



Annual Conference 2019

Career 4.0 – Career Management 2025

Conference Workshops

Subjects, speakers, dates, times

Monday 2nd & Tuesday 3rd December
The Hilton Hotel, Gateshead

Conference Workshops and Continuous Professional Development

A major aspect of our Annual Conferences is CPD and Members' investment in their professional practice.

Throughout the two-day conference we will be running 31 workshops across two days. Presented by experts, these workshops promote best practice and innovation in the career development sector.

Please take some time to read through the workshop outlines and then complete the Workshops Booking Form at the back of this booklet, detach, and return it:

By post:

Ashley Bott

Career Development Institute

Copthall House, 1 New Road

Stourbridge, West Midlands

DY8 1PH

By email:

events@thecdi.net

Workshop 1 – Monday 2nd December, 12 noon

1. Intergenerational working: How to make a future multi-generational workforce flourish

Nicolette Wykeman RCDP

How do we cope with a workforce made up of four or sometimes even five generations? What are the characteristics of each generation and how can we increase awareness and value each generation? This challenging, interactive and insightful workshop will give you ideas on how baby-boomers can 'trade' structural pragmatical skills for digital skills with millennials; the value of intergenerational coaching and the role of career professionals. There will also be room to discuss the effect these generations will have on the future of work.

Nicolette Wykeman RCDP, Midlife career coach

Nicolette Wykeman is a career professional who is passionate about supporting organisations to improve their intergenerational team performance and communication to make the organisations of tomorrow healthier and more productive. She has a Master's in Career Management and completed her dissertation on the role of HR in the ageing workforce. She is a member of the CDI, board director and joint chair of the CDI's Community of Interest for Private Practitioners.

2. Resilience and motivational interviewing

Peter Beven

Resilience is understood as a constructive response to problem situations and risk factors demonstrated by a willingness and ability to 'bounce back' when meeting adverse events and maintaining belief in intended positive outcomes. Key features that comprise resilience are understood to be adaptability, willingness to adjust goals and self-efficacy. Motivational Interviewing is a client centred approach with directive elements aimed at encouraging behaviour change. This workshop will investigate the potential for practitioners to use tactics 'borrowed' from Motivational Interviewing to support the development of resilience.

Peter Beven is an experienced academic, trainer and qualified career guidance practitioner with expertise in different models of career guidance practice. He has offered workshops on various approaches to one-to-one work to a wide range of professional groups both in the UK and overseas. Pete is a member of the CDI and CDI Moderator of the QCD course.

3. The impact of the changing labour market on the practice and professionalism of careers practitioners

Jenny Bimrose

The impact of Industry 4.0 on the way that career and labour market information is obtained, stored and disseminated for career guidance practice will be explored. The workshop will highlight the potential enhancement of career services, alongside some inherent tensions. A particular example of ongoing research will be used to highlight the potential of this technology: 'LMI for All', funded by government in England, uses state-of-the-art technology to collect, and mediate the dissemination of robust, current and reliable labour market information to support career interventions. Some fundamental implications for practice will be presented.

Jenny Bimrose is Professor Emeritus at the Institute for Employment Research, University of Warwick. With over 40 years of experience teaching, researching and managing in higher education, she was Head of Centre for Training in Careers Guidance at the University of East London before moving to Warwick. Jenny is a member of the CDI and presents one of our popular one-day courses and masterclasses 'Labour Market Information in Career Guidance Practice: Use, Misuse or Lack of Use?'

4. The importance of professional supervision for career development professionals and how it impacts on our wellbeing and resilience in practice

Hannah Courtney-Bennett

The aim of this session is to discuss the function of supervision amongst career development practitioners (CDP) and to explore mechanisms and media for carrying out this function across our profession. Professional supervision addresses the need to develop knowledge, skills and ensure that professional standards are maintained. Importantly supervision embraces the need for the wellbeing and resilience of CDPs and is underpinned by learning from experience and reflective practice. Across the profession many CDPs practice in isolation, either as employees of schools and colleges or as independent practitioners. Drawing on the initial findings of a scoping project within an LA this workshop will offer delegates the opportunity to discuss the need and potential benefits of having a supervision process in place and ways that this might be accessed.

Hannah Courtney-Bennett: *Is a Chartered Psychologist and Registered Career Development Practitioner. She works with career changers, women returners and young people starting out. She adopts a strengths-based approach to her work, recognising the importance of flow in the workplace to achieve resilience and wellbeing.*

5. The Future of Work

Chris Dudley

Work is changing more rapidly than ever. The technological revolution has begun, and we need to review our readiness for the future of work. We sent the first man to the moon and back with 4KB of memory, your phone is at least 250,000 times more powerful. With the rapid increase in automation and artificial intelligence;

- How can humans stay ahead of their technology?
- What roles will and won't exist in the near future?
- What skills do we need to cultivate now to future proof ourselves?
- What does this mean for your career and the careers of the next generation?

Chris Dudley: *is a coach, trainer, and a Licensed Facilitator of The Advantage: 7 Skills for the Future workshop and an Associate of Unimenta. Chris specialises in supporting successful people overcome their mental health challenges and is increasingly called upon to discuss life coaching and it's use in mental health.*

6. Does the careers leader programme support career leader resilience and well-being?

Claire Nix

Andrews and Hooley wrote an article in 2017, *And now it's over to you*, stressing the central role of careers leaders in delivering effective careers provision. The recent Careers and Enterprise Company Survey of careers leaders highlighted a number of key challenges for post holders including time, lack of budget and engagement of teaching staff. So, what lessons can we identify from the CDI's role as one of the 12 national providers of career leader training? This workshop will explore the insights of trainers and participants on the learning gains and personal and professional benefits of participation, in particular professional well-being and resilience. It will draw on the reflective accounts and case studies completed by participants and evaluate lessons learned and messages for future training.

Claire Nix *has led national projects including the Government's careers education support programme and a three-year programme to promote STEM awareness with Sheffield Hallam University and worked with seventeen schools in the Lambeth career cluster. She was commissioned by the Careers and Enterprise Company to co-write the Gatsby Toolkit for schools and for colleges with Anthony Barnes and to edit the SEND Gatsby Toolkit. She co-wrote a careers education resource to raise awareness of technical skills for WorldSkills UK and led the Skills Show staff room seminars for three successive years. She is an experienced assessor for the Quality in Careers Standard and a Fellow of the National Institute of Careers Education and Counselling. She has developed and delivered a*

wide range of courses including Education Landscape 14-19, Good Practice in CEIAG. Claire is delivering training for careers leaders for the CDI and Canterbury Christ Church University.

7. Digital career guidance tools

Andrew Stapleton

This will be an interactive workshop using our skills matching and labour market information digital WebApp which allows users to enter their portfolio of skills and experience, and, use real-time labour market information from across Europe. The outcomes will be a first look, use and input on a WebApp that has been developed in collaboration with four European organisations, and will result in a policy recommendation report to the European Commission after the WebApp is finalised and launched (December 2020).

Andrew Stapleton – *Andrew Stapleton is Project Leader at aspire-international. He has been working on international and European projects since 2014, and has experience in successfully designing, managing and implementing projects. His focus is on developing transnational partnerships, non-formal learning, career guidance for disadvantaged youths and adults, e-learning courses, ICT in learning environments and social inclusion in VET. His current work involves managing Horizon 2020 and KA3 (Forward Looking Cooperation) projects, as well as designing and implementing new project ideas, networking and business development.*

8. State of the Nation: How do we build upon progress that's been made and ensure we are developing sustainable careers provision in our schools and colleges?

Leslie Thain

Careers education is now strongest in some of the most disadvantaged communities. The requirements of the Careers Strategy established a new set of world class standards to be implemented in schools and colleges from September 2018 and significant progress can be seen across the country. Schools and colleges serving the most disadvantaged communities are among the highest performers. This indicates a developing model where the right investment is made, areas of disadvantage can perform on a par with the rest of the country. In this session, you will learn about how schools and colleges have made such significant progress and the strategies that they are implementing to ensure sustainable progression.

Lesley Thain *heads up the education team at the Careers & Enterprise Company and leads on education stakeholder engagement as well as overseeing the development of resources for careers leaders. Lesley is a former assistant headteacher at a London secondary school where she led on vocational education and whole school careers provision. Lesley is a member of the CDI.*

Workshop 2 – Monday 2nd December, 15.00

1. The impact of the changing labour market on the practice and professionalism of career practitioners

Jenny Bimrose

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2. The national retraining scheme – we would like to speak to you

Michael Carney

Sadly, cancelled due to political purdah, ahead of the general election.

3. Career Hubs: What is happening out there?

Hilary Nickell

The Careers and Enterprise Company has initiated significant development funding to promote the introduction of Regional Careers Hubs throughout England. This workshop is designed to give delegates an *independent and impartial overview* of what is happening on the ground. Are Career Hubs engaging in localised hotspots of deprivation and need, as originally designed? Are they perhaps, more by default, addressing wider concerns to mediate high quality careers, learning and training information? How effective are the Gatsby Benchmarks in complementing and encouraging good practice?

Hilary Nickell is a careers consultant, trainer and author with specialist skills in web research. He is Project Manager of Career Companion and Career Companion Extra - both providing quite different Career Hubs in their own right. Hilary is a member of the CDI.

4. Future proofing: Supporting the career guidance community of the future

Mark Fox, Paula Benton, Lindsay Taggart & John Gibson

This workshop will explore how the North East Professional Practice Group established a network of Level 6 qualified advisers to work together to advocate and develop the diverse careers community in the region. Delegates will gain insights into how the group overcame challenges regarding potential competition within the sector; navigated the difficulty of the sector skills gap; inspired a new generation of advisers through CPD and a successful inaugural international conference.

Mark Fox: Careers Hub Facilitator for the North East Local Enterprise Partnership, Chair of NE Professional Practice Group and qualified careers adviser.

Paula Benton: Senior Lecturer in Guidance and Counselling at Northumbria University with research interests in career development learning and employability.

Lindsey Taggart & John Gibson: Local Authority Guidance team managers responsible for teams of careers advisers working in schools, colleges and community settings

Group facilitators representing the independent guidance sector (careers company director), FE & HE and possibly one or two guidance students themselves...

5. Coaxing your school into preparing young people for the future of work

Janet Colledge

Some schools are stuck in a pre-2012 idea of what CEIAG should be. Many have moved forward and have started to embrace the Gatsby Benchmarks and have started to include careers in subject lessons. However, there still remains the eternal problem of securing time and resources to improve CEIAG in schools.

This workshop will explore methods and ideas to raise the status of CEIAG with your SLT and Governors and to improve your schools' offer in line with expected changes in working patterns and LMI.

Janet Colledge aka [@CareersDefender](#) is a qualified teacher with over 15 years' experience providing award winning careers education. Janet is currently Chief Careers Education Consultant with Outstanding Careers, a director of National Careers Week CIC – a social enterprise working to improve the quality of careers education throughout the UK. Janet is a member of the CDI, a member of the of the Community of Interest for Careers Education and CDI trainer.

6. Create your own future: How to fire your boss and paddle your own canoe by running your own career development business

Carolyn Parry

With restructuring, redundancy and short-term contracts now commonplace, more and more people are embracing change as an opportunity to start their own business either as a full time or side activity.

This interactive workshop will enable you to:

- evaluate if self-employment is right for you
- find the niche you want to serve
- connect the niche with your own personal story
- evaluate what you need to learn and what you can outsource
- learn how to take the leap and minimize risk to maximize success
- leave with a plan of action

Carolyn Parry is a career coach, trainer, and speaker. She runs Career Alchemy, an award-winning all-age coaching/training business. A Fellow of the Royal Society of Arts, of Advance HE, and of the International Enterprise Educators' Programme, she is a national trainer for AGCAS and has is privileged to represent the CDI in Wales.

7. Wellbeing and resilience in an age of vulnerability and coddling

Emma Sue Prince

There has been a huge trend towards nurturing wellbeing and resilience in the workplace and in education. At the same time the emerging workforce is hopelessly ill-equipped when it comes to being resilient, anti-fragile and have robust wellbeing strategies:

- Workforce and education statistics around wellbeing and resilience – what is happening?
- The age of vulnerability – the good, the bad and the ugly
- The key elements of being resilient
- What is well-being? Unpicking healthy wellbeing
- The 7 skills you need to be resilient

Emma Sue Prince is a soft skills employability expert and author of *7 Skills for the Future* published by Pearson Business. She runs experiential workshops to raise awareness of these skills (adaptability, empathy, critical thinking, integrity, optimism, being proactive and resilience) with law firms, universities, the NHS as well as with closed Muslim communities.

8. Whole brain decision making

Liane Hambly

Developments in neuroscience and neuropsychology suggest that most of our decisions are not made in a rational way. In this workshop we will explore how to support clients to make career decisions by using both the limbic (emotional, felt, intuitive) and the cortex (reason, critical distance). Delegates will have the opportunity to try a straightforward, step-by-step and engaging decision-making approach which they can take away and use with their clients

Liane Hambly Co-author of *Creative Career Coaching* (2019). A former university lecturer in guidance studies, Liane runs her own company, designing and delivering learning programmes for career practitioners in the UK and beyond. Her methods are grounded in practice as she continues to see individual clients for career coaching. Liane is a member of the CDI and leads the CDI's Advanced career guidance and coaching skills one-day courses.

Workshop 3 – Tuesday 3rd December, 9.15

1. Older workers need career development too

Dr Lyn Barham

Demographic change means that older workers are more numerous than the young people now entering the workforce, and clearly part of the 'future of work'. At present they are poorly served by career development services, but there are signs of change.

This workshop will review the learning from Mid-Life Career Reviews, examine why they matter, and outline government planning for mid-life career support. Why do 25% of people 'un-retire'? Recent pilot studies demonstrate how older people's concerns differ from those of young people. The workshop will highlight the ensuing implications for career development offered by employers, career coaches, and careers services

Dr Lyn Barham has studied career development and older workers for more than a decade, both within the UK and internationally. She is a Fellow of NICEC and active contributor to the work of the CDI, including preparing a wide range of CPD materials for members and writing our monthly CPD Newsletter.

2. Resilience and motivational interviewing

Peter Beven

Resilience is understood as a constructive response to problem situations and risk factors demonstrated by a willingness and ability to 'bounce back' when meeting adverse events and maintaining belief in intended positive outcomes. Key features that comprise resilience are understood to be adaptability, willingness to adjust goals and self-efficacy. Motivational Interviewing is a client centred approach with directive elements aimed at encouraging behaviour change. This workshop will investigate the potential for practitioners to use tactics 'borrowed' from Motivational Interviewing to support the development of resilience.

Peter Beven is an experienced academic, trainer and qualified career guidance practitioner with expertise in different models of career guidance practice. He has offered workshops on various approaches to one-to-one work to a wide range of professional groups both in the UK and overseas. Pete is a member of the CDI and CDI Moderator of the QCD course.

3. Career ReCharge: Five strategies to boost resilience and beat burnout

Beth Benatti Kennedy

Do you have the energy you need or are you running on empty? We work in an uncertain and complex environment that requires us to be resilient—taking charge of our careers and riding the waves of change.

This workshop will renew your career passion, leave you feeling energized and engaged, and provide lifelong coaching tools for you and your clients. You'll learn about Beth Kennedy's Benatti Resiliency Model®—five strategies to spark recharge. You'll assess your present resilience in key areas of branding, connection, and innovation, and get specific tools for resilience that provide lasting influence and impact.

Beth Benatti Kennedy brings more than twenty years of experience to her role as a leadership and career coach, resiliency-training expert, and speaker. She coaches high-potential individuals on how to use their influence strategically, collaborate effectively, and focus on innovation. She is the author of Career ReCharge: Five Strategies to Boost Resilience and Beat Burnout. Beth is based in the US and is a keynote speaker at this conference.

4. Portfolio careers for career professionals

Rachel Mallows

A portfolio career is a working style where you have several strings to your career bow; creating a mix of employment, freelancing and consultancy. This workshop will provide an outline on how to develop your skills to create your own portfolio career.

Focus areas –

1. It is unlikely that our entire careers will be in one industry, let alone one company
2. There is no such thing as a perfect job and that's okay
3. This is not about work-life balance. It's about work-life integration

The portfolio career provides a sense of control and a roadmap for professional fulfilment in a world that is becoming more volatile and unpredictable.

Rachel Mallows MBE has over 30 years' experience in delivering training, coaching, mentoring and business support across all sectors including HE, FE and schools having coached staff at the university and headteachers and academic staff across Northamptonshire. As a leadership tutor for the CDI she has worked with Anglia Ruskin, The OU and the NHS. Rachel holds an ILM Level 7 in Executive Coaching and Leadership Mentoring and Level 6 in IAG for Careers Management.

5. How careers guidance has supported people with fatigue conditions to gain and sustain employment and build their resilience as part of the therapeutic process

Amanda Mason

The aim of this workshop is to share knowledge gained as a careers consultant alongside clinicians working with clients with fatigue. Participants will consider the challenges they face when working with people with long term health conditions, for example clients that are demotivated and lack confidence in their abilities and opportunities because of their health and wellbeing. It will help practitioners gain an understanding of how the Equality Act 2010 can help them support their clients with an informed solution-focused approach. It will also show how the skills and knowledge of guidance add value to this process.

Amanda Mason has been a careers adviser for over twenty years in education, National Careers Service and voluntary sector. In 2015 she delivered a pilot project (embedded in North Bristol Trust) supporting people with M.E. to gain and sustain employment. She is currently an associate Careers Consultant at Vitality 360 and a member of the CDI.

6. Career guidance and mental wellbeing

Dr Pete Robertson, Edinburgh Napier University

This workshop will explore some of the issues facing career development practitioners when they engage with issues of mental health and well-being. We will share ideas and try to develop an understanding of what good practice looks like. We will address four questions:

1. What basic facts about mental health and illness do practitioners need to know?
2. Where are the boundaries for our practice?
3. What features of career guidance can promote positive well-being?
4. What can career services do to support their staff and clients?

Dr Pete Robertson is a qualified career adviser, and a chartered psychologist. He has taught on the postgraduate career guidance programmes at Edinburgh Napier University since 2001. His research interests include career services for disadvantaged groups, and the links between career development and health. Pete is a member of the CDI.

7. Understanding the adolescent mind

Dr Michelle Stewart

This workshop is built around the theme of well-being and resilience: we will explore what is known about the development of a young person's mind during adolescence. Together, we will examine the works of career theorists such as Super, Gottfredson and Savickas, psychologists Piaget, Mead and Snyder, and neuro-scientists Paul and Virginia Brown and Sarah-Jayne Blakemore. From our exploration we will gain new insight and understanding of how teenagers process information and act in the way they do, which will enable us to provide career interventions that are more effective and relevant to their state of mind.

Dr Michelle Stewart is a careers consultant and lecturer with Canterbury Christ Church University, with experience of careers work in different settings. She has designed career management programmes and played a key role in the Career Development Professional Higher Apprenticeship Standard (England). Her interests include career theory and adolescent development. Michelle is a member of the CDI and leads several CDI master classes.

8. Finding our why: Uncovering our purpose within this evolving world of work

Cathy Brown

Within today's working world, our environment can be challenging. We may feel pressures from external market forces, shifting organisational agenda and personal responsibilities. Consequently, it is easy to overlook our needs, and to lose our sense of self.

Re-establishing our *why* in our work and life can be re-centring. Undertaking such fundamental work can overcome presenting barriers – for example, limited self-worth and necessary skills – and provide personal breakthroughs.

You will leave with a greater appreciation of how to: find your why, craft your own purpose statement and develop a fuller understanding of your work purpose in the context of your life.

Dr Cathy Brown is a Chartered Occupational Psychologist who runs her own organisational development consultancy www.evolve.eu.com, where she works with individuals, teams and businesses to manage transitions and change. Within her specialisms, she writes books (Testing the Water ®), articles and is a guest lecturer on Masters programmes at several universities. Cathy is a member of the CDI.

Workshop 4 – Tuesday 3rd December, 10.15

1. An introduction to careers reduce global warming

Jane Barrett

Research shows that global warming is a major issue for the future of our planet. Jane Barrett will explore careers that have the potential to make the most impact in the fight to reduce climate change. She will share with you the research she has found useful.

Jane will also share progress on an RSA backed, not for profit project, seeking to use scalable webinar technology to bring alive careers in secondary schools. She will share the schedule of live broadcasts on careers that help the planet, planned for Careers Week 2020.

Jane Barrett is co-author of 'Taking Charge of Your Career' and lectures on career development in the UK and Europe. She is co-founder of The Career Farm and it's profits help fund a new social enterprise which helps young people discover careers linked to the United Nations SDGs <http://www.thefutureofwork.org.uk>. Jane is a member of the CDI.

2. The future of work and skills: Nesta's research and development programme for the future of careers management

Jack Orlik & Piotrek Gierszewski

This workshop will introduce attendees to the suite of research and activities Nesta is undertaking (across our Future of Work and Skills agenda) in labour market research and development. The workshop will summarise some of our key research (including a Skills Taxonomy, motivation in adult learning, etc.) and introduce attendees to the funding programmes Nesta will be running as part of the £5.75 million Career Tech Challenge. These will be open for applications until early 2020, allowing attendees a chance to enquire about how they can access funding to improve their careers guidance and/or provision of online learning.

Jack Orlik; Jack manages Nesta's Open Jobs programme and has extensive knowledge about the state and future potential of the UK's careers landscape. He has presented Nesta's work across a variety of events.

Piotrek Gierszewski; Piotrek is the Senior Researcher for Nesta's Career Tech Challenge and has extensive workshop experience.

3. Promotion of resilience to unemployed adults

Rachel Mallows

A study from the Department of Health in 2014 highlighted that unemployed adults have a lower resilience level than those in employment. This workshop aims to highlight some key factors in how to promote resilience to unemployed adults and to assist with their wellbeing in getting them back into employment. Studies have shown that by having a positive outlook, employment is more attainable, and resilience is a part of this positivity.

By the end of the workshop, delegates will have a toolbox to use with those who are unemployed, ready to assist them back into their career path.

Rachel Mallows MBE has over 30 years' experience in delivering training, coaching, mentoring and business support across all sectors including HE, FE and schools having coached staff at the university and Headteachers and academic staff across Northamptonshire. As a leadership tutor for the CDI she has worked with Anglia Ruskin, The OU and the NHS. Rachel holds an ILM Level 7 in Executive Coaching and Leadership Mentoring and Level 6 in IAG for Careers Management.

4. The world of online courses: Moving careers support into the 21st Century

Daniel Mitchell

The University of Reading, in collaboration with the Henley Business School, have just created their very first online careers course. This course aims to support those students graduating in 2020 with their transition into the world of work, whilst providing careers support at scale.

As well as planning and writing content, the course educators were filmed, recorded and produced a suite of webinars, podcasts and screencasts to sit alongside the course. Come along to this workshop to hear how they got on, the response from students and academics and how the educators developed their digital skills along the way.

Daniel Mitchell works as a careers consultant for the University of Reading, leading on their Finalist engagement initiative and supporting students from the School of Literature and Languages. He has worked in careers for just over four years and received the AGCAS Award for Outstanding Newcomer in 2017.

5. Theorising labour market information

Tom Staunton

Most careers thinking and practice about LMI has focussed on finding quality sources of LMI. While this approach has some benefit, it is limited in various ways. Underpinned by a recent literature review this workshop will explore 5 different approaches to using LMI in careers practice which participants could translate into their own contexts. This will provide participants with innovative ideas about how they can make use of LMI in a variety of career settings.

Tom Staunton is a Lecturer in Career Development at the International Centre for Guidance Studies, based at the University of Derby. Tom takes a lead teaching on iCeGS Career Leaders program as well as teaching on the MA Careers Education and Coaching at the University. He is a member of the CDI.

6. The career equation: A practical model for navigating the 21st Century workplace

Zoe Schofield

Adult career coaching clients have a dizzying array of choices in the 21st century world of work. To thrive they need to be able to articulate their value and be flexible and adaptable. The Career Equation makes it easy for your client to define their ideal work and design a career that plays to their strengths and their aspirations. With the Equation, clients can quickly make confident decisions about the right next steps in their career. This practical, interactive class will bring the model to life and so you can immediately make use of it in your own 121 practice.

***Zoe Schofield** is a lead facilitator for Erica Sosna's Career Matters. She is a vibrant, extremely personable qualified coach and business manager, with the ability to connect with all walks of life. She is passionate about organisational culture and personal development. She believes that a company that empowers individuals and creates a culture whereby everyone can thrive will achieve fantastic results. Clients include: The Open University, AXA Group and Dorset County Council.*

7. Future career readiness: a 3-dimensional approach

John Fitzgerald

Historically career management focussed on the stable aspects of individuals and occupations. An emergent theory is evolving enabling individuals to craft future career possibilities. Achieving best college grades often distracts students from employability and lifelong marketability. Today's new career paradigm rewards those willing to adapt, relearn and reskill to meet changing demands. Harmonics has provided career coaching to over 20,000 people, teaching a 3-dimensional approach to lifelong employability. John will share practical insights from his personal career coaching experience.

Developed by Harmonics, The Future Career Readiness Index, a free digital career coaching toolkit, supporting those at work, at all stages of their career and helping individuals become future career ready. Completion is recommended in advance of John's talk

<https://www.futurecareerreadiness.com/> and you will receive a career development guide.

***John Fitzgerald, M.D.** of Harmonics, a leading career consulting firm established in 2006. A speaker on the Future of Work, his passion is consulting with organisations and business leaders helping them anticipate Change and Future Proofing. Author of 'Future Proof Your Career', creator of the Future Career Readiness Index and Future Workforce Readiness Research Report 2019.*

8. Forward2Employment and supported internships: The journey so far!

Liz Halton & Lesley Harris

In 2018 we started the journey to opening our own Specialist Post 16 Institution with the aim of delivery supported internships for 19 – 25-year olds. This workshop will chronicle the journey from concept to opening, the pitfalls and the lessons learnt along the way. The aim of the session would be to share what we have learnt and inspire other institutions to think about offering internships either as part of their current curriculum or as part of a specialist post-16 institution. We will share what we have learnt about engaging with employers and finding placements through to funding.

***Liz Halton** is Vice Principal at Bradfields Academy and Head of Supported Employment for Forward2Employment. She has worked in education for 15 years and the last 5 in SEND.*

Workshops Booking Form

CDI Annual Conference and Exhibition 2019

Delegate name
(please print clearly)

Please indicate your 1st, 2nd and 3rd choices by marking 1, 2, or 3 in the relevant box. Workshop places are allocated on a first come first served basis, and we cannot always guarantee your first choice. The deadline for the return of your booking form is midday on **Friday 29th November**. Please return these forms to **Ashley Bott, Training and Events Coordinator** at events@theccdi.net.

MONDAY 2 nd DECEMBER, Workshop 1, 12 noon – 12.55			1 st , 2 nd or 3 rd choice
Workshop 1	Intergenerational working: How to make a future multi-generational workforce flourish	<i>Nicolette Wykeman</i>	
Workshop 2	Resilience and motivational interviewing	<i>Peter Beven</i>	
Workshop 3	The impact of the changing labour market on the practice and professionalism of career practitioners	<i>Jenny Bimrose</i>	
Workshop 4	The importance of professional supervision for career development professionals and how it impacts on our wellbeing and resilience in practice	<i>Hannah Courtney-Bennett</i>	
Workshop 5	The future of work	<i>Chris Dudley</i>	
Workshop 6	Does the careers leader programme support career leader resilience and well-being?	<i>Claire Nix</i>	
Workshop 7	Digital career guidance tools	<i>Andrew Stapleton</i>	
Workshop 8	State of the Nation: How do we build upon progress that's been made and ensure we are developing sustainable careers provision in our schools and colleges	<i>Lesley Thain</i>	

MONDAY 2 nd DECEMBER, Workshop 2, 15.00 – 15.55			1 st , 2 nd or 3 rd choice
Workshop 1	The impact of the changing labour market on the practice and professionalism of career practitioners	<i>Jenny Bimrose</i>	
Workshop 2	Evaluating careers programmes in schools and colleges: Meaningful outcomes which attract investment for long term impact.	<i>Michael Carney</i>	Unable to run due to general election purdah
Workshop 3	Career hubs: What is happening out there?	<i>Hilary Nickell</i>	
Workshop 4	Future proofing: Supporting the career guidance community of the future	<i>Mark Fox</i>	
Workshop 5	Coaxing your school into preparing young people for the future of work	<i>Janet Colledge</i>	

Workshops Programme

Workshop 6	Create your own future: How to fire your boss and paddle your own canoe by running your own career development business	<i>Carolyn Parry</i>	
Workshop 7	Wellbeing and resilience in an age of vulnerability and coddling	<i>Emma Sue Prince</i>	
Workshop 8	Whole brain decision making	<i>Liane Hambly</i>	

TUESDAY 3rd DECEMBER, Workshop 3, 9.15 – 10.10			1st, 2nd or 3rd choice
Workshop 1	Older workers need career development too	<i>Lyn Barham</i>	
Workshop 2	Resilience and motivational interviewing	<i>Peter Beven</i>	
Workshop 3	Career ReCharge: Five strategies to boost resilience and beat burnout	<i>Beth Kennedy</i>	
Workshop 4	Portfolio careers for career professionals	<i>Rachel Mallows</i>	
Workshop 5	How careers guidance has supported people with fatigue conditions to gain and sustain employment and build their resilience as part of the therapeutic process	<i>Amanda Mason</i>	
Workshop 6	Career guidance and mental wellbeing	<i>Pete Robertson</i>	
Workshop 7	Understanding the adolescent mind	<i>Michelle Stewart</i>	
Workshop 8	Finding our why: Uncovering our purpose within this evolving world of work	<i>Cathy Brown</i>	

TUESDAY 3rd DECEMBER, Workshop 4, 10.15 – 11.10			1st, 2nd or 3rd choice
Workshop 1	An introduction to careers to reduce global warming	<i>Jane Barrett</i>	
Workshop 2	The future of work and skills: Nesta's research and development programme for the future of careers management	<i>Piotrek Gierszewski</i>	
Workshop 3	Promotion of resilience to unemployed adults	<i>Rachel Mallows</i>	
Workshop 4	The world of online courses: Moving careers support into the 21 st Century	<i>Daniel Mitchell</i>	
Workshop 5	Theorising labour market information	<i>Tom Staunton</i>	
Workshop 6	The career equation: A practical model for navigating the 21 st Century workplace	<i>Zoe Schofield</i>	
Workshop 7	Future career readiness: a 3-dimensional Approach	<i>John Fitzgerald</i>	
Workshop 8	Forward2Employment and supported internships: The journey so far	<i>Liz Halton Lesley Harris</i>	

Please return your completed form by Wednesday 29th November to:
Ashley Bott, Training & Event Coordinator – events@thecdi.net