

## **New York College**

**Psychology Department** 

# Studying International Psychology in Greece... At its best!

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#### Welcome from the Head of Psychology

The Department of Psychology at New York College is one of the School's largest Departments. Through our longstanding collaboration with Empire State College, the University of Greenwich and more recently the University of Bolton, our students enjoy high-level international studies with faculty who have a wide range of skills and backgrounds. At NYC traditional teaching is combined with innovative and interactive teaching methods, thus providing students with a challenging environment where knowledge is pursued through a modern lens and ensuring that our students are exposed to the latest debates within the field. In this issue you will find the latest news and developments, however a new academic year is always an opportunity to achieve higher whilst keeping our academic standards and ensuring the students are well prepared for the next steps on their chosen path.

> Antonia Svensson Dianellou, PhD Head of Psychology Department



The Psychology Club is an initiative undertaken by NYC psychology students with the aim of:

- Creating a strong network of students with an interest in Psychology Keeping abreast of new developments in the field

- Creating forums for discussion and debate
  Undertaking community initiatives such as volunteering

  - And much more!

Elections will be held for the Psychology Club council during autumn 2016. Positions include: President, Vice-President, Secretary and Treasurer. Any student from the Psychology Department is

Are you interested in running for council? Contact Svensson@nyc.gr for further

#### **Useful links:**

- NYC Psychology Facebook page www.facebook.com/nyc.psychology?fref=ts
- Psychology news http://psychcentral.com
- Psych Talk: Psychology for Students by Students http://shop.bps.org.uk/publications/publication-by-series/psych-talk.html
- Psychology made simple www.simplypsychology.org
- Student membership of the APA http://www.apa.org/about/students
- Careers in Psychology (BPS) http://www.bps.org.uk/careers-in-psychology

# the top reasons to study psychology

- 1. Psychology can help you better understand yourself.
- 2. Studying psychology can give you a better understanding of the people around you.
- 3. Psychology can help you become a better communicator.
- 4. Psychology can help you in ANY future career.
- 5. Psychology is both fun and fascinating!

Psychology Department
Invited Speaker Series



During the academic year 2015-16 the Psychology Department of New York College ran a monthly Invited Speaker Series. Guest speakers included practicing psychologists and psychotherapists from a wide range of different approaches, such as: Cognitive Behavioural Therapy, Forensic Psychology, Relationship Counselling, Dance Movement Therapy, Group Psychotherapy, Clinical Psycho-sexology and Sports Psychology. The talks offered the opportunity for clinicians, academics, students and the general public to get together and discuss topical issues in psychology today. The monthly talks will continue next year - by popular demand – they are a great source of information, contact with practitioners and a good networking opportunity. Furthermore, taking part in the talks helps students, trainee therapists and experienced practitioners alike to fulfill the requirements of the field for Continuous Professional Development (certificates of participation are provided).

The NYC Psychology Department Invited Speaker Series takes place one Wednesday per month (during semester time) at 18:30-20:00 in classroom A1. The talks are free to attend and open to the general public as well as NYC students. Most of the talks will be delivered in Greek, except where otherwise indicated. Contact Svensson@nyc.gr to receive announcements.

#### Psychology degrees offered at NYC

One of the most common reasons for studying psychology is to gain a better understanding of the self and others. The field and study of psychology is vast and can lead to a number of career options for degree holders after graduation. A psychology degree is attractive to employers because it combines the study of science and humanities. Psychology graduates are excellent communicators as they possess a good deal of knowledge about people's behaviour, how relationships are formed and about group dynamics. This kind of knowledge is central to almost all jobs these days. There are many options for those who wish to enter the job market with just a Bachelor's degree in psychology, such as going into management, administration, sales, marketing and human resources. If your aim is to practice as a Psychologist then a minimum of a Master's degree is required.

#### BS Concentration in Psychology (Area of Studies: Human Development), State University of New York, Empire State College

Our American BSc program with a concentration in psychology is both rigorous and flexible at the same time, offering a solid background for a number of subsequent career and educational choices. For those students who plan to join the workforce directly, this degree provides a solid fundament for a host of specializations in the field of Psychology. Students who complete the NYC/Empire State College undergraduate program can follow many career options such as (to name a few), human services specialists, personnel analysts, psychologists-psychotherapists, psychometric development specialists and counselors. Most US bachelor's degree programs are designed to require 4 academic years of full-time study, with electives and a choice of majors.

#### BSc (Hons) in Psychology, University of Greenwich

Our British BSc programme has been developed to provide a broad scientific education in Psychology, a study which seeks to understand mind and behaviour through experimentation, observation and measurement. It is a 3-year full-time programme, taught exclusively in the English language. The programe includes: the study of perception, memory and emotion in adults and children; the socio-psychological processes that shape our relationships with each other and society; the development of language, behaviour, personality and thought in children; the biological processes that underpin behaviour; and the causes and treatment of abnormal behaviour. Within the programme, students are introduced to the core areas of psychology and receive a strong grounding in psychological research methods. This component focuses on learning about how psychological research is conducted, interpreted and reported through a series of guided learning exercises, culminating in an independent research project in the final year. Graduate work opportunities include counseling (with additional training), research, business, human resource management and the social sciences.

#### MSc in Cognitive Behavioural Psychotherapies, University of Bolton

This postgraduate programme is designed to enhance therapeutic practice and facilitate employment in psychology and psychotherapy, and in other roles where working with people is the prime focus. The programme is run part-time over 24 months and is taught exclusively in the English Language. The MSc provides students with a unique opportunity to:

- Expand knowledge through specialising in a chosen area within CBT;
- · Acquire therapeutic skills through supervised practice with clients, by tutors and other supervisors experienced in psychology and CBT;
- · Enjoy full support to conduct high quality research;
- Highlight the links between research and clinical practice and publish your findings;
- · Develop the knowledge and skills needed for further PhD study or an academic career;
- Benefit from a small-group, learner-centred, supportive learning environment responsive to individual needs and expectations.

The Department of Psychology at New York College is one of the School's largest Departments. Through our collaboration with Empire State College, the University of Greenwich and the University of Bolton, our students enjoy high-level international studies with faculty who have a wide range of skills and backgrounds. At NYC traditional teaching is combined with innovative and interactive teaching methods, thus providing students with a challenging environment where knowledge is pursued through a modern lense and ensuring that our students are exposed to the latest debates within the field.

#### **Head of the Psychology Department**



Antonia Svensson Dianellou holds a PhD in Developmental Psychology from Goldsmiths University of London (Unit for School and Family Studies) and an MSc in Health Psychology from the University of Surrey, UK. Apart from heading the Psychology Department since 2015, and her teaching and management responsibilities at NYC, she is also the International Organiser of ISPS and member of the organizing committee of the ISPS biennial international conference (ISPS is a global organization with presence in over 20 countries and a history of 50 years. It is composed of the leading international professionals, service providers and academics in the field of psycho-social intervention, and organizes conferences, awareness campaigns, and training at national, regional and local levels around the world.) Dr Svensson was previously a researcher for the National School of Public Health in Athens, where she was involved in research on intergenerational relationships funded by the 5th Framework of the European Commission. Furthermore she was involved as a Project Evaluator/Researcher at Anglia University, Cambridge, where she conducted a two-year evaluation of the international project Mistral to improve the employment opportunities of people with mental health problems, physical and learning disabilities; a project funded by the European Social Fund. Dr Svensson is a licensed Psychologist under Greek law and an experienced counselor-Dance Movement Therapist specialising in work with children, women and vulnerable populations. She oversees the running of the NYC Student Counseling Service.

#### **Local Tutors**



Maria Christopoulou: Ms Christopoulou studied Mass Media and Communication at the National and Kapodistrian University of Athens. She also holds a BSc in Psychology (1st class Honours) and an MSc in Organizational Psychology from the University of Hertfordshire, UK, and is a graduate member of the British Psychological Society (BPS). Currently she is collaborating with the University of Athens Mental Health Research Institute (EPIPSI) and is involved in research activities exploring behaviours and habits in adolescent populations in Greece. Mary has excellent communication and organizational skills. She teaches research methods at undergraduate and Masters level and is well-liked by her students for her great enthusiasm and for being able to teach complex topics, which mostly include Statistics and the use of SPSS, in a simple and meaningful way to her students. Mary also supervised final year research projects on the University of Greenwich BSc (hons) in Psychology programme and is currently preparing two conference presentations with graduates, based on their research.



Krinanthi Gdonteli: Dr Gdonteli completed her Bachelor degree in Physical Education and Sports Science at the National and Kapodistrian University of Athens (Specialising in Traditional Greek Dances). She went on to complete her PhD in Sports Psychology in 2012 at the University of Peloponnese, Department of Sport Management. Ms Gdontelli teaches 'Student development' and 'Psychology of Adjustment' on the Empire State College-SUNY programme (spring semester) and is also Director of Athletics at New York College. She is the author of over twenty research papers and has also presented at Congresses and Seminars in the area of sports psychology and more specifically on stress, self determination, and self efficacy. She is a reviewer of the UK Journal "Leisure Studies". She is also a Physical Education Instructor in the Hellenic Military Academy, since 2005 and has previously held various positions in schools and colleges as a physical education and musical instructor, including the post of Director of Youth and Sport Organization of the Nea Smyrni Municipality.



Katerina Karageorgou: Ms Karageorgou is a PhD candidate in Political Psychology at Panteion University of Social and Political Sciences. She gained her first Masters (Professional) in Clinical Psychology & Psychopathology from Paris V-Descartes University, a second Masters (Research) in Clinical Sociology & Psychosociology from Paris VII-Diderot University and a Bachelors in Psychology from Panteion University. She is a licensed psychologist both in Greece and France. Katerina has worked amongst others with children in numerous public and private settings in Paris and Athens. During recent years, she has focused on her research, supervising student dissertations at Panteion University and teaching the course 'Psychology of Adjustment' on the Empire State College-SUNY programme (fall semester) at NYC. In October 2015 she also took on the running of the NYC Student Counseling Service, offering short-term consultation and longer-term individual counseling sessions to students.



Dimitris Katakis: Mr Katakis has competed a wide array of studies in Greece and UK in Education, Law, MA in Educational Psychology, Graduate Certificate in Psychology, MSc in Child Development and an MA in Clinical-Counselling Psychology, plus numerous trainings, workshops and seminars, mainly in the UK. He has worked in various settings and with many different kinds of people, as a teacher in Athens and London and as a Diplomat (Educational Attaché) in the Education Department of the Greek Embassy in London. He has also provided counselling and support to adolescents in the Greek Secondary School of London, in conjunction with a family therapist. He has organised several seminars, school workshops and parenting classes to improve and facilitate teachers' further education, children's learning and parents' communication with their children. In addition, working in such diverse environments, travelling and working in different countries have enhanced his open-mindedness and ability to relate to people with differing views. Through teaching and counselling he has learned how to become a good listener, show respect, understanding and unconditional positive regards to those in need or distress. Since 2011 Dimitris has been employed at the Suicide Prevention Centre (Klimaka) in Athens as a CBT therapist (Cognitive Bevarioural Therapist), and is an instructor for the University of Bolton MSc in CBT programme at New York College as well as acting as external supervisor for some student placements.



Marsha Koletsi: Dr Koletsi earned her BA in Psychology from the University of Crete and was awarded her PhD from the University of Sheffield, having received a scholarship for her studies. She has been trained in Cognitive Behavioural Therapy and in 2006, she completed her 3-year post-doctoral fellowship in the Psychiatry Department of the Medical School of St. George's Hospital in London, UK. She has studied the quality of life and independence of people with severe mental illness through supported employment. She has worked as a psychologist in the National Health Service (UK) in the Mental Health section, at the Counselling Centre of the University of Sheffield. In the Eating Disorders Unit for the Medical Centre of the University of Sheffield. She has experience as an examiner for Edexcel foundation programmes. She has extensive research and clinical experience with people suffering from various disorders and she is currently working as a licensed psychologist-psychotherapist at her private Counselling Centre. Furthermore, Dr Koletsi is an accredited clinical supervisor from the British Psychological Society and since 2015 she supervises the University of Bolton MSc CBT students' clinical training (internal supervision group). She also recently became an accredited Parent Effectiveness Trainer. She has taught on various franchised programs of UK Universities at undergraduate and postgraduate level, she has also served as the Head of the Psychology Department for a Greek private College in the past. She has participated in various seminars, guest lectures, written book reviews and taken part in radio and TV shows. In 2014, she co-authored a book on clinical assessment in counseling. She is an Associate Fellow of the British Psychological Society, Member of the Eating Disorders Association, Member of the Greek Psychological Society and the Hellenic Psychological society.

# Our Tutors, Our Pride

Vaia Lestou: Dr Lestou received her MA (Hons) in Psychology and a PhD in Cognitive Neuroscience from Glasgow University, Scotland. She has also completed "Cognitive Behavioural Therapy Training (EABCT accredited), from the Institute of Behavioral Research and Therapy in Athens. Vaia teaches on the University of Bolton MSc in CBT programme at New York College. She is a psychologist-research scientist at Evangelismos Hospital focusing on integrated psychological therapy for schizophrenia and group intervention. Concurrently she also provides therapy at the "First Psychiatric Ward, at Eginitio Hospital, University of Athens. She is an Honorary Research Fellow at Birmingham University Imaging Centre (BUIC) & School of Psychology, University of Birmingham. She is also an academic reviewer for the Journal of Cognitive Neuroscience, Journal of Vision and Journal of Experimental Psychology: Human Perception and Performance. Among the many awards and grants she has received is the "Wellcome Trust Value In People Award," the "Vardinoyianio Foundation, Doctorate Award for Excellence in a Scientific Field" and the "Economic and Social Research Council (ESRC) award for postgraduate studies." Vaia has many publications in Scientific Journals and has presented in numerous conferences. She is a professional member of the Society for Neuroscience; the Cognitive Neuroscience Society; and the Vision Sciences Society.



Sofiana Milioritsa: Ms Milioritsa holds an MA in Clinical Counselling Psychology from La Salle University, PA, USA, and an MA in Management of Information Systems, from the London School of Economics and Political Science. She also holds a Postgraduate Diploma in Person-Centered Counselling from the University of Strathclyde, UK. Apart from her wide range of experience as a Psychology instructor on the University of Greenwich BSc (hons) in Psychology and the Empire State College-SUNY programmes at NYC – coordinating the final semester 'Field Placement' and many other courses - Sofiana has worked as a communications specialist in a number of multinational companies and as a journalist for Mega Channel. She is a practicing person-centred counselor, a parents' coach (PET method) and offers counselling services to NGOs. Sofiana has a unique ability to connect with her students and motivate them towards personal and professional development. In 2013 she received an award for Teaching Excellence at New York College. Professional Affiliations: Member, PCE Europe, WAPCEPC.



Dimitris Panagiotopoulos: Mr Panagiotopoulos completed his MA (Hons) in Philosophy at the renowned University of St Andrews, Scotland, and then went on to complete an MSc in Counselling Studies at University of Abertay Dundee, Scotland. He also holds a Postgraduate Certificate in Consciousness and Transpersonal Psychology, which is one of his main areas of interest and research. Dimitris has been teaching at NYC for a number of years and is a core member of the course teams for the University of Greenwich BSc (hons) in Psychology and the Empire State College-SUNY programme, coordinating several courses on both programmes. He also teaches 'Psychological Principles of CBT' on the University of Bolton MSc CBT programme. His passion for teaching, as well as the individual attention he gives to his students make him one of the most popular instructors within the Psychology Department. He held the post of Assistant Head of Department in the past and has been involved in student academic advising for a number of years.



Natasha Soureti: Dr Soureti holds a PhD from Vrije University, Amsterdam and an MSc in Organisational Psychology, as well as an MSc in Health Psychology from the City University, UK, where she also acted as research assistant and visiting lecturer in 2002. She has extensive experience in the area of Health psychology and health behaviour change projects, and is co-ordinator of the stop smoking program "Living without smoking" in Athens (www.quit-smoking.gr), a behavioural program with the optional use of pharmacotherapy. Natasha is trained in Cognitive Therapy and Eye Movement Desensitization Reprocessing (EMDR). Her work experience includes working for Unilever R&D in the UK as a behaviour change health Psychologist, and for Bart's & the London Queen's Mary School of Medicine & Dentistry, as a research health psychologist, where among her many responsibilities she helped in setting-up smoking cessation clinics in East London. She has numerous publications in scientific journals and is continuously involved in research projects and academia. Natasha is much appreciated by her students for her approachability and support, and has taken the initiative as a supervisor for the Greenwich students' final projects to assist them in continuing their research efforts by preparing journal articles for publication and present their papers at conferences related to their specific subject area.

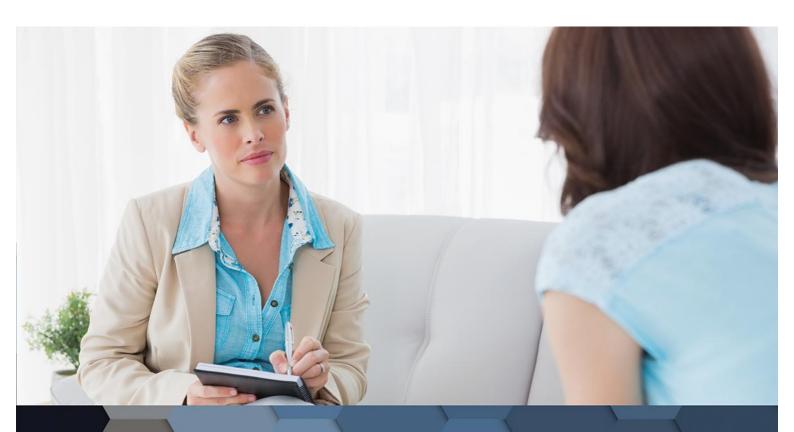


Alexandra Thanellou: Dr Thanellou holds an MA and a PhD in Experimental Psychology/Behaviour Neuroscience from the University of Vermont, USA. She has held a Post-doctoral research position at the Department of Systems Neuroscience at University Medical Center Hamburg-Eppendorf (UKE), Hamburg, Germany, and was a research assistant for the Psychology Department at the University of Vermont, where she also lectured in Biopsychology; Learning, Cognition & Behaviour; and the History of Psychology. Apart from teaching on the University of Greenwich BSc (hons) in Psychology programme at New York College, Alexandra is also a mental health counsellor at KETHEA (Diavasi), where she leads self-help groups for parents whose children are members of the therapeutic program. She has also held a post as assistant clinical psychologist at sinouri psychiatric clinic in Athens. Alexandra is currently undertaking further professional training as a Cognitive Behavioural Therapist.



Vasiliki Varela: Dr Varela earned her BSc (Hons) in Psychology at the University of East London, and went on to earn her MSc in Social Psychology at the London School of Economics (LSE). In 2007, she completed her Ph.D. at University College London's Institute of Cognitive Neuroscience, researching episodic memory retrieval in young eyewitnesses. She completed her post-doctoral training at Cambridge University (in Developmental Psychology) and is since working as a university lecturer on the subjects of Developmental, Cognitive, Forensic Psychology and Neuropsychology, as well as Research Methods and Statistics. She joined the NYC faculty in Fall 2015. Her research interests in psychology expand over cognitive neuroscience, decision-making, models, systems and pathologies of memory, attentional processes, language acquisition and disorders, applications of psychology in forensic settings and music perception.





The NYC Student Counseling Service supports the psychological and emotional well-being of NYC students by providing free counseling sessions and consultation - both of which adhere to strict standards of confidentiality.

Supportive Counseling is a valuable opportunity to talk with a mental health professional regarding a wide range of every day concerns or ongoing problems, such as: feelings of low self-esteem, anxiety, depression, academic concerns, substance use, issues with friends and family and other relationship and/or identity concerns.

Cognitive Behavioural Therapy sessions are also available upon request. The CBT approach is based on the concept that your thoughts, feelings, physical sensations and actions are interconnected - and that negative thoughts and feelings can trap you in a vicious cycle. CBT aims to help you crack this cycle by breaking down overwhelming problems into smaller parts and showing you how to change these negative patterns to improve the way you feel. CBT sessions are conducted with a trainee therapist on the University of Bolton MSc in CBT programme, during the second half of their psychotherapeutic training. Each trainee therapist is closely supervised by two of our Course Team members, all of whom are highly experienced Cognitive Behavioural Psychotherapists who adhere to strict standards of professional practice and confidentiality.

Individual sessions last 45 minutes and group sessions 60 minutes. All sessions are free (both Supportive Counseling and CBT sessions) and available by appointment for any student enrolled at NYC. Students may opt for individual sessions or group support sessions according to their needs and session availability.

Students requesting an appointment for the first time can phone and speak with the student counselor

(Tel.: 210 3225961) or send their request via email: counseling@nyc.gr

#### **Graduate Success Stories**

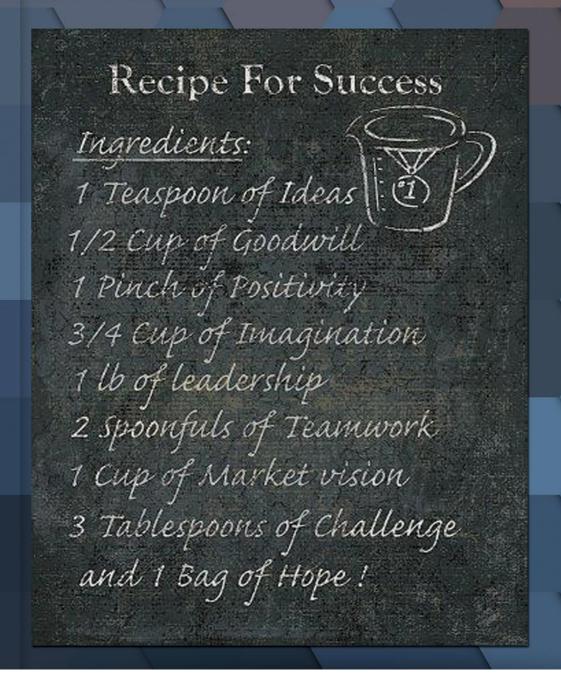
#### Eirini Zeri – Creative Play Therapist

#### Kallitechnoupoli, Centre for Children's Creativity

Eirini gained her undergraduate degree (concentration in psychology) from Empire State College and went on to work creatively using drama and theatrical techniques with children with special needs at the hospital 'Agia Sofia'. She continued her studies at the Hellenic Institute of Play Therapy and Dramatherapy in Athens. Today she works in private practice as a play therapist with children with low self-esteem, emotional difficulties, behavioural difficulties, autism and/or learning difficulties.

#### George Kalamitsis – President and Regional Board Member of the Hellenic Branch World Hepatitis Alliance

George graduated from the undergraduate degree programme (concentration in psychology) of Empire State College in 2011. He is President and board member of the Greek branch of the World Hepatitis Alliance, and also a member of the Scientific Board of the Non-Governmental organization «Νηφάλιοι, κίνηση πολιτών για τον αλκοολισμό και το περιβάλλον».





### **NEW YORK (OLLEGE**

#### **EUROPEAN & AMERICAN EDUCATION**

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#### www.nyc.gr



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The Future of Healthcare in Greece: A "lifeboat" to survive crisis 6th Annual conference | Tuesday 17th May 2016 at the Divani Caravel Hotel, Athens

Antonia Svensson Dianellou, PhD Head of Psychology Department, NYC

During the opening of the conference - with an audience of over 400 healthcare professionals, academics and students - a strong statement was made that "we must now focus on the most vulnerable in society", emphasizing the cost of the current crisis in Greece in terms of the psychosocial burden and the increasing challenge of meeting the healthcare needs of the population. The World Health Organisation and countless human rights organisations demand universal access to healthcare and a pledge was made to work towards fair and decent healthcare treatment for all in Greece, regardless of employment status.

One focus of the conference was the challenge posed by the refugee crisis. Philippe Leclerc, United Nations High Commissioner Representative in Greece, argued that the time has come for Greece to accept that some of the refugees will settle and to begin implementing longer-term integration measures such permanent housing and access to free language instruction. The experience of other European countries who have accepted large numbers of asylum seekers and economic migrants in the past highlights the importance of speedy access of refugees to healthcare and in particular psychological support, and inclusion of refugee children into the school system. Mr Leclerc pointed out that "those who have arrived here have resilience and will surely contribute positively to Greek society". Dr Hara Tziouvara, Pediatrician and Board Member of Médecins du Monde Greece, spoke of the permanent presence of the Greek branch of MDM on camps on the mainland and the islands most affected since October 2015, and via mobile polyclinics around the country, in order to respond to the healthcare needs of the refugees. MDM estimate that approximately 65% of the refugees arriving in Greece are young and healthy, but there are many victims of violence and trafficking and unaccompanied, vulnerable children who urgently need our assistance and protection.

John Ifantopoulos, Professor of Social Policy at the National and Kapodistrian University of Athens, presented research indicating that poverty and healthcare inequality reduces life expectancy. Striking data was presented from various suburbs of Athens indicating that people who live in poorer areas have poorer health: 40% of the study participants who lived in Aegalio reported having at least one serious health problem, compared to only 7% of Halandri residents. Overall, Prof. Ifantopoulos' study indicates that 20% of poor people have poor health compared to only 5% of rich people. Prof. Ifantopoulos also emphasized how volunteering can bring many positive rewards to individuals who have specialist healthcare skills to offer (e.g. nurses, doctors and psychologists) as well as promoting social cohesion. In addition to the focus on poverty, immigration and social exclusion in healthcare, other issues that were presented and debated throughout the day included:

- Demographic trends in recent years include a reduction in mortality from car accidents but an increase in mental health problems and suicide. Data indicates that unemployment is closely linked to poor mental health outcomes. An increase in medical errors was noted in research conducted by Dr Chartini Stavropoulou of City University London, which was interpreted in the light of staff shortages, fatigue and burnout
- the so called "Brian Drain" increased emigration of postgraduate degree holders to other EU countries and the United States
- the "rise of the patient" patient organizations are on the rise, meaning that patients are better informed and more aware of their healthcare consumer rights than in the past
- technological innovations such as mobile apps that allow remote monitoring of health symptoms, and Skype Consultations which are starting to be introduced in some healthcare trusts in the United Kingdom.
- Dr Valeri Paris, Senior Health Policy Analyst for the OECD argued that Greece needs to tackle "waste" in healthcare, particularly the huge overuse of antibiotics, Caesarian sections and CT scans. There is a clear need for greater monitoring and evaluation of the effectiveness of healthcare providers, and tackling corruption in the form of the damaging tradition of "fakelaki" (there is evidence that under-the-table payments to hospitals and doctors may actually have increased in recent years).
- A need for developing a long-term vision with integrated health and social care models In conclusion, this conference was a wonderful opportunity to hear about the latest trends and research in healthcare in Greece, and to take part in the shaping of future directions. More time could have been reserved for panel discussions and Q&A sessions with the most prestigious speakers, but this was made up for by lively debates between participants over the generous time allowed in the schedule for lunchtime and coffee breaks. All in all this was an excellent conference and I would thoroughly recommend anyone interested in healthcare policy, practice and research to take part in the next annual conference.





The NYC Psychology Department instructors and graduating University of Greenwich psychology students, celebrating after the final exams in May. There was plenty of beer, good food and good cheer! The students have been a joy to teach and we wish them well as they continue their individual journeys into their chosen profession.

