

ABOUT THE AUTHORS

ANDRÉ PAQUIN

André Paquin obtained his Licence in Guidance and Counselling from the University of Montreal in 1969. He worked as a guidance counsellor in CEGEP St. Laurent before joining the Canada Manpower and Immigration Department as a Counselling Consultant in 1972. His CEIC experience includes CEC management as well as several administrative positions in the Quebec region. Since 1977, he has been the Director of the Employment Counselling Division of the Occupational and Career Analysis and Development Branch, CEIC.

PHILIP J. PATSULA

Dr. Philip J. Patsula is a Professor of Counsellor Education at the University of Ottawa. He has been involved in the professional training of counsellors as administrator, instructor, and consultant for educational institutions and governmental agencies at federal, provincial and municipal levels.

JAMES E. BOYLE

James Boyle has been employed by the Canada Employment and Immigration Commission and its predecessor, Canada Manpower and Immigration since 1969. From 1969 to 1972, he was Atlantic Regional Counselling Consultant and currently is Head, Counselling Projects of the Employment Counselling Division of the Occupational and Career Analysis and Development Branch. In both positions, he has been responsible for projects designed to increase the counselling capability of employment counsellors.

WILLIAM A. BORGEN

William Borgen graduated from the University of Alberta with a PhD in counselling psychology in 1976. He is currently an assistant professor in the Department of Counselling Psychology at the University of British Columbia. His research interests centre on the development and implementation of preventive and developmental psychological education programs in educational and employment counselling settings. His previous work includes teaching senior high school students and counselling in school and community agency settings.

NORMAN E. AMUNDSON

Norman Amundson is an assistant professor in the Department of Counselling Psychology, Faculty of Education, University of British Columbia

and is coordinator of one of the U.B.C. Counselling Centres. He obtained his degree in educational psychology from the University of Alberta in 1975. Norm is currently very interested in group employment counselling, classroom management and in using projective techniques as a basis for structured counselling interviews.

M. LYNNE BEZANSON

Lynne Bezanson received her MEd (counselling) from the University of Ottawa in 1969 and is currently the Head of Counsellor Development in the Employment Counselling Division of the CEIC. Her previous work included teaching with Canadian University Services Overseas, counselling with the Ottawa Board of Education, and designing training programs for other federal departments. She authored the manuals and training course for the CEIC testing certification program and is now developing additional competency-based training programs for CEIC counsellors.

GUY BUSQUE

Guy Busque received his BEd (1964), a Licence in Educational Administration (1972) from the University of Laval and has completed the course of study for an MA in measurement and evaluation (University of Montreal, 1978). For the last three years he has been Head, Analysis and Evaluation, Employment Counselling Division, Occupational and Career Analysis and Developmental Branch. Prior to that he worked in the CEIC as employment counsellor, supervisor, staff training specialist and manpower training consultant over a period of 10 years. He also has five years experience as a high school teacher.

PAUL JEAN, JR.

Paul Jean, Jr. obtained his BSc in psychology (1970) from Loyola of Montreal (University of Montreal), his BEd (1972) from the University of Quebec in Montreal and his MEd in counselling psychology (1975) from Rivier College, N.H. Paul has been working with the CEIC since 1974. He is currently a Project Officer with the Employment Counselling Division and is working on developing evaluation instruments for a Competency-Based Employment Counsellor Development Program. His experience includes employment counsellor, training officer and counselling consultant. He shared in producing video-tapes for the Certification in Testing program and has written several bi-

lingual counsellor training manuals. In addition, he has co-supervised the practicum program in counselling at McGill University.

ARTHUR (ART) J. MONSEBRAATEN

Art Monsebraaten has been involved in research and management of testing and counselling programs in the Canada Employment and Immigration Commission and the Public Service Commission of the Federal Government since 1967. Prior to that he was a member of the Royal Canadian Mounted Police for 15 years where he served as a policeman, personnel administrator and research officer. He obtained a BA (psychology) from Carleton University in 1963 and an MEd from the University of Ottawa in 1970. He is currently serving on the Executive of the Canadian Guidance and Counselling Association as Treasurer, and is a member of the Ottawa Chapter of the Association for Children with Learning Disabilities.

W. ROBIN ANDREWS

Robin Andrews worked for the Edmonton Public School Board for eight years, first as a teacher of English, and then as a counsellor and head of a guidance department. After returning to university studies, he received his PhD from the University of Alberta in 1969. As a professor in Queen's University's Faculty of Education, he teaches in the vocational and counselling theories areas. His research and writing activities are currently in the areas of psychotherapy and learning disabilities.

C. FRED JOHNSTON

Fred Johnston is Associate Professor of Educational Technology, Faculty of Education, Queen's University. He completed his undergraduate work at the University of Toronto and graduate work at Syracuse University. He has experience as a high school teacher and headed a history department. Fred has been active in professional development work with teachers and is a leading figure in the field of educational media in Canada. He has served as President of the Educational Media Association of Canada, and as editor of *Media Message*. His research and publications are in the fields of media and technology in education.

J.A. GORDON BOOTH

Gordon Booth graduated from the University of New Brunswick in 1969 with a Master's degree in psychology. After 1½ years with Saskatchewan NewStart, he joined the Department of the

Solicitor General as Senior Psychologist at Saskatchewan Penitentiary. While on educational leave at the University of Alberta (1973-1975), he completed the course requirements leading to a PhD in Counselling. He joined the CEIC in 1976 as the head of Testing, Research Programs and Projects, Employment Counselling Division. While employed in Ottawa he completed his dissertation and graduated in 1978. He also lectures in counselling at the University of Ottawa.

MONIQUE S. LAURIN-DUMAS

Monique Laurin-Dumas graduated from the University of Ottawa in 1979 with a BA (Honours) degree in psychology. She is presently taking courses leading to a Master's degree in business administration at the University of Ottawa.

EDWARD G. KNASEL

Edward Knasel is currently the conference secretary for the International Work Importance Study (WIS) which is concerned with work values and the salience of work in 15 countries. For the past two years Mr. Knasel has been involved in collaboration with Dr. Donald E. Super, in developing a new theory on career adaptation for the National Institute for Career Education and Counselling (NICEC) in England. Mr. Knasel's other interests lie in the area of the role of psychology in career development. Mr. Knasel studied for his first degree at the University College of North Wales, Bangor. He received his Master's degree from the University of Aston in Birmingham.

M. CATHERINE CASSERLY

Catherine Casserly graduated from the University of Manitoba with an MA in psychology in 1970. When the Ottawa Separate School Board introduced extensive French programming for English-speaking children, she conducted research for three years on the effects of such a second language learning situation. In 1973, she joined the Public Service Commission of Canada to identify senior executive potential among middle-level managers and to investigate career paths which would maximize this identified potential. In 1977, she moved to the Canada Employment and Immigration Commission where she has worked extensively in the area of evaluation of counselling tools and techniques such as CHOICES. Currently, she is the Principal Research Officer for the Canadian Work Importance Study. This is part of an international study to identify the values related to work in industrialized countries.