

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

Tuesday 2 & Wednesday 3 July 2024

Programme Overview

Day 1 – Focusing on the skills and wellbeing themes

09.00 – 09.30 **Registration**

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

- Workforce sustainability: recent policy developments and their implications for careers thinking
- Careers, skills, and sustainability in the West Midlands

10.45 – 11.15 **Coffee**

11.15 - 12.30 **Workshops Session 1**

12.30 – 13.30 **Lunch**

13.30 – 14.15 **Plenary - Addressing burnout to build sustainable careers and prosperity for all**

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**

Detailed Programme

Day 1 – Focusing on the skills and wellbeing themes

09.00 – 09.30	Registration			
09.30 – 10.45	Opening Plenary - Introduction and context*			
	<ul style="list-style-type: none"> • 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	Room	Presenters	Time
	Option 1: Self-Compassion: A Career Management Superskill Chaired by Sarah Finnegan-Dehn	Discover (1 st Floor)	Ciara Bomford Glynis Roberts	75 mins
	Option 2: Evolving career development practice to remain a sustainable profession Chaired by Laura Walker	Explore (2 nd Floor) and online	Siobhan Neary	75 mins
	Option 3: Career well-being and sustaining the self Chaired by Janet Sheath	Imagine (1 st Floor)	Kate Mansfield	75 mins
	Option 4 Chaired by Claire Nix	Show (1 st Floor)		
	Option 4a: Improving students' engagement in co-curricular employability workshops: Student voice at NTU		Phuong Nguyen	35 mins
	Option 4b: Making work decent and sustainable – social justice and inclusivity - Career Pathways with an EDI Focus		Jacy Stewart	35 mins

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	Option 5: Empowering Sustainable Careers: Navigating the Future through Skills, Experience and Continuous Learning - A UK Perspective Chaired by Tristram Hooley	Tell (1 st Floor)	Juliette Albone	75 mins
12.30 – 13.30	Lunch			
13.30 – 14.15	Plenary - Addressing burnout to build sustainable careers and prosperity for all*			
	<ul style="list-style-type: none"> • 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	Room	Presenters	Time
	Option 1: Fulfilling work over longer careers – discover the latest insights from psychology Chaired by Derek Osborn	Discover (1 st Floor)	Laura Walker	75 mins
	Option 2 Chaired by Nicki Moore	Imagine (1 st Floor)		
	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.		Nuala Whelan	35 mins
	Option 2b: Green guidance and vulnerable groups - between opportunity and luxury: overcoming attitudinal barriers		Eva Kavková Tomáš Šprlák	35 mins
	Option 3 Chaired by Tristram Hooley	Show (1 st Floor)		
	Option 3a: Could care-full guidance lead to greener careers and greener outcomes?		Victoria Metcalf	35 mins
	Option 3b: Rethinking career and career guidance in the context of migrant women's solidarity network		Sanna Toiviainen	75 mins

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	Option 4: Embedding the concept of Decent Work in career development learning Chaired by Jane Artess	Explore (1 st Floor) and online	Fiona Christie Eileen Cunningham	75 mins	
	Option 5: Black Students in White Universities	Chaired by Janet Sheath	Tell (1 st Floor)	Anne Chant	75 mins
15.45 – 16.00	Coffee				
16.00 – 17.00	Plenary - Preparing for a sustainable career in disruptive times*				
	<ul style="list-style-type: none"> • Ans de Vos (Professor, Antwerp University) 				
	<p>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.</p>				
19.00 – 22:30	Conference dinner - includes Drinks Reception with contributing sponsorship from Career Development Institute - CDI				

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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?*			
	<ul style="list-style-type: none"> • 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 <p>This plenary session will address the role of careers and career guidance in addressing the climate crisis.</p>			
10.45 – 11.15	Coffee			
11.15 - 12.30	Workshops Session 3	Room	Presenters	Time
	Option 1: Career Guidance for Energy Transition from International and Regional Perspective Chaired by Anne Chant	Discover (1 st Floor)	Peter Stewart Anna-Lena Müller Rudolf Schröder	75 mins
	Option 2: How green is your practice? Chaired by Cathy Brown	Imagine (1 st Floor)	Korin Grant	75 mins
	Option 3 Chaired by Rachael Pearson	Show (1 st Floor)		
	Option 3a: Critical Perspectives on the Platformisation of Career		Tom Staunton	35 mins
	Option 3b: Towards a universal model for embedding employability in curriculum		Martin Edmondson	35 mins
	Option 4: Perspectives on Careers Education Chaired by Janet Sheath	Tell (1 st Floor)	Nicki Moore Shane McLoughlin	75 mins
	Option 5: Introduction to the framework for environmentally sustainable career guidance Chaired by Emily Reid	Explore (2 nd Floor) and online	Miriam Dimsits Tristram Hooley	75 mins

12.30 – 13.30	Lunch
13.30 – 15.00	<p data-bbox="331 308 1702 339">World Café – Sustainable Careers: Navigating Wellbeing, Skills and Environment in Career Development</p> <p data-bbox="331 368 2136 472">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.</p> <p data-bbox="331 488 1771 520">Participants will engage in three 15-minute rounds of discussions, each centred around one of the following themes:</p> <ol data-bbox="331 536 2136 770" style="list-style-type: none">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. <p data-bbox="331 786 2069 818">At the end of the three discussion rounds, facilitators will capture key insights and recommendations from participants. Outputs will include:</p> <ul data-bbox="331 834 2047 1010" style="list-style-type: none">• 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? <p data-bbox="331 1026 1137 1058">Join us for an engaging and collaborative World Café experience!</p>

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15.00 – 16.00	<p data-bbox="331 245 2136 284">Closing Plenary - Embedding Sustainability into Career Development: A Framework for Hope and Action*</p> <ul data-bbox="331 309 2136 347" style="list-style-type: none"><li data-bbox="331 309 2136 347">• Candy Ho (Chancellor’s Research Chair and Faculty, Kwantlen Polytechnic University) <p data-bbox="331 367 2136 654">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.</p>
16.00 – 16.15	<p data-bbox="331 679 2136 711">Closing remarks</p>