

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

Tuesday 2 & Wednesday 3 July 2024

Speaker Biographies

Programme Overview

Click speaker name to go straight to details

Note for online participants – sessions also available online are highlighted in yellow below.

Online

Day 1 – Focusing on the skills and wellbeing themes

Opening Plenary - Introduction and context

Chair:	Gill Frigerio		p	10
Speakers:	Chris Warhurst	Workforce sustainability: recent policy developments and their implications for careers thinking	p	3
	Clare Boden Hatton	Careers, skills, and sustainability in the West Midlands	p	4

Workshop Session 1 (11.15 - 12.30)

Option 1: Self-Compassion: A Career Management Superskill	Ciara Bomford	p	11
	Glynis Roberts	p	18
Option 2: Evolving career development practice to remain a sustainable profession	Siobhan Neary	p	17
Option 3: Career well-being and sustaining the self	Kate Mansfield	p	15
Option 4			
Option 4a: Improving students' engagement in co-curricular employability workshops: Student voice at NTU	Phuong Nguyen	p	18
Option 4b: Making work decent and sustainable – social justice and inclusivity - Career Pathways with an EDI Focus	Jacy Stewart	p	20
Option 5: Empowering Sustainable Careers: Navigating the Future through Skills, Experience and Continuous Learning - A UK Perspective	Juliette Albone	p	11

Plenary - Addressing burnout to build sustainable careers and prosperity for all

Chair:	Rosemary McLean, C Psych		p	10
Speakers:	Dr Cathy Brown		p	5
	Deidre Bowen		p	6
	Dr Sally Wilson		p	5

Day 1 Workshop Session 2 (14.30 - 15.45)

Option 1: Fulfilling work over longer careers – discover the latest insights from psychology	Laura Walker	p	22
Option 2			
Option 2a: MEEG – Model of Enabling Employment Guidance: a capability informed approach to supporting people experiencing unemployment to access decent and sustainable work and careers.	Dr Nuala Whelan	p	22

Day 1 Workshop Session 2 (14.30 – 15.45) continued

Option 2b: Green guidance and vulnerable groups - between opportunity and luxury: overcoming attitudinal barriers	Eva Kavková	p 14
	Tomáš Šprlák	p 19
Option 3		
Option 3a: Could <i>care-full</i> guidance lead to greener careers and greener outcomes?	Vicky Metcalf	p 16
Option 3b: Rethinking career and career guidance in the context of migrant women's solidarity network	Dr Sanna Toiviainen	p 21
Option 4: Embedding the concept of Decent Work in career development learning	Dr Fiona Christie	p 12
	Dr Eileen Cunningham	p 13
Option 5: Black Students in White Universities	Dr Anne Chant, PhD	p 12

Plenary - Preparing for a sustainable career in disruptive times

Chair:	Rosemary McLean	p 10
Speakers:	Prof Ans de Vos	p 7

Day 2 – Focusing on the decent work and environmental themes

Plenary - Can careers save the planet?

Chair:	Tristram Hooley	p 10
Speakers:	Miriam Dimsits	p 8
	David Blackmore	p 8
	Natalie Ward-Smith	p 9

Workshop Session 3 (11.15 – 12.30)

Option 1: Career Guidance for Energy Transition from International and Regional Perspective	Peter Stewart	p 21
	Anna-Lena Müller	p 17
	Rudolf Schröder	p 19
Option 2: How green is your practice?	Korin Grant	p 14
Option 3		
Option 3a: Critical Perspectives on the Platformisation of Career	Tom Staunton	p 20
Option 3b: Towards a universal model for embedding employability in curriculum	Martin Edmondson	p 13
Option 4: Perspectives on Careers Education	Nicki Moore	p 16
	Dr Shane McLoughlin	p 15
Option 5: Introduction to the framework for environmentally sustainable career guidance	Miriam Dimsits	p 8

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

Led by:	Emily Róisín Reid	p 23
---------	-------------------	------

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

Chair:	Tristram Hooley	p 10
Speaker:	Dr Candy Ho	p 9

Plenary Speakers

Tue 02 Jul 9.30am – Opening plenary

Workforce sustainability: recent policy developments and their implications for careers thinking/

Chris Warhurst



Chris Warhurst is Professor and Director of the Institute for Employment Research at the University of Warwick in the UK. He is an Associate Research Fellow of SKOPE at the University of Oxford, a Fellow of the Royal Society and, until recently, a Trustee and Board Member of the Tavistock Institute in London.

Chris has 20 years' experience of running centres/institutes with IER and, previously, as Founding Director of the Scottish Centre for Employment Research at the University of Strathclyde in Glasgow. He was Chair of the Management Committee of Human Relations and was co-editor of *Work, Employment and Society*. He is the UK lead of a pan-European EU-funded research project examining the future of work and welfare in the digital age (BEYOND 4.0).

Solo and with colleagues, Chris has published 50+ scientific journal articles, 60+ book chapters, 17 books, 50+ reports for government, charities and other bodies, and 40 non-academic articles. According to Google Scholar, he has over 8000 citations. He has also secured 70+ research grants and awards from research councils, government and third-stream funders.

Chris is/has been an expert advisor to the UK, Scottish and Australian Governments as well as to Eurofound, the OECD, Oxfam Scotland and the Scottish Living Wage campaign. He initiated the policy turn to job quality in Scotland in the 2000s and his influence formally recognised by a Scottish Parliament Inquiry into Work, Wages and Wellbeing. Over 2017-18, he was also a member of the Carnegie Trust/RSA Short Life Expert Group on Job Quality, constituted to respond to the UK Government's Taylor Review recommendations on job quality. He has long-established, internationally-recognised expertise in job quality and skills.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Plenary Speakers

Tue 02 Jul 9.30am – Opening plenary

Careers, skills, and sustainability in the West Midlands

Clare Boden Hatton



Clare Boden-Hatton has over 20 years' experience leading change in employment and skills delivery. She is joining mh&a as a Managing Consultant in May 2024, after spending the last six years leading the employment and skills portfolio at West Midlands Combined Authority (WMCA).

At WMCA, Clare was responsible for the development and implementation of policy and strategy across employment, skills and communities, which includes successfully delivering £170m pa of employment and skills training across the region. Most recently this has included being part of the team that secured the trailblazer deeper devolution deal for the region, an important milestone in English devolution. Clare managed key stakeholder relationships with local partners and government departments, working collaboratively to shape and develop support for residents, businesses and communities to address inequality, drive up skill levels and support inclusive growth in the West Midlands. Mission driven, Clare has been influential in the refocussing of the adult skills offer in the West Midlands to improve resident outcomes.

Prior to joining WMCA in 2018, Clare has worked for the Learning and Skills Council in senior policy roles and for PWC in their public sector practice supporting a range of national and government clients. Clare also spent four years working as a Senior Leader in Further Education.

Tue 02 Jul 1.30pm - Ensuring wellbeing in career

Cathy Brown



Cathy is a Chartered Occupational Psychologist, career practitioner and writer. Over the last 20 years, she has run her own consultancy business, Evolve, where she has supported individuals, teams and organisations through transitions and change.

Cathy completed her MSc Occupational Psychology at Birkbeck College, University of London, and her MBA from European School of Management in Paris. More recently, she completed her PhD explore organisational mobility at University of Derby. She is a guest lecturer on Masters programmes at several UK universities. She speaks at seminars, and has been featured in the media for her work including Radio 4, Leadership Today, Career Matters, People Management and Career Development International.

She writes and publishes practical guides to support individuals through life transitions, under the brand: Testing the Water®. These are available on www.amazon.co.uk, Waterstones and other leading book sellers. Cathy's client list includes, amongst many others: Akzo-Nobel, Avis, BBC, Boots, Career Development Institute, Co-operative Bank, Co-operative Food, Costain, John Lewis, Lincolnshire County Council, Loughborough University, NHS, PepsiCo, Saint-Gobain, Shell, Travelodge, United Nations High Commission for Refugees, University of Nottingham. Cathy is a NICEC Fellow.

Sally Wilson



Sally is Head of Workplace Health and Wellbeing Research at the Institute for Employment Studies (IES) and has more than 20 years' experience of conducting applied research in workplace health and wellbeing.

Sally's work contributes to IES's charitable mission which is to bring about sustainable improvements in employment policy and HR management. Much of her work has focussed on establishing good practice in the management of workplace health and work-life balance, working with stakeholders in sectors such as transport, construction, health and education.

She has led on research for numerous government departments, local government organisations, and employer bodies. Her PhD is in psychology and she retains core interests in mental health and health behaviours.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Plenary Speakers

Tue 02 Jul 1.30pm - Ensuring wellbeing in career

Deidre Bowen



Deidre Bowen, Director of National Programmes at Mental Health UK, brings over 15 years of extensive experience in the non for profit sector, following a former career in Law. At Mental Health UK, she leads groundbreaking initiatives like the Workplace Mental Health services, which help organisations cultivate supportive and proactive mental health cultures.

Before shifting her focus to mental health, Deidre held pivotal leadership roles in various organisations. Notably, she served as the Chief Executive Officer of a grassroots charity dedicated to supporting vulnerable adults.

Deidre's commitment to mental health is reflected in her relentless pursuit of new and effective ways to address mental health issues within communities and workplaces. Her work is characterised by a deep understanding of the systemic issues surrounding mental health and a passion for creating sustainable, long-term solutions.

Tue 02 Jul 4.00pm - Preparing for Suitable Careers

Ans de Vos



Ans De Vos holds a Master's degree in Psychology (KULeuven) and an additional degree in Human Resource Management (University of Antwerp, now Antwerp Management School). She started her career at Vlerick Business School in 1996 and received her PhD in 2002 from the Faculty of Economics and Business Administration at the University of Ghent. Her doctoral research focused on the psychological contract among new employees, i.e. the expectations newcomers have about the terms of their employment relationship and how these evolve during the socialization period.

From the start of her academic career, Ans De Vos has been fascinated by careers. More specifically, her mission is to make people more competent in directing their own careers so they can take responsibility for their professional lives. She researches how a win-win can be created between organisations and their employees and this within the broader societal issues surrounding careers and work in general, in order to achieve sustainable career policies.

She particularly studies evolutions such as digitalization and flexible work and their impact on careers, both from an individual and organizational perspective. She advises organizations on career management challenges and is a well-known speaker on this topic.

Ans is currently a professor at Antwerp Management School, where she holds the SD Worx Chair 'Next generation work: Creating Sustainable Careers'. She also coordinates the expertise centre Next Generation Work and is associate dean Education at AMS.

Ans teaches in full-time master programs (including Master in Strategic HRM and Master in Management), various executive masters and 'company-specific' programs. She is also academically responsible for Global Leadership Skills, the personal development track in the full-time master's programs in which students are guided in developing self-knowledge, personal growth and self-leadership with a view to their future careers.

Wed 03 Jul 9:30pm - Can careers save the planet?

Miriam Dimsits



Miriam Dimsits is an associate professor at VIA University College in Aarhus, Denmark, where she teaches and trains adult students in professional career guidance at the School of Continuing Education, VIA UC. She took a master's degree in religion, culture, and aesthetics (Aarhus University), at the time thought of as a step towards becoming a journalist writing about cultural phenomena. Planned happenstance, however, led her to a career working with different guidance practices, from young people with different social problems, struggling for survival, meaning and coherence, to young adults pursuing, doubting, choosing (and dropping out of) higher education. This led her to take a master's degree in professional career guidance (Aarhus University), which became a steppingstone to an academic career with teaching, research, and development in the field of career guidance.

Miriam has focussed on career guidance and its potential to change both people and societies. In addition, she is interested in the negative impacts of how societies are displacing nature, exceeding planetary boundaries and thereby threatening our own living conditions, through the way we produce, eat, consume and work. This has led her to pick up on associate Professor Peter Plant's work on green guidance and develop his ideas further into theory and practice for environmentally sustainable career guidance.

David Blackmore



David is Head of Sustainable Careers at WWF-UK. His work focuses on equipping young people with the skills and values to enter into sustainable careers.

David has worked in formal and informal education for over 15 years, including as a teacher at a sixth form college and, more recently, as a member of senior leadership teams at a national youth social action charity and a careers education and social mobility charity. He is particularly passionate about increasing the diversity of the environmental sector, engaging young people that may not have necessarily considered a career in the sector, especially those from underrepresented groups.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Plenary Speakers

Wed 03 Jul 9:30pm - Can careers save the planet?

Natalie Ward-Smith



Natalie is the Global Careers Lead at Bupa. Her focus is on careers, talent and the job architecture, and in a highly regulated, diverse global business it can certainly be fun! She brings over 20 years of experience of working in the People world driving capability, performance, talent and development programmes.

In recent years, Natalie has helped shaped the eco-Disruptive talent programme at Bupa, which embraces Bupa's sustainability strategy. She loved it so much she became a participant in 2022 to experience the end-to-end journey. And, although her start-up didn't win the global programme, the start-up (SageTech Medical) have implemented their cutting-edge technology in Bupa's Cromwell hospital supporting Bupa's sustainability targets, giving clinicians and patients a greener choice, and making a better world!

Before moving into the People world Natalie ran large scale operational businesses in corporate and public sector organisation's so the customer and colleague experiences are always at the heart of everything she does.

Wed 03 Jul 4.00pm - Embedding Sustainability into Career Development: A Framework for Hope and Action

Candy Ho



Dr Candy Ho is an international award-winning career development educator and scholar whose expertise is recognized globally through keynotes, consulting, and other engagements. Her insights have been featured in prestigious media outlets including BNN Bloomberg, The Globe and Mail, Financial Post, Canadian Business, National Post, and CTV News.

Originally from Hong Kong, Candy currently serves as Chancellor's Research Chair at Kwantlen Polytechnic University (KPU), while also teaching in KPU's Educational Studies department and in Douglas College's Career Development Practitioner Program. She is also serving as Past Chair of CERIC, a Canadian charitable organization that advances education and research in career counselling and career development, in order to increase the economic and social well-being of Canadians.

Plenary Chairs

Gill Frigerio

(Tue 02 Jul 9.30am and Wed 03 Jul 3.00pm)



Dr Gill Frigerio is an Associate Professor in the Centre for Lifelong Learning at the University of Warwick and Chair of NICEC. Gill's teaching and research interests cover theory and practice in career coaching; working with vocation and calling; women's career development and researching career development practice.

Rosemary McLean

(Tue 02 Jul 1.30pm)



Rosemary is a registered Career Practitioner and Chartered Occupational Psychologist with many years' experience in the careers field. She now enables organisations to develop and shape career development strategy to support business goals and align individual aspirations and passions with internal opportunities. Her consultancy work with the Career Innovation Company is evidence based applying systemic approaches to career development in organisations including the development of career frameworks. She also designs and delivers career development workshops and has developed a next generation on-line career development course 'Be Bold in your Career' to scale up meaningful careers support to people in the workplace. Rosemary has worked as a careers coach in both the career transition and careers guidance fields and is a CDI Fellow and mentor as well as a NICEC Fellow.

Tristram Hooley

(Tue 02 Jul 4.00pm and Wed 03 Jul 9.30am)



Tristram Hooley is Professor of Career Education at the University of Derby and Visiting Professor at the Inland Norway University and Canterbury Christchurch University. He is the author of 12 books and numerous article and reports. His research focused on the intersection between career, career guidance, technology and politics. He also writes the Adventures in Career Development blog at <https://adventuresincareerdevelopment.wordpress.com/>

Workshop Contributors

Juliette Albone

(Tue 02 Jul Workshop Session 1 Option 5, 11.15am)



Juliette is an Associate Director at Ipsos leading research teams in Employment, Welfare and Skills. She has twenty years' experience in managing client-facing relationships for both public and private organisations.

Juliette specialises in quantitative studies and has extensive experience of designing and managing large scale studies to deliver rigorous, ethical, policy-relevant studies in the areas including careers, skills, welfare and customer experience. This has included many high-profile consumer and business studies, and she is currently leading both the National Careers Service Quality Assurance and Continuous improvement programme and the DWP Customer Experience survey.

Ciara Bomford

(Tue 02 Jul Workshop Session 1 Option 1, 11.15am)



Ciara Bomford is the People Development Manager at Careers Wales, leading on learning and development, performance and wellbeing. She also co-authored with Liane Hambly the popular book "Creative Career Coaching: Theory Into Practice". She has worked in the career development field for nearly 30 years as a practitioner, trainer and manager and is very aware of the issues of burnout that can affect the profession. She came to the practice of mindful self-compassion through her daily practice of mindfulness, which she shares through the Careers Wales network of wellbeing champions, and also through teaching yoga, a privilege she has enjoyed for the last six years.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Anne Chant

(Tue 02 Jul Workshop Session 2 Option 5 2.30pm)



Anne is the Section Lead for Educational Studies in the Faculty of Arts, Humanities and Education and Director of the Centre for Career and Personal Development at Canterbury Christ Church University.

A Senior Fellow of the Higher Education Academy, Anne is an experienced Career Guidance practitioner, teacher, researcher and writer and is currently engaged in research into inclusion in Higher Education as well as in gender stereotypes in Early Years settings. She is Chair of the Network for Innovation in Career Counselling in Europe (NICE) and has been the UK lead for two Erasmus + projects aimed at supporting Refugees and their integration into the labour markets of their host countries.

Fiona Christie

(Tue 02 Jul Workshop Session 2 Option 4 2.30pm)



Fiona Christie is a careers professional who has moved into an academic career combining research and lecturing. At Manchester Metropolitan University, she is the Employability lead for HRM and Business Psychology programmes and a member of the Research Centre for Decent Work and Productivity.

Fiona's professional life has included extensive advice and guidance, teaching and management in higher education (Universities of Manchester and Salford), having originally qualified and practised in the secondary/further education sector. She was also the director of Research and Knowledge for the Association of Graduate Careers advisory Services (AGCAS) between 2018 and 2021.

In her research life, Fiona completed a part-time PhD in Educational Research (Higher Education) with Lancaster University in 2018. Her research interests are in careers, career guidance, decent work, young people and higher education. She is a NICEC fellow and editor of the NICEC journal and a co-convenor for the Employability, Enterprise and Work-based learning network for the Society for Research in Higher Education (SRHE). More information can be found at <https://www.mmu.ac.uk/staff/profile/dr-fiona-christie#2>

NICEC Conference 2024: Career and Sustainability Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024) Workshop Contributors

Eileen Cunningham

(Tue 02 Jul Workshop Session 2 Option 4 2.30pm)



Eileen Cunningham is a Senior Lecturer in Business Psychology and Chartered Occupational Psychologist specialising in professional and career development at Manchester Metropolitan University, a Teaching Fellow at Lancaster University, currently working with NHS Graduate Managers.

Eileen has previously written for and co-edited the NICEC journal. Prior to that, and alongside academia, she has worked as a Careers Adviser in schools, colleges, the community and businesses.

Eileen's PhD explored the experiences of students' unpaid work and mobilities through an interdisciplinary lens and she is currently undertaking a project considering how best to support working students. She is currently working with GMCA to understand how the good employment charter can support equality and diversity in the Greater Manchester region. For further information and contact details see: <https://www.mmu.ac.uk/staff/profile/dr-eileen-cunningham>

Miriam Dimsits

(Wed 03 Jul Workshop Session 3 Option 5 11:15)

See Plenary Speakers above (click: Miriam Dimsits)

Martin Edmondson

(Tue 02 Jul Workshop Session 1 Option 4b, 11.15am)



Martin is the Managing Director and founder of Gradcore, a social enterprise focused on transforming graduate recruitment and employability. Martin has 20+ years' experience working across graduate recruitment and Higher Education, His work includes leading global graduate schemes for employers, delivering employability performance improvement in universities, and working with local and national governments on graduate employment initiatives.

Martin was also a Director of the Institute for Student Employers from 2018-22. He has advised the UK government and the EU on graduate policy, written for a wide range of newspapers, journals and websites, and has spoken at conferences around the world on graduate recruitment and employability.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Korin Grant

(Wed 03 Jul Workshop Session 3 Option 2 11.15am)



Korin is an Assistant Professor in Careers Studies at the University of Warwick. She has over 20 years' experience as a careers professional in higher education, work related learning and employability skill development.

Korin has enjoyed working in a variety of HE and school settings including managing placements, designing and delivering work related learning programmes, volunteering as a school governor and providing career information advice and guidance. Korin has led teaching on MBA executive education programmes and overseen level 7 apprenticeship programmes. Korin has a Master's in Career Education, Information and Guidance and is a Fellow of the HEA.

Eva Kavková

(Tue 02 Jul Workshop Session 2 Option 2b, 2.30pm)



Eva Kavková is founder and director of the EKS, an NGO based in Prague, Czech Republic, that provides career education and guidance. Eva works as a career coach and lecturer and focuses on work with disadvantaged and vulnerable groups (migrants, long-term unemployed, women on parental leave).

She has been heavily involved in networking, international cooperation and advocacy work. For two terms she served as a Vice-Chair of the Czech Women's Lobby. She has also been the NGO delegation leader who submitted the shadow report on the Czech government's (lack of) progress in elimination of discrimination against women (CEDAW convention) in front of the UN CEDAW Committee in Geneva. Last, but not least, she was instrumental in establishing the Expert Chamber of Career Counselling in the Czech Republic (<https://komorakp.cz>).

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Kate Mansfield

(Tue 02 Jul Workshop Session 1 Option 3, 11.15am)



Kate Mansfield, Director and Career Coach at CCS, is responsible for designing and delivering career development programmes for CCS clients across both private and public sector organisations in the UK and internationally. Kate is a Lead Tutor on the CCS Accredited Career Coach Training course and continues to coach clients individually on a wide variety of career related issues.

Kate is particularly passionate about enabling individuals to develop the skills in order to manage their careers in a more successful, fulfilling and sustainable way.

Kate is a qualified Career Coach and registered Career Development professional, with an MSc in Organisational Behaviour & Postgraduate Certificate in Career & Talent Management from Kingston University. Kate supervises Career Coaches on both an individual and group basis, and completed her Coach Supervision training with Oxford Brookes. She became a Fellow of NICEC in 2024.

Shane McLoughlin

(Wed 03 Jul Workshop Session 3 Option 4, 11.15am)



Dr. Shane McLoughlin is a Chartered Psychologist at the Jubilee Centre for Character and Virtues, University of Birmingham.

Shane has taught in higher education since 2015 and is recognized as a Senior Fellow of Advance HE. His current teaching at the University of Birmingham involves supervising PhD students, leading modules on the MA in Character Education, and he is co-creator of the Practical Wisdom in Professional Practice CPD course. Shane's published research spans philosophy, psychology, education, and criminology, with primary interests in meaning-focused psychotherapies, careers education, and character education. At the Jubilee Centre, he is known for his expertise in quantitative research methods, statistics, and psychometrics.

Shane was a recipient of the Association for Contextual Behavioural Science Early Career Mentorship Award in 2021 and is an Editorial Board member at The Psychological Record.

NICEC Conference 2024: Career and Sustainability Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024) Workshop Contributors

Vicky Metcalf

(Tue 02 Jul Workshop Session 2 Option 3a, 2.30pm)



After ten years as a Careers Coach at Lancaster University Management School, working with both under- and post-graduate students delivering careers education, employer engagement and 1-1 advice and guidance, Vicky is now in her first year of a PhD at University of Huddersfield.

Vicky's research is focused on exploring the relationship between environmental sustainability issues and the role that the careers guidance profession, specifically with higher education, might play in the fight to reverse the damage to our planet. This is her first academic conference presentation!

Nicki Moore

(Tue 02 Jul Workshop Session 3 Option 4, 11.15am)



Nicki Moore is the Senior Lecturer in Career Development at the International Centre for Guidance Studies at the University of Derby. She has responsibility for the Centre's programme of continuing professional development.

Nicki is a researcher and writer, and regularly contributes to industry sector publications. She has worked on a variety of projects including being the lead evaluator for the Gatsby Benchmark pilot in the Northeast of England and project managing several transnational EU projects.

Nicki is particularly interested in the career development and transitions of young people. She is a Senior Fellow of the Higher Education Academy, a NICEC Fellow and a Fellow of the CDI. She is the Honorary Secretary and member of the Career Development Institute Board where she is currently investigating the potential for career development to become a UK chartered profession.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Anna-Lena Müller

(Wed 03 Jul Workshop Session 3 Option 1, 11.15am)



Anna-Lena Müller, MA MEd, studied to become a grammar school teacher for the subjects of politics/economics, English and German as well as specialising in German as a foreign language at the University of Oldenburg.

Anna-Lena has been a research assistant and doctoral student at the Institute for Economic Education at the University of Oldenburg and the affiliated Institute for Economic Education since 2022. Her research and teaching focuses on the areas of Career Guidance, Career Guidance and sustainability and language-sensitive learning in economics lessons.

Siobhan Neary

(Tue 02 Jul Workshop Session 1 Option 2 11.15am)



Siobhan Neary is Professor of Career Development Practice and Head of the International Centre for Guidance Studies (iCeGS), University of Derby, UK. Siobhan is a qualified careers adviser and started her career in the West Midlands working with young people and adults. She has worked in the careers sector for over 35 years.

She now leads a centre researching social justice with a specific emphasis on careers guidance, development, and transitions throughout the life course. Her research portfolio includes work on quality, career management, continuing professional development (CPD), professional identity, strategic workforce, and service developments with a range of organisations at regional, national, and international levels. She has worked on projects to support career development in Sri Lanka, Mauritius, the UAE, China, Malaysia and most recently in Egypt.

She is a Fellow and Vice-Chair of the National Institute for Careers Education and Counselling (NICEC) which is an international learned society representing thought leadership within careers related research. She is also a Fellow of the Career Development Institute and an editor for the British Journal of Guidance and Counselling.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Phuong Nguyen

(Wed 03 Jul Workshop Session 3 Option 3b, 11.15am)



Phuong Nguyen is a dedicated Employability Advisor at Nottingham Trent University, where she supports science students in securing placements. She is also pursuing a Master's degree in Career Development at the same institution. Phuong excels in providing career guidance, designing and delivering workshops, placement briefings, and one-on-one advisory sessions for both undergraduate and postgraduate students.

In addition to her current role, Phuong holds an MA in TESOL from the University of Huddersfield. Her academic journey is marked by a strong focus on enhancing student engagement and employability, exemplified by her project on improving student participation in co-curricular employability workshops. With a solid foundation in teaching and career guidance, Phuong brings a wealth of experience and a passion for helping students achieve their career goals.

Glynis Roberts

(Tue 02 Jul Workshop Session 1 Option 1, 11.15am)



Glynis Roberts is a Learning and Development Coordinator at Careers Wales.

She has over 20 years' experience in the CIAG field both as a practitioner and in supporting employees to develop personally and professionally through providing training, one-to-one coaching, mentoring and assessment support.

Glynis has been practicing mindful self-compassion for the past three years and understands deeply the transformational power of self-compassion, she trained with the Centre for Mindful Self-Compassion and regularly delivers self-compassion workshops to many different audiences.

NICEC Conference 2024: Career and Sustainability Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024) Workshop Contributors

Rudolf Schröder

(Wed 03 Jul Workshop Session 3 Option 1, 11.15am)



Rudolf Schröder is a Professor with a focus on career guidance at Carl von Ossietzky University Oldenburg, Department of Economics and Law (Economic Education) since July 2008, and he is one of two Heads of the Department for Career Learning and Education at the affiliated Institute for Economic Education. He is also spokesperson and coordinator of the scientific network Career Lead (Erasmus+).

Rudolf originally trained as a farmer, before studying business education at the University of Paderborn where he gained his doctorate in 1998. He achieved his habilitation in 2006 at the Carl von Ossietzky University Oldenburg. He taught economics and business informatics at the vocational school in Ennepetal from 2005 to 2008. His research has focussed on: Career Guidance in economics subjects, self-employment, sustainability and inclusion.

Two of Rudolf's recent publications in Germany are (titles in translation): 'Framework Concepts for Career Guidance in Germany, Austria and Switzerland' (2020), 'Ubiquitous and yet Underrepresented? Self-responsible Gainful Employment: Professional and Entrepreneurial Self-Employment as a Subject Area of Economic Education and Career Guidance' (2019).

Tomáš Šprlák

(Tue 02 Jul Workshop Session 2 Option 2b, (Tue 02 Jul 2.30pm)



Tomas Šprlák is a career counsellor with extensive experience in developing career guidance programs for diverse target groups, as well as in quality assurance and impact evaluation of these programs.

Tomas previously managed guidance and counselling services for the Slovak public employment services, where he played a role in creating guidance programs tailored to vulnerable groups, including those who are low-skilled, long-term unemployed, NEETs (Not in Education, Employment, or Training), and Roma people. In recent years, he has been responsible for the continuous professional development and quality assurance of regional public guidance services for working adults in France.

Currently, Tomas works as a freelance career counsellor and project manager for the "Exploring Green Guidance" project (www.green-guidance.eu) under the Slovak Association for Career Guidance and Career Development.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Tom Staunton

(Wed 03 Jul Workshop Session 3 Option 3a, 11.15am)



Tom is the programme leader for the MA Career Guidance and Development at the University of Derby.

Tom's research interests focus on the way that digital technology and especially social media is changing the field of career development. He is concerned with how people undertaking career development activities and practitioners providing career guidance services are affected by these developments and could respond to them.

Jacy Stewart

Social Economy Consultant - For Business Sake

(Tue 02 Jul Workshop Session 1 Option 4b, 11.15am)



Jacy is a Social Impact and Investment Consultant and Investor passionate about creating a more inclusive and diverse social impact and investment sector for Black and Racialised communities in the third sector. For over 25 years, she has been committed to supporting and connecting overlooked, excluded, and underrepresented communities in social impact and investment within the third sector.

Jacy has delivered various enterprise and entrepreneurship social investment programmes, locally, regionally and internationally, that aim to create jobs and better opportunities for oppressed communities. With a Master's in Enterprise and Entrepreneurship in Education, she will soon graduate with a Professional Doctorate (PhD) in Education (Equalities). Jacy's partnership/relationship development and management with social impact investors, UK local authorities, and enterprise support intermediaries has allowed her to manage enterprise development programmes, making Jacy skilled in developing social echo entrepreneurial systems to ensure financial resilience, sustainability and socioeconomic impact solutions to support third-sector organisations.

Currently, Jacy is the founder and CEO of For Business Sake, a social economy consultancy and think tank that bridges social impact investors and infrastructure organisations to build and strengthen stronger social purpose ecosystems. In addition, Jacy serves on several boards, advisory committees, grant panels and investment committees and is associated with several ED&I groups/forums that seek to address the racial injustices within the Social Impact and Investment sector.

NICEC Conference 2024: Career and Sustainability Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024) Workshop Contributors

Peter Stewart

(Wed 03 Jul Workshop Session 3 Option 1, 11.15am)



Peter worked for more than 30 years as an energy journalist, analyst and consultant before becoming a careers advisor and coach. He still regularly provides training courses on the Energy Transition through his company Resource Economist Ltd, mainly in the Middle East and Africa.

Peter qualified as a leadership coach in 2016 and was accredited by the European Mentoring and Coaching Council in 2021. He is on the steering committee of the AAP, which supports the use of psychosynthesis in coaching and education. He completed the Level 6 Diploma in Careers Guidance and Development with the Careers Development Institute in 2023, and this year helped to set up a careers mentoring program for young professionals with the British Institute of Energy Economics.

Peter graduated in 1982 with a BA in English Literature and Arabic from Emmanuel College, Cambridge and has authored several business and travel books, as well as writing more recently about green careers for magazines including Career Matters.

Sanna Toiviainen

(Tue 02 Jul Workshop Session 2 Option 3b, 2.30pm)



Sanna Toiviainen is a postdoctoral research fellow at the Department of Culture, Religion and Social Studies, University of South-Eastern Norway. She also teaches at the Master program for Career Guidance.

Sanna's current research project (2021-2024) focuses on first generation migrant women's integration and career experiences and how grassroots migrant organisations contribute to integration and career processes of migrants. She has also published research on support and guidance for NEET young people and career guidance and youth policies in Nordic /Finnish context.

Sanna has also several years of experience in career counselling in upper general education.

NICEC Conference 2024: Career and Sustainability
Skills, wellbeing and the environment (Tuesday 2 & Wednesday 3 July 2024)
Workshop Contributors

Laura Walker

(Tue 02 Jul Workshop Session 2 Option 1, 14.30am)



Laura Walker is an award-winning research-practitioner specialising in midlife psychology. She has a wealth of business experience, having held director-level positions across six different sectors including retail (John Lewis Partnership), pharmaceuticals (GSK), insurance (Aviva), oil and gas (Centrica), defence (BAE Systems) and luxury goods (Burberry).

Laura's work is a blend of consulting, PhD researching, and writing. She blogs regularly and her book 'Dancing with fear and confidence: How to liberate yourself and your career in midlife' is available in paperback and on Kindle.

Nuala Whelan

(Tue 02 Jul Workshop Session 2 Option 2a, 2.30pm)



Dr Nuala Whelan is a Lecturer in Adult Guidance Counselling and Reflective Practice in the Department of Adult and Community Education, Maynooth University. She lectures in Career Development Theory and Behaviour, Careers and Well-being, the Psychology of Unemployment and Re-employment, and Psychometrics, and provides employment and career related inputs on selected modules.

Nuala is a Chartered Work and Organisational Psychologist who has worked for 20+ years as a practitioner in community based employment services with clients experiencing disadvantage in the labour market. Her main research interests centre on employability and well-being, service effectiveness, career guidance models and practice, capability informed practice, collaborative working, policy implementation, and the potential value of enhancing human capacity for personal, organisational and societal impact. Her current research involves further development of the MEEG (Model of Enabling Employment Guidance) employment guidance toolkit and metric for practitioners working with those most distant from the labour market.

World Café: Sustainability Wed 03 Jul 1.30pm

Emily Róisín Reid



Emily Róisín Reid is Associate Professor and Director of Student Experience, Employability and Progression for Warwick Medical School. Emily provides strategic leadership across the school for the enhancement of the student experience, inclusive education and employability.

By background, Emily is careers practitioner-researcher, and passionate about the impact of career guidance and the role career guidance plays in social justice. Over almost two decades, she has worked in a variety of roles as a qualified career guidance practitioner and coach, across a variety of sectors including higher education, welfare-to-work and private sectors.

Emily's research interests relate to medical careers, widening participation and social justice. She is most well known for her research work on the impact of shortening the length of career guidance and widening participation in medicine.