

How do we learn to be career development professionals

NICEC Network Meeting
Wed 18 March 2026, 2-4.30pm

Speakers: Gill Frigerio, Hannah Blake, Bob Gilworth, David Winter

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Welcome and Introduction

Gill Frigerio, NICEC Fellow

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This NICEC Network Meeting will explore some of the tensions and opportunities around initial and continuing training and development for the field including:



Pathways and qualification levels



How far training and roles can be seen as generic or context specific



Scope and limitations on careers roles



The relative emphasis on working with individuals and working with systems (with organisations, with policy, with other professionals)

The role of the career development professional



- See also:
- Occupational standards
- Career development professional apprenticeship standard
- Context specific, e.g. Graduate Futures Institute Professional Pathways
- Adjacent or overlapping: Coaching competence frameworks, Employability Practitioner Apprenticeship

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Additional factors



Professional issues: status, pay, attraction and retention



Funding for training



Financial pressures on providers



Development of online learning

Our programme today

