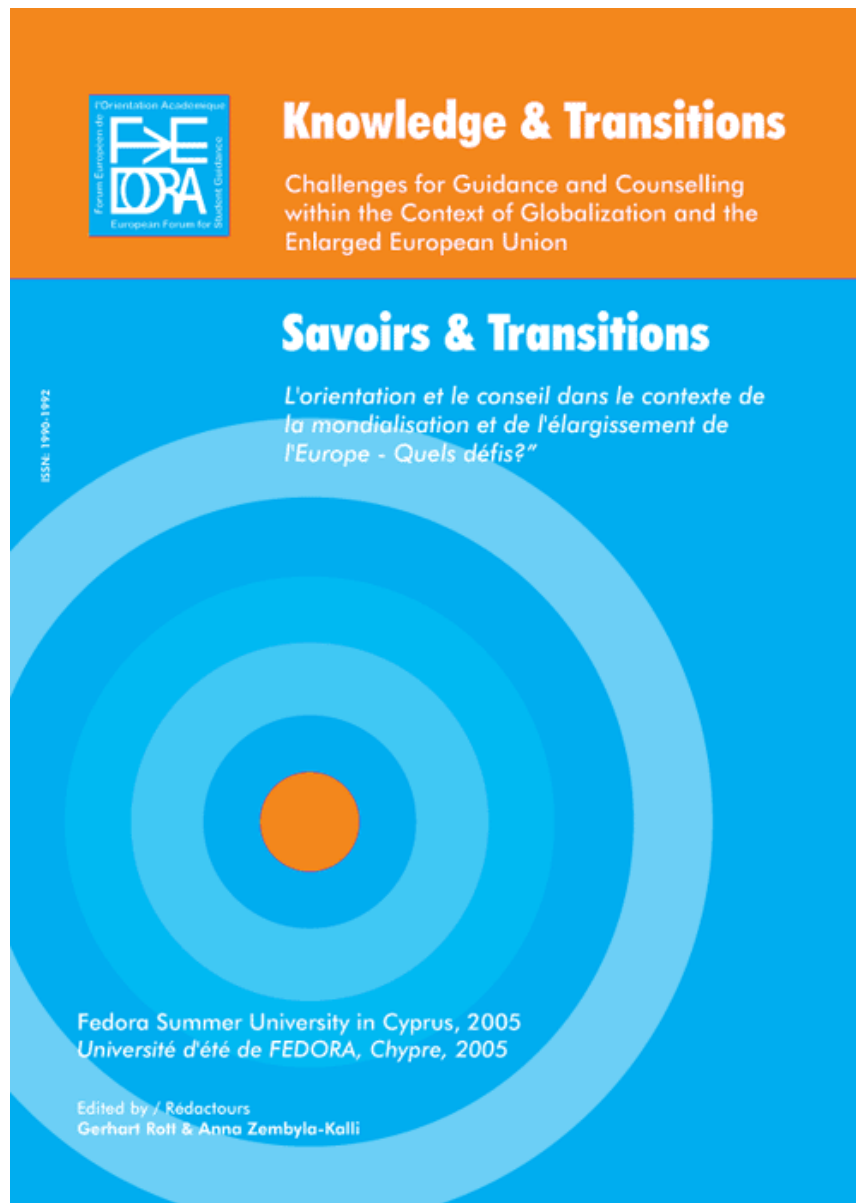
With regard to the future, we would like to expand and enhance our membership by inviting other national professional organisations working in our field to join our network. This might help us organize our task on a European scale and may contribute to the sustainability of FEDORA. The Executive Committee asks you to change our organisation's statutes accordingly at this general assembly.

Finally, I would like to thank my colleagues on the Board, Martine Pagès, Per Andersen and Louis de Vos for their support and hard work during the last three years, and all national coordinators, who really made it possible to develop a wide scope of activities. I will always remember the good cooperation we have had within the Board and the Executive Committee. And I also thank all FEDORA members for their continuous contribution to our network. My best wishes go to the next EC and the future development of FEDORA. **Gerhart Rott - President**

**UNIVERSITY OF CYPRUS  
CAREERS OFFICE**

**ORDER FORM FOR FEDORA SUMMER UNIVERSITY PROCEEDINGS  
(2005)**

**“KNOWLEDGE AND TRANSITIONS: CHALLENGES FOR GUIDANCE  
AND COUNSELLING WITHIN THE CONTEXT OF GLOBALIZATION  
AND THE ENLARGED EUROPEAN UNION”**



The Proceedings (120 pages) are available in book format and CD-Rom.  
Please complete and send to Anna Zembyla-Kalli via fax on +35722894482 or via  
email to [azkalli@ucy.ac.cy](mailto:azkalli@ucy.ac.cy).

Name: -----

Institution: -----

Postal Address: -----  
-----

Price for FEDORA-members: 10 €

Price for non FEDORA-members: 20 €

Your order will include both the book format and the CD-Rom.

	YES	NO
Are you a FEDORA member?	<input type="checkbox"/>	<input type="checkbox"/>

**Please find below the FEDORA bank account details. We kindly ask you to transfer the respective amount and to attach a proof of payment to this order form. If you need an invoice, please indicate on this order form.**

FEDORA Crédit Lyonnais  
n°IBAN FR29 3000 2018 4600 0007 9257U 32  
Bic/Swift: CRLYFRPP  
account 007 9257U  
Agence 1846, 45 route de Toulouse  
33000 Bordeaux

FORTIS BANK Bruxelles 001-211 66 96-38/EUR  
Bic GEBA BE BB  
IBAN BE 24 00 1211 66 9638

FEDORA CCP Bruxelles : n°IBAN BE 93-0001-2894-8867  
Bic/Swift: BPOT BE-B1  
Account 0001-2894-8867  
11000 Bruxelles

Date

Signature

.....

.....



# **FEDORA Charter**

## **on**

# **Guidance and Counselling within the European Higher Education Area**

### **PREAMBLE**

In July 2005 the members of Forum Européen de l'Orientation Académique (FEDORA) attending the association's summer university held at the University of Cyprus decided to work towards formulating a FEDORA charter for guidance and counselling in the European Higher Education Area.

The rationale for this initiative is based on our members' long experience of student counselling and guidance and the fact that conditions for the provision of higher education are changing rapidly, requiring more cooperation to meet ever greater demands:

- The Bologna process, with its emphasis on closer European cooperation in Higher Education, a common course structure and the trend towards dual and European degrees, has contributed to a more transparent and flexible European space for Higher Education.
- The willingness to work together has grown as documented in the TREND IV reports produced by EUA 2005.
- In a common European Higher Education Area the need for provision of guidance and counselling will grow and new skills and competencies will be needed to meet the demands of students working and studying in a whole new environment.
- In an enlarged Europe it is important, that all member states have access to the necessary information and advice to enable them to provide guidance and counselling services based on the same standards and ethics as in the best services in Europe.
- It is essential to link higher education institutions with lifelong learning processes and to connect their guidance and counselling provisions with the development of guidance throughout life as outlined by the Council of the European Union in 2004.
- Since its establishment almost twenty years ago, FEDORA has been working towards the above goals, involving an increasing

number of counsellors and professionals with diverse cultural and institutional backgrounds in the fields of careers guidance, psychological counselling, educational counselling and counselling for students with disabilities and special needs.

- As a recognised NGO, FEDORA aims to fulfil its role in partnership with UNESCO and the European Commission, providing independent advice to these bodies and working for high professional standards in guidance and counselling in an environment increasingly governed by market forces and institutional competition.

Based on these observations, the members of FEDORA at the VIII Congress in Vilnius in October 2006 decided to develop and formulate a charter, taking into account the existence of the IAEVG charter and the numerous national declarations on ethics and standards.

The executive board of FEDORA adopted this decision with the intention that the charter should ensure the crucial role of guidance and counselling in higher education, and that a related set of standards and guidelines should constitute an important contribution to the successful development of the European Higher Education Area.

## **Charter**

### **FEDORA MISSION**

FEDORA is an association of those involved in the guidance and counselling of students in higher education within the European Union. It has no pecuniary ambitions. The association carries a professional role for its own members and seeks to play an instrumental role in its field for the EUA and also for the European Commission (see FEDORA Constitution).

### **OBJECTIVES**

FEDORA aims to promote the development of high quality guidance and counselling services in European Higher Education for the good of:

- students – helping all students, including those with disabilities and special needs, to make informed educational, personal and occupational choices. FEDORA also aims to contribute to creating better psycho-social opportunities for equality and to increasing the number of graduates leaving HE institutions with high level qualifications;
- higher education institutions – by promoting professional guidance and counselling services and their integration into institutions' strategies and practices, thus contributing to the successful fulfilment of institutional aims and goals;
- FEDORA members and those working in the field of HE guidance and counselling in Europe, by creating conditions under which the best services possible can be offered and members' skills and knowledge can be continuously developed.

#### FEDORA aims to

- make guidance available for all;
- improve staff qualifications by:
  - developing European standards for guidance and counselling practitioners in HE institutions;
  - improve the quality of training;
  - sharing expertise by facilitating exchange programmes for staff;
  - fostering staff certification for qualified guidance and counselling practitioners;
- support networking for practitioners and researchers by developing a resource list of experts on specific topics.

FEDORA will work, and seek close cooperation, with national and European institutions and organisations sharing the same goals and ambitions, such as EAIE and IAEVG. FEDORA will work to influence and enhance the work of institutions such as EUA, the European Commission and UNESCO in the field of guidance and counselling in Higher Education.

#### PROVISION OF SERVICES

All institutions in higher education should provide access to services for all students, offering professional guidance and counselling resources in order to

- help students and graduates to self-manage transitional stages in their lives and to make information-based decisions for studies and

employment, thus preventing course dropout and facilitating job satisfaction;

- support students and graduates with disabilities, learning difficulties and special needs;
- offer psychological and psychotherapeutic counselling so that students' self-awareness is increased and they are thus better able to take advantage of the educational opportunities on offer;
- train students in transferable skills and competencies, preparing them for the job market and society;
- address wider participation and diversity by facilitating access to education and employment to different target groups;
- connect HE institutions with the world outside (e.g. schools, employers, foreign students).

All institutions should ensure that sufficient resources are allocated for this purpose, thus fostering high professional standards and providing scope for the continual development of services and of those working within them. FEDORA will work with EUA, the European Commission and UNESCO to persuade all institutions across the European Higher Education Area of the importance of these activities and the necessity for adequate resourcing. FEDORA will also work with all policy makers in this area including student representatives to make the role and contributions of guidance and counselling more explicit within the European Higher Education Area and asks the European Commission to make the financial support of guidance and counselling initiatives a priority within their own project schemes.

#### ETHICAL STANDARDS

All members of FEDORA agree to the following basic principles:

- impartiality – practitioners will monitor, and safeguard against, the influence of external pressures and factors that might compromise the impartiality of guidance offered to the individual;
- confidentiality – practitioners will respect the individual student's privacy and work within the guidelines of informed consent from those asking for their services;
- responsibility to students – practitioners will focus on the individual, recognising his/her rights, responsibilities and opportunities;

- respect for the context – practitioners recognize that higher education institutions are complex organizations and seek to contribute to the creative possibilities within them.

### QUALITY STANDARDS

High quality guidance and counselling services contribute substantially to the success of students in higher education and are essential elements in the general provision of education and student support offered by HE institutions.

High standards in guidance and counselling in higher education at a European level should therefore be ensured and monitored as part of HE quality assurance programmes.

All services should be willing to undergo internal and external audits and evaluation in order to ensure the quality and integrity of the services offered to students, institutions, employers and other stakeholders.

### TRANSPARENCY AND EQUITY

FEDORA supports and works towards meeting the goals of the European Higher Education Area, and strives to ensure that all members of FEDORA use its network and expertise to realise these goals, focussing on the diverse needs of students and the provision of a range of guidance and counselling services of high standard and integrity.

FEDORA believes that guidance and counselling professionals can and must play an important role in creating the right opportunities for students to harness the many new and exciting opportunities offered to them within this framework. FEDORA will take every opportunity to build strong guidance and counselling facilities and systems and asks all other relevant stakeholders to work together towards this important and ambitious aim within the European Higher Education Area.

*Signed by the FEDORA Executive Board*

## Finland's EU Presidency Conference on Lifelong Guidance Policies and Systems: Building the Stepping Stones

Finland's EU Presidency Conference on Lifelong Learning Policies and Systems: Building the Stepping Stones was held in Jyväskylä, Finland, on 6-8 November 2006 as a follow-up conference of the International Symposium on "**Career Development and Public Policy**", held in Canada in 1999 and 2001 and in Australia in 2006. The recent conference in Finland was attended by participants from almost all European countries as well as from Australia, the USA and Canada.

This Conference was the first to focus on the European development. It started with speeches given by Ján Figel, Commissioner of Education, Training and Culture of the European Commission and by the Finnish Minister of Education, Antti Kalliomäki. The closing speech was given by the Permanent Secretary of the Finnish Ministry of Labour, Markku Wallin.

The European Commission emphasized the necessity of finding a way to build up a working network in Europe so that the European citizens may use the already existing educational services and offers more effectively and enhance their employability.

The conference came to the conclusion that Europe's policy development, although it is not perfect yet, is on the right path. For the future it would be desirable to achieve a closer cooperation as far as policy development and its realization is concerned.

Gordon Clark (EU Commission, DG Education & Culture) described FEDORA as one of the possible stakeholders in the new Lifelong Guidance Network of National Fora to build up lifelong guidance policy.

Further information on the conference and its context can be found at:

<http://ktl.jyu.fi/ktl/guidance2006>.

The Conference conclusions of Prof. Anthony G. Watts:

[http://ktl.jyu.fi/img/portal/6506/Report\\_of\\_the\\_conference\\_workshops.pdf](http://ktl.jyu.fi/img/portal/6506/Report_of_the_conference_workshops.pdf).

### FEDORA NEWSLETTER CONTACT DETAILS

*Loretta Jennings*  
Editor

*National University of Ireland, Maynooth, Co Kildare, Ireland*  
Tel: +353 (0) 1 7083653 Fax: +353 (0) 1 7083508  
Email: [loretta.jennings@nuim.ie](mailto:loretta.jennings@nuim.ie)