

A word from our President

Brian Mooney

My first two months as President have been ones of mixed emotions, awe the level of your personal commitment to your students, trepidation realizing the sheer scale of the task ahead of me, over the coming years, excitement at the prospect of facilitating improvements in the quality of guidance and counselling nationally.

The issues that have dominated my agenda since my election have been, initial training, professional support, improved information technology services, guidance posts, and most importantly the sheer scale of social dysfunction being dealt with by yourselves in your work.

In my first report to you I wrote with sadness of the passing of the UCD course, the only Dublin based, higher diploma in guidance counselling, located for many years within the psychology department. I have received some very positive signals from within the university, of openness to launching a new

guidance and counselling course, provided staffing and adequate resources are provided.

In the meantime the Trinity degree of Master in Education with specialization in guidance and counselling, and the outreach courses provided by non Dublin based colleges must continue to meet the demands of a population of over a million people. From the number of you that have contacted me regarding your schools failure to secure someone to take up the extra allocation of posts announced in September, it would seem that we are already experiencing a shortage of properly trained guidance counsellors. Both the HEA and the Department of Education should urgently address this issue before thousands of students, be they adolescents or adults find themselves without a service, guaranteed to them under the Education Act 1998.

By far the biggest issue facing the

entire national executive is the matter of personal counselling. From Donegal to Dublin, colleagues report a continuous growth in their caseload of personal counselling cases. This is a very complex issue with members having many different perspectives. I would like to outline where I see the matter at this time. We are all qualified guidance counsellors and therefore trained to evaluate a clients needs in all circumstances. For some of us this may involve referral of all

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*A very Happy Christmas
And a
Prosperous New Year
From all at Guideline*

New and Changed Courses in CAO

As ever at this time of year there are additions and deletions to the CAO system. The CAO has sent you details and hopefully you have passed them on to the students. In case you can't find your copy or need another, then see page 2.

personal counselling cases to external agencies. This is a highly valuable service, which enables those in need to receive the support they require. For many others, making up a large percentage of our membership, personal counselling constitutes a growing part of our daily workload. We are empowered to undertake this work having continued to upgrade our skills through participation in training programmes and in-service courses.

As caring human beings we cannot turn our backs on human pain and misery and not withstanding the totally inadequate provision given to us by those in authority, we cope as best we can. There are those who claim that it was never envisaged that personal counselling would make up a large portion of our work and that we should leave it to management to devise solutions to this issue. Sadly, while this debate is taking place, real human beings are sitting in our offices crying out for support and we are not found wanting.

We discussed this issue at my first executive meeting and decided to ask all the branches to investigate the extent of personal counselling in their area undertaken by you. We also want you to provide hard data on the extent of support structures that have grown up, on an ad hoc basis, around the country. We will collate this data and in cooperation with the working group set up at the recent AGM, hopefully report back to the Waterford conference in April. Representatives of the Department of Education have intimated, that if we can clearly show the level of need being met by school based counselling, resources may be forthcoming, to support this service and provide professional supervision to the service providers. It is now up to each one of us engaged in this work to provide accurate information to our executive through the branch network relating to our personal counselling work.

We have all recently received this year's edition of Qualifax, which provides our students with the comprehensive information they require to select appropriate courses after the completion of their Leaving Certificate. It would be easy to take for granted the Trojan work undertaken by Brian Lennon over 16 years as

programmer of Qualifax and I want to take this opportunity on behalf of all IGC members to thank him for his immense contribution to our profession on so many fronts. Sadly the programme is built, on a by now, very old DOS base, and if it is to continue, requires a new platform, involving extensive development work. If we are to have son of Qualifax in the autumn of 2002, a decision on funding for this work will have to be made in the coming weeks.

The final issue I would like to deal with is the issue of the additional posts provided in September. Many schools have found themselves in the frustrating position of having an allocation, but not being able to find a qualified guidance counsellor to fill the post. We would encourage the Minister for Education Dr. Michael Woods to continue to provide additional posts to

enable us to give our students the service they require. Two points need to be made in this regard, firstly additional resources should be based on the real pressing needs of individual schools and colleges and not on developing new links however worthy. When we have the tools to undertake the tasks at hand, we can consider creative new avenues of work. Secondly, we need additional properly funded training places in place by September 2002, if we are to have any possibility of meeting the needs of both our adolescent and adult clients.

May I take this opportunity to wish all of you, a peaceful and relaxing Christmas and a happy 2002. Finally, to those members who have experienced family bereavement during the past year, may I pray that the peace of Christ will bring you consolation as we celebrate his birth in the days ahead.

New and Changed Courses in CAO

Here is a list of courses that are CANCELLED for applications in the year 2002.

- AL002 Business Studies (Cavan)
- AL004 Office Info. (Cavan)
- AL005 Office Info (Greendale)
- AL008 Hotel and Catering Supervision.
- AL017 Science (Applied Chemistry)
- CW009 Construction Studies (Architecture Graphics)
- DL012 Television and Video Production.
- TA105 Applied Languages
- TA107 Languages with Heritage Studies
- TA404 Microelectronics
- DK006 Business Studies (Marketing)
- BN004, BN005 and BN006 Business, Information Tech. And French/German/Spanish

Courses not in the 2002 Handbook but for which application can be made on the CAO form:

- CW064 Construction-Architectural Technology (Dip)

- BN004 Business Studies, Information Technology and a Language (Dip)
- TA109 Applied Languages (Deg)
- TA110 European Studies (Deg)
- DK106 Business Studies, Marketing and e-Business (Deg)
- DK206 Business Studies, Marketing and French (Deg)
- DK306 Business Studies, Marketing and German (Deg)
- LC761 Video and Sound Technology (Cert)
- LC341 Multimedia with Computing (Deg)
- LC641 Business Studies with Tourism (Deg).
- LC651 Pharmaceutical and Forensic Analysis (Deg)
- MH107 Social Science (Deg)

Other Changes

- TR088 Business Studies and Chinese (not Japanese)
- GA867 Business Studies and Tourism (Change in title, entry requirements and subjects)
- GA868 Heritage (Change in course title)

Career Assessment Instruments and An Occupational System

Two career surveys and their use, the Career Decision-Making System Revised (CDM-R) and the CDM Information System plus the Ability Explorer were presented by their co-authors, Tom and Joan

Harrington, on October 5, 2001 at the Institute of Guidance Counsellors National Conference.

The CDM-R is designed to survey an individual's interests, abilities, school subjects, work values, and future training plans. It has assisted many clients in discovering the kinds of jobs they might enjoy, in obtaining information about those jobs, and increasing an awareness of the careers that are available.

The CDM-R includes six career interest areas or work settings: crafts, scientific, the arts, social, business, and office operations. A person's results are reported as 3 or 4 clusters of occupations related to one's highest two interest areas.

There are two levels available for the CDM-R, Level 1 is designed for students in pre transition grades and for those individuals with reading or learning difficulties. Level 1's purpose is to foster self-awareness and teach career awareness. Level 2 is designed for students in transition grades, university students, and adults. The CDM-R is a career exploration and career planning system.

The CDM-R Interpretive Folder is especially noteworthy because it displays the jobs and information in which 93 percent of all Americans work. The folder describes the six interest areas with their personality characteristics and explains rather easily how to convert the CDM interest area to John Holland's RIASEC system. For each of the CDM-R's 18 clusters, a description of the typical jobs available, school subjects, work values, and abilities required for performance in the jobs and related university majors and training programs is presented. The last page of the Interpretive Folder contains information on interpreting

and understanding the results and how to locate more career information by using THE OCCUPATIONAL INFORMATION NETWORK (O*NET). The CDM-R Information System, available free on the Internet at www.cdmcareerzone.com accesses the occupational information database (O*NET) of the United States Department of Labour. It allows the

user to read and print out a four-page occupational brief that provides: a job description, work activities, interests, skills, abilities, knowledge, education and experience required, school programs, wages, job outlook, and similar jobs. It is obvious this information system does not exactly parallel the

educational terminology and employment practices of Ireland. However, because so many companies are international, a good deal of similarity will exist. Another good reason to consider using the CDM Informational System is that it provides those students not attending university or post collegiate specialized training with very practical information to assist them in their search for entry into direct employment.

The CDM-R is available through ETC Consult, 17 Leeson Park, Dublin 6.

The Ability Explorer (AE)

The AE assesses 14 major work-related abilities, which include nine more abilities (artistic, interpersonal, leadership, manual, musical/dramatic, organizational, persuasive, scientific and social) than the five traditionally measured abilities (language, numerical, clerical, mechanical, and spatial).

Each of the 14 abilities represent the total score of performance self-ratings, ranging from 6 (very good) to 1 (very poor) on each of 10 micro skill statements that define the competencies comprising the macro ability. The Ability Explorer also collects grades in school courses that relate to each ability, as

well as a sampling of non-course experiential activities that can foster the development of abilities.

The goals of the interpretive materials are: to have a person be aware of all his or her abilities, not just the few focused on by schools; to suggest a way that a person can improve an ability if he or she desires; to inform a person what abilities are required in the performance of over 1,000 jobs; and to

identify situations where a person receives good grades and the self-ratings are significantly below expectations, indicating potential self-efficacy and self-concept issues.

The Ability Explorer can be viewed and accessed by www.abilityexplorer.com.

The presenters were made aware during the presentations of the high student-to-counsellor ratio that exists in Ireland. The authors showed how the Tour of Your Tomorrow video series can assist in group presentations.

Another resource is the CDM Manual, which was reviewed as "a benchmark for career assessment systems seeking to educate a broad audience about career development concepts, theory, and counseling." Campbell and Raiff in *A Counselor's Guide To Career Assessment Instruments* published by the National Career Development Association (2001), Columbus, Ohio (Email: jmiller@ncda.org)

STANDING ORDERS AGM 2002

Branches are asked to get their motions in to Standing Orders before Dec 15th. Remember this is a constitution year and you may feel that some aspects of our constitution should be changed. Now is your chance.

Work Experience for Guidance Counsellors

By

Angela Collins (South East Branch)

What really happens in Industry? What is it like to work in the world of cutthroat enterprise and market place competition? There was only one way to find out...

My visit to Bausch and Lomb, a Health Care Company in Waterford City during the Summer was a very positive one. Like many of my colleagues, I have had little exposure to the private sector. I felt that any insight into a manufacturing company where profit is its primary motive would be a valuable learning experience for me.

From the moment that I arrived meetings were scheduled for me. From the outset, I was treated as a visitor from an educational environment with an important purpose. All the personnel I came in contact with were both very helpful and most generous with their time.

The following is a list of some of the observations made during my time there:

1. It is a policy of Bausch and Lomb to promote operatives from the floor who show promise. The majority of supervisors and Managers began as operators on the floor.
2. Most part time workers are females with children. Most Managers are male. Almost all of the staff in the H.R. Dept is female.
3. Financial Accountants and Engineers are all hired from outside.
4. The Company expects a lot from its employees in return for very good working conditions.
5. Much focus is placed on " Quality".
6. New staff are informed of their direct contribution to the overall success of the Co. If there was one defect in a batch of contact lenses sent to Japan, the whole batch would have to be recalled. This would cost the Company £5 million.
7. The concept of Ergonomics is taken very seriously.
8. Managers clock in and out as well as operatives.
9. There is a major emphasis on assessment of employees' levels of productivity. New workers are assessed three times in the first six months.
10. Good time keeping is crucial - this includes time keeping after breaks.
11. Their Code of Behaviour and sanctions for operatives are very similar to the Code of Behaviour found in schools e.g. No mobile phones, no chewing gum, no makeup because it is a health care company.
12. Huge financial resources are allocated to training staff. £6 - 10,000 is spent on each new staff member. The budget for training in Plant Development is £1,500,000 p.a. while the Training and Development Programme for Managers has a fund of £400,000 p.a.
13. The training needs of workers are assessed regularly, both in terms of Good Manufacturing Practices (G.M.P.) as well as personal development. A needs analysis is done by the operator and supervisor on the individual's training needs.
14. Bullying is not condoned - On the first occasion a verbal warning is given. This is followed by suspension on the second offence.
15. All 1,700 employees got two days training on " Bullying in the Workplace".
16. An I. T. room is available to all employees.
17. The E.C.D.L. course is open to all.
18. The Company promotes further education through their "Further Education Scheme". £10,000 is allocated each year to this project.
19. The Company employs an Employment Assistant Officer.
20. An Employee Suggestion Scheme operates where employees can receive up to £8,000 tax free for suggestions made which reduces the unit costs of production.
21. The interview standard of applicants is very low. Boys especially do little or no preparation.
22. A 2 page C.V. is very adequate.
23. Companies work hard to get good people. CVs and interviews are very important.
24. Many interviewees lie about their results. Crosschecks are carried out between grades attained and aptitude scores.
25. Content of C.V. is more important than presentation. No need for fancy binding.
26. The Company is not impressed with recruitment companies. If someone is looking for work they should go directly to the Company.
27. Recruitment Companies used include: www.stepstone.ie , www.irishjobs.ie , www.recriutireland.com and www.topjob.ie.
28. Business is not a caring institution - "We don't have to employ an individual if we don't want to, even if it takes money to get rid of them."

The points given above are mostly factual. I felt that the real learning for me was in the anecdotal material that I picked up which can be used with classes or individual students repeatedly. While the learning was not experiential in nature, it was direct contact with the business environment for thirteen hours.

As I left Bausch and Lomb, I was asking myself " Why didn't I do this before now?" Need I say anymore?

THE SCENIC ROUTE IS DOOMED

Vivian Cassells

We are all so busy worrying about what is likely to happen on the local scene that we are liable to neglect the wider picture. This thought came to mind when a most informative booklet arrived on my desk recently. Entitled 'Guide to Information 2001'. It contains a list of all the publications of interest to those involved in the education system. A copy may be obtained by telephoning (01) 8734700 Ext 2341.

What this publication reminds us all of, is the amount of legislation and policy documents issued in recent times, all impinging, in one way or another, on our work in schools.

The Freedom of Information Act, for example, is already making a huge impact into what is being recorded on file. Historians of the 21st century will have great difficulty giving future generations an insight into what has been happening in Government circles (maybe CJH was ahead of his time!) The traditional bulging file has got the 'weightwatcher' treatment. In one way this could only be expected when one reads the so-called 'scoops' exposed by journalists invoking the Freedom of Information Act. Third-level institutions are becoming increasingly wary about what they record about their students' progress or lack there of! Over the years as Guidance Counsellors we have attended many an in-service or workshop alerting us to what should or should not be recorded.

Apart from FOI we have had the Education Act (1998), the Education Welfare Act 2000 to be enacted later this year, the Youth Work Bill 2000, just to mention a few

Under the Education Welfare Act it will be nigh to impossible to get rid of a disruptive student. Gone are the days when a hue and cry in the staffroom about a miscreant, soon translated into a trip along the 'scenic route'. How will the new welfare officer impact on schools' disciplinary procedures? Such black and white rules as 'three offences' and you are out may no longer apply. Will the usual cry of 'go down and sit outside the Counsellor's office, be replaced by 'do not return to my class until you have seen the welfare officer'?

Will schools have to develop an acceptable system of 'in-school detention'?

What will the raising of the school leaving age from 15 to 16 really mean? One wag is already on record as stating that the only change will be that' the graffiti will be a couple of inches higher on the toilet walls'

School attendance is central to the Act when it states:

'school registers, attendance records, codes of behaviour and attendance strategies will be used by the school authorities to promote regular attendance'

This could mean such a responsibility being elevated to a Post of Responsibility rather than a flurry of activity on the last day of term.

How many Principals in the past had urgent queries from the Department of Education as to why the school was open during Easter Week!

There are already moves to look at the Welfare Act in terms of a 'District' approach. Basically what this will mean that all the agencies in an area will come together to help those students who are no longer fitting in to the traditional schooling set-up. Obviously the local schools will have to be major players in any such arrangement.

So how does one deal with Seosamh Galunach who is causing serious absenteeism among teachers? If the Welfare Act works according to plan then there should be more options open to him and his parents. Since he cannot leave the school until alternative arrangements are made for him there will be a certain urgency about getting:

- another school to take him
- a place on a Youthreach/other training programme
- employment with a training input if he is over 16 years of age.

It is generally believed that with falling enrolment numbers, schools will put in place enhanced pastoral care schemes to identify troublesome students earlier and to initiate better support for them as they progress through the school.

If a school has good contacts with local agencies already and has an early warning system within the school then they will have little to fear from the enactment of the Welfare Act.

All of this, of course highlights the need for Guidance Counsellors to be given the time to do what they do best - counselling. Any developments such as the implementation of the Welfare Act will highlight this need, and, hopefully will evoke a sympathetic response.

QualifaX Notes

By now everybody should have get the latest version of QualifaX up and running.

For anybody having problems call 0503 46436 and we will sort you out very quickly.

Most problems have to do with registration and these can be fixed in a few minutes by phone or Email. Have you still explored the rest of the CD? If not then there is a lot of useful software there and some excellent PowerPoint presentations for you to use.

Are you on the Email list ?

If you have not been getting regular

messages then you are not on the list..To get on the list just send an email to qualifax@iol.ie

Are you having IT problems in your school?

One useful direction is to move to getting a school IT plan drawn up. This takes time but if you get it moving now it could be ready before next years timetable planned out. You might even be rewarded for your efforts with access to the computer room next year. The NCTE Website has very useful hints at www.ncte.ie. Follow the Technology Integration link from the home page.

Happy Christmas and a stress free new year from the QualifaX team.

EU VISITORS

Vivian Cassells

Sincere thanks are due to all those Guidance Counsellors who volunteered to host our visitors from Denmark. The fact that we had more Guidance Counsellors than were required this time, once again demonstrates

the generosity of Counsellors with their time. The Danish Ministry of Education is highly impressed with our Guidance and Counselling system in Ireland. This is the fourth group they have sent to Ireland and it looks

as if a trip to Ireland has now become part of their training programme!

One of the aspects of these study visits that requires to be addressed is the small numbers of Irish Guidance Counsellors who undertake a trip to an EU country under the Academia programme.

Once a Guidance Counsellor has hosted once, he/she remains on top of the list for inclusion for any future Academia programme.

We will require further hosts for our next visitors in early March, so if you feel

you could act as host please contact me over the coming days.

Consult our website at www.ncge.ie for an application form.

Please note that the time scale in which you may undertake such a trip is not as confined as in former years.

Details of placements on offer may be downloaded from the Academia website www.ac-creteil.fr/steurop

So please think about it - I will feel much better when you telephone to say that you will host again in March!

Membership ALERT !!

If paying by Standing Orders!

If you have been paying by standing orders for the past few years, you will have been asked on many occasions to cancel this method of payment as it was causing great administrative problems. The bank account used has been closed since last February, and any

repayments since then will have been returned. It is your responsibility to get your membership in on time and the National Executive cannot accept any responsibility if your membership is not paid on time and if you are omitted from Membership list for the coming year.

(National Treasurer)



UCD Open Days

2002

Wed. 13th March
Thur. 14th March

Booking forms will be posted to all second level schools in early January.

Forms also available in January on:
www.ucd.ie/~admiss



UCD

UNIVERSITY COLLEGE DUBLIN
An Coláiste Ollscoile Baile Átha Cliath

Think!

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DEGREE IN AGRICULTURAL SCIENCE

The Faculty of Agriculture currently offers nine BAgSc degree programmes. Each is designed to educate the professionals who will play leading roles in key sectors of the economy.

"Agricultural graduates are among the best well-rounded group of science graduates with whom I have had the privilege to work...In a word - professionals". (Dr. Liam Downey, Director of Teagasc)

2002 - 2003 Degree Options:

- | | |
|-------|--|
| DN010 | • Agricultural Science |
| DN040 | • Food Science |
| DN041 | • Landscape Horticulture |
| DN042 | • Forestry |
| DN043 | • Agribusiness & Rural Development |
| DN044 | • Agricultural and Environmental Science |
| DN045 | • Animal and Crop Production |
| DN046 | • Animal Science |
| DN047 | • Engineering Technology |
| DN048 | • Horticultural Science |



For further information contact:

Faculty of Agriculture,
UCD, Belfield, Dublin 4.
Tel: (01) 716 7194; Fax: (01) 716 1118
Email: Faculty.Agriculture@ucd.ie
Website: www.ucd.ie/newstudent

University College Dublin

NATIONAL UNIVERSITY OF IRELAND

Diocesan Priesthood

The Work:

There are almost 3,500 diocesan priests in Ireland. Most of them are engaged in parish ministry, which is quite varied. It includes the obvious things like saying Mass, celebrating funerals and marriages, and hearing confessions. Other elements in the ministry of a priest may be less familiar to many people; things like visiting the sick at home and in hospital; helping young people to prepare for marriage; keeping in touch with the bereaved, and with those in prison. There are also some specialised ministries to which a priest may be assigned, including school and college chaplaincy, chaplaincy to hospitals, prisons, and to the defence forces.

Professional Training / Formation

Almost thirty students began their preparation for diocesan priesthood in Ireland this year. Most of them are at St. Patrick's College, Maynooth. Many of them have come from other careers or from third-level education. Some completed Leaving Cert. in 2001.

The standard formation programme takes six to seven years, and is residential. For candidates who have already completed third level education this is normally reduced to four or five years. Apart from academic studies in Arts (including philosophy) and in Theology, a good deal of emphasis is placed on practical training for pastoral ministry. Is an eighteen year-old too young to enter a seminary? I think it has more to do with maturity than with age. Many career choices, (e.g., business, the army, medicine, or journalism) of their nature, face young people with complex issues of a personal or ethical nature. Similarly, in preparing to become a priest, a candidate is challenged on the level of faith, and on the level of his commitment to a common vision and to the service of other people. The formation programme sets out specifically to help candidates to grow in faith and

in personal maturity.

Aptitude and Application:

The essential question about vocation to priesthood is "can I be me, and be a priest." Each diocese in Ireland has a Director of Vocations, whose responsibility is to help those who may be interested to come to a deeper understanding of their own gifts and motivations, and to learn what priesthood is involves. The process usually begins as an enquiry and may subsequently mature into an application. It is best to allow six



months or more, so that the process is not rushed.

A good candidate would usually be a person of mature (or maturing) faith, who is motivated to serve people. He will be a self-starter, who is also capable of working as part of a team. He will be reasonably intelligent and will show some signs of creative vision. Compassion and warmth will

be found alongside a commitment to truth, as essential elements of his character. Leaving Certificate is the normal academic entry requirement. While those with the required points will be encouraged to do a degree course, there is no specific points requirement for seminary entrance.

Terms and Conditions:

During the formation period, most dioceses pay the full amount of seminary fees. Many also provide some kind of expenses. The seminary year is the same as the standard third-level academic year. This means that students have the opportunity to work and to travel, especially during the Summer.

While diocesan priests don't take a vow of poverty, a lavish life-style would conflict with the ethos of priesthood. Each diocese has its own system for the remuneration of priests. Income depends on the contributions of parishioners. The income is always quite adequate for a normal level of comfort, and the absence of a mortgage is a big plus.

Local vocations directors may be able to help with a Careers Workshop. For further information, and contact details, see our web-site www.vocations.ie This site also contains information on vocations to religious life (male and female) as well as lay vocations.

Fr. Kevin Doran is National Co-ordinator for Diocesan Vocations.

CYC Building, Arran Quay, Dublin 7
Tel. 01-8725014 Email info@vocations.ie

Guidance Inspectorate

We would like to express our thanks to the Branches of the IGC who have invited us to attend meetings. We were very pleased to be able to meet so many Guidance Counsellors and appreciate the opportunity to discuss ideas and concerns. In January we will be visiting the Galway-Mayo branch and by the end of the present school year we hope to have visited all 13 branches. Our regular meetings

with the representatives of the National Executive will be continuing as well.

We wish all Guidance Counsellors a happy and peaceful Christmas, and

A very happy New Year!

Maureen Bohan, Senior Inspector

Niamh Mernagh, C.I.

Kathleen Brennan, C.I.

Studying Theology in Maynooth

St Patrick's College Maynooth opened its doors as an educational institution in 1795 and, over the intervening two centuries, it has established for itself an impressive reputation for scholarship and learning. In 1896 the Pontifical Charter empowered the College to confer degrees in Theology, Philosophy and Canon Law.

Theology makes for an excellent discipline - combining research, critical analysis, independent learning and self-development. While a majority of theology students currently use their qualification as a foundation for a Higher Diploma in Education and a career in teaching, people are learning that these skills acquired have a diverse applicability. Students who have studied Religious Studies at A-level, and those who will take it as a Leaving Certificate examination subject in the future, will be better equipped to embark on a Theology degree; having experienced moral questions and philosophies, including secular and humanist accounts of morality at a more basic level. Furthermore, their studies should enable them to arrive at a personal vision of the place of religion in their lives.

Maynooth theological courses are, nevertheless open to all eligible applicants and although the college is associated in people's minds with the training of priests, you do not have to be Catholic to study there. Our graduates are found in a wide variety of careers, both Church-related and civil. Recent graduates of Theology have entered into careers such as communication, publishing, finance, business, journalism, social services including both private and public sectors.

The theology graduate is equipped to take an active role in the intellectual and pastoral life of the Church, while bringing a broader perspective to the civil position or profession which he/she is likely to take up. They are valued for their academic training, their ability to reason clearly and their capacity to take an overview of the

problem or situation confronting them. "Theology", a word invented by the Greek philosophers, is based upon rational reflection on God, the world and human life. It covers a wide range of live issues from politics to business ethics to communications to issues such as truth and justice and unsurprisingly, some answers to the question of who or what God is. It attempts to express, in words, the elements of belief that are contained in faith. Like philosophy, theology is a valuable component of general education and the expertise gained in these disciplines is of value in many different career paths.

The Higher Diploma in Theological Studies is open to graduates who wish to study theology either from

personal interest or to widen their career options. It is offered on a part-time basis over one year and involves the study of systematic theology, moral theology, scripture and liturgy as well as elective subjects. Many applicants will be graduates of disciplines other than theology, though all graduates are eligible to apply.

Students who choose to study theology in Maynooth will come to share the College's rich heritage and contribute to its evolving traditions.

Further information may be obtained from the:

Admissions/Theology office
Tel. (01) 708 4772/3600/3892
Fax. (01) 708 3441
E-mail; theology.office@may.ie

A letter from America

Fr. John Dunne SJ

Why not drop him an email to wish him well on his travels?

Dear Guidance Counsellor Colleagues,

Going on sabbatical is to be highly recommended, if you can get some one to pay for it!

Just after being honoured as a Fellow of IGC I set off to distant Long Island, New York to 'preach on the beaches' as the first leg of a renewal programme. Renew what, you may well ask. Well, my ability to travel for one! Since then I have been to Berkeley and the San Francisco hinterland with its wine valleys etc., Las Vegas, Nevada, the Grand Canyon, Arizona, and am heading to Sydney, Singapore, Bangkok, Katmandu, Johannesburg, Zambia before landing in Dublin next June.

A second theme would be renewal of theology: Wonderful things have happened since the 70's when I did my theology for ordination. I am learning more and more about my ignorance and gaining more and more hope for the Catholic Church and its future! The next leg of my journey of renewal will be Buddhism in Thailand and Nepal. That should be challenging too. Africa holds the future of the Church, it is said, so that gave me the excuse of going there to the Jesuit province founded by our Irish Province. Most importantly, I have begun to renew my own spirit, religious and human, with plenty of parties, fun, and great companionship from all over the world: 14 nationalities on my course here in Berkeley and numerous work they do: from US schools, to Cambodian land mine casualties, to South African land divisions, to Nigerian oppressions, to Indonesian persecution... etc. Our own troubles pale into insignificance.

All in all, I can only recommend the process. It really is great not to have teenagers howling their needs day and night!! Bless them!!

John

John A. Dunne S.J.

on sabbatical A.M.D.G. at jadsj@hotmail.com

Barry Walshe

An Appreciation

Barry was guidance counsellor at the Comprehensive School, Boherbue, Co. Cork for over 20 years. His unexpected and untimely death came as a great shock to his many friends in the Cork Branch of the Institute of Guidance Counsellors. He was a staunch member of the Branch, a regular attendee at Branch meetings and an effective and articulate contributor to discussion and debate. During the mid 1990s he served as a very efficient Branch treasurer. He was also an active member of the Branch's Career Options Organising Committee for many years prior to his death. Indeed he made an enormous contribution to the Institute through his active involvement over so many years.

When controversy arose Barry did not shrink from making his views clear when he felt it appropriate to do so. For example, when the universities refused to give equal status to Construction Studies, Engineering, and Technical Drawing, Barry expressed his dissatisfaction clearly at every possible forum, even when this involved taking on a lecturer and the president of one of the universities on

one particular occasion.

As well as his involvement in the Institute of Guidance Counsellors he was also actively involved in the History Teachers Association and in the TUI. His involvement in any activity in which he engaged was never lukewarm. Whenever he committed himself to a task his commitment was wholehearted.

Barry had no time whatsoever for anybody in authority who did not use that authority to serve or, for those who used others as stepping stones for their own advancement. He had a firm conviction that power should always be used in a measured, respectful and responsible manner and that, on no account, should it ever be abused. He never hid behind bureaucracy and had absolutely no time for it.

Barry was a great listener. If somebody was in need and wished to offload or discuss personal problems, Barry personified the great Rogerian phrase, "unconditional positive regard". One quickly felt at ease in his warm, caring company. This was helped by his own sense of ease with himself and his natural ability to relate comfortably with others. These

qualities provided a solid foundation for his own professionalism and as a professional guidance counsellor there were few better. He always had a keen interest in his students, not merely from a sense of duty, but because he saw each one as a person of value.

As a family man Barry was a caring husband to his wife Liz and a proud and loving father to his three lovely children, Nora, John and Lisa. Anybody who met Barry in the presence of his family would have become readily aware of that.

We offer our sincerest sympathy to Liz and his family in their great loss.

May he rest in peace.

Cork Branch IGC.

Maternity Leave:

Full time Guidance post with 10 hours teaching available in secondary school in South East from 9th Feb to the end of school year, with a possibility of further time.

Please contact Principal at 051-875294.

Advertising Rates

Full A4 - £250*

1/2 A4 - £190*

1/4 A4 - £125*

1/8 A4 - £95*

Pre-printed insert rates available on request

There are substantial reductions available to members of the IGC

* £25 reduction applies for camera ready copy

GUIDELINE is published by the Institute of Guidance Counsellors. The Editors reserve the right to amend or abridge any contribution accepted for publication. Items for inclusion should preferably be sent in IBM PC Format to igc@indigo.ie or on disk to the address below.

The opinions expressed in the newsletter are not necessarily those of the Editors nor of the officers of the Institute of Guidance Counsellors.

Acceptance of advertisements does not constitute endorsement of products or services by the Institute.

Every effort has been made to ensure that information is accurate; however no responsibility can be accepted by the Editors or the Institute for omissions or errors that may have occurred.

EDITORIAL BOARD

Fred Tuite, Michael Roberts, Vivian Cassells

Institute of Guidance Counsellors
Head Office
17 Herbert Street
Dublin 2

Tel: (01) 676 1975
Fax: (01) 661 2551
e-mail: igc@indigo.ie

GUIDELINE is typeset by *The Document Shop*, Castleknock, Dublin 15, and printed by Phoenix Print, Blanchardstown, Dublin 15.

NATIONAL IN-SERVICE DAY

OVER TO YOU.....

We are grateful to those who returned evaluation sheets following the May 2001 In-Service. We have carefully read all of them and have found that the vast majority of respondents were very happy with

- (a) the choice of seminars (this was based on suggestions from evaluation sheets from 2000)
- (b) the standard of presentations
- (c) the general organisation of the day
- (d) the accommodation afforded by UCD - lecture theatres and parking
- (e) the lunch provided
- (f) the opportunity to meet with colleagues from all over the country.

However representatives of two branches made the following suggestions:

- (a) at all costs relocate to anywhere out of Dublin because of traffic problems
- (b) relocate to Maynooth
- (c) relocate to Athlone
- (d) organise National In-Service Day on a regional basis.

There is absolutely no problem with any of these suggestions from the point of view of the present In-Service Committee. In fact we looked into the possibility of locating in Maynooth. At the time accommodation would have presented a difficulty and there would have had to be an increase in subscription (we had a special arrangement with UCD which kept costs down). However, with this in mind, we could look at Maynooth again.

It should be noted here that, since our Institute has grown in numbers in the years since National In-Service became a reality, we are unable to find a hotel that can meet our needs. Thus we have found that only the Institutes of Higher Education can accommodate us with sufficient rooms on the one campus to provide for the seminars we offer. This being so, we must organise this day to correspond with holiday time in the colleges. Their Christmas holidays correspond with our own vacation time.

Colleges now begin their year in mid-September which would be unsuitable for our In-Service for a number of reasons - not least of which would be the necessity to spend a good deal of the Summer vacation in organising it.

The Easter break in the colleges is around the time when, traditionally, the AGM takes place. This leaves the optimum timing to be the beginning of the summer break in the university.

We wonder if the suggestion to organise the National In-Service Day on a regional basis would take away the National dimension? It may also have repercussions for funding issues.

If, however, National In-Service Day were to be held at regional level then, in the opinion of the present Organising Committee, it would be infinitely more sensible for the interested local branches to organise it.

Please take time to answer the following questions and return to:

Chairperson,
National In-Service Committee,
Institute of Guidance Counsellors,
17 Herbert Street,



Dublin 2.

Would you prefer?

- National In-Service Day in Dublin
- Regional Meetings

Are you prepared to be actively involved in organising such regional meetings?

- Yes
- No

Name and Region: _____

IGC CONFERENCE / AGM 2002

The AGM will take place in the Tower Hotel Waterford on April 26th to 27th 2002. The following workshops are being arranged. Each person can attend only one workshop of two and a half hours. There will be additional speakers at the conference also.

WORKSHOPS / SEMINARS

- | | |
|--|---|
| <p>1. Introduction to Art Therapy. Facilitator: Pauline Macy</p> <p>2. Music Therapy. Facilitator: Margaret Gleeson</p> <p>3. Bereavement . Facilitator : Sr Oonagh Boland</p> <p>4. Adlerian Skills for Guidance Counsellors. Facilitator : Maura O'Meara</p> <p>5. Alcohol Abuse & the Adolescent. Facilitator : Rolande Anderson</p> <p>6. "Inclusion" : A Challenge to the Guidance Counsellor. Facilitator: John O'Leary</p> <p>7. Suicide: A proactive approach Facilitator: to be confirmed</p> <p>8. Mediation. Facilitator: Maura Wall-Murphy</p> | <p>9. Psychological Testing: Interpretation & Communication of Results Testing. Facilitators: Chris Avis & Rod. Marley from ASE - NFER NELSON</p> <p>10. Devising & Communicating a Guidance Plan. Facilitator: Dept. of Education Inspector for Guidance</p> <p>11. Trends in Employment. Facilitator: Aileen O'Donoghue - IBEC</p> <p>12. The Quality School Facilitator: Brian Lennon</p> <p>13. Adult Guidance Facilitator: Grainne O'Boyle</p> <p>14. The Recruitment & Interview Process in Industry Today Facilitator: Siobhan McGrath</p> |
|--|---|

NUIM Virtual Careers Library

An exciting development for National University of Ireland Maynooth is the launch of its Virtual Careers Library.

NUIM is the first university careers service to provide a virtual careers library categorised according to the AGCSI (Association of Graduate Careers Services in Ireland) classification system developed for use in third level career services. The principal of the classification system is the same as that of the Careers Library Classification Index (CLCI) in that similar occupations are grouped together.

NUI Maynooth's Virtual Careers Library is accessible 24 hours a day, 7 days a week, 52 weeks a year. Designed to work in parallel with the paper based resources, the Virtual Careers Library at www.may.ie/service/careers/agcsicodes.shtml has been developed to provide virtually (pardon the pun) all that is provided in the Careers Library. Occupational and employer files are also available electronically in addition to links to providers of further study.

In addition, NUIM's Virtual Milkround links to the recruitment pages of

Ireland's major employers of graduates while all current vacancies notified to the careers service are posted to the Graduate Careers Ireland Website - a

site developed by NUI Maynooth in collaboration with our colleagues in other careers services.

Lowest Recorded "Seeking Employment Rate" for NUIM Graduates

The latest First Destination survey of NUI Maynooth graduates carried out by the Careers & Appointments Office reveals a "Seeking Employment Rate" of just 0.5%. This historically low rate compares very favourably with equivalent rates in other universities in the Republic.

Other highlights include:

- Starting salaries in excess of £17,000 were reported by over 40% of primary degree graduates who obtained employment in Ireland, with 25% indicating salaries in excess of £19,000.
- 27.6% went on to Research Work or Further Academic Study.
- Primary Degree respondents who left Ireland showed a substantial decrease both in number and

proportion from 7.1% (45) in 1999 to 4.2% (25) in 2000.

- 3% of graduates were in the category "not available for employment or study" the majority of whom were taking a year out.

Higher Diploma in Education Recipients had a particularly successful year with almost 86% obtaining teaching positions in Ireland. Only 8.5% were in other work - none were "Seeking Employment".

Recipients of Postgraduate / Higher Diplomas other than in Education also had a good year with just 0.6% reported as "Seeking Employment". Salaries reported for the majority were in excess of £17,000, with 45% of all respondents indicating salaries of £19,000+.

Copies of the report are on the web at: www.may.ie/service/careers/fdr2000.pdf

Careers World New CD Rom

A new version of the Careers World CD Rom will be distributed free to all secondary schools in January 2002. This new version will be on a single disc, and concentrates on presenting the most up-to-

date information on leading Irish organisations. Each school will receive multiple copies, one for the school and the rest to be distributed to students as required.

Each CD contains a unique Careers Tools set, including the Preference Exercise and Career Explorer, as well as profiles of 22 leading organisations and video interviews with over 60 of their employees. In other words, real people in real jobs.

The CD is a sister product to the website www.careersworld.com and is intended to compliment it. You can link directly from each CD to the website, which carries all the latest careers news and information.

Features include:

- Network Compatible: The CD can be installed to a Network, enabling multiple simultaneous usage of the resource.
- Workplace Video: Over 60 videos of people in the workplace - a unique look behind the scenes of Irish industry.
- Organisation Profiles: Extensive information on

the career opportunities available with 22 of Ireland's leading organisations.

- Employee Interviews: Over 130 interviews with real people in real jobs
- Preference Exercise: A self-administered exercise to assist in clarifying career direction
- Career Explorer: A simple searching tool to assist students find careers by categories or keywords.
- Industry Guide: An overview of 29 Industry sectors.

COPY DEADLINE

The next issue of Guideline will go to press in the ??? week of ??????. Articles, submissions, advertisements should be forwarded to the Editor on or before Friday ?????????????? to.

Guideline Editorial Board
Institute of Guidance Counsellors Head Office 1 7
Herbert Street Dublin 2

Tel: (01) 676 1975
 Fax: (01) 661 2551
 e-mail: igc@indigo.ie

Membership Renewal

Please remember that subscriptions must be paid by Dec 15th to ensure you will be included in Membership list and labels for the coming year. Please ensure that your details are correct, and provide us with an Email address if you have one.

Suicide Workshops

Martina Mannion

The Southeast Branch of the Institute of Guidance Counsellors organised a Suicide Awareness Day on 13th November 2001. There was a high-powered team to address the issue through lectures, seminars and workshops. Among those who spoke at the meeting were: Sean McCarthy, Suicide Prevention Officer SEHB; Frank Hutchinson, State Solicitor for Waterford County and former Coroner for Waterford County; founder of Cairdeas a support group for those

bereaved by suicide; Michael Ryan, Tipperary Institute who has devised a programme for schools coping with loss and Dr John Connolly, psychiatrist, Irish Society of Suicidology, St. Mary's Hospital, Castlebar.

The speakers explored the areas in detail and covered ways to prevent suicide, to increase awareness of potential candidates and to cope with the immense loss and guilt felt by those close to its victims.

I want to help them get to the next level

You've got it in you
CAREERS WORLD.COM
 We'll get it out!

Assistance Available from Faculty of Agriculture

This year for the first time students may apply directly through CAO denominated entry to the nine course options offered by the Faculty of Agriculture at UCD. This is a significant change from our previous

system where students applied to the general code of DN010 for all courses at the Faculty. Please see our advert in this magazine for the full list of courses and their codes.

The Faculty is anxious to avoid any complications this may create for Career Guidance Counsellors, and has staff available to provide further information on the new entry system. The Faculty would also be delighted to visit schools to tell students about the diversity of courses and variety of career options available to them through a BAgrSc.

Please contact:
Fiona Cunnane,
Faculty Marketing and Development
Officer

Tel: 01 7167118

email: Fiona.Cunnane@ucd.ie;

or by post to:

Faculty of Agriculture and Food
Science,
UCD, Belfield, Dublin 4.

COLÁISTE DHÚLAIGH

COLLEGE OF FURTHER EDUCATION

GUIDANCE COUNSELLOR'S COMPETITION

NOVEMBER 2001

RESULTS AND PRIZES

There are two gift voucher prizes valued at £150.00 each:
Dinner in Thornton's, (Dublin 8) and Dinner in Patrick Guilbaud, (Dublin 2)
Both restaurants possess the very rare 2 star Michelin Award.

THE WINNERS ARE

For **Thornton's**
Anne Jordan
St Louis SC
Monaghan Town
Co Monaghan

For **Patrick Guilbaud**
Rosaleen Cunniffe
Holy Faith SC
Clontarf
Dublin 3

CONGRATULATIONS

Training for Special Needs Classroom Assistants

The School of Practical Child Care have designed a Level 2 training course for the Special Needs Assistant and this year they are delivering it at five centres throughout Ireland.

The course aims to meet the training needs of the Special Needs Assistant by developing skills, knowledge and understanding as well as promoting good practice and positive attitudes.

This one hundred hour course is jointly certified by the School of Practical Child Care and Froebel College of Education, Blackrock. It is available as a part-time day, evening or distance learning course or as an on-site course on request.

The School's Initial Training for Classroom Assistants course, yet again, is proving to be one of the most popular courses. This thirty hour course is an ideal introductory course for classroom assistants.

Anne Clinch, Principal of the School, is keen to hear of up-coming career information days so that a representative may attend.

For further details of all courses, please contact:

School of Practical Child Care,

Blackrock Campus, Carysfort Avenue, Blackrock, Co. Dublin

Tel. 01-288 6994

www.practicalchildcare.com



Calendar of Careers' Events

For the complete list see Tom Farrell's Calendar or check on Qualifax.

| | |
|---------------------------|---|
| 5 th December | Griffith College Open Day |
| 6 th December | Froebel College Open Day |
| 6 th December | NCAD Open Day |
| 7 th December | Mater Dei Institute Open Day |
| 10 th December | St. Catherine's College of Home Ec. Open Day |
| 10 th December | Athlone IT Open Day |
| 12 th December | TCD Open Day |
| 13 th December | Burren College of Art Open Studio/Exhibition |
| 24 th December | Hang up stocking and hope Mr Woods will fill it with more guidance hours. |
| 25 th December | Eat too much, drink too much, fall asleep in front of television. |
| 1 st January | Wish everyone a happy New Year, kiss as many strangers as possible. |
| 2 nd January | Euro Day, go to the shops and join the confusion at the sales, buy a fine pair of walking shoes. |
| 3 rd January | RCSI Open Day |
| 5 th January | Portobello School of Child Care Open Day |
| 6 th January | Start walking for health and weight, get great idea for article in Guideline. |
| 7 th January | Throw offspring off the computer and insist that they show you how to write your article for Guideline. Discover offspring has additional ideas and becomes very excited about the project. |
| 8 th January | University of Limerick Open Day |
| 8 th January | Mary Immaculate Open Day |
| 10 th January | Submit article to fredtuite@eircom.net with help of offspring. |
| 15 th January | UCAS deadline, just late enough to mess up your CAO people. |
| 15 th January | St. Angela's Sligo Open Day |
| 16 th January | NCI Open Day |
| 16 th January | Dublin Business School Open Day |
| 16 th January | GMIT (furniture college) Open Day |
| 19 th January | DIT Information Day |
| 25 th January | Closing Date for NCAD First Year Core |
| 25 th January | Clonakilty Ag. College Open Day |
| 30 th January | Crumlin College Open Day |
| 30 th January | Pearce College Open Day |
| 31 st January | Rathmines Senior College Open Day |
| 1 st February | Start of Spring, CAO deadline. |
| 1 st February | Bray Institute Open Day |
| 1 st February | Colaiste Dhulaigh Open Day |
| 2 nd February | Tidy confusion and chaos of office after the last minute CAO rush. |
| 2 nd February | FÁS Opportunities 2002, opportunities for everyone unless you want something to eat... |
| 6 th February | Dun Laoghaire College FE Open Day |
| 6 th February | Colaiste Ide Open Day |
| 8 th February | Ballyfermot CHE Open Day |

See Tom Farrell's calendar or Qualifax for contact information and other details.

Golf and Counseling

by
Lucinda Lang

Each client has a different story to tell
Each golf course has a different route to follow

Some clients are slow to change
Some greens are slow to roll

Each theory is useful for the right client
Each club is useful for the right play

Maintain eye contact with the client
"Keep your eye on the ball"

One successful outcome brings counsellors back to the office

One good hit brings golfers back to the course

Listen to the client
Listen to the caddie

Concentrate on the client who is present, not the next one

Concentrate on the play at hand, not the next hole

Practice using a sixth sense or third ear
Practice using a six and third iron

Know when to refer a client
Know when to take a preferred lie

Don't talk when a client is about to talk
Don't talk when a fellow golfer is about to swing

Don't take work to the golf course
Don't take golf to work

... or you'll end up with something like this!

Supervision Survey

Branch Secretaries were requested to survey their members to find out the needs within each branch for Supervision if funded by Dept. of Education and Science. Please send this information to John O'Dowd C/O 17 Herbert Street. We need this information to help our request from DES for Supervision



Dublin City University

School of Electronic Engineering

UNDERGRADUATE COURSES

Undergraduate B.Eng. programmes are offered in a number of areas:

- > **Electronic Engineering**
- > **Telecommunications Engineering**
- > **Digital Media Engineering**
- > **Common Entry for Electronics, telecommunication and Digital Media Engineering.**

Students taking this option transfer to one of the other three programmes outlined above (which share a common first year at the end of year one).

- > **Mechatronic Engineering**
(Offered jointly with the school of Mechanical and Manufacturing Engineering)
- > **Electronic Systems**

A unique 5-year electronic engineering programme with strong European and business dimensions and including study/work in France. Graduates receive B.Eng. degree and M.Eng. degree, and have the opportunity of a French engineering qualification.

Further Information at
www.eeng.dcu.ie



PONTIFICAL UNIVERSITY

St Patrick's College

Maynooth

Undergraduate Degree Programmes

- **Baccalaureate in Theology & Arts (B.A.Th.).....CAO code MU001**
- **Baccalaureate in Theology (B.Th.).....CAO code MU002**

Both of the above programmes qualify for the Free Fees initiative and the Higher Education Grants Scheme.

B.Th./B.D. Add-On Modes: Students holding a Diploma in Theology or equivalent may be admitted to the B.Th. or B.D. add-on modes. The minimum duration of these programmes will be one academic year, and in the case of B.D., must be full-time. For further information, please contact the Theology Office (01) 708 3600/4772.

Postgraduate Programmes

- Master's in Theology (M.Th.)
- Doctorate in Theology (Ph.D.)
- Master's Degree in Pastoral Studies (M.P.S.)
- Postgraduate Diploma in Christian Communication & Development
 - Higher Diploma in Pastoral Liturgy
- Higher Diploma in Theological Studies (H. Dip. in Theol. St.)

The Higher Diploma in Theological Studies is a one-year part-time evening course. While the programme generally caters for graduates of disciplines other than theology, consideration will be given to all applicants. Normal Entry requirements include a primary degree or equivalent. Application forms are available on request from the Admissions Office, Pontifical University, Maynooth.

Information on other courses offered by the Pontifical University is available by contacting:

The Admissions Office

Pontifical University

St Patrick's College

Maynooth

Co. Kildare

Telephone: +353 -1- 708 4772/3600 Fax: (01) 708 3441

E-mail: theology.office@may.ie

G**i****UIDELINE**

Newsletter of the Institute of Guidance Counsellors

October 2001

AGM & Conference 2002

The following is a list of accomodation, convenient to our Conference 2002. and the current prices (which may change at the owners discretion). The venue is the Tower Hotel. You are requested to retain this page for future reference.

Hotels:

- A. Tower Hotel, The Mall, Waterford.**
Tel: (051) 875 801 (€38.09 p.p.s. or €76.18 single)
- B. Belfry Hotel, Conduit Lane, Waterford**
Tel (051) 844800 (€44.44 p.p.s. €50.79 Friday's, €19.05 single supplement)
- C. Bridge Hotel, No 1, The Quay, Waterford.**
Tel (051) 877222(€50.79 p.p.s., €63.49 Single)
- D. Dooley's Hotel, The Quay, Waterford.**
Tel (051) 873531 (€50.79 p.p.s., €54.60 Single)
- E. Quality Marina Hotel, Canada Street, Waterford**
Tel (051) 856600 (€38.09 p.p.s. €57.14 single)

Others:

- F Adelphi Warf Suites Adelphi Quay, Waterford**
(Self Catering) Tel(051) 853033 (€152.37 for 2 person suite, €190.46 for 3 and €203.16 for 3)
- G. Avondale, 2 Parnell Street, Waterford**
Tel (051) 852267 (€31.74 p.p.s.)
- H. Derrynane House, 19 The Mall Waterford**
Tel (051) 875179 (€24.13 p.p.s.)
- I Waterford Travel Lodge, Cork Road, Waterford**
Tel 1 800 709 709 (€57.07 per room breakfast extra)

For a more comprehensive list please contact

South East Tourism, 41 The Quay, Waterford
Tel (051) 875 823

For information on Train services and time table see the Iarnród Éireann Web Site: www.irishrail.ie

For bus services contact Bus Éireann (051) 879000 or Rapid Express (051) 872149

