National Director’s Message – Judie Kay

A warm welcome to existing and the many newly registered ACEN members, now numbering close to 800.

The 2010 National Conference in Perth is just weeks away. The draft program is on the ACEN website and provides an insight into the wealth of experience, research and practice in WIL that will be showcased. In addition to the conference, preconference workshops and a research symposium, the ACEN AGM will also be held during the conference. Further information about the AGM will be forwarded shortly. And again I remind ACEN members that the next conference will be in 2012.... So if you haven’t yet registered please consider joining the over 180 delegates who have registered to attend the 2010 conference.

At this point it is fitting to acknowledge the hard work of the 2010 Conference Committee, particularly Jim Elliot for overseeing the conference, Matthew Campbell for managing the call for abstracts and program and Sonia Ferns for organising the panels and much more. I also want to highlight that WIL students are assisting in all conference preparation.

Back in June, the WACE international Symposium was held in Graz, with 10 Australian delegates attending. The symposium utilised an academic salon format for the sessions where topics were discussed around a table and PowerPoint was banned! This format was highly successful and encouraged interaction. The Symposium keynotes were also interesting and are well worth viewing from - www.waceinc.org/graz/. During that trip I met with ASET the equivalent UK association to establish a connection and discuss future collaboration with ACEN. I also met with staff of the UK Talent Pool Internship portal and exchanged experiences and information regarding the development of the National WIL Portal, a key ACEN project.

Following on from the Conference several of the National Executive attended the WACE Institute of Global Experiential Education at Martha’s Vineyard in July to reflect on the capabilities required for effective WIL leadership and to consider strategies in this area. Support from Executive Members’ universities made this trip possible and is much appreciated.

Finally please forward this newsletter to staff in your organisation who are involved in WIL programs. You are welcome to send comments / information for inclusion in the December newsletter to enquiries@acen.edu.au by 18 November 2010.

Special Announcements

1. ACEN Annual General Meeting, Perth
30 September 2010, 4.15pm - 5.00pm
Curtin University of Technology, Tim Winton LT Building 213. To occur during ACEN Conference.

Members are encouraged to nominate / be nominated, for one of four positions.

Candidates should be prepared to actively participate in, and contribute to, the further development of ACEN as the national peak body for WIL in Australia, to increase its already significant recognition in the international WIL arena as a strong, young, innovative and dynamic national organisation with a WIL focus.

Nominations to be submitted by 16 September 2010
Send to David Jorgensen, ACEN Secretary, secretary@acen.edu.au

2. Call for Papers - Special Edition of the Asia-Pacific Journal for Cooperative Education

Important dates:
Full paper submission: 29 Oct, 2010
Reviewers’ feedback: 22 Nov, 2010
Final paper submission: 17 Dec, 2010
Papers to be submitted as a MS Word document directly to the Editor-in-Chief (editor@apjc.e.org).

Papers should not have been submitted or published elsewhere but can be extended or refined versions of conference papers.

3. ACEN WIL Scholarship
Scholarship for university students who face financial hardship in undertaking a WIL program

- Scholarship guidelines are under review by a working party and will be released shortly on the website

WACE Institute on Global & Experiential Education
Martha’s Vineyard
(see Judie’s message - left)
By the time this newsletter goes out, the team putting together the ACEN Conference in Perth will be in the final throes of organisation. We have taken the goals of WIL to heart and have a group of student interns and volunteers intimately involved in the running of this event. Their role has been essential in the logistics of this conference – putting the conference booklet together, catering, registration and so on. We have also aimed to use student entertainment at the social events – and I am sure you will be impressed by the quality of performers.

Meanwhile, the core business of the conference is the professional program. The range of parallel papers is a testimony to the interest of academic staff in WIL. I am sure everyone will find it difficult to make choices between some of the sessions on offer, which is a good dilemma to have. The plenary sessions – the keynote speakers and the panel discussions – also promise to be of high quality. You can check it all out on the ACEN website. And if you haven’t yet registered, you can still do so via the ACEN website.

The conference team looks forward to seeing as many of you as possible.

Jim Elliott, Conference Chair
http://www.acen.edu.au/conferences/

**********

Conference Sponsors
Thank-you to all our conference sponsors / supporters

Gold sponsor:
- Curtin University

Silver sponsor:
- Victoria University

Bronze sponsors:
- Murdoch University
- ALTC

Additional sponsor:
- National Centre for Vocational Education Research (NCVER)

Supporting associations:
- NZACE
- TAFE Directors Australia
- Canadian Association of Co-operative Education

Sponsorship packages are still available. To discuss please contact Professor Rick Cummings, +61 8 9360 2354, r.cummings@murdoch.edu.au

**********

Pre Conference WIL Research and Scholarship Roundtable
Interested in research or scholarship in Work Integrated Learning? Then here is an opportunity for you to get involved in an exciting national event to explore WIL research and create research / scholarship partnerships and initiatives. This event is a precursor to the main conference at Curtin University and will bring together renowned international researchers with experienced Australian WIL scholars. As an attendee you have an opportunity to be an active participant. The Roundtable will identify research priorities for WIL in Australia, forge research partnerships and develop collaborative, cross-institutional research initiatives.

Date: Monday 27 September 2010
Time: 1.00-5.00pm, followed by a social gathering
Venue: Murdoch University
Cost: Nil

**********

Pre Conference Workshops
Attend two workshops and receive a 30% discount off the second (Research and Scholarship Roundtable not included)

Workshop 1 “The WIL Process: Setting up effective WIL programs”
Presenter: A/Prof Jan Orrell
Date: Tuesday 28 September 2010
Time: 9.00am - 12.00pm
Venue: Curtin University of Technology
Cost: $99.00 incl GST

Workshop 2 “The Work of WIL: The fine balance of managing WIL workload: employer relations; and student expectations”
Presenters: Carol-joy Patrick and Dr Merrelyn Bates
Date: Tuesday 28 September 2010
Time: 1.00pm - 4.00pm
Venue: Curtin University of Technology
Cost: $99.00 incl GST

Workshop 3 “Understanding and researching WIL: a workshop for new WIL researchers”
- For those interested in learning about how to research WIL

Presenters: Dr Franziska Trede and A/Prof Maree Simpson
Date: Tuesday 28 September 2010
Time: 1.00 pm – 4.00pm
Venue: Curtin University of Technology
Cost: $99.00 incl GST

Registration
Standard registration
- Member $750
- Non Member $850

Day Registration
- Member $375
- Non Member $425

Register via http://www.acen.edu.au/conferences
Back in January 2010, Simone Rowe, a 3rd year Bachelor of Social Work student at James Cook University became ACEN’s inaugural WIL scholarship holder. The scholarship assisted Simone to undertake her placement at Wuchopperen (an Indigenous Health Service located in Cairns). As Simone articulated in the June newsletter, “it is without this financial strain that I recognise I have been far better placed to embrace the full richness of this learning experience. How fortunate I have felt to be able to suspend my employment for this period with the knowledge that I can continue to pay the rent! Being able to purchase appropriate clothing and meet all necessary travel and related expenses has enabled me to focus more explicitly upon embracing the full depth of this truly significant learning experience.

For this edition Simone has shared with us some of her reflections. Simone indicated that the placement increased her understanding of the multiplicity of perspectives of social issues which helped shape her ethical practice model. Through the acquisition of a small case load of clients Simone was fortunate to engage in a diversity of ‘direct social work practice’ skills and processes in areas such as assessments, counselling, case management, advocacy and report writing, as well as developing her skills in reflective thinking and critical analysis.

Choosing to be located within an Indigenous organisation provided Simone with the opportunity to develop her ‘use of self’ when working across cultural difference and realise her objective to “develop an interpersonal and theoretical understanding of culturally appropriate frameworks for practice”. Simone found that her initial awareness of the power and privilege associated with her ‘whiteness’ was the source of much discomfort, but was surprised by the ease with which she learnt to transcend culture and ‘colour’ by making explicit and conscious her own ‘cultural being’.

The placement helped her to reflect on fundamental concepts such as responsibility, ‘rights’ and ‘wrongs’, as well as notions of individual and societal ‘justice’ in relation to her clients’ circumstances, and enabled her to consider the multiple perspectives from which any situation could be observed. This understanding enhanced her capacity to consider the potential impact varying perspectives could have upon the individual concerned and provided the stimulus to consider more deeply the ethical dimensions of social work practice.

**********

2011 ACEN WIL Scholarship will be announced soon.

ACEN Membership

The membership drive has been an outstanding success resulting in 30 universities to date becoming foundation Institutional members of ACEN. A further 2 have indicated their intention to join (*).

- Australian Catholic University*
- Bond University
- Central Queensland University
- Charles Darwin University
- Charles Sturt University
- Curtin University of Technology
- Deakin University
- Edith Cowan University
- Flinders University
- Griffith University
- James Cook University
- LaTrobe University
- Macquarie University
- Monash University
- Murdoch University
- Newcastle University
- Queensland University of Technology
- Southern Cross University
- Swinburne University of Technology
- University of Canberra
- University of Melbourne*
- University of New England
- University of New South Wales
- University of Newcastle
- University of Notre Dame Australia
- University of South Australia
- University of Tasmania
- University of Technology, Sydney
- University of the Sunshine Coast
- University of Western Australia
- University of Western Sydney
- Victoria University

**********

Q. My university isn’t an Institutional member, can I join ACEN?

A. Yes. Individual memberships are available to staff whose university has not taken up the Institutional membership option.

**********

To join ACEN, complete online form - http://www.acen.edu.au/join/
NACE’s Position Statement on Unpaid Internship

As legal and ethical issues surrounding unpaid internships has been a topic of discussion in Australia in recent months, ACEN has received permission to reprint an email sent 30/6/10 to National Association of Colleges and Employers (NACE) members on the issues, as faced in the US. As you will read, we are not alone in the challenges of terminology, legal rights, and understanding government legislation.

Reprinted with the permission of the National Association of Colleges and Employers, copyright holder.

“One of our key goals while developing a position statement was to engage our members in the process. In May, we conducted a national survey of employer and college members to gain insight into their internship practices and thoughts on unpaid internships – See www.naceweb.org – “Benchmark Surveys” Furthermore, we held a roundtable on the topic during the NACE 2010 Annual Conference earlier this month.

Our position statement is framed by the following principles, beliefs, and assumptions:

- Internships provide unique and valuable experiences for students both academically and in professional career preparation.
- The term “internship” encompasses many different program models (i.e. paid and unpaid; full time and part time; of varying length; as a required part of an academic curriculum or as a course option; for academic credit or no credit).
- The broad use of this term to cover diverse circumstances makes it difficult to apply common and consistent standards, guidelines, and applicable policies.
- Internships exist or can exist in literally every kind of business, industry, organization, and sector - both public and private.
- What constitutes an internship is determined in the final analysis by the student’s college or university and the employer.
- Internship programs should ideally involve a close partnership between the university, the participating student, and the employer in which all accrue some form of benefit.
- The federal and state governments have significant roles in providing and enforcing laws and guidelines to protect the interests of both employers and employees in the workplace.
- Unpaid internships in the not-for-profit sector reflect the fiscal realities and limitations for organizations in that sector and are acknowledged accordingly in current Department of Labor guidelines and enforcement practices.
- All interns, regardless of their compensation, should enjoy similar basic protections in the workplace consistent with all laws, ethical considerations, and sound business practices.

Based on the above principles, beliefs, and assumptions, and the information supplied by our members, NACE’s position statement on the issue of unpaid internships is:

“The National Association of Colleges and Employers (NACE), representing more than 3,000 higher education institutions and employing organizations, recognizes the enormous value of internship programs to individual student participants and both the higher education and employer communities. We believe that the U.S Department of Labor criteria for assessing whether internships in the for-profit sector may be unpaid must be reviewed and further clarified to ensure they account for the incredible diversity of students, higher education institutions, and employing organizations involved in such programs. Further, all interns, regardless of their compensation, should enjoy similar, basic protections in the work setting consistent with all laws, ethical considerations, and sound business practices.”

Going forward, NACE will provide [members] with the latest information and resources, and keep [members] apprised of developments concerning unpaid internships ... including a virtual seminar. In addition, NACE legal advisers are developing an FAQ document to assist members in their work with internships; we expect to release this resource shortly.

Shawn VanDerziel, 2009-10 NACE President

*********

For more information on resources see www.naceweb.org. Your University’s Career Service may be able to assist with member access

Benchmarking at course/program level with a focus on graduate employability

Expressions of Interest

This Fellowship seeks to enlist course (program) leaders from across the HE sector to engage in carefully managed benchmarking partnerships (undertaken within confidentiality boundaries, and with agreed partners from within a pool of those who have expressed interest). The Benchmarking is envisaged as a collaborative exercise, and results will not be published or used in ‘league tables’. Benchmarking will be based on a combination of ‘soft’ evidence (course team reflections) and ‘hard evidence’ (CEQ, GDS, and similar indicators, as well as the option to use the new Graduate Employability Indicators).

It is envisaged that most universities will opt to undertake the benchmarking exercise in Melbourne on 4 November 2010 prior to a National Forum at the same venue on 5 November 2010.

To date there are ‘expressions of interest’ from across the sector in undergraduate Accounting, Law, Nursing, Pharmacy, Communications, Journalism, Education and similar. Others are warmly encouraged to express interest in participating but MUST register interest by and preferably before 4 September.

Comprehensive information at http://tiny.cc/boliver or email Beverley Oliver b.oliver@curtin.edu.au
ACDICT Press Release: Building Partnerships for Work Integrated Learning

Thursday 8 July, 2010.

Professional experience for undergraduate Information and Computer Technology (ICT) students was unanimously supported at the inaugural national ICT Learning and Teaching (L&T) forum convened by the Australian Council of Deans of ICT (ACDICT) in Sydney on 5-6 July. Representatives from over 20 Australian universities took part in the discussion.

There was unanimous agreement by the ICT academic community that learning experiences that integrate theory with the practice of work are invaluable and should be a feature of all undergraduate degree programs. ICT academics are committed to providing appropriate work integrated learning (WIL) experiences by whatever means possible to suit the local context and individual student circumstances.

ACS CEO Bruce Lakin welcomed the position concluded at the forum. "Preparing students for real-life workplaces helps them to get their careers off to a flying start once they graduate," he said. "We support the efforts of the ACDICT in making ICT education more relevant to both employers and students."

At this Sydney meeting, Young IT members of the ACS, and ICT employers spoke of the value of gaining professional ICT work experience through work placement prior to graduation (such as scholarships brokered by the ACS Foundation). It was noted that this depended heavily on university and industry co-operation and may involve a considerable administrative overhead.

The intent of WIL is to provide professional practice experience for students of ICT. Discussions revealed that this professional experience can be gained by the students in a variety of ways. The most obvious is by industry placement where the student is able to participate in daily workplace activities over a prolonged period of time, ranging from a few weeks to several months or even a year.

Such placements may suit many students and employers in industry, and help get the students ready for professional work. However, these days students are as time poor as other workers and may already have part-time paid employment necessary to keep them at university, and that may be at risk with an industry placement. Also, in remote regions of Australia, there may not be sufficient places in local industries to cater for all students.

Where industry placement is not possible (for whatever reason), students may still experience professional practice within the university such as by case studies, role-plays or other simulations of workplace activities and projects. Industry-linked projects may be carried out by students and provide the participants with the experience of negotiating with a client and designing relevant solutions for the workplace.

Professor Chris Pilgrim, a leader of a national ICT WIL project said: "We must be realistic and practical about providing workplace experience for all students; in some cases it just isn’t possible to have placements and other experiences must be utilised."

ACDICT is committed to students gaining high quality professional experience and is active in developing the necessary relationships between the academic community and key stakeholders such as industry, the ACS (which has provided emphatic support for WIL), ACS Foundation, and the government which needs to provide financial support to students on placements who are effectively apprentices of the profession. ACDICT President, Professor Peter Cole added: “ACDICT is in the business of building the partnerships that will result in a win-win situation for academia and industry.”

Following the highly successful inaugural ICT L&T forum, ACDICT is moving to establish an 'Academy of ICT’ to build on the diverse innovation in Learning and Teaching across ICT at member universities.

Professor Peter Cole, Murdoch, ACDICT President: 0417 097 914 or (08) 9360 2918 and Professor Chris Pilgrim, Swinburne University, Leader of National WIL Project: 0419 309 690 or (03) 9214 5231

The National WIL Portal Project

The National WIL Portal Project continues to move ahead with the recent selection of a web/software developer (to be announced shortly) via tender to carry out the build of the portal.

As previously flagged, the ACEN conference provides a key opportunity to view a prototype of the portal, via a workshop open to all attendees and a pre-conference meeting for the representatives of the 34 partner institutions involved in the project. We know from discussions and research carried out earlier in the project that, for many people, seeing the first visual representations of a new system really allows them to contextual it with regard to their own processes and practices. This workshop and meeting are your opportunity to do this, have input and be informed about the next stages of the project going into 2011.

If you are the contact person for your university and would like to attend the pre-conference meeting, RSVP to Melinda Bufton, Project Officer melinda.bufton@vu.edu.au or (03) 9919 4805
On Wednesday 11 August 2010, La Trobe University hosted a forum entitled, “The Value of an Enriched Learning Environment through Professional Experience via Work Integrated Learning”. The forum reported on the National Fellowship being conducted by Australian Learning & Teaching Council (ALTC) Fellow Professor Stephen Billett of Griffith University and the three projects run at La Trobe University as part of the Fellowship.

Professor Stephen Billett, Professor of Adult & Vocational Education, Griffith University, opened the conference and spoke about the ALTC Fellowship Aims and Objectives. Professor Billett noted some of the assumptions that underpin the project that included:-

- As noted, there is a shift in higher education towards more occupationally-specific focused programs.
- These programs require educational processes that secure the capacities to practice effectively in those occupations.
- Learning experiences based in or directly through the university (i.e. on campus, net-based, peer-based etc) will not be sufficient.
- Instead, these experiences need to be augmented by those within occupational practice.
- Important not to see practice settings as being inherently weak learning environments (i.e. informal etc).
- Instead, each setting makes particular contributions, but when combined and integrated these contributions are likely to be strongest
- Learning is something individuals do.
- Therefore, beyond providing access to these experiences, students’ mode of engagement with them will shape the quality of their learning

Professor Karen Dodd, Associate Dean, Faculty of Health Sciences, La Trobe University, reported on her project entitled, “Professional Placement Preparation Program for Entry-Level Prosthetics and Orthotics and Podiatry Students at La Trobe University”.

Professor Vaughan Prain, Faculty of Education, La Trobe University, reported on his project entitled, “Enhancing developmental coherence in a teacher preparation program”.

Mr John Benson, Senior Lecturer, School of Communication, Arts & Critical Enquiry, La Trobe University reported on his project entitled, “Evaluating and enhancing student experience, self-insight and perception as the organizing principle of the professional media internship placement and as a model for ongoing career management and self-assessment in an industry where career change is a constant.”

The forum was attended by about 50 university staff engaged in work integrated learning from La Trobe, Deakin, Victoria University, RMIT, University of Melbourne and Monash. Some of the initial findings from the fellowship included:-

- Just having workplace experiences is not sufficient
- Importance of ‘connecting’ activities: focus groups, critical reflective sessions
- Readiness of students (i.e. interest, realism, preparedness)
- Diversity of students’ prior experiences
- Managing students who are ‘time jealous’
- Diversity of educators’ conceptions
- Students paid part-time work can provide a useful resource
- Centrality of the experienced curriculum
- Development of capacities (procedural, conceptual & dispositional) through engagement
- Different kinds of experiences lead to distinct kinds of learning
- Building of confidence to engage and practice
- Learning about selected occupations
- Transformation of perspective
- Informed insights into world of work and practices
- Importance of engaging with practice

Slides from the forum are available from the ALTC Exchange web site under the “Fellowship project.”

---

**More Resources**

Articles from Prospects: UK’s official graduate careers website – [UK] Summer 2010 pdf:

1. The Best Thing about Summer for a Busy Employer - (Heather Collier, Director of UK’s National Council of Work Experience (NCWE))
2. Real Prospects 2010: Work Experience - (Holly Higgins, HECSU)
3. Beyond Placement Extinction: Coming Up for Air - (Francesca Walker, Employability and Alumni Fellow at UCLan - and Michael Bowerman, Research Assistant at UCLan)
4. Work Integrated Learning and the Aussie Experience - (Judy Kay, Associate Director, Victoria University, Melbourne) or as we know her Judie Kay!
5. Linking Career Development Working and Work Integrated Learning - (Joanne Tyler, Director of Employment and Career Development, Monash University, Melbourne)
6. HECSU Introduces: Charity Internship Schemes

The NSW Chapter of ACEN held a very successful forum on 10 August 2010 at the Parramatta campus of the University of Western Sydney on “Evaluation and Research in Work Integrated Learning (WIL)” which was attended by approximately 40 delegates from 15 universities.

The Forum was opened by Angelo Kourtis, Executive Director Office of Engagement and Partnerships University of Western Sydney. Freny Tayebjee, Chair of the NSW Chapter, encouraged delegates to attend the ACEN conference in Perth and particularly the Research Round Table on Monday 27 September prior to the conference. At the round table, attendees will have the opportunity to be informed about, and participate in, the largest international research on WIL being undertaken by the University of Waterloo, Canada.

Matthew Campbell very ably delivered the keynote address on “Setting the scene: What are the current areas of opportunity for WIL research” on behalf of Prof Stephen Crump PVC University of Newcastle who suddenly took ill and could not attend.

Prof Louise Young, University of Western Sydney explained how Leximancer can be used for qualitative data research. There was considerable interest in this software which in a few minutes can identify the main themes from a mass of raw data.

Dr Theresa Winchester-Seeto, Macquarie University, arranged a fruitful networking session which enabled delegates to discuss topics of particular interest.

Prof Elizabeth Deane PVC Australian National University spoke about the importance of being prepared and ensuring that ethics approval is routinely obtained, so that should a researcher wish to publish in the future there would be no problem. There was robust discussion on some of the problems experienced by staff to obtain ethics approval at their universities.

Prof Joy Higgs Director Education for Practice Institute Charles Sturt University discussed publishing WIL research. The complexities of publishing, such as choosing the publication and the order of author names, were made apparent through entertaining role play activities.

It was an excellent forum with eminent speakers providing useful and interesting information, valuable networking opportunities and a delicious Indian feast for lunch.

Upcoming Events

29 September – 1 October 2010
ACEN National Conference
“Work Integrated Learning (WIL): Responding to Challenges”
Curtin University, Perth, Western Australia
- registration now open http://www.acen.edu.au/

3-4 November 2010
ePortfolios Australia Conference 2010, Melbourne
Details: https://www.surveymonkey.com/s/FN8K9VJ

17-18 November 2010
Qualitative Research interactive workshop on
“Blending Artistry and Criticality in Qualitative Research”
- Limited to 30 participants
- Registrations closing date 16 Sept 2010
- Contact: dwoodhouse@csu.edu.au
  csu.edu.au/division/landt/efp/efpi/pages/special_events/2010_blending/

23 November 2010
Work Integrated Learning (WIL) National Showcase 2010
‘Cultures of WIL: Collaboration for complexities’
University of Canberra, Building 24, Ann Harding Conference Centre
Map: http://www.canberra.edu.au/university/maps
This National Showcase will provide academics, professionals, industry and business with insights into the broad range of work integrated learning activities applied in higher education contexts to develop students’ knowledge and understanding of their professional practice, as well as building their professional skills ready for the 21st century workplace.

Call for papers and workshop proposals
Submit by: 17 September 2010
Abstracts for papers and workshops should address one of the following themes:
- Preparing for practice
- Cultivating professionals for the future
- Collaborative educational partnerships
- Workplace culture and change
- Research and evaluation in WIL
- Pedagogies and practices

Submission details:
http://www.canberra.edu.au/wil/showcase
Email: wil@canberra.edu.au

The Work Integrated Learning (WIL) National Showcase 2010 is funded by the Australian Government Department of Education, Employment and Workplace Relations.

28 November - 1 December 2010
NAGCAS Conference
‘Through the Looking Glass: career development in the 21st century’
Adelaide, South Australia

We invite you to submit abstracts and workshop proposals under the following themes:
- Research: underpinning practice
- Case Studies: showcasing practice
- Workshops: creating practice (new ideas and collaboration)

Call for abstracts
Submit by: 24 September 2010
http://www.alloccasionsgroup.com/NAGCAS2010

14-17 June 2011
17th World Conference on Cooperative & Work-Integrated Education
Hosted by: Drexel University, Philadelphia, USA

Call for abstracts opens 1 September for:
- Refereed Paper (blind review by two WACE colleagues)
- Paper Presentation
- Panel / Workshop
- Academic Salon / Roundtable Discussion
http://www.waceinc.org/philly2011/index.html

Employment Opportunity
Director, Cooperative Education and Careers Division
The University of Limerick, Ireland (www.ul.ie)
- Interested candidates should contact Micheál Coughlan michael@intersearch.ie for job profile and details on the application process before Friday 17 September 2010
- Applications close 24 September 2010

ACEN Newsletter Contributions
Member contributions welcomed.
- articles
- upcoming events
- news
- photos
- member profile
- program profile
- job or voluntary opportunities
- new resources

Send to Cait Ryan enquiries@acen.edu.au by Thursday 18 November 2010 for consideration for the December edition.