

## NICEC Conference 2024: Career and Sustainability Skills, wellbeing and the environment

Tuesday 2 & Wednesday 3 July 2024

### Programme

Version: 07 May 2024

### Quick overview

Day 1 – Focusing on the skills and wellbeing themes

- 09.00 – 09.30 **Registration**
- 09.30 – 10.45 **Opening Plenary - Introduction and context**
- 10.45 – 11.15 **Coffee**
- 11.15 - 12.30 **Workshops Session 1**
- 12.30 – 13.30 **Lunch**
- 13.30 – 14.15 **Plenary - Ensuring wellbeing in career**
- 14.30 – 15.45 **Workshops Session 2** (see separate document for details)
- 15.45 – 16.00 **Coffee**
- 16.00 – 17.00 **Plenary - Preparing for a sustainable career in disruptive times**
- 19.00 – 22:30 **Conference dinner** - includes Drinks Reception with contributing sponsorship from [Career Development Institute - CDI](#)

Day 2 – Focusing on the decent work and environmental themes

- 09.00 – 09.30 **Registration**
- 09.30 – 10.45 **Plenary - Can careers save the planet?**
- 10.45 – 11.15 **Coffee**
- 11.15 - 12.30 **Workshops Session 3** (see separate document for details)
- 12.30 – 13.30 **Lunch**
- 13.30 – 15.00 **World Café – Sustainable Careers: Navigating Wellbeing, Skills and Environment in Career Development**
- 15.00 – 16.00 **Closing Plenary - Embedding Sustainability into Career Development: A Framework for Hope and Action**
- 16.00 – 16.15 **Closing remarks**

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### Detailed programme

**\*Note on Plenaries:** after all plenaries there will be opportunities to ask the panel questions and to engage in discussion and debate.

### Day 1 – Focusing on the skills and wellbeing themes

09.00 – 09.30 **Registration**

09.30 – 10.45 **Opening Plenary - Introduction and context\***

- Chair: Dr Gill Frigerio
- **Workforce sustainability: recent policy developments and their implications for careers thinking**  
Professor Chris Warhurst (IER, Warwick)
- **Careers, skills, and sustainability in the West Midlands**  
Clare Boden-Hatton (Director for Employment, Skills, Health & Communities)

10.45 – 11.15 **Coffee**

11.15 - 12.30 **Workshops Session 1** (see separate document for details)

12.30 – 13.30 **Lunch**

13.30 – 14.15 **Plenary - Ensuring wellbeing in career\***

- Chair: Rosemary McLean, (Director, Career Innovation)
- Dr Cathy Brown, a careers practitioner who is engaged with wellness
- Deidre Bowen (Director of National Programmes at Mental Health UK/Rethink Mental Illness)
- Sally Wilson (Principal Research Fellow, Institute of Employment Studies)

This plenary session will address the interplay between career sustainability and individual wellbeing and explore role of career development work in response to this. The session aims to explore the relationship between individual wellbeing and careers, considering how fostering a sense of personal fulfilment can lead to positive outcomes. Can emphasising the link between wellbeing and career development, help us foster sustainable careers, create thriving organisations, and contribute to resilient communities.

14.30 – 15.45 **Workshops Session 2** (see separate document for details)

15.45 – 16.00 **Coffee**

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16.00 – 17.00 **Plenary - Preparing for a sustainable career in disruptive times\***

- Ans de Vos (Professor, Antwerp University)

Our current world is putting to the test the resilience of many workers when dealing with uncertainty and adjusting to changing ways of working, rapid digitization, combined with a pressure to perform and stay employable. In these uncertain times, it has become even more clear that careers cannot be seen as a linear sequence of predictable work experiences one has full control over, and that individuals cannot just rely on others to take care of their career security. At the same time, it provokes questions regarding the role of different stakeholders involved. What determines the sustainability of a career and how can sustainable careers be developed? How can a context be created in which all workers are motivated, capable and supported to take ownership over their career in order to preserve their employability, (mental) health and satisfaction over time? What's the role of employers, policy makers and labor market intermediaries? In this talk, I will elaborate on the practical relevance of research on sustainable careers for individuals, employers and policy makers and on what researchers can learn from practical interventions aimed to enhance sustainable careers.

19.00 – 22:30 **Conference dinner** - includes Drinks Reception with contributing sponsorship from [Career Development Institute - CDI](#)

## Day 2 – Focusing on the decent work and environmental themes

09.00 – 09.30 **Registration**

09.30 – 10.45 **Plenary - Can careers save the planet?\***

- Chair: Professor Tristram Hooley (University of Derby/Inland Norway University)
- Miriam Dimsits (VIA University, Denmark) – talking about the development of green guidance in Denmark
- David Blackmore (WWF-UK) – explaining why the WWF-UK have begun to engage with careers provision in schools.
- Natalie Ward-Smith (Bupa) – explaining how the organisation has mainstreamed thinking about the environment into the career development of their employees

This plenary session will address the role of careers and career guidance in addressing the climate crisis.

10.45 – 11.15 **Coffee**

11.15 - 12.30 **Workshops Session 3** (see separate document for details)

12.30 – 13.30 **Lunch**

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13.30 – 15.00

### **World Café – Sustainable Careers: Navigating Wellbeing, Skills and Environment in Career Development**

The World Café session aims to foster meaningful discussions around critical aspects of career development. Our focus will be on sustainability in terms of wellbeing, skills, and the environment within the context of Career Development. The purpose of the session is to facilitate collective involvement in co-creating a future vision for career development emerging from this conference.

Participants will engage in three 15-minute rounds of discussions, each centred around one of the following themes:

1. Career wellbeing and sustaining the self: Exploring our individual and collective role in wellbeing in career development, including through the lens of inclusion.
2. Skills, experiences and learning for sustainability: Discussing essential skills needed for successful career paths and how skills and decent work intersect.
3. Climate crisis implications for career development work: Considering how career development work is informed by and responds to the climate emergency.

At the end of the three discussion rounds, facilitators will capture key insights and recommendations from participants. Outputs will include:

- Scholarly Enquiry Recommendations: Identifying research gaps and areas for further exploration.
- Policy Advocacy Suggestions: Addressing employers and policymakers—what actions should they take to support career development?
- Practice Insights: Practical takeaways for career practitioners.
- Stakeholders: how do we engage individually and collectively with educational institutions, employers, and communities?

Join us for an engaging and collaborative World Café experience!

15.00 – 16.00

### **Closing Plenary - Embedding Sustainability into Career Development: A Framework for Hope and Action\***

- Candy Ho (Chancellor's Research Chair and Faculty, Kwantlen Polytechnic University)

This closing plenary explores the pivotal role of career development practitioners in advancing sustainability and facilitating transformative career guidance. Drawing from the principles of the UN's 2030 Agenda for Sustainable Development, the session underscores the importance of integrating sustainability into career interventions to foster social justice, personal fulfillment, and community service. Attendees will gain insights into innovative practices that help individuals uncover their strengths, align their career aspirations with their values, and contribute meaningfully to a sustainable future. The session highlights the use of reflection and purposeful interventions in career education, offering practical tools to help clients navigate the complexities of their career journeys with hope and a sense of purpose. This plenary calls for career development scholars and practitioners to expand their impact by embedding sustainability into their practice, ultimately preparing clients to thrive in a rapidly evolving, interconnected world.

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16.00 – 16.15

**Closing remarks**