

**Association internationale d'orientation scolaire et professionnelle – AIOSP
International Association for Educational and Vocational Guidance – IAEVG
Internationale Vereinigung für Bildungs- und Berufsberatung – IVBBB
Asociación Internacional para la Orientación Educativa y Profesional – AIOEP**



2018-2019

Annual Report

September 2019

2019 ANNUAL REPORT

Actions undertaken or completed in 2018-2019

Board of Directors and Executive Committee

The IAEVG Board of Director (2015-2019)

Suzanne Bultheel, France	President
Nancy Arthur, Canada	Vice-President
Gideon Arulmani, India	Vice-President
Raimo Vuorinen, Finland	Vice-President
Beatriz Malik Liévano, Spain	Treasurer
Laurent Matte, Canada	Secretary General
William A. Borgen, Canada (until May 2019)	
Tibor-Bors Borbély-Pecze, Hungary	
Gabriela Cabrera Lopez, Mexico	
Jane Goodman, United States of America	
Mary McMahon, Australia	
Gert Van Brussel, The Netherlands	
Peter Weber, Germany	
Jean-Jacques Rupert, Luxemburg (<i>ex officio</i>)	

The Executive Committee

The Executive Committee is formed by the President, the Vice-Presidents, the Treasurer and the Secretary General.

Meetings

The Board of Directors had 3 Meetings, 1 in person, and 2 by audioconference. Due to the workload, 1 meeting had to be adjourned and resumed a 2 days later.

- 96th Board Meeting, October 30 + November 1st, 2018, in Gothenburg, Sweden
- 97th Board Meeting, November 14, 2018, by audioconference
- 98th Board Meeting, May 28, 2018, by audioconference

The Executive Committee had 3 meetings by audioconference. Due to the workload, 1 meeting had to be adjourned and resumed a few weeks later.

- 122nd Executive Committee Meeting, December 18, 2018, by audioconference
- 123rd Executive Committee Meeting, April 10 + May 6, 2018, by audioconference.

Decisions taken in 2018-2019:

- *Adoption of previous Meeting Minutes*
- *2018 Communiqué Adoption and dissemination*
- *Raise Institutional membership fee from 75 € to 100 €*
- *Raise all other categories fee by 5%*
- *Adoption of the revised International Competencies Framework*
- *Allowing 3 000 US\$ representation budget to IJEVG Editor Prof. Jérôme Rossier*
- *Accept the Latvian proposal for the 2020 conference and engage in an agreement*
- *Nomination of the 2019 Elections Committee, composed of Beatriz Malik, Elections President, and Raimo Vuorinen and Jean-Jacques Ruppert, members.*

Other decisions not submitted to an official vote were taken to realize the Strategic plan and the Action plan. Numerous subcommittees, *ad hoc* conversations and hours of individual work were necessary to complete them.

The 2015-2019 Board of Director and Executive Committee are proud of the last 4 years realizations and honored to have represented and worked for this Association, its members and the population they serve. They wish the newly elected Board of Directors and Executive Committee for a successful and satisfactory mandate.

2019 Elections

Process

For the 2019 IAEVG Board of Directors and Executive Committee elections, the Secretary General introduced new procedures. The two main reasons were that he was himself a candidate and should not have access to information or influence the process, and that this year's election was realized electronically through the IAEVG's website.

The Secretary General therefore asked the Board of Directors to nominate an Elections Committee entirely formed of people that were not candidates. It was

composed of Beatriz Malik (Election President), Raimo Vuorinen and Jean-Jacques Ruppert. The mandatory timeline, the IAEVG's Statutes and Policies gave a framework to the Elections Committee's work. They reviewed the election procedure and edited the Nomination form and the Elections webpage as well as communications to members.

The Secretary General first worked as liaison with the Webmaster and the Administrative Coordinator for the construction of the website elections functions and provided assistance to the Elections Committee when needed. This liaison was then overtaken by the Elections President.

Timeline

February 15	Announcement of the Elections and invitation to seek nomination
April 15	Personalized invitation to Associations and Institutions representatives by President Suzanne Bultheel
May 1 st	Dissemination of online Nomination Form and Procedure to members by the Secretary General
June 12	Closing date for nominations
June 17	Notice of elections with biographical sketches of candidates
August 12	Closing of the ballot and official count
August 13	Official announcement of the elections results by the Elections President and the IAEVG President
September 12	Official results announcement to the General Assembly Vote on the Elections President Report by the General Assembly

Results

BOARD OF DIRECTORS	VOTES	%	RANK	
GOODMAN Jane	245	70.4	1	Elected
VILHJÁLMSDÓTTIR Guðbjörg	237	68.1	2	Elected
BRUSSEL Gert van	213	61.2	3	Elected
WEBER C. Peter (Prof. Dr.)	205	58.9	4	Elected
FUJITA Teruyuki	196	56.3	5	Elected
ROSSIER Jerome	194	55.7	6	Elected
ARULMANI Gideon	191	54.9	7	Elected
MCMAHON Mary	183	52.6	8	Elected
ROMERO RODRÍGUEZ Soledad	181	52.0	9	Elected
CABRERA LOPEZ Gabriela	163	46.8	10	Elected
MATTE Laurent	149	42.8	11	Elected
JANSONE Ilze	128	36.8	12	Elected
DEYREM Lydia	128	36.8	13	Elected
ARTHUR Nancy	92	26.4	14	
KETTUNEN Jaana	91	26.1	15	
BORBELY-PECZE Tibor Bors (Dr.)	83	23.9	16	
SPRLÁK Tomáš	79	22.7	17	
NEAULT Roberta	55	15.8	18	
ABBAS Raza	24	6.9	19	
PRESIDENT AND VICE-PRESIDENT				
BRUSSEL Gert van	193	55.5	1	President
VILHJÁLMSDÓTTIR Guðbjörg	171	49.1	2	V-P
GOODMAN Jane	165	47.4	3	V-P
FUJITA Teruyuki	131	37.6	4	V-P
ARULMANI Gideon	124	35.6	5	
KETTUNEN Jaana	119	34.2	6	
ARTHUR Nancy	118	33.9	7	
BORBELY-PECZE Tibor Bors (Dr.)	49	14.1	8	
ABBAS Raza	15	4.3	9	
SECRETARY GENERAL				
MATTE Laurent	282	81.0	1	Secretary General
TREASURER				
DEYREM Lydia	199	57.2	1	Treasurer
SPRLÁK Tomáš	147	42.2	2	
Participation :				
86 members voted for BOARD.				
85 members voted for EXECUTIVE.				
56.29% of members voted (of the members eligible to vote).				
348 votes were registered so 80.36 % of the total possible number (433) of votes				

Liability

Questions of liability have been studied by Secretary General Laurent Matte and President Suzanne Bultheel and IAEVG Board representative in Luxemburg, Jean-Jacques Ruppert to assure management of professional responsibility of Board members, according to the legislative dispositions of Luxemburg, where the IAEVG is registered.

No current liability has been identified.

Membership

At the time of compiling data for this report (September 3, 2019), there were 159 active memberships representing 16 881 individuals from 46 countries spanning Africa, Asia, Europe, North America, South America and Oceania. The following provides a breakdown by member category:

Breakdown by Category of Membership:

Members	2019
Individual Members	108
Association Members*	26 (18 186)
Institutional Members	27
Supportive Members	0
TOTAL	161 (18 320)

It is informative to examine these membership numbers in the context of prior year returns. As in past years, data reflects paid memberships for the reporting year (as at the time of data analysis).

From 2012-2016, we saw relative stability, with membership ranging from almost 19,000 in 2014 and 2016 to a peak in 2015 of almost 22,500. From 2015 to 2018, the Association lost 118 memberships representing 10 068 members. This situation asked for immediate strategic refocusing of the Association's action and reorganization of its membership management.

Efforts to reorganize and reverse this trend in 2019 gave very good results with an annual gain of 60 memberships (59% increase) representing 5 922 members (48% increase). It means the Association regained in a single year 51% of memberships and 59% of members lost in the 4 previous years. These efforts should, obviously, continue over coming years

	2019	2018	2017	2016	2015	2014	2013
Individual	108	57	96	122	162	166	185
Institutional	27	21	19	26	31	29	28
Association	26 (18,186)	23 (12,320)	20 (16,040)	25 (18,840)	26 (22,270)	25 (18,760)	38 (20,120)
Supportive	0	0	0	0	3	2	3
TOTAL	18 320	12 398	16 155	18 988	22 466	18 957	20 336

Country of Origin

Regional representation in the IAEVG is also an important goal that we reached for another year. Africa and South America are underrepresented, and specific efforts should be made towards these continents where many developing countries could benefit from our international community and resources. The IAEVG subcommittee on membership fees is studying the possibility of tiered fees that could be an incentive. Finding a national partner to organize a future international conference would also benefit all the Association.

Country	Individual Memberships	Institutional Memberships	Associations	Supportive Members	TOTAL
Argentina	4				4
Australia	5				5
Austria	1				1
Belgium	2	1			3
Brazil			1(75)		75
Canada	10	2			12
Colombia		1			1
Costa Rica		1			1
Cote d'Ivoire		1			1
Croatia	1				1
Czech Republic	1		1 (33)		34
Denmark*	2	1	*		3
Ecuador	1				1
England (UK)	8		1 (2)		10

Country	Individual Memberships	Institutional Memberships	Associations	Supportive Members	TOTAL
Finland*	4		1(10)		14
France	4		3 (2101)		2105
Germany	9	2	2 (547)		558
Greece	2	1			3
Hungary	1				1
Iceland*	1		1 (4,986)		4,987
Ireland		1			1
India			1 (20)		20
Indonesia	1				1
Ireland	2	1			2
Israel	1				1
Italy	4	1			5
Ivory Coast		1			1
Japan	4		2 (2,475)		2,479
Latvia	1		1 (50)		52
Liechtenstein	1				1
Luxembourg	1				1
Malta			1 (105)		105
Mexico	1	1	1 (40)		42
Mongolia			1(15)		15
Netherlands	3		1 (2,610)		2,613
New Zealand	1				1
Nigeria		1			1
Norway*	3		*		2
Pakistan	1	1			2
Peru	1		1 (10)		11
Poland	1	1			2
Qatar		1			1
Serbia		1			1
Slovakia			1 (70)		70
Slovenia	1		1 (55)		56
South Africa	3				3
Spain	3	3	1 (101)		107
Sweden*	2		1(1)*		3
Switzerland	2	3	1 (200)		205

Country	Individual Memberships	Institutional Memberships	Associations	Supportive Members	TOTAL
USA	11	1	2 (4691)		4703
Venezuela	1				1
TOTAL	108	27	26 (18 186)		18 320

*Countries represented under Nordic Association (see Iceland for total number of members).

Number of New Members/Renewals:

Members	Renewals	New 2019	TOTAL
Individual	49	59	108
Association	22 (16574)	4 (1623)	26 (18,186)
Institutional	16	11	27
Supportive	0	0	0
TOTAL	87	74	161 (18 320)
	54%	46%	

The goal of member services/benefits and outreach is to both retain current members and attract new ones. Up until 2013-2014, a reasonable balance between retention and growth (25% growth and 75% retention) was consistently seen. In 2014, we started to see a decrease in the proportion of growth. This trend peaked in 2017, with a .3% growth rate. In 2019, we see a 317% increase in new memberships (from 17 to 74) and a new balance of 46% growth and 54% retention

Membership increase

Mapping the current national associations

A sub-group of the Board members have updated the contact points of current national associations, which are organisational members of the Association. Suzanne Bultheel leads the sub-group in preparing plans to increase the number of IAEVG members. She also personally contacted, by email or by phone call, almost associations or organisations that did not renew their membership. Some of them have committed to return as member, and most of them actually did it, which contributed to increase the membership.

Network of national correspondents

In 2018 the IAEVG Board made a decision to activate and restructure the network of national correspondents for IAEVG. Suzanne Bultheel has sent a message to national organisations and invited national associations to Brno Symposium.

Liaison with associations

IAEVG 2019 Symposium

The IAEVG organises a preliminary event in Brno a before the IAEVG Conference in Bratislava 10 September 2019. The aim of this event is the advancement of career development in our countries, regions and on a global level. The symposium continues the dialogue started in former IAEVG Symposia and a longer-term goal to intensify cooperation and/or co-creation initiatives in continuation of this event. This is in line with the recommendations from the previous IAEVG Symposium 2018 in Gothenburg. The main theme of the 2019 Symposium is: How can the guidance community support inclusive and democratic societies? A committee chaired by Gert van Brussels, with Jane Goodman, Mary McMahon, Nancy Arthur as Board Members have contributed to the preparation of the symposium in co-operation with the hosts in Brno, Petr Chaluš and Gabriela Kabotová

Interface with ILO

Board Member Beatriz Malik participated in the 108th International Labour Conference organised by ILO in Geneva, 21 June 2019.

Links with European Union lifelong guidance –LLG- policy development

Suzanne Bultheel, the President, has participated in the stakeholder workshop in Brussels 15 May 2019 in conjunction with the European Commission 2019 study on lifelong guidance. The main Thematic were: What might future LLG services look like to ensure it is relevant in a changing labour market? What new and innovative guidance practice and tools are emerging? How to facilitate strategic leadership and cooperation of LLG activities?

Suzanne Bultheel contributed to those reflexions and study by presenting the role of an umbrella association like the IAEVG, can play at the European level, she illustrated this by presenting the IAEVG Ethical Guidelines as well as the 2018 IAEVG Communique on precarious employment.

Raimo Vuorinen and Tibor Bors Borbely-Pecze work as national contact points in the CareersNet, which is established by the European Centre for the Development of Vocational Training (Cedefop) in 2017. The aim is to develop a European database on national guidance systems and policies. In addition to their national tasks both IAEVG Board members can act as an interface with the IAEVG and CareersNet.

Interface with the International Center for Career Development and Public Policies, ICCDPP

Raimo Vuorinen and Tibor Bors Borbely-Pecze are Board Members of the International Center for Career Development and Public Policies, ICCDPP and have contributed to the preparation of the 9th International Symposium on Career Development and Public Policies “Leading Career Development Services into an uncertain future: Ensuring access, integration and innovation” 17-20 June 2019 in Tromsø, Norway. IAEVG was not represented as an organisation in the Symposium. More information of the Symposium is available at <https://www.kompetansenorge.no/iccdpp2019/>

Co-operation with NCDA

Jane Goodman, Nancy Arthur and Raimo Vuorinen worked together with NCDA President Spencer Niles to prepare a joint event with IAEVG and NCDA in conjunction with the NCDA annual conference 26 June 2019 in Houston, Texas. Nancy Arthur represented the IAEVG in the symposium and facilitated the day with Spencer Niles. The discussions focused on four themes:

- International collaboration for Research
- Advocacy and social justice
- Social media
- Public Policy and Career Development

A summary of the discussions has been presented at the 2019 IAEVG international symposium in Brno.

Co-operation with APCDA

Nancy Arthur and Mary McMahon represented IAEVG in the APCDA 2019 annual conference in Hanoi, 21-25 May 2019. Their travel expenses were self-funded.

In 2018 the IAEVG Board decided to activate and restructure the network of national correspondents for IAEVG. Suzanne Bultheel has sent a message to national organisations and invited national associations to Brno Symposium.

2018 Financial Report and 2019 Budget

Income and Expenses Statement January 1, 2018 to December 31, 2018 (all figures in USD)

REVENUE	Dec. 31 2018	Dec. 31 2017	Notes	Budget for 2019 (Expected income)
Individual members 2018	4204,65	7443,22		
Individual members 2019	805,23			8000,00
Institutional members 2018	1617,88	2512,86		
Institutional members 2019	453,52			2500,00
National Associations 2018	13583,86	14038,24		
National Associations 2019	3689,11			15000,00
SUB-TOTAL A: Membership income	24354,25	23994,32		25500,00
Sales – journal print copy	80,97	252,13		50,00
Miscellaneous	188,71	91,00		
EVGP Certification 2018	150,00	4128,30	Total 2016-2019	500,00
EVGP Certification 2019	100,00			
EVGP – Certification 2020	100,00			
Sponsorship Conference		489,12		
SUB-TOTAL B: Other income	619,68	4960,55		550,00
TOTAL A+B	24973,93	28954,87		27200,00

EXPENDITURE	As of Dec. 2018	Dec. 2017	Notes	Budget 2019 (Expected expenses)
Travel EC – Gothenburg Conference	5180,43	1477,63	Mexico Conf	5500,00 Travel Bratislava
Accommodation & meals EC /Board	7628,72	999,47		5000,00 Accommodation /meals
ILO Conference (President) 2017&18	2765,15			
Journal – IJEVG	5500,00	5500,00		5500,00 Needs renegotiating
Journal postage	150,31	251,51		250,00
Website	3748,84	3.676,92		2500,00,
Liaisons		176,46	UNESCO fee	200,00
IAC-Administration Centre (CCDF)	11451,38	11345,84		5000,00 Administrative Coord
EVGP Management Fee (CCDF)	0,00	1.651,85		
EVGP Application Review Fees	0,00	151,46		
Administration/office supplies	709,97	192,53		200,00
Printing / copying	227,87	55,01		50,00
Postage	57,72			50,00
Bank costs	328,61	365,70		350,00
Credit Card Charges	984,37	1185,25		1000,00
Credit Card Charges EVGP	-6,00	-117,11		
Currency exchange & rounding	-0,39	-0,04		
Expenditure total	38.726,98	26.912,48		25600,00
NET INCOME (Current surplus)	-13.753,05	2.042,39		1600,00

As of 31 December, 2018, we had a total of **50 058,85 USD** in our working accounts (*converting both CAD and EURO into USD*). The exact amounts are as follows:

- RBC Canadian: 5 117,25 USD
- RBC US\$: 660,81 USD
- Post Finance Lux: 44 280,78 USD (39,287.45 EURO)

As a result of higher expenditure (especially in travel and accommodation for Gothenburg conference, as well as new website with online applications and members only section), and membership decrease the surplus this year is negative (deficit), the highest in the past 4 years.

Membership Fees

During the 97th meeting of the Board of Directors (14 November 2018) it was agreed to raise membership fees for 2019, since these had not been raised for the past 4 years, whereas expenditures rose with normal inflation. Furthermore, several aspects have been improved (Newsletter, website,).

A 4% increase for the core fee is set by the Treasurer, establishing the Euro as reference (78€). All fees will be indicated in € in the website, but it is possible to choose another IAEVG official currency, and the amount will be calculated by the system in the website.

In the case of institutional members, it is agreed that they should pay more than an individual member, as they have 2 votes, setting the fee in 100 €.

Tiered or differentiated fees

The purchasing value of a single EUR or USD is not the same in the different regions of the Globe. Therefore, it is unfair that a global association such as the IAEVG sets the payment categories the same regardless this fact. This has been a concern in the Board of Directors for some time, so a membership fee subcommittee was formed to work on this issue, formed by Gert van Brussel, Tibor Bors Borbely, Gabriela Cabrera, Beatriz Malik

had a meeting on the 28/11/2018 and discussed the followings;

- 1.) Membership fees can be restructured based on the different developments of the different regions and countries. We discussed the UN HDI and the WB income-based indexes. There are no perfect methodologies, but the Sub-

committee has been suggesting the WB income-based index as in the UN HDI poor, but educated countries with long life expectations have high scores and it provides a miss-leading ranking. Another option could be to take the WB's income index as a reference but perhaps combined with the average salary index (the problem is this latter does not exist in all countries).

2.) Based on the attached WB list from 2018 we are suggesting four clusters of the 218 countries: *a. low income, b. lower-middle income, c. upper-middle income, d. high income*^[1]

3.) For the current 2019 fiscal year, low-income economies are defined as those with a GNI per capita, calculated using the [World Bank Atlas method](#), of \$995 or less in 2017; lower-middle-income economies are those with a GNI per capita between \$996 and \$3,895; upper middle-income economies are those with a GNI per capita between \$3,896 and \$12,055; high-income economies are those with a GNI per capita of \$12,056 or more.

4.) Possible idea for the new individual/institutional and association membership fee calculation

For example:

cluster-based income	on	new individual fee	possible weight
low income		88 EUR	80%
middle income		99 EUR	90%
upper income		110 EUR	100%
high income		132 EUR	120%
e.g. 2019 individual fee		110 EUR	

5.) The Sub-Committee also agreed that a fiscal simulation must be run by the Treasurer based on the current members for 2019 before the new fee structure can be suggested for the full membership.

Other ideas were:

1. In occasional situations members should have the possibility to apply for a lower fee category. This could be the case when the economic situation in their country suddenly breaks down and the World Bank indicators no longer reflect the actual situation. Such a request should be submitted to the Executive Committee / Treasurer / President in confidence firmly underpinned with relevant financial-economic data from public resources. It would be necessary to have very well-defined criteria in this case.

2. Having different categories (students, retired, etc....)

For these initiatives to be really operative several actions are required, among others:

to create an application on the IAEVG website, which allows the aspiring member to obtain the cost of their fee by inserting their country and category of member; continually update the database with the information from all countries so that the program calculates the fees efficiently.

Educational and Vocational Guidance Practitioner certification (EVGP)

The activities of the EVGP subcommittee over the year 2018-19, focused mainly on the following:

- Finalising the existing competency framework and publishing it on the IAEVG website.
- Winding up the EVGP credential, based on decision of the Board and the General Assembly (2017-18).

Given below is a summary of these two activities.

Finalising and publishing the IAEVG Competency Framework

The review of the IAEVG Competency Framework was conducted by the EVGP committee in three stages and shared with the IAEVG Board over 2017-18. The revision was based on a survey of members. Eighty-Eight individuals responded to this survey from 27 countries. Feedback obtained was incorporated. The Competency Framework has been published on the IAEVG website. This will be an open access resource which course developers, practitioners, policy makers and others will be able to use as a guide to inform their work. The updated competencies have been posted on the IAEVG website.

Winding up of the EVGP credential

Over 2017-18 the IAEVG Board had come to the decision that it must temporarily pause the functioning of the EVGP pending a decision of the IAEVG membership regarding its longer-term viability. The matter was presented to the EVGP General Assembly in Gothenburg (2017-18). These observations were presented to and debated by IAEVG General Assembly during its meeting at Gothenburg, Sweden on the 3rd October 2018. The decision to discontinue the EVGP was upheld by a large majority of the General Assembly. It was therefore decided that the IAEVG's EVGP credential would be wound down and discontinued over a period of 3 years. This decision was implemented as follows:

- The winding down process began with immediate effect and the EVGP will be terminated on the 31st of December 2021.
- With immediate effect, no fresh applications for the EVGP credential will be accepted.
- Applications for renewals from present EVGP holders will be accepted until December 31st, 2018.

It was also decided that potential candidates who have completed training, but who have not yet been certified could submit their application for certification until December 31st, 2018. The period of this fresh certification will be for 3 years, starting from December 31st, 2018 and closing on December 31st, 2021. These candidates would be expected to pay the present fee to cover the IAEVG's costs of certification. Before they decide to proceed with making payments for the certification, these candidates are advised to be mindful of the fact that there will be no renewals after December 31st, 2021. Candidates currently in a pre-approved training program that will not be completed by the 31st of December, could contact the IAEVG by December 1, 2018 to negotiate an extension of this deadline.

The IAEVG placed on record that it is acutely aware of the investments the present EVGP holders have made and of the long-term plans that may have been formulated around the EVGP both by individuals and organisations. With the intention of reducing the impact this decision could have, the IAEVG makes the following offers as a gesture of good will:

- All present EVGP holder's certifications will be automatically renewed, free of cost, if they did ask for before on 31st December 2018, regardless of the date of expiry of the certification, until the 31st of December 2021.
- After the EVGP credentialing system has been terminated, all EVGP holders are still free to indicate that they had been awarded the EVGP certification.

It has been agreed in Gothenburg that an extension of the deadline would be accepted for some candidates trained by CCDF in a pre-approved training program. 14 applications have been received in June and even until the 25th August 2019, from the candidates trained by CCDF in their pre-approved training program. Even if the last one was out of time and that we should have finished the accreditation process, Suzanne Bultheel, as last sign of goodwill of the IAEVG, did accept the late application from Saudi Arabia, and all have been accredited before the end of August. Gideon Arulmani, as responsible of the EVGP committee, Suzanne Bultheel as president and Dominique Flaissier, as administrative coordinator, have been working hard, exchanging with trainers and candidates, as well as receiving those application forms, processing them and sending back the certificates when deserved.

The IAEVG's EVGP credential has now been closed.

Newsletter

Editorial Board

The Editorial Board: Gert Van Brussel (the Netherlands), Gabriela Aisenson (Argentina), Liette Goyer (Canada), Luisa Rodriguez (Spain), Heiner Bleckmann (Germany), Raza Abbas (Pakistan) Annamaria Di Fabio were operational in an unchanged composition. All members have sent us suggestions and articles for publication. The members of the Editorial Board are our soundboard and function as main liaisons in their part of the world. They were suggested to set up a network of Newsletter Correspondents in the region of the world where they are working. It seems to be difficult realizing this.

From this year on Annamaria di Fabio and Gert Van Brussel shared the position of General Editor. This move did not change much in the lead of the medium. Gert Van Brussel did his job as usual and in addition wrote the Editorial. Since the Newsletter team have said farewell to the IAEVG Administrative Centre in Ottawa who had the task to send out the issues to the different membership categories he took over this task himself. Barbara Knickrehm to take care of this too in the future.

Team of Translators

Newsletter Translators are Jean Luc Brun (French), Luisa Rodriguez, Julio Gonzales (Spanish), Iris Korte, Bernd-Joachim Ertelt (German), played their role also this year delivering high quality. Bill Borgen appears as our Proofreader, English, also offering a lot of editing suggestions. Unfortunately, he will leave the team as he steps out of the IAEVG Board of Directors, but we are happy to welcome Mary McMahan (Australia) as his successor. The team also says goodbye to Suzanne Bultheel who was formally not a member of the Editorial team, but a regular Column author and very much engaged with this medium. She initiated and supported the revival and electronic transformation of the Newsletter.

Information Technician

Barbara Knickrehm (Germany, member of DVB) is still available for this important role. She is inserting the content of the Newsletter in the electronic template of our provider MailChimp accurately and always in time.

Frequency

The goal was to publish three issues this year, one in Spring, one in Summer before the Bratislava Conference and one in Winter before the end of the year. For several reasons publication of the French and German issues was seriously delayed. This is a concern. Translating is a time-consuming job.

Content

This year the Newsletter team tried to improve the structure, using sections. Their purpose was to offer a better and clearer overview for the readers. The content consists of the following sections now:

- Table of contents;
- Columns: President's Letter, Editorial;
- Actuality, developments and innovation: news around the world (from associations, institutions, members), what is happening in practice, policy and theory?
- Practice Notes: implications for practice based on theoretical articles;
- Resources: book reviews and notifications of publications, websites and other resources;
- Meeting and learning: announcements and reports of conferences, symposia and events (past and future);
- Opinions & Discussion: opinions, replies and reactions;
- IAEVG Editorial Board Messages of the E.B. and disclaimer;
- Two new sections were added to the content;
- Practice Notes, following a suggestion made by Nancy Arthur. In order to strengthen the research-practice nexus for our members, she initiated this new section of the Newsletter. Three featured articles highlight the practice implications of articles previously published in the International Journal for Educational and Vocational Guidance.
- Another innovative initiative was the new section "Opinion & Discussion". In issues 83 and 84 we could publish the first opinion article followed by a reply from other authors.

Innovative was also the addition of non-textual content by means of audio and video materials. For example, the audio interviews produced by Raza Abas, the career luminaries interviews.

Layout

- Catchy headings and 'read more' formula for articles of more than 500 word;
- Illustrations: Photos and videos. Illustrations free of charge;
- Links to other media or websites;

The Newsletter team succeeded in presenting more lively illustrated articles, and a more attractive and graphical header of the sections.

The electronic version of the newsletter

MailChimp seems to be a smart provider for the IAEVG's Newsletter offering a lot of procedures for free mailings. The MailChimp environment shows all kinds of

easy doing tools for constructing a sophisticated template. The General Editor, and of course the Information Technician can work on the Newsletter doing their specific job. Different levels of access can be permitted to different roles or functions. Suzanne Bultheel as President and Gert Van Brussel also have access.

An important function that MailChimp offers is the *Archives* section. Members who receive the electronic Newsletter can click: “View this email in your browser” (right, upper corner of first page) and click ‘Archives’ where all past electronic issues are available.

Procedure

The Newsletter team uses a Matrix scheme with time slots for every stage in the production process. Authors are kindly asked to apply the Guidelines for authors. The Guidelines document was updated this year and sent to the Editorial Board.

- The General Editor and Editorial Board members sent a call for articles to their network at least three months before the planned month of publication, and/or they receive drafts from authors on forehand presented pro-actively. Occasionally Editorial Board members write a text themselves. They make sure that the received submissions are written in proficient English, preferably checked by an English mother tongue speaker. The Editorial Board members preselect the submissions they receive, applying the Newsletter guidelines and format and send these to the General Editor.
- The General Editor makes a definitive selection of submissions for the next NWSL issue and sent the package to the President Suzanne Bultheel, who adds the President’s Column. The package is sent to the English Proofreader (Bill Borgen). The proved text is sent back: the track changes version and a correct, complete final version.
- The General Editor sends the package to the Team of Translators for translation in French, Spanish, German.—The translated versions are then forwarded to the Information Technician I.T., who inserts the texts in the electronic template.

Evaluation and suggestions for the future.

- Authors need to submit their drafts with a bit more discipline following the guidelines as described in the Guidelines document, including the length indications, letter type and size and line out of the text (to the left). Pictures and other illustrations should be attached in a separate file (not inserted in the text);

- Please send the Guidelines to an author who has approached you with a proposal and check if the first draft is in line with it. If not, send it back with a kind request to adjust the text;
- All engaged colleagues worked with dedication: The Editorial Board, the Team of Translators, Bill Borgen as our valuable proofreader and final editor, and last but not least Barbara Knickrehm our Information Technician.
- We have tried to restructure and fresh up the lay out and make it more attractive and clearer.
- We should not forget humor in our serious profession.
- According to the follow-up data of MailChimp Newsletters 82 and 83 were opened by a rather poor number of receivers: number of successful deliveries. We urgently need a check-up of the membership who registered as subscribers and ask them to subscribe again or leave it.
- Translating the Newsletter is a big, time consuming job. This result sometimes in a serious delay of publication. All this effort is put in translated versions for only small numbers of members: French: 21, Spanish: 15, German: 17. Another aspect to consider is the necessity of translating the text. The German translators informed me on request that it seems not be of great importance for German speaking readers to receive a translation anymore. Gert Van Brussel didn't approach our French and Spanish translators on this item yet he presumes that this is more necessary for this language and also strategically important to keep these versions alive.
- Overlooking the content of the recent issues, we can conclude our medium is not a Newsletter in a strict sense anymore. It developed in the direction of a professional magazine. With this in mind Gert Van Brussel proposes to change the name of our medium.
- A last suggestion is to rearrange the Newsletter team. This against the background of a new IAEVG Board of Directors that will be formed and committed to new and challenging portfolios for each member.
- Finally, we welcome suggestions for further and continuous improvement as always.

The General Editor, Gert Van Brussel, would like to thank all colleagues of their team, working dedicated on our IAEVG Newsletter.

Communiqués

The IAEVG Communiqués serve the purpose of bringing attention to critical global issues pertaining to educational and vocational guidance. Between 2001 and 2018, IAEVG released 6 Communiqués.

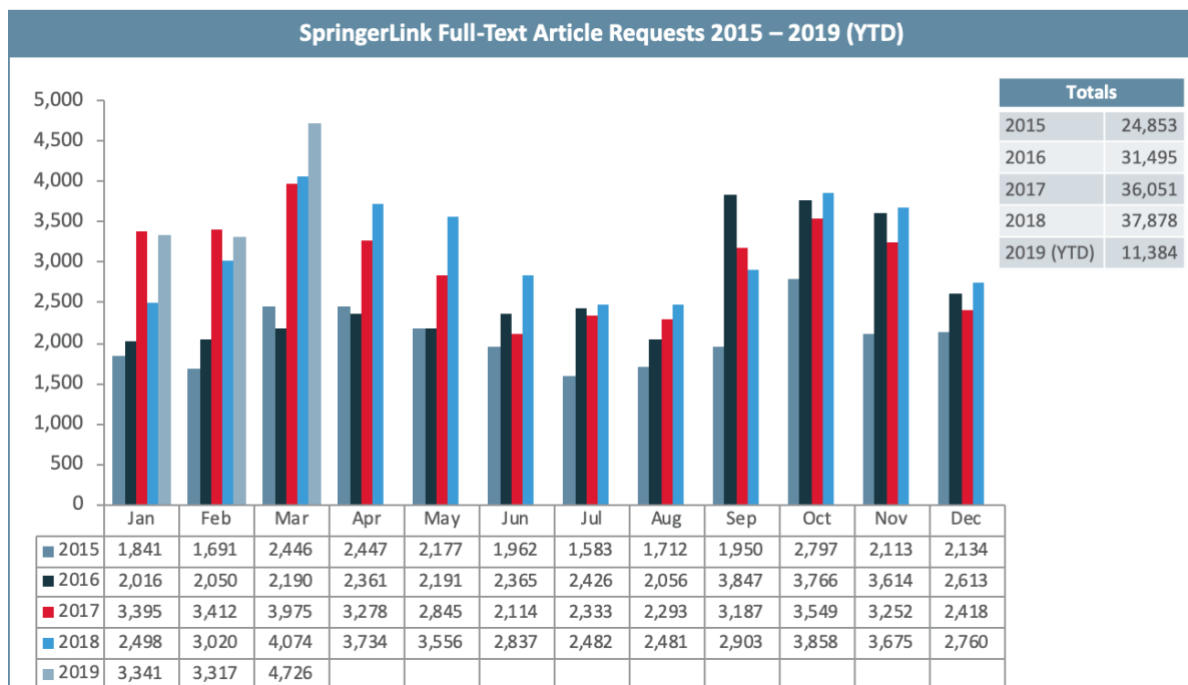
The Board of IAEVG requested more involvement of the membership for the determination of the topic and writing of the 2019 IAEVG Communiqué. Two members replied with suggestions of topics and three members offered to provide input in the drafting of the 2019 Communiqué. The topic for the 2019 Communiqué is Opportunities for All: ***Inclusive Societies Investing in their People***.

Journal

Review of *Journal* activity for 2018 (January to December)

The quality of the *International Journal for Educational and Vocational Guidance* continues to be maintained at a high level. The impact factor, however, dropped from 1.306 in 2017 decreased to 0.73 for 2018, making for a 5-year impact factor of 1.083. It will remain a priority to develop this. The impact factor of our journal remains similar to those of the *Career Development Quarterly* (0.929), the *Australian Journal of Guidance and Counselling* (0.65), and the *British Journal of Guidance & Counselling* (0.907). It is a little below those of the *Journal of Counseling and Development* (1.402), the *Journal of Career Development* (1.431), and the *Counseling Psychologist* (1.518).

Figure 1. Full-text article requests from 2015-2019 by month



The recognition and attractiveness of our *Journal* continues to increase steadily. Statistics provided by Springer indicate that the number of downloads increased to 37,878 in 2018, up from 36,051 in 2017 and 24,853 in 2015. The numbers have steadily increased in the last years (see Figure 1, the light blue bar).

Table 1 lists the 10 most downloaded articles in 2018. This list indicates that articles of the last five to six years have remained relevant to the practice and research community. We can also observe that these highly downloaded articles were authored by colleagues from diverse countries of origin, representing a rich variety of approaches. These papers include theoretical contributions and research studies using both quantitative and qualitative methods. This multifaceted diversity is a great strength of our journal.

Table 1. Top 10 full-text article downloads, with Open Access articles bolded

Title	Author	Volume	Issue	Year	Article Requests 2018
Career motivation of secondary students in STEM: a cross-cultural study between Korea and Indonesia	Sein Shin et al.	18	2	2018	1,446
Reaching a decision to change vocation: a qualitative study of former priests' experiences	Igor J. Pietkiewicz	16	3	2016	1,434
Career development influences of international students who pursue permanent immigration to Canada	Nancy Arthur et al.	11	3	2011	644

Employability: review and research prospects	Laure Guilbert et al.	16	1	2016	595
Child career development: present and future trends	Mark Watson et al.	15	2	2015	542
Job search motivation of part-time or unemployed Japanese college graduates	Toshiaki Shirai et al.	13	2	2013	498
Correction to: Zum Konzept des Beruflichen Übergangs – Eine Theoretische Erörterung unter Bezug auf Supers Ansatz zur Erklärung der Laufbahnentwicklung	Ludger Bußhoff	18	2	2018	480
Employing a social justice framework to promote postsecondary transition for students with intellectual disability	Amy L. Cook	17	3	2017	461
Advancing in the career decision-making process: the role of coping strategies and career decision-making profiles	Maya Perez et al.	17	3	2017	446
Validation of the short form of the career development inventory with an Iranian high school sample	Ahmad Sadeghi et al.	11	1	2011	424

Manuscripts

In 2018, 147 manuscripts were submitted for publication, a steady increase over previous years. Submissions continue to come from a geographically diverse base of researchers, originating from 20 countries in 2017, including Europe, Africa, the Middle East, the Asia-Pacific region, and North and South America. Although the overall quality was good, the *Journal* maintained high acceptance standards: 97 manuscripts were rejected, 26 accepted for publication, and 10 were withdrawn. This means that we can estimate our final acceptance rate for papers submitted in 2018 to be 20%, a rate consistent with that other journals in the field, including that of the *Journal of Career Development* and the *Journal of Vocational Behavior*.

Our editorial team makes initial decisions quickly to promote faster turn-around time from initial submission to first decision: 37 days on average, up from 21 in 2017, in part due to the increased number of submissions. The average days required before a final acceptance decision, including time for peer reviews, revisions, and possible additional reviews and revisions, was 279 in 2018, similar to rates for the last two years, and down from average times over 300 days for 2014-2016. Only 26 days, on average days, were required before a final rejection.

Contents of Volume 18

We are pleased that the articles published in volume 18 during 2018 represented a diverse range of topics, origin of authors, and experienced versus more junior researchers. Issue 18(1) included six total articles, originating from India, south Korea, Switzerland, Australia, Turkey, and France. These included a case study, quantitative studies, and the presentation of a new research methodology, the Metaphor Identification procedure, and a new intervention technique, the socio-constructivist interview.

The articles of issue 18(2) came from Spain, Brazil, Korea, Indonesia, Germany, Italy, and Belgium. These included the adaptation of a scale to a new language context, development of a new scale, and several quantitative studies.

The six articles of issue 18(3) included a case study of a new intervention approach from Ireland, a longitudinal study on burnout from the United States, a qualitative exploration of the support offered to Chinese students in Australia, a quantitative tests of survey results from France, Turkey, and Israel.

Changes and perspectives

There were no major personnel changes in 2018. Co-editors Professors Laura Nota and Mark Watson continued their leadership roles in helping to manage open issues, and Amber Gayle Thalmayer of the University of Lausanne continued to assist editor Jérôme Rossier with editorial duties.

With the support of Springer, the team completed a content analysis of the journal's previous issues, supervised by Mark Watson. A manuscript summarizing this is underway. The process of seeking reviewers was improved this year by developing a detailed list of keywords for potential reviewers to use to identify themselves.

The editorial team made two special calls this year. One was for a special issue on "Migration, Educational and Career Guidance, and Social Inclusion", to be guest edited by Andreas Fejes of Linköping University, Sweden, Manon Chamberland of Laval University, Canada, and Ronald G. Sultana, of the University of Malta. The initial deadline for submission of proposals was June 30, with initial feedback going out in August. We intend for this special issue to be published as issue 3 of volume 20 (October 2020) or issue 2 of volume 21 (June 2021). Secondly, we made a call for a special section on "The Capability Approach to Career Guidance" to be edited by Pete Robertson of Edinburgh Napier University, and France Picard of the Université Laval, Québec. The deadline for submissions is September 1. We intend this section to be included in an issue of volume 21 in 2021.

We aim to publish approximately one special issue a year, and we continue to seek proposals and potential editors for these. Please send ideas to ijevg@unil.ch, including the proposed topic and title, the proposed guest editorial team, and a

description of the proposed content of approximately 300 words, describing initial ideas about potential authors, etc.

We are pleased that the *Journal* continues to function well and to be recognized as a leader in the fields of education and vocational guidance.

Access to the *Journal* is available through the Members-only portal of the website to individual members. Communication is ongoing with our publisher, Springer, to find a solution for opening access to national association members.

To conclude, we would like to thank our editorial team contributors, as well as our reviewers, abstract translators, and editorial assistants, without whom the everyday operations of our publication process would not be possible. We are pleased that the *Journal* continues to function well and to be recognized as a leader in the fields of education and vocational guidance.

Website

The English version of the new IAEVG website, under a new domain (www.iaevg.com) was launched at the 2018 General Assembly in Gothenburg, Sweden. Suzanne Bultheel, President and Beatriz Malik, Treasurer, have been in constant communication with the webmaster and with the full Board, in order to build the new website.

The translation into the other languages was finalized in December that year. Some of the main new functionalities in relation to the previous website were: the possibility to pay membership fees online by credit card, an integrated membership data-base which is updated automatically each time a new member registers on the website, a members-only section with the Newsletter and direct access to the International Journal of Educational and Vocational Guidance (IAEVG) in this section and other documents that maybe shared by IAEVG with the members.

Instructions were sent to members in order to register in the website, necessary to renew their membership. It worked very well in general as the process is user-friendly and very simple, nevertheless assistance was provided to those who encountered some difficulty. These instructions are also available for non-members, as it is necessary to register in the website to become a member. According to membership category and number of members, the system provides the exact amount to be paid. It is then possible to pay by credit card, or by bank transfer.

During the first semester of 2019, the webmaster developed the Elections section of the website. First, a page for candidates to submit their nomination forms online, and general information on the elections process, in collaboration with the Secretary General, the President and the Elections Committee. Then, the page with the profile of the candidates and the actual voting procedure, with the algorithm to count the number of votes per candidate, according to members voting capacity and in accordance with the IAEVG statutes.

Monthly Email

Initiated in July 17 by Secretary General Laurent Matte, the Monthly Email was published each month in the last year, excepted for March 2019. It serves as regular contact point with the Association's members by giving, in a one-page format, 5 or 6 headlines regarding the IAEVG, its members and activities in the field of Career Development, with weblinks and images. Associative members are invited to use the Monthly Email to share news with our international community and to forward it to their own members.

The editor of the Monthly Email is Laurent Matte. New information proposals, contents review and French revision is assured by Suzanne Bultheel and English revision is made by IAEVG Board members on alternance. Since April 2019, Spanish has been added as third language, thanks to Dra. Gabriela Cabrera Lopez.

Social Media

Twitter

The Association has a regular presence on Twitter with the account @IAEVG, mainly in English and French, and occasionally in Spanish. The account has 574 followers worldwide (15% increase). From September 2018 to August 2019, we have published 47 original tweets and hundreds of retweets. Our publications have been consulted 27 200 times.

Facebook

IAEVG does not have a Facebook page, something that could be considered in the future. The 2019 Brno-Bratislava International Conference organizers have created a Facebook event followed by 85 participants and 106 interested.

LinkedIn

Information on IAEVG's activity is regularly disseminated on LinkedIn by the Secretary General from his own account.

Image of IAEVG

We keep surveying the use of IAEVG image, which includes encouraging individual, institutional and organizational members to use it in their communications to have their membership known.

We also use the social media and Monthly email to provide images (IAEVG logo, Conference logo, pictures) that members can share.

The IAEVG acronym generates many references on the web, including from Researchgate, Euraxess, NCD, Euroguidance and more.

General Assembly

The 2018 General Assembly of the IAEVG took place on October 3 at 16h45 at the Congress Centre Svenska Mässan in Gothenburg, Sweden. Forty-six IAEVG members attended. The General Assembly was presided by IAEVG President Suzanne Bultheel.

The Assembly took the following decisions:

- *Adoption of the 2018 General Assembly Agenda*
- *Adoption of the 2017 General Assembly Minutes*
- *Adoption of the 2018 Annual Report*
- *Adoption of the 2017 Financial Report*
- *Adoption of the 2018 Budget*
- *Adoption of the Scrutinizing Auditor's Report*
- *Adoption of the 2018 IAEVG Communiqué*

- *Engaging in a winding down process of the EVGP Certification*
- *Adoption of the 2018-2019 Strategic Plan*

The Assembly was informed that:

- The IAEVG should complete this year a plan on differentiated fees based on criteria related to regional economy, and fees for students and retirees;
- The Board of directors intend to organize activities and networking with national representatives;
- The 2019 International Conference will be organized by the Czech and the Slovak Guidance counselor's Association and be held in Brno, Czech Republic, and Bratislava, Slovakia;
- Next General Assembly will be held in September 2019 in Bratislava

IAEVG Annual Conferences

The IAEVG international conferences organization is under the direct responsibility of the president, Suzanne Bultheel.

During the year 2018, she did follow the organization of the conference of Gothenburg.

One of the most important issue she managed was, on behalf of the Board, was to contribute to the keynote speakers choice but also to manage all discussions, decisions and strategies arising, in link with this issue, during and after the conference.

Suzanne Bultheel did also approach and exchange with some members potentially interested in organizing the conference of 2020. At the end, they have been three serious candidacy :

- the military school of Argentina (represented by Pr. Sylvia Gelvan),
- the ministry of Education of Ivory Coast (represented by the Director of the Educational Guidance, Ms Inspector General Jérôme Ayekoe)
- the State Education Development Agency of Latvia (represented by Ms Ilze JANSONE of the Information and Career Guidance Department of the Euroguidance Programme Manager)

On behalf of the IAEVG Board, we would like to thank every candidate, since they were really motivated and each of them made an interesting proposal.

After exchanges and discussions with the Board, it has been decided to organize the 2020 conference of the IAEVG in Riga –Latvia. One of the reasons was because they have been the first one to ask for organizing the 2020 IAEVG conference and also the first one in finding out the IAEVG Conference form prepared and communicated by the president. Mainly arguments for this choice have been the high quality of the final form. However, the agreement of the Conference of Riga took quite exchanges before to be signed. Clauses specifying jurisdiction issues have been incorporated. Currently, the agreement has been signed by the conference organizers from Riga and by Suzanne Bultheel, as current IAEVG president.

Please find following, the Conference of Gothenburg report and the IAEVG Riga 2020 conference project status.

Gothenburg 2018 International Conference

A Need for Change, Sweden 2018

International conference organized in cooperation between, The Swedish Association of Guidance Counsellors, IAEVG and the Career Guidance Centre in Gothenburg, Sweden.

Purpose

To bring together researchers and practitioners from all over the world to share ideas and discuss the role of career guidance in an ever-changing world; to open the possibility for more practitioners from Sweden and other Nordic Countries to participate in international events and to take part of research and practise.

The topics for the conference

- I. A need for change in delivery and/or access to career guidance and counselling
What is needed to make the Lifelong Guidance a reality for everyone?
- II. A need for change in the training of career guidance professionals
The needs for delivery of Lifelong Guidance in a multicultural society
- III. New theories, models and strategies in career guidance and counselling for migrants and refugees
The society is becoming more and more multicultural but still most of our theories and models are based in a western context. What changes do we need for the future?

IV. The role of ICT and social media in career guidance and counselling

Especially young people live their lives on social media today – but where do the career guidance and counselling take place?

V. Career guidance and counselling and the ever-changing labour market and access to work

We are supporting young people preparing for occupations and a labour market that still does not exist. At the same time, the working population should be prepared for a changing working life.

Pre-symposium

The 2018 global symposium for career guidance and counselling organizations was organized by IAEVG on the day before the conference and gathered some 70 participants.

The international conference involved

- 9 Key-note speakers (Sweden, Australia, Canada, Iceland, UK and US)
- 5 Symposia and 1 seminar
- 89 Papers in 47 parallel sessions (24 oral and 23 workshops)
- 20 Posters

Participants

A total of 750 participants

- 450 Swedish participants representing more than 60 different municipalities from all over Sweden
- 300 from other countries representing 49 different countries

Future International Conferences

IAEVG Riga 2020 conference project status

The following tasks have been completed to the 30 August 2019 :

Conference management

- Conference agreement has been negotiated (and signed) between the IAEVG and the lead organizer in Latvia: the State Education Development Agency

- Provisional timeline of conference tasks and division of responsibilities within the State Education Development Agency has been created.
- Core conference implementation team in the State Education Development Agency has been established, including Assistant to the Director of the Agency (Local arrangements and registration), Euroguidance programme manager and Euroguidance Senior officer (Programme and Scientific Committee), Head of Communications Unit (Publicity) and a representative of the Financial Department (Financial). The Director of the Agency will oversee the organisation and implementation process of the conference and the follow the implementation of the conference Agreement.
- Mechanism for delegation to Latvian Career Development Support Association of specific **tasks has been discussed**.

Publicity

- Conference website domain has been purchased:
www.iaevgconference2020.lv
- First draft of visual element for conference has been produced and is being improved.
- Presentation for IAEVG Bratislava conference is being developed, based on conference proposal.

Programme

- Draft Riga conference schedule has been created.
- The Annual National Conference on Careers Education in Latvia and the ESF Careers Education project conference are being integrated into the IEAVG conference programme.
- Informal discussions with Latvian Universities providing training of career guidance counsellors have been underway for several months regarding their involvement in the conference. Formal discussions are being scheduled.

Local arrangements

- The official state procurement procedure for ensuring local arrangements in line with the conference proposal will begin as of next week.

Administrative Coordinator

The administrative centre transition committee forwarded CVs and cover letters to all Board members, as well as specifications and a table of recruitment criteria. The vote for the new IAEVG administrative coordinator, Dominique Flaissier, has

been carried out by the Board at the 30th Board Meeting held in Gothenburg in October 2018.

Then, the President wrote to all candidates to inform them about the Board choice, she congratulated Ms. Dominique Flaisser, from France, for the high quality of her candidacy which has been elected. After this, the Secretary General did coordinate signing settlement with the new Administrative Coordinator.

After that, the Treasurer, the Secretary General and the President started anticipating and accompanying administrative changes and organizing the transfer period with former IAEVG Administrative Centre. This took more time than expected. The last archives transfer is still on progress.

Since December, the new Administrative Coordinator did achieve the following actions:

Transition from the Administrative Center

- Several Skype meetings with the Administrative Center, the President, the Treasurer, the Secretary General
- Analysis, organization and restructuring of transferred documents
- Missing documents claim and follow-up

Membership Management:

- Reconstitution of Membership Databases (Active and Lapsed or Cancelled)
- Verifications and update of membership data
- Creation of contact lists on the new address membership@iaevg.com by language (English, French, German, Spanish)
- Membership renewal campaign towards the lapsed members
 - 3 reminders by language group (12 emails)
- Sending Renewal forms to those who requested it
- Answering different questions from members (on conferences, membership benefits, ...)
- January 7, 2019: 4 languages Notice to members on the new membership@iaevg.com address
- January 29: call for contributions, international conference of the IAEVG
- January 30: Mailing to members who had paid in 2018 fees for two years membership on registering on the new website
- 28th of February: Sending membership renewal reminder
- 19th of February 19: Mailing to members (4 languages) on the 2019 Board and Executive Committees Election

- May 2: Mailing of a President's letter to associations

-

Website:

- Getting started with the new website
- Meetings with Webmaster and President
- Training with the webmaster on the administrative website functions
- Assistance and accompaniment to members (to register, access their profile, pay online ...)
- Sending the invoice when member registration is done
- Validation of the member accounts for bank transfer

Accounting:

- Selection of an accounting follow-up software
- Getting started with the software
- Review and classifying of all bank statements of the last 4 years (CND\$ and US\$ accounts),
- Reminder to former Administrative Center for missing bank statements
- Payment of bills
- Reimbursement of expenses
- Status update every 3 weeks on the banking situation with the Treasurer and the President
- Day-to-day Accounting
- Keeping accounting operations journal, statement of expenditure / revenue, accounting results

Membership services

- Providing personalized and professional answers to all members questions and requests in 3 languages (French, English, Spanish)
- Key communications sent in these three languages of the IAEVG.

Journal

- Answering members' requests regarding the Journal
- Handling of a complex situation generated by shipment of 100 Journal copies with Springer and CCDF)
- Pick up of these mishandled copies at DHL warehouse in France
- Redirection of these copies to Brno, Czech Republic

EVGP:

- Handling of the file and follow-up of the numerous exchanges relating to the accreditation but especially to the payment of certification
- Exchanges with the EVGP accreditation expert and the President
- Participation in setting up a payment procedure
- Realization of specific emails to EVGP registrations
- Sending emails to candidates
- Sending 2 individual reminders to each candidate
- Assistance to online registration and payment
- Creation of the Certificate template
- Individual mailing of Certificates
- Work on email database to allow online payment of EVGP

The Administrative Coordinator, Ms. Dominique Flaissier, wishes to thank the Executive Committee members for all their help.

Thanks to collaborators

IAEVG wishes to thank all those who have worked so we could go on achieving our mission and look forward with confidence.

Thanks to all Members of the Board of Directors: all volunteers

Nancy Arthur (Vice-President)
Gideon Arulmani (Vice-President)
Tibor Bors Borbely-Pecze (Member)
William Borgen (until May 2019: Member)
Suzanne Bultheel (President)
Gabriela Cabrera Lopez (Member)
Jane Goodman (Member)
Sareena Hopkins (until Dec 2018: IAEVG Administration Centre)
Beatriz Malik (Treasurer)
Laurent Matte (Secretary General)
Mary McMahon (Member)
Jean-Jacques Rupert (Member *ex officio*)
Gert Van Brussel (Member)
Raimo Vuorinen (Vice-President)
Peter Weber (Member)

Our thanks also go to colleagues who gave their time and expertise on a volunteer basis, particularly Prof. Jérôme Rossier, editor, and Amber Gayle Thalmayer, Assistant Editor, for considerable help with the Journal, and Prof. Annamaria Di Fabio with the Newsletter, as well as Barbara Knickrehm who is inserting the content of the Newsletter in the electronic template of our provider MailChimp accurately and always in time.

We are very thankful for our new Administrative coordinator, Dominique Flaissier, for the huge task of taking over the administrative responsibilities transferred from the Ottawa Administrative Center and navigating through a new web-based environment. Many thanks also to our webmaster, Yann Bougaret, who made that new environment a reality where members can access their member's profile and renew membership or vote electronically.

Finally, we wish to thank and congratulate all members who benefit from this association for making career development grow globally and meet the needs of citizens all around the world.

