

In this newsletter

From your President ...	p.	1
From the Editor	p.	2
Congratulation to Prof. Zhi-Jin Hou	p.	3
IAAP webinar presented by Counseling Division 16	p.	4
News from the members	p.	5
Conferences	p.	10
Call for manuscript	p.	11
New publications	p.	11
Join the Division	p.	12

From your President...



*It is health that is real wealth and not pieces of gold and silver.
Mahatma Gandhi*

Dear Colleagues,

Greetings and best wishes! As a global pandemic sustains its grip on us, we attend to ensuring and promoting the health, safety, and well-being of all in mind, body, and spirit. With millions affected by the terrible and tragic effects of the coronavirus and COVID-19, we move in this time and in these circumstances to strengthen our international unity and shared mission of serving others, especially those most vulnerable and in greatest need. Responding in kind, Division 16 members around the world serve and support all who face enormous challenges exacerbated by the pandemic and associated with job loss, social isolation, illness, marginalization, and various other forms of displacement and dislocation that have unhinged us from our former and once familiar routines of daily life.

While daunting and unrelenting, the pandemic's effects also offer opportunity for us to once again prove our adaptability as an association of scientist-practitioners. Thereby, we find new ways to bring our counseling paradigms, practices, and research programs to bear on easing the suffering and lifting the spirits of those affected by the sequelae of the coronavirus and COVID-19. Living now in a largely virtual world has challenged us also to find ways to stay connected and continue the work of Division 16

and the whole of IAAP. As you know, the Centennial Congress of Applied Psychology scheduled for Cancún in December 2020 will be replaced by a virtual celebration. Check the IAAP website and email messages from IAAP President Christine Roland-Lévy for updates. Meantime, for a snapshot history of IAAP's first 100 years, I encourage you to visit <https://iaapsy.org/site/assets/files/1696/centennialbooklet-draft9.pdf>.

I am most delighted to report on two recent news events. First is the August 17, 2020 Division 16-sponsored webinar organized and moderated by Dr. Mary McMahon (Australia) on the topic of Supporting People from Migrant and Refugee Backgrounds to Access Education and Work. Panelists included Prof. Nancy Arthur (Australia), Prof. Robert Schweitzer and Dr. Sasha Mackay (Australia), and Prof. Ute-Christine Klehe and Katja Wehrle (Germany). Dr. McMahon and colleagues present an outstanding program providing diverse and informative perspectives on this important topic. You can access the webinar, along with webinars on other topics, by logging on to the IAAP members page at: <https://iaapsy.org/members/login/?redirect=/members/webinars/>.

Saving the best news for last, it is my honor and pleasure to announce the election of Prof. Zhi-Jin Hou (China) as Division 16 President-Elect. Prof. Hou maintains impeccable professional credentials, a solid international reputation of excellence in scholarship and leadership, and the global perspective needed to advance the Division. Most importantly, Prof. Hou possesses the humanity, knowledge about international counseling psychology and the issues and challenges it faces, and the clearly articulated vision needed to grow Division 16 into the future as we celebrate the 20th anniversary of the Division's 2002 founding during the 2022 International Congress of Applied Psychology (ICAP) in Beijing. Prof. Hou now serves as President-Elect from 2020-2022. She then commences her term as Division 16 President with the close of the 2022 ICAP and continues as President through 2026. Rest assured, we are in good hands.

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

From the Editor

Dear colleagues,

Hope this newsletter find all of you in good health. Despite the many pandemic challenges that impacted the life of the IAAP Association, many efforts has been provided for continuing working and succeed. A [Covid-19 corner](#) is available in the IAAP website with a collection of resources both for public and for clinicians. As concern our



Division, some news confirm our vitality and the ability to navigate the pandemic thanks to collaboration and reciprocal support.

First of all, as you have already realized, from this number the newsletter of our Division will move from a pdf to an online version. So we hope to have a better dissemination of information.

Second, election was closed. Congratulation to Prof. Zhi-Jin Hou (China) as Division 16 President-Elect for her success and good luck for the future work. You will find more information in this newsletter.

Third, we contributed to the webinar series. Many thanks to Mary McMahon for organizing our division webinar and to all her guests for the excellent presentations. A summary of the event is reported in this number.

Finally, thanks to all the colleagues that sent their news and our president for guiding us in this tempest.

I wish you all a fruitful and healthy autumn,
with my best wishes

Lea Ferrari

Congratulation to Prof. Zhi-Jin Hou



On August 2020 Prof Zhi-Jin Hou has been nominated President Elect. She is a full professor in the Faculty of Psychology at Beijing Normal University where she has been a faculty member since 2003. Her research interests lie in the area of Counseling Psychology, Career Development, and Psychotherapy. She has been identified as a Registered Counseling Supervisor by Chinese Psychological Society (D06-019), and serves as Vice Chair of ethical committee in clinical and counseling psychology and is a Board member of Clinical and Counseling Psychology committee.

She has been very active in many international professional organizations. She serves as the Liaison of China of Division 16 counseling psychology in the International Association of Applied Psychology (IAAP), International Affiliate in the American Psychological Association (APA), and the Non-US based Co-chair of international section in Society of Counseling Psychology (Div. 17) APA during 2016 to 2018. She also got Fulbright scholarship and worked as in residence position at Menlo College in California, US.

She has published more than fifty research articles in the field of vocational psychology and counseling psychology. She has received research funding from organizations such as the National Planning Office of Philosophy and Social Science,

Higher Education Department, and Ministry of Education. The courses she teaches at the University includes Introduction of Counseling and Psychotherapy, Mental health issue in adolescents, Career Development and Counseling, Counseling Process and Technique, Cultural in Psychology, Developmental Psychology, Theories of Human Personality, and Group Counselling, etc. both in Beijing Normal University and United International College in Zhuhai campus.

.....

IAAP webinar presented by Counseling Division 16

Our division thanks Mary McMahon and all her guests for contributing to the IAAP Webinar series. On August 17 almost one hundred of participants attended the webinar about *Supporting people from migrant and refugee backgrounds to access education and work to enhance their integration and resettlement.*

As reported in the webinar presentation, migration is not a new phenomenon and predictions suggest that the number of international migrants will continue to rise. Some migration occurs by choice and some occurs by forced displacement as evidenced by growing numbers of people with refugee backgrounds seeking resettlement. Globally, migration in all its forms is interconnected with political, technological, social and economic factors and more recently, with environmental and climate factors. Migrants make important social, economic and cultural contributions to their destination countries. Settling and integrating in a new country however, may involve adapting to language, culture, and social customs and values. Fundamental to successful resettlement and integration and the better life aspired to by many migrants is access to education and work.

The three presentations of the webinar focused on supporting people from migrant and refugee backgrounds to access education and work to enhance their integration and resettlement and discussed this topic from different perspectives. Professor Nancy Arthur, University of South Australia, Adelaide, Australia talked about Sustainable Employment for Persons from Refugee Backgrounds. She emphasised the importance of addressing systemic barriers and developing policies and practices that improve the long-term employment outcomes for persons from refugee backgrounds. The current context of international restrictions and nationalist movements was also discussed to highlight resource management challenges for building sustainable employment.

Professor Robert Schweitzer and Dr Sasha Mackay, Queensland University of Technology, Brisbane, Australia in their presentation titled 'Understanding Experiences of School Belonging for Recently Arrived Refugee and Migrant Students in Australia' discussed a research project that explored the use of arts-based research methods for undertaking research with students of refugee and migrant background that attended a

special school in Brisbane, and for privileging the voices of these participants in the research. The findings illustrate benefits of adopting processes privileging: student-centred approaches, social support, and revisioning the meaning of acculturation and belonging, as this applies to the educational and resettlement experience of young people from refugee backgrounds in high income countries.

Professor Ute-Christine Klehe and Katja Wehrle, Justus-Liebig-University, Giessen, Germany discussed Migrants' career related self-management on their road towards better and meaningful work. They found in qualitative and quantitative studies in Germany and Canada, among migrants, classic career-related self-management behaviors related to exploration, deciding, and planning may grow more complex and often require additional steps along the way to overcome the numerous migration-specific barriers (e.g., regarding language, credentials, cultural norms, and/or social inclusion) which otherwise limit migrants' ability to (re-)establish their careers in the new country. Indeed, while self-management generally helps migrants reach a better employment quality, another qualitative study further shows the dynamic and, at times, paradox way in which particularly refugees manage to craft meaningful work, also under adverse career conditions (e.g., when their official employment falls short of their own standards or habitual understandings of themselves).

Webinar is posted in the member's area of the IAAP website:

<https://iaapsy.org/members/webinars/>

News from the CD16 members



*Marcelo Afonso Ribeiro
University of São Paulo
Brazil*

The Covid-19 in Brazil - Pieces of thoughts and experiences

The pandemic is moving forward, and it is far from being controlled in some parts of the world, such as Brazil, mainly due to the negativism of governments and populations and the predominance of individualized positions over collective ones. However, the crisis is an important time for radicalizing and intensifying reflection that makes us think about the future and, particularly, the career guidance and counseling field. Brazil is a context which is characterized by high levels of social inequalities, unemployment, informality, and restricted state support. After six months of pandemic in Brazil, I can list five main impacts, thoughts and responses for career guidance and counseling field in our context. First, the need to expand online practices for middle- and upper-class people. Second, temporary suspension of projects carried out in vulnerable communities due to

social isolation. Third, acknowledgement that most people in Brazil are not assisted in career guidance and counseling, and that the public served should be diversified and expanded. However, taking in account that online practices are not the main way out due to the existing digital exclusion in Brazil. Fourth, expanding of the debate on career guidance and counseling proposals and projects for vulnerable populations through public policies, third sector, communities, neighborhood associations and social movements. Finally, the pandemic has created a great opportunity to question the current normal of career guidance and counseling practices in Brazil and to start to think about what the new normal will look like. Regarding this, I highlight three key points where the field needs to change: avoiding only proposing strategies focused on adaptation, offering career guidance and counselling to everyone in a contextualized way, and including social transformation projects into their practices.



*Mirabel Kemah
University of Bamenda,
Camerun*

The Covid-19 in Buea-Cameroon

Rumors and poor sensitisation of the people have led citizens to think that COVID -19, is a myth by Western powers to just scare everyone. However, the government ordered a national lockdown. Although people do not respect that, my family respects that so much. But it difficult to keep to the conditions of being indoors given that most Cameroonians live on a daily basis from hand to mouth.

It is even scarier to imagine that the virus hits us hard. First, our medium of exchange is through cash- cash and carry. So the virus can easily be transmitted from one person to an entire region. Second, we scarcely have constant running water, as such we find it difficult to wash our hands all the time. Fake hand sanitizers are equally circulating as well, they are not helpful at all. People sit in bars so close to each other, breaking the 1-2m apart rule. It is sickening to think that while some of us try to stay safe, some people go to pops and bars, chanting that COVID 19 is the white man's sickness. I hope we all watch what is happening across the world and do ourselves the best by staying safe.

Besides the number of deaths the government officials linked to the virus with neither proper tests nor results. Even if masks were mandatory but we as citizens would bribe the police and be free of the fines that had to be levied. It is rare to find people wearing masks even during big gatherings. However, some offices do not allow people in to their premises with masks and after washing hands. Also, school reopening has been postponed to October 5th. I am still looking forward to see what conditions schools will put in place to reduce/stop the spread of COVID-19.



*Teresa Maria Sgaramella
University of Padova
Italy*

Navigating old and new challenges and supporting future community development: the contribution from the PSsmile Erasmus+ project.

Research studies and recent metanalyses clearly highlight that social and emotional competences are strictly related to school success, mental health, and adaptive behaviors, and they positively impact positive youth development.

In this period, more than ever, and for everyone, it has been recognized the relevance of Social and Emotional skills in promoting the emotionally strong, responsible, and free adults that actively and positively contribute to their communities. Professionals are the expected to focus their actions on building, but also maintaining and fostering, these competences. They can be taught at all ages, both to children and to adults.

PSsmile Erasmus+ project addresses challenges and opportunities for social and emotional capacity building. It is funded by EU from 2019 to 2022. There are six partners working from five European countries in different areas. The project is focused on educational contexts, namely primary school, but several choices characterize the partnership work.

In line with the increasing demands, the aim of the project is to foster socio-emotional capacity development in primary education institutions enrolling all the community members, especially parents and teachers. More specifically, the objective is to empower teachers and parents with effective tools to more successfully guide the socio-emotional development of their children and to take care of their own social and emotional competences in these challenging times. This will be accomplished by:

- *Creating a training method and a program for teachers, who, later, will adopt the techniques learned to implement SEL in their classes.*
- *Developing an App for adults that will guide first of all parents and teachers through the various components of SEL in daily activities to better develop their*

emotional potential and improve their understanding of SEL

- *Developing an e-learning course that will be made available online on the project website.*

We first of all suggest a conceptual framework based on main socio-emotional competences, with a closer attention to the agentic role of the individual and to both



current and future perspectives insofar challenges to come will be the 'test bench' for adults of our times and the adults of the future.

Several drivers have been also identified capable of promoting innovation and opportunities in the actions that counsellors and other professionals should promote to foster a positive and healthy development of individuals and for a community based positive and healthy development.

.....



*Kobus Maree
University of Pretoria
South Africa*

Administering career counselling during the coronavirus pandemic: Navigating the twin 'challenges' of working remotely and administering career counselling online.

As has been the case across the world, millions of Africans in general and South Africans in particular have lost their jobs since the advent of the coronavirus pandemic. Sadly, proportionally many more women than men lost their jobs. The occupational outlook is dire and the importance of dispensing career counselling to all is realised by many stakeholders. As mentioned in the previous issue of this Newsletter, African career counsellors have exhibited remarkable resilience and creativity during the pandemic and have succeeded to a highly satisfactory extent in meeting with the changed needs of their clients. Administering career counselling online has become part of the new normal. Thus, career counselling is now progressively taken to groups of people in remote, underprivileged regions, thus enhancing the emancipation of disadvantaged people and promoting social justice and advocacy. Likewise, the importance of adopting an integrative approach to career counselling (drawing on 'stories' and 'scores' to elicit people's career-life stories) (Savickas, 2019) and advancing people's employability (as opposed to helping them merely 'find a job') is increasingly accepted by career counsellors on the continent.

Seen through the lens described above, many career counsellors believe that the pandemic should be used to inspire employers and employees alike to reflect deeply on the state of the profession. They believe that we should build on the lessons learned from the crisis to ensure a more equal situation and work towards facilitating a better world and future for all. As mentioned earlier, the quandary of people suffering extreme poverty should take centre stage in the planning and execution of action steps to facilitate a more equal society.

The South African Career Development Association (SACDA). SACDA is premised on the belief that the time has come for career development practitioners across the

country to unite and put our clients first to promote sustainable and decent work for all. While many professions currently support the field of career development in (South) Africa, the core aim of SACDA is to support these professions from the proverbial 'front-line'. A distinction is drawn between three levels of career development practitioners:

- a. Entry-level career development practitioners (ELCDPs)
- b. Advanced-level career development practitioners (ALCDPs)
- c. Specialist career development practitioners (SCDPs)

ELCDPs conduct basic career information discussions – individually and in groups. When these practitioners identify aspects that fall outside of their professional scope, they should refer to practitioners on the other two levels. Such referral networks should preferably be activated directly from within communities themselves, but also from wider networks.



Lea Ferrari
University of Padova
Italy

European projects and Covid 19: A call to resilience

It is undeniable that the pandemic has affected everyone's lives in many ways. Also European projects founded by EU are strongly affected by the impossibility for the various teams to meet in person and carry out the activities as planned. Researchers are called to be resilient and find new way of interacting online to achieve the expected goals. This is what I'm experiencing in the EU project Connect!. This project aims to connect career guidance and counselling (CGC) on the one hand and human resource development (HRD) in enterprises on the other hand for higher education and training in practice. Based on the project outcomes as defined by the project partners (Germany, Italy, Austria, Nederland, Serbia, Greece), the most fruitful resources developed will be retained, categorized and shared with individuals in academia and in the private sector over a three-year period. The project is expected to enhance career guidance, counselling and coaching, as well as related forms of support for employers and their employees.

Despite the pandemic the teams are continuing to work by setting up a series of online meetings that have a shorter duration than face-to-face meetings but are more frequent. This allow the groups discuss the steps taken, plan the next ones and be effective in moving forward expected goals.

At the moment the groups, after having defined the research protocol, are committed to interviewing HR and career counsellors. Creating a network of interested stakeholders during the pandemic was not easy for many teams, and each had to adapt the data

collection methods to their country situation. As regards the Italian team, for example, we are proceeding with interviews via zoom. Giving a voice to professionals and gathering their point of view in this difficult moment seems to be very appreciated as, as one participant said, 'it makes us feel less alone and values people'. This is true also for researchers who had the opportunity to start and maintain resilient relationships from their homes.

Conferences

Centennial Congress of Applied Psychology

The [Centennial Congress of Applied Psychology](#), December 13-17 of 2020, in Cancun, Mexico has been cancelled due to the COVID-19 pandemic.

International Congress of Applied Psychology

[ICAP 2022](#) - July 24-29, 2022 at the China International Convention Center in Beijing, IAAP organizes a world congress of applied psychology which serves as a review of advances in applied psychology and unites several thousand psychologists from all over the world. These congresses serve IAAP's mission of bringing together applied psychologists from around the world. In addition, the ICAP offers the unique opportunity to demonstrate the societal significance of applied psychology.

International Congress of Psychology

[ICP2020 Rescheduled to 18-23 July 2021!](#)

Abstract submission reopened until January 18th, 2021.

The second Biennial South African Congress of Career Practitioners

[The second Biennial South African Congress of Career Practitioners](#), March 2021, will focus on "Operation Phoenix: A call for community first". The event will be virtual and aims to remind all stakeholders of our shared responsibility, namely to support decent and meaningful work for all those who are willing and able to work.

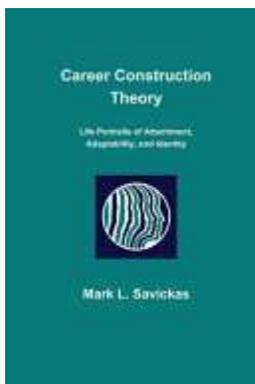
We call on all of you to attend the congress, to join hands and network with us, share your unique perspectives with us, and allow us to disseminate these messages as widely as possible. The Congress organisers are extremely proud to announce that the global leaders in our field, Professors Mark Savickas and Paul Hartung, have accepted invitations to read keynote papers at the 2021 event. The important contribution of Mr Chris Beukes, CEO of SACDA, is also gratefully acknowledged.

Call for manuscripts

The *African Journal of Career Development (AJCD)* invite researchers to contribute to <https://aosis.co.za/2020-special-issue-call-for-papers-by-the-african-journal-of-career-development/> and use the journal as a conduit for sharing inventive solutions to challenges related to career development.

.....

New publications



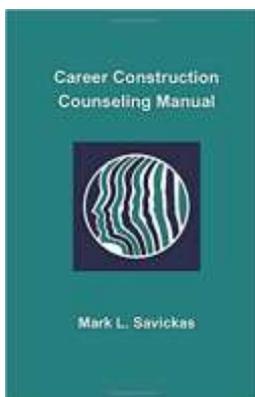
Career Construction Theory: Life Portraits of Attachment, Adaptability, and Identity

Mark L. Savickas

2019

300 pages

This volume presents an updated exposition of the theory and demonstrates its application in a longitudinal study of four men's careers from the ninth grade through retirement. The first chapter presents a definitive explication of the theory's premises and propositions. The remaining chapters report the results of the multiple-case study concentrated on how the men constructed their careers. Each of four chapters presents a case study that examines a participant's self-making and career constructing from the perspective of Career Construction Theory. The final chapter takes a collective perspective on the four cases to revisit the premises and propositions in Career Construction Theory.



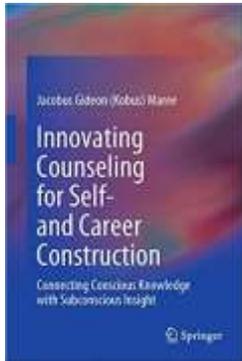
The Career Construction Counseling Manual

Mark L. Savickas

2019

90 pages

This book is a revision and expansion of the original Life Design Counseling Manual. The new Manual explains narrative interventions that practitioners may use to assist clients deal with vocational development tasks, occupational transitions, and job stress. The protocol for Career Construction Counseling describes phases of treatment, session-by-session principles, and specific procedures. The counseling strategies and techniques are clearly explained and demonstrated with client examples.



Innovating counselling for self- and career construction: Connecting conscious knowledge with subconscious insight

Jacobus Gideon (Kobus) Maree

2020

New York, NY: Springer

315 pages

This book sets out to provide context for innovating counseling for self- and career construction. It gives readers insight into the theory underlying an innovative, integrative qualitative-quantitative approach to career counseling.

Three key ideas recur throughout the book. First, the idea of not dispensing “advice” to people—instead, enabling them to advise themselves. Second, the idea of listening **for** instead of **to** people’s stories to help them choose and construct careers and themselves and shape their career identities. Third, the idea of helping people connect what they know about themselves consciously with what they are aware of subconsciously.

The book confronts some of the main challenges posed by Work 4.0 on the workplace but also foreshadows the imminent advent of Work 5.0. It endeavors to promote career counselors’ ability to help people “thrive” at a time when many speculate that work itself is at risk, occupational contexts no longer “hold” workers in the way they used to, and the coronavirus pandemic is disrupting the workplace.

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:

- IAAP allows members to participate in its International Congresses of Applied Psychology and co-sponsored regional meetings at reduced fees.
- IAAP's main Journals, [Applied Psychology - An International Review](#) and [Applied Psychology: Health & Wellbeing](#).
- IAAP-Bulletin to members free of charge.
- Additional journals from [Wiley](#) are offered to IAAP members at special subscription fees. [View the full list](#).
- 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 [here](#).

To become a member simply visit the website and follow the instructions!
<http://www.iaapsy.org/>

.....

President

Paul Hartung (USA)

Past-President

Maria Eduarda Duarte (Portugal)

President Elect

Zhi-Jin Hou (China)

Executive Board

Lea Ferrari (Italy, Newsletter Editor)

Zhi-Jin Hou (China)

J.G. Kobus Maree (South Africa)

Mary McMahon (Australia)

Jiyeon Lee (USA)



**COUNSELING
DIVISION 16**